

July 12, 2021

Very Rev. Mark Doherty
President Rector
St. Patrick's Seminary and University
320 Middlefield Road
Menlo Park, CA 94025-3596

Dear President Rector Doherty:

This letter serves as formal notification and official record of action taken concerning St. Patrick's Seminary and University (SPSU) by the WASC Senior College and University Commission (WSCUC) at its meeting June 25, 2021. This action was taken after consideration of the report of the review team that conducted the Accreditation Visit to SPSU March 23-26, 2021. The Commission also reviewed the institutional report and exhibits submitted by SPSU prior to the Offsite Review (OSR), the supplemental materials requested by the team after the OSR, and the institution's May 11, 2021, response to the team report. The Commission appreciated the opportunity to discuss the visit with you and your colleagues Anthony Lilles, Academic Dean and ALO, Rich Dizon, Director of Operations, Fr Anthony Stoepfel, Vice-Rector, and Jill Fegley, Consultant. Your comments were very helpful in informing the Commission's deliberations. The date of this action constitutes the effective date of the institution's new status with WSCUC.

Actions

1. Receive the Accreditation Visit team report
2. Reaffirm accreditation for a period of eight years
3. Schedule the next reaffirmation review with the Offsite Review in fall 2028 and the Accreditation Visit in spring 2029
4. Schedule a Special Visit in fall 2023 to address all the requirements listed in this letter.

The Commission commends St. Patrick's Seminary and University for the following:

1. The strategic plan, and for beginning to develop action steps with metrics, timelines, and lines of responsibilities for realizing the plan.
2. Transparent communication and developing new protocols such as the rector's open-door policy and additional regularly scheduled meetings across different segments of the community.
3. Its collegial faculty with a strong commitment to support student learning and spiritual formation, and to provide a curriculum that prepares students to thrive in their vocation.

4. A dedicated staff committed to the institution's mission and supporting the success of the students.
5. Its senior leadership with shared values and goals for improving the institution in the areas of outreach, advancement, enrollment, and facilities.

The Commission requires the institution to respond to the following issues:

1. Maintain a balanced budget, diversify revenue streams, increase enrollment, and reduce/eliminate excess draw on the endowment over the next five years. (CFR 3.4)
2. Building on existing processes and procedures, ensure more systematic and continuous institutional effectiveness (IE) by embedding an IE infrastructure into St. Patrick's operations, clarifying IE roles and responsibilities across the institution, and establishing policies for ensuring quality institutional research (IR) and continuity in IE when personnel changes occur. (CFRs 4.1, 4.2, 4.3, 4.5)
The Commission appreciated learning that SPSU is increasing its institutional effectiveness capacity.
3. Continue to improve technology systems and record-keeping that will help maximize data integrity, registrar functions, advancement, and alumni engagement. (CFR 3.5)
4. Review, revise, and create, as needed, job descriptions for employees at St. Patrick's to ensure a clear understanding of responsibilities/expectations and a culture of timely performance reviews that effectively apply human resources policies and procedures for performance management. (CFRs 1.3, 1.8, 3.1, 3.2)
5. Complete the revision of the faculty handbook and the faculty governance structure to clarify the role of faculty in decision-making, particularly curricular improvements and changes. (CFRs 3.2, 3.7, 3.10)

In taking this action to reaffirm accreditation, the Commission confirmed that St. Patrick's Seminary and University addressed the three Core Commitments and successfully completed the two-stage institutional review process conducted under the 2013 Standards of Accreditation. In keeping with WSCUC values, SPSU should strive for ongoing improvement with adherence to all Standards of Accreditation and their associated CFRs to foster a learning environment that continuously strives for educational excellence and operational effectiveness.

In accordance with Commission policy, a copy of this letter is being sent to the chair of SPSU's governing board. The Commission expects that the team report and this action letter will be posted in a readily accessible location on the SPSU's website and widely distributed throughout the institution to promote further engagement and improvement and to support the institution's response to the specific issues identified in these documents. The team report and the Commission's action letter will also be posted on the WSCUC website. If the institution wishes to respond to the Commission action on its own website, WSCUC will post a link to that response on the WSCUC website.

Finally, the Commission wishes to express its appreciation for the extensive work that St. Patrick's Seminary and University undertook in preparing for and supporting this accreditation review. WSCUC is committed to an accreditation process that adds value to institutions while contributing to public accountability, and we thank you for your continued support of this process. Please contact me if you have any questions about this letter or the action of the Commission.

Sincerely,



Jamiene S. Studley
President

JSS/bgd

Cc: Phillip Doolittle, Commission Chair
Anthony Lilles, ALO
Archbishop Salvatore Cordileone, Board Chair
Members of the Accreditation Visit team
Barbara Gross Davis, Vice President