



BeBold

Rosemont 2026

Meeting the Wants of *this* Age



ROSEMONT COLLEGE

Dear Members of the Rosemont Community,

With much excitement, I am happy to share our strategic plan – **Be Bold: Rosemont 2026**. Rosemont College has a storied history of providing access to education for over 100 years. Cornelia Connelly’s vision to “meet the wants of the age” continues to guide us today. At the same time, as a small, private, liberal arts institution, we must recognize the opportunity to evolve to meet the wants of a new age. Our strategic planning approach has been a collaborative and continuous process that will guide the future direction of Rosemont College so that we can continue to thrive for another 100 years.

Be Bold: Rosemont 2026 was developed using feedback gathered from members throughout our administrative, faculty, staff, student, and alumni communities. All of the feedback has been instrumental in guiding us through this process, and I thank everyone for their contributions. I am proud to see the result of so many dedicated individuals who care about Rosemont’s future success. Most especially, I want to thank our Core Planning Team and Strategic Planning Team for their leadership throughout the process.

Be Bold: Rosemont 2026 will enable us to focus on key priorities over the next three years and enhance how we serve our community. I am confident this plan provides a solid foundation for the future of Rosemont College. As we move forward, our intention is to remain transparent as we work together to implement **Be Bold: Rosemont 2026**. Thank you all for living our mission and helping us to achieve our goals every day. It is an honor to serve this community and to partner with you.

Thank you,

Jim Cawley
President, Rosemont College

A photograph of a modern, multi-story building with large windows and a brick section, set against a clear blue sky. The building is the background for the text. In the foreground, a paved walkway with a crosswalk is visible, with a few people walking. A sign for the Sharon Latchaw Bush Community Center is in the bottom right corner.

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Strategic Planning Overview

Rosemont College's strategic plan was developed to guide us in envisioning and defining a valuable and differentiated strategic vision and plan of action that will position us for success. **Be Bold: Rosemont 2026** provides a framework over the next three years to move the College forward in achieving our goals.

When the planning process launched in September 2022, the Strategic Planning Team shared a detailed and ambitious schedule to inform this work. The approach was designed to allow for community-wide input and collaboration, while ensuring things proceeded in a timely manner. We asked the campus community, alumni, trustees, and friends of the college what we should be proud of, what we struggle with, and what their hopes are for Rosemont's future.

Feedback was gathered through an anonymous online survey, focus groups, and tabling sessions. We also developed a core planning team comprised of members throughout the Rosemont community. The core planning team was divided into workgroups for each priority. All workgroups were asked to invite at least three additional people to join them, ensuring representation from staff, faculty, and students. Each workgroup was charged with identifying strategic objectives for their respective priority. In December, the full planning team met to review and approve the proposed strategic objectives from each workgroup. Members from our workgroups then worked to develop tactics to support each strategic objective.

Rosemont's Leadership Team reviewed the feedback and created a draft of our strategic plan that was presented and approved by Rosemont's Board of Trustees in January 2023.

A Legacy of Boldness



In 1846, Cornelia Connelly was asked by Pope Gregory XVI to found a new congregation of religious sisters to serve the educational needs of the rising Catholic population in Victorian England. She gave herself to this request with courage, creativity, and an assertiveness that caused some to refer to her as “bold.” She was boldly meeting the wants of the age as an innovator in her approach to education, with a vision that continues to inspire an international network of schools today.

Rosemont College is one of the beneficiaries and stewards of this bold legacy. Founded in 1921 by the Society of the Holy Child Jesus to educate Catholic women, the college has been meeting the wants of the age for several generations. In the first part of the twentieth century, providing women with a Catholic college education was an unmet need of the day. As that century progressed, meeting the wants of the age took many new forms. This included Rosemont’s Educational Advancement Program (REAP, 1970) for older women wanting to begin or complete their bachelor’s degree, and the establishment of the School of Continuing Studies (1997) for women and men interested in earning a graduate degree on a part-time basis, continuing today as the School of Graduate and Professional Studies (SGPS). As the 20th century dawned, the first coeducational undergraduate class was admitted, and the SGPS received accreditation for fully online degree programs (2009).



Actions
not Words

– Cornelia Connelly



Rosemont College is a community of lifelong learners dedicated to academic excellence and fostering *joy* in the pursuit of knowledge.

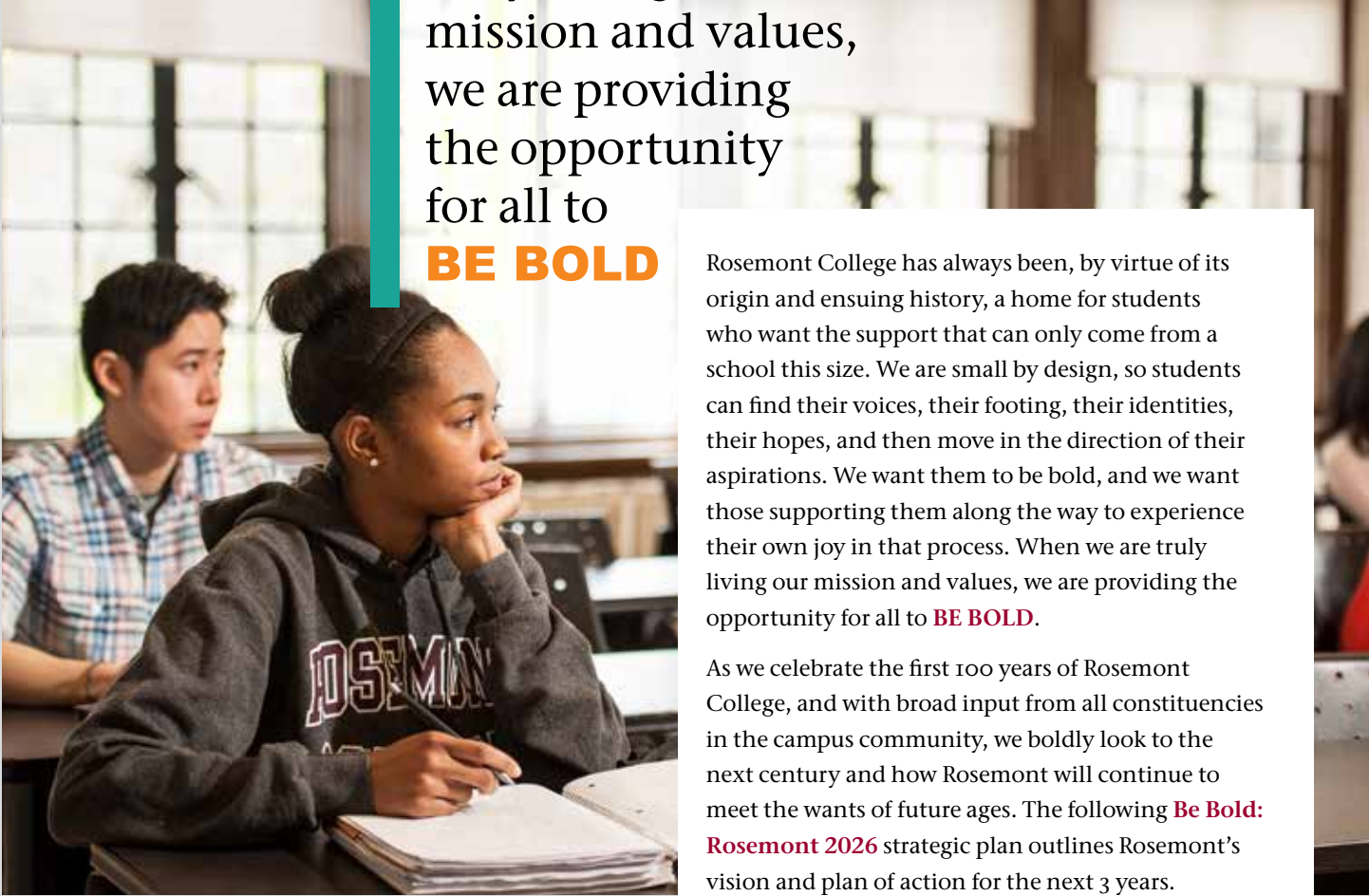
Rosemont College seeks to develop in all members of the community *open* and critical minds, the ability to make reasoned, moral decisions, and a sense of responsibility to serve others in our global society.

Rooted in Catholicism, **Rosemont College** *welcomes all faiths* and is guided by the educational principles of Cornelia Connelly and the Society of the Holy Child Jesus to meet the needs of the time.

Rosemont College values: Trust in and reverence for the dignity of each person; Diversity with a commitment to building an *intercultural community*; Persistence and courage in promoting justice with compassion; *care for the earth* as our common home.

Rosemont is committed to creating a campus culture that promotes our Mission of fostering joy in the pursuit of knowledge, developing open and critical minds and the ability to make reasoned moral decisions, a sense of responsibility to serve others, and the College's stated Values of:

- Trust in and reverence for the dignity of each person
- Diversity with a commitment to building an intercultural community
- Persistence and courage in promoting justice with compassion
- Care for the earth as our common home



When we are truly living our mission and values, we are providing the opportunity for all to

BE BOLD

Rosemont College has always been, by virtue of its origin and ensuing history, a home for students who want the support that can only come from a school this size. We are small by design, so students can find their voices, their footing, their identities, their hopes, and then move in the direction of their aspirations. We want them to be bold, and we want those supporting them along the way to experience their own joy in that process. When we are truly living our mission and values, we are providing the opportunity for all to **BE BOLD**.

As we celebrate the first 100 years of Rosemont College, and with broad input from all constituencies in the campus community, we boldly look to the next century and how Rosemont will continue to meet the wants of future ages. The following **Be Bold: Rosemont 2026** strategic plan outlines Rosemont's vision and plan of action for the next 3 years.

Vision Statement

Be recognized as a national leader in providing each student with the educational experience they need to thrive personally and professionally, and to become contributing members of society.



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In order to fulfill the **Be Bold: Rosemont 2026** vision, the College has identified the following four priorities:

- 1 Create a Transformational Student Experience**
- 2 Achieve Financial Vitality**
- 3 Achieve Operational and Physical Plant Excellence**
- 4 Enhance Faculty and Staff Engagement**

Create a Transformational Student Experience

Rosemont College will be a leader in providing a transformational Student Experience for all students. Access to a quality higher education experience significantly influences students' ability to achieve professional success and achieve Rosemont's mission to develop "open and critical minds, the ability to make reasoned moral decisions, and a sense of responsibility to serve others in our global society." We provide opportunity through a holistic student experience that meets students where they are and invites them into safe social, spiritual, psychological, and intellectual exploration.

Goal 1

Provide innovative and high-quality academic and student support services that enhance the college experience, increase retention and completion, and foster joy in the pursuit of knowledge.

Goal 2

Create a living and learning environment where all student populations can flourish and succeed.

Goal 3

Develop and implement proactive, holistic support for all students that begins at the moment of arrival to increase retention and completion.

Goal 4

Invest in a responsive academic portfolio and pedagogy that meets the wants of the age.



Achieve Financial Vitality

The College's success rests on its ability to create a stable foundation upon which to manifest our mission. Operating from a place of Financial Vitality allows us to fully realize the College's Mission and Values.

Goal 1

Anticipate, prepare for, and adapt to changing demographics, and physical, economic, and social environments, and disruptions to meet the evolving wants of the age.

Goal 2

Identify new, and bolster existing, revenue streams to sustain and grow the College and its endowment while reducing institutional debt.

Goal 3

Develop institution-wide capacity benchmarks, laying the foundation for investments in eco-friendly infrastructure that lives the Rosemont Values, increases revenue, and reduces expenditures.



Achieve Operational and Physical Plant Excellence

Operational and Physical Plant Excellence is focused on ensuring a functioning, secure, welcoming environment for all through long-term planning.

Goal 1

Create a comprehensive, long-term campus plan to invest in and improve our physical and operational infrastructure.

Goal 2

Optimize the use and usability of campus infrastructure—physical, technical, and processes—to deliver best practices in organizational principles and use experience design.

Goal 3

Develop increased accountability through regular and rigorous assessment of academic programs, administrative offices, and business processes.



Enhance Faculty and Staff Engagement

Faculty and Staff Engagement comes when employees understand how their work contributes to the overarching mission of the institution. They feel recognized for their role in living that mission each day. There is a shared understanding that the well-being of the college's employees directly relates to the success of each student and the College. When employees feel the College is invested in their well-being, that the College maintains open channels of communication, they can better dedicate themselves to the student experience.

Goal 1

Recognizing that our people are our most valuable assets, prioritize providing resources to promote employee satisfaction, engagement, and well-being.

Goal 2

Develop and implement plans to achieve the College's stated Value of diversity with a commitment to build an intercultural community.

Goal 3

Foster "a community of lifelong learners" by identifying and providing formal and informal learning opportunities for faculty and staff to cultivate curiosity, expand their knowledge, and enrich their lives.





Conclusion

Be Bold: Rosemont 2026 has roots in concepts that make sense now in our history. If a strategic plan is to be attainable, it must be understood, measurable, easy to talk about and to follow. This is a dynamic plan that will be assessed regularly and adjusted accordingly. Success will require buy-in from the entire Rosemont College community.

Bold is doing something profoundly different from what we have done before. As we stand in this moment, the boldest thing we can do is to embody fully the promise we make to students to help them unlock their potential and find academic, professional, and personal success. This investment in our students is the most fitting commitment we can make at this time to Cornelia Connelly's legacy and Rosemont's founding spirit. **Be Bold!**