

Mercy College 2025 Strategic Plan

Mercy College's mission: Mercy College is committed to providing motivated students the opportunity to transform their lives through higher education by offering liberal arts and professional programs in personalized and high quality learning environments, thus preparing students to embark on rewarding careers, to continue learning throughout their lives and to act ethically and responsibly in a changing world.

Areas of Strategic Focus	Goals	Objectives
Teaching & Learning	1. Mercy College will provide students with a transformative education that promotes life-long learning and civic and ethical global responsibility, and ensures being well-equipped for their career choices.	1.1 Be student-ready to serve diverse communities of students and improve student performance, including in introductory and gateway courses. 1.2 Refine pedagogies and course design to increase student learning and persistence in online and on-campus formats. 1.3 Increase students' preparedness to compete effectively in rapidly changing and diverse global, technological, and digital environments. 1.4 Revise curricular and program offerings to meet students' strengths and needs, respond to workforce demands, and support the development of world citizens and critical thinkers. 1.5 Provide opportunities for students to contribute to advancing knowledge in their area of study through activities including research and scholarship.
Student Success	2. Mercy College will earn a national and international reputation for student success.	2.1 Provide a holistic portfolio of student success initiatives and interventions to improve student retention and graduation rates. 2.2 Create an environment that promotes inclusive excellence for all students. 2.3 Strengthen access, availability and support for student health and wellness. 2.4 Provide students with career education including exploration, preparation, and experiences that will lead to well-prepared graduates with positive career outcomes. 2.5 Use technology to improve guided pathways to achieve successful outcomes for students.
Affordability and Financial Health	3. Mercy College will maintain affordability for students while preserving the college's solid financial position.	3.1 Implement effective hiring, retention, and development practices to increase the productivity and efficiency of faculty and staff 3.2 Optimize enrollment and space management to make the most effective use of the college's human and capital resources. 3.3 Pursue efficiencies to slow the rising costs of higher education and the growth of student debt. 3.4 Deploy effective responses to higher education disruption. 3.5 Expand and diversify sources of revenue, particularly in the areas of grants, fundraising, endowment growth, and investments, partnerships, and program development.
College Community	4. Mercy College will foster a community spirit that engages student, faculty, staff and alumni and contributes to the value of a Mercy College education to our greater community.	4.1 Strengthen each of Mercy's campuses by focusing on their individual cultures, communities, and environments. 4.2 Provide opportunities for faculty and staff engagement and support in order to enhance the working environment. 4.3 Strengthen College-wide messaging and ensure that all constituents are aware of events, news and successes that showcase Mercy's purpose and vision. 4.4 Deepen the College's connections with the alumnae/i communities through a diverse portfolio of services and programs. 4.5 Develop and sustain community connections that position the College as a valuable resource and engaged partner.