



New President's Listening Tour

Prepared for Saint Martin's Community

Presented by President Jennifer Bonds-Raacke

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NEW PRESIDENT'S LISTENING TOUR

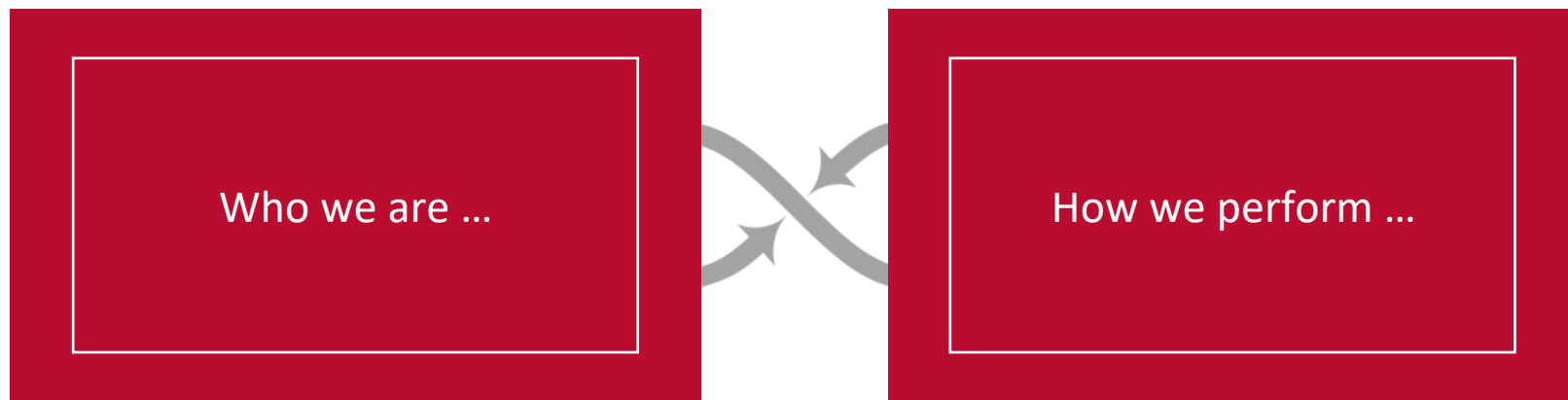
The objective for the New President's Listening Tour was to create a safe, welcoming forum for members of the Saint Martin's community to meet JBR and to allow their voices to be heard and understood on any topic(s) they wished to communicate.

This was accomplished by:

- Conducting Listening Tour sessions between July and December
- Sessions with members of the Board, faculty, staff, students and monastics
- Listening, understanding and summarizing the themes from the sessions in a non-attribution manner



BIG PICTURE



WHO WE ARE ...

Living our traditions, values

- Our community embraces our Catholic, Benedictine, liberal arts traditions and believes that this intersection creates value for our students
 - Religious traditions and values
 - Liberal arts teaching/learning philosophy
- There is a strong desire for unity among leadership – for the Board, University and Abbey leaders to collaborate and share common goals
- There is a need to balance history and tradition with innovation and new pedagogy

Fostering our community

- There is a true sense of community created by the people of Saint Martin's who respect and love one another
- There is a yearning for greater sense of belonging among students, staff and faculty (not just students) and for people to connect more deeply as individuals and as groups
- There is an opportunity to build morale by practicing subsidiarity and empowering people within their roles to do their best work



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HOW WE PERFORM ...

Appreciating our people

- Our staff and faculty view equitable compensation as a major issue – leading to unwanted attrition and difficulty filling open positions
- Our community values routine, open communication from leadership including listening to and recognizing different voices before making major decisions to help build and repair trust (i.e., shared governance)
- Our people would like more opportunities to connect with other groups across campus; Gather for meals and share our love of food

Fulfilling our mission

- We need to walk with our students on their journey of becoming
 - Create deeper relationships with students
 - Meet students where they are
 - Provide relevant, meaningful support – especially for first-generation and minority students
- To fulfill our mission, we must continually improve student experience, engagement and outcomes
- There is a broad concern about financial stability and transparency



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TURNING IDEAS INTO ACTIONS

- These themes were decades in the making ... current → future
- Themes were presented to and discussed with our Board of Trustees and Cabinet members
- Themes are being shared with our campus community today
- Themes are being used as key inputs for the Strategic Planning process
- Voice of Community efforts as the way we operate
- A personal invitation ...



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