

## UNIVERSITY MINISTRY SELF-STUDY EXECUTIVE SUMMARY

During the Fall 2006 semester, University Ministry at the University of San Francisco conducted its Internal Program Review. Components of the internal review included:

- Survey from Jesuit University Campus Ministries
- Evaluation forms and Assessment feedback of programs
- Resident Minister weekly assessment of community service
- Financial profile
- NSSE Results
- EBI results
- Focus groups

Areas of strength and improvement were identified through analysis of the four components of the review.

1. Strength Areas
2. Could be improved areas
3. Should be improved areas
4. Priority improvement areas

### **Strength Areas:**

**Collaboration:** One our strongest areas of excellence is our capacity to collaborate outside of our office and division with other departments and organizations. These partnerships result in less overlapping of modest venues and agendas – and result in offering more focused, robust, and professional programming.

University Ministry's relationships and collaborations with USF schools/colleges:

- School of Law: Justice Lecture Series, St. Thomas Moore Society
- College of Arts and Sciences: Justice Lecture Series, Latin American Studies, Women's Studies, Media Studies
- School of Business and Management: Hospitality Management
- School of Nursing: Immersion program, along with faculty member collaborating on Prayer for Busy People, Lenten Prayer Program, and 19<sup>th</sup> Annotation
- School of Education: Immersions

University's Ministry's collaboration with other departments:

- Counseling Center: Resident Minister training, specialized programs on spirituality and health
- Office of Service Learning: Community action
- Office of Living Learning Communities: Smart Activism, Erasmus Program, St. Ignatius Institute, Global Living, Spirituality Themed Community, Esther Madriz Community, Martin Baro Community

- Lane Center for Catholic Studies and Social Thought: Point 7 Conference, Justice Lecture Series
- St. Ignatius Parish: 5pm and 9pm Liturgies, RCIA, Confirmation
- Academic Services: Orientation, Mass of the Holy Spirit, Graduation Masses and Commencement, Parent Orientation program on Ignatian Spirituality
- Residence Life: Resident Ministry hall programs, R.A. Days of Service
- International Student Services: Immersion
- Associated Students of USF: Hillel/Jewish Student Union, Latin American Student Organization, Peace and Justice Coalition, Amnesty International, Muslim Student Association, Intervarsity Christian Fellowship/Real Life, School of the Americas Student group
- Human Resources: Professional Development programs, Faculty and Staff orientation
- Gleeson Library Geschke Center: Mercy Housing and Larkin Street Fundraising
- Public Safety: Services for disabled students, Community services
- University Advancement: Program reports, meetings, and statistical information for USF fundraising
- Jesuit Community: Spiritual Direction, Liturgies, Retreats

#### Collaboration with Outside Organizations:

- Service Organizations: St. Anthony's, Mercy Housing, Larkin Street Youth Center, Hamilton Family Shelter, St. John's Grocery Distribution, San Francisco Food Bank, St. Charles Elementary School, St. Anthony's Elementary School, Sacred Heart Cathedral, Project Open Hand, St. Anne's Home for the Retired, St. Elizabeth's Home
- Global Exchange: Immersion Programs, Human Rights Awards
- Archdiocese of San Francisco: Point 7 Conference, Death Penalty Focus, Office of Worship
- San Francisco Interfaith Council
- Jesuit Volunteer Corp
- Mercy High School and St. Anthony's Foundation: Retreats led by University Ministry
- JSTB: Resident Ministry Program

**Donor/Funding:** We have been successful this year in not only receiving funding for University Ministry retreats, immersions, and tutoring programs, but we've been an integral part of securing grants and endowments for the university as a whole. Our contributions to Advancement and development proposals have also resulted in such honors as being named one of 76 colleges and universities in the nation (and one of two Jesuit universities), to be awarded Carnegie's community engagement classification. This classification of institutions of higher education is the leading system used by academic researchers, policymakers, charitable foundations, and magazines that rank colleges.

### **Justice Lecture Series program expansion:**

Dr. Paul Farmer was this year's Justice Lecture Series speaker. The series started in 1998 bringing Nobel Laureate's and other justice speakers to campus. It has now evolved from a lecture program to a university-wide collaboration, (i.e., Arts and Sciences has required all new in-coming students to read the book written about Paul Farmer as well as requested their faculty to do so-- {some have integrated the lecture series into their curriculum. The Schools of Education, Nursing, and Law have asked their students and faculty to read the book and integrate it and/or attend and promote the lecture series. It is now a program that the campus community looks forward to.

**International Immersion Programs:** We have expanded our programs from one in the San Francisco Tenderloin area and Tijuana to trips all over the world. Each immersion includes a mixture of faculty, staff, and students. Trips include: Cuba, El Salvador, Guatemala, Peru, Jamaica, South Africa, Vietnam, Belize. This year we'll return to Belize and Peru and add trips to New Orleans and Cambodia.

### **Could be improved:**

#### Retreats:

- Remove L'Arche as a "retreat". If we continue program it should be offered as an immersion experience. Evaluate the need for this program.

#### Diversity:

- Strengthen relationships and develop more programming with interfaith based student organizations (Jewish Student Union, Muslim Student Union, Real Life)
- Improve relationships with (Golden Gate Theological Union schools) to recruit Resident Ministers with diverse faith backgrounds.

### **Should be improved:**

- Resident Minister relationship and commitments to living learning floors: add job responsibilities to job description.
- Tutoring programs (should they be moved to another area: School of Education?)
- Immersion Programs fundraising and payment process: need to make all trips consistent in terms finances.
- Immersion Programs travel arrangements: need to make all trips consistent in terms of travel arrangements (i.e., do we book the tickets, or do the students book their own).
- Community Action in the residence halls: EBI indicates there was an increase of student satisfaction with community service when each residence hall was assigned a particular service agency (05/06). This was changed this year to open agencies up to all students; evaluations indicate a decrease in participation. Explore whether this is a result of changing the program or if it's a problem with Resident Ministers and RA's promotion of programs.

- Collaboration with University Life on joint programming (i.e., Leadership Retreat)

**Priority improvement:**

Personnel:

- Finalize Associate Director of Resident Ministry job description
- Finalize Associate Director of Retreats and Faith Formation job description (hire for 07/08)
- Finalize Associate Director of Social Justice job description (adding community action). Hire new Associate Director of Social Justice for 07/08 and move to 10month assignment.

Resident Ministry:

- Re-envision how Resident Ministers participate and coordinate community action in their residence halls.
- Emphasize during Resident Minister interviews and orientation the commitment to the job and time requirements. Consider more critically the candidates outside commitments (school, work) before hiring.
- Implement a proficient evaluation process of the Resident Minister work.

Retreats:

- Provide retreats that are focused and authentic to the theme: For example, rather than attempting to make “all” retreats inclusive and relevant to everyone, return to the foundation for which they are offered. For example, present Kairos Retreats as Christian centered and the Interfaith Retreat as a weekend represented by several diverse religions and traditions. Trying to integrate a “one size fits all” on all retreats appears to water down the original intent.
- Leadership Retreat needs to be in collaboration with University Life and invitation to the student leadership with the Associated Students of USF.