

## **Chapter Five**

### **Findings and Recommendations**

As a result of this Self-Study, the Seminary has developed the following findings and recommendations:

#### **Findings:**

1. The teaching and formation of students in this small diocesan seminary provides a rich network of support systems and resources for the Diocese. The seminary is a good steward of resources and demonstrates financial responsibility in its development and planning.
2. The committee system is an effective model of administration. It has worked well at both assessing the Seminary as an institution, and providing new and creative ways of improving all of the degree programs. The yearly schedule of committee meetings attends to any deficiencies, and responds to student concerns expeditiously for an institution this size.
3. The Seminary has a strong commitment to ongoing assessment of its curricula through multiple levels of feedback loops and communication networks.
4. Awareness of cultural diversity and global outreach play a significant role in the Seminary's commitments.
5. Seminary graduates report a high degree of satisfaction in their preparation for ministry. The Seminary provides various opportunities to relate theological and pastoral formation issues with contemporary ecclesial, social, and global concerns.

6. The use of classroom technology and media equipment has enhanced teaching and learning experiences.
7. The Seminary provides a variety of effective opportunities for learning outside the classroom (e.g.: Field Education, lecture series, global mission trips, etc.).
8. The size and the comprehensiveness of the library's collection contribute immeasurably to the Seminary's learning experience. The library staff provides especially valuable assistance to enhance the user's experience.
9. The Seminary supports its faculty in their teaching ministry through opportunities for ongoing formation and professional development respecting theological freedom, ecclesial integrity, and magisterial teaching.
10. The Seminary succeeds well in its primary mission of preparing men for Diocesan priesthood.
11. The Seminary operates strong D.Min., M.Div. and M.A. programs.
12. The Seminary has a strong Field Education program that enables M.Div. students to integrate academic learning in a pastoral setting.
13. The Seminary has a strong program in both pastoral and spiritual formation that enables M.Div. students to begin priestly ministry with skills and practices characteristic of parish priests.
14. The presence of non-resident students from many of the parishes in the Diocese of Cleveland introduces seminarians to various pastoral perspectives.

15. The Seminary teaches clearly that the role of the Diocesan priest includes collaboration with other professional ministers.
16. The M.Div. program faithfully hands on the teaching of the church while also teaching students to think critically in a diverse ecclesial community and culture.

**Recommendations:**

1. The Seminary should conduct a retreat or planning day for the Board to provide the opportunity for more thorough Board planning, and to clarify the mission of the Board and the duties and responsibilities of its members. Before such a retreat, new members of the Board should attend an orientation to acquaint them more thoroughly with the Seminary procedures, policies, etc.
2. The Board should undertake a more systematic evaluation of the President-Rector.
3. The Seminary ought to continue efforts to strengthen the endowment so that the Seminary can be financially self-sufficient.
4. The Seminary should continue efforts to recruit and prepare new faculty members for service to the academic and priestly formation communities.
5. The Seminary should create an M.Div. portfolio system that will reflect competency-focused outcomes based on the most current edition of the *Program for Priestly Formation*.
6. The seminary should develop more ecumenical and interfaith learning opportunities for its M.Div. students.

7. The Mission Statement should be reviewed every three years.
8. The Seminary should continue efforts to develop plans to update the student and faculty residences, including a strategic plan for fund-raising.
9. The evaluation of Seminary committees should be done at least every five years
10. The Seminary should keep its technical equipment up to date. This should include:
  - a. incorporating wireless internet connections in all classrooms,
  - b. providing training for faculty members in the use of new technologies, both media and software,
  - c. developing the ability to access other research libraries through Ohiolink, and
  - d. establishing a learning laboratory for liturgical and preaching practicum's that would include appropriate media equipment.
11. The Seminary should continue to encourage its faculty to engage in research and publication in their theological fields.
12. The Seminary needs to hire personnel to provide support for its computer technology.