



Luther College 2016–18 Priorities

I. Offer students a more fully integrated learning experience across their four years at Luther.

When Association of American Colleges & Universities president Carol Geary Schneider spoke at opening convocation for the 2015 spring semester, she lauded Luther's curriculum for eliciting integrative work from students in years one and four. More such work could benefit students in years two and three.

The sophomore and junior years also represent an ideal time to help students better envision the purpose of their education and life beyond Luther. A comprehensive advising program, building on our robust first-year program, can help sophomore and junior students recognize their growth in knowledge, abilities and values as they integrate curricular, co-curricular, personal and career planning experiences. Up-to-date facilities designed to enhance this work signals to the world that we are serious about the development of whole persons.

Initiatives:

1. Assess the curriculum relative to integrative and applied learning in the sophomore and junior years.
2. Implement the HLC Quality Initiative project focused on helping students reflect on their learning.
3. Finalize the plan and launch the renovation of Main and the athletic facilities.
4. Implement the Career Center strategic plan.
5. Create new majors and minors to attract prospective students by linking courses and personnel in existing programs.

II. Develop a comprehensive plan for achieving and maintaining maximum fiscal strength.

Fully recognizing near-term financial realities, it is imperative that we more thoroughly understand all operational aspects of the college and how they are intertwined. We must develop strategies for ensuring stable revenue while preserving the academic profile of entering students and ensuring that their chances for success at Luther are maximized.

Initiatives:

1. Identify target workforce and program ratios and implement a plan to meet them.
2. Review criteria for awarding financial aid, and slow the growth in the discount rate while meeting overall enrollment goals.
3. Complete the work of the Benefits Study Group and implement the approved plan.
4. Target a first to second-year persistence rate of 86-88% and a 6-year graduation rate of 77-80%.
5. Continue to implement the sustainability goals adopted in 2008 and the Climate Action Plan adopted in 2012.
6. Achieve a sustainable \$2 million Annual Fund by 2018, secure an annual average of \$3 million in giving to the Luther College endowment, and achieve an alumni participation rate in the range of 25 to 27%.

III. Foster the well-being of those who study, live and work at Luther.

The occasion of the 500th anniversary of the Reformation will allow us to reflect on our identity as a community of faith and learning where “students, faculty and staff are enlivened and transformed by encounters with one another.” Recognizing and developing the diverse talents of our people—who are Luther College—allows us to best fulfill our common vocation of preparing students “to serve with distinction for the common good.”

Initiatives:

1. Expand professional development opportunities for faculty and staff.
2. Hire and retain more faculty and staff from diverse backgrounds and enhance programming to foster inclusivity in the college community.
3. Increase programs, opportunities and resources to help students enhance their well-being.
4. Implement new practices to improve the sense of community on campus.
5. Commemorate the 500th anniversary of the Reformation.

IV. Finalize a comprehensive strategic plan by 2018.