

**Regis University Accreditation Focus Groups  
In Perspective  
1998 and 2007**

<b>1998 Themes</b>	<b>1998</b>	<b>2007</b>
Mission seen positively	x	x
Catholic nature of University less understood/or conflicted	x	x
Tension between values of University and business-based decisions	x	x
University believes in its quality	x	x
University has pride in its innovation	x	x
University values its collegiality and community	x	x
Different contributions of the three schools are valued	x	x
Autonomy in decision making is encouraged at the department level	x	x
Increased bureaucratization and decisions made that are unresponsive to department needs.	x	x
Growth of service learning	x	x
Increased collaboration across schools; RHSHP bridges RC and SPS.	x	x
Acceptance of difference	x	Less so in this report. Community has wider concerns about diversity, concern about inclusivity, recent hate crimes on campus, and an increasingly conservative external Catholic climate.
Academic Program Reviews are seen as valuable	x	x

1998 Themes	1998	2007
Strong culture of service	x	Most concur that Regis is strongly service oriented to students, faculty and staff. Some staff say that internal service to one another varies by department.
Information technology is an area of strong concern	x	There is strong affirmation of the progress Regis has made in 10 years. Concerns about the increased demands for investment in technology in the future.
Low endowment	x	Concern remains about low endowment. But widespread pride in the successful capital campaign.
Salary and benefits packages, particularly for support staff, are not viewed as competitive, leading to turnover.	x	Less so in this study.
Sense of belonging felt less by affiliate faculty and staff/faculty at extension sites.	x	x
Lack of diversity at Regis	x	Regis people believe Regis has made progress since 1998, but that diversity concerns (reflecting the world we live in) have become even more central.
Concerned about limited access to Regis by those who cannot afford it, and limited funds to support it.	x	x
Enrollment pressure versus academic quality	x	x
Acute space needs	x	Space needs are critical. Also need for "signature" classrooms designed for multiple learning models.
Decision making often lacks consultation	x	x
Desire for increased performance appraisals	x	This concern was voiced in some cases, but not a trend.
Increased need for new faculty and staff orientation	x	The difference in this report focuses on increased need for ongoing faculty and staff development.

1998 Themes	1998	2007
Need to increase library collections	x	Not a concern about collections, but increased need for space.
Regis is known to the external community by its parts rather than as a whole	x	x
Concern that Regis retain its Jesuit identity as Fr. Sheeran retires, in that he might be our last Jesuit president	x	Jesuit identity seems less a concern of the community in that people think Regis “gets it.” There is more concern about succession planning.
Concern not to lose Jesuit values while being market responsive	x	This report shows a stronger concern with the online programs.

### Distinctive Issues in 2007 Not Emphasized in 1998

- Technology has drastically changed and captivated our lives, and will continue to do so. Will require increased capital investment.
- The world is changing rapidly, and this will continue. Is Regis prepared?
- Assessment is a major university commitment.
- Changing “Millennial” student characteristics and needs.
- Strong concern about Regis’ lack of diversity and what this requires in resources and commitment.
- Vision and planning -- “Who does Regis want to be?”
- Increasing angst about life -- concern about war, 9/11, security, increased gap between rich and poor, environmental issues.
- Increased need for students to be global in their perspective and culturally competent.
- Growing sense of importance of Regis values in education.
- “Maxed-outness” of faculty and staff with the University asking more and more.
- Succession planning.
- Rising cost of education.
- School-focused planning model that still succeeds, but perception that redundancy and competition for resources has increased.
- Increased need for student academic support (with decreased entering student preparedness for college-level work across all schools).