

Lutheran Identity and Mission Outcome Standards with Evaluation Tool

Identity Standard I—Ecclesiastical Mission and Goals

The institution's ecclesiastical mission and goals appropriately center on Christ, the Holy Scriptures, the Lutheran Confessions, and the shared confession and practice of The Lutheran Church—Missouri Synod.

1.1 Mission statement, core identity statement, and values and goals statements are clearly centered in Christ and focused on the life of the church (ecclesiastical).

1.2 Mission statement, core identity statement, and values and goals statements unambiguously give voice and controlling weight to the teachings of the Holy Scriptures and the Lutheran Confessions.

1.3 The mission statement, core identity statement, and/or values and goals statements indicate that the institution exists to carry out the objectives of The Lutheran Church— Missouri Synod (Constitution, Article III).

1.4 Mission statement, core identity statement, and values and goals statements are realistic and appropriate for and within an institution of higher education of The Lutheran Church—Missouri Synod.

Identity Standard II—Spiritual and Academic Life

The spiritual and academic life of the institution reflects and embraces its ecclesiastical mission and goals.

2.1 The ecclesiastical mission and goals are clearly and consciously pursued in the design and delivery of campus worship.

2.2 The ecclesiastical mission and goals are clearly and consciously pursued in the design and delivery of the residential undergraduate curriculum.

2.3 The ecclesiastical mission and goals are clearly and consciously pursued in the design and delivery of online and graduate curricula.

2.4 The ecclesiastical mission and goals are clearly and consciously pursued in the hiring, orienting, evaluating, and supervising of all faculty.

2.5 The ecclesiastical mission and goals are clearly and consciously pursued in the design and delivery of key institution-sponsored academic and spiritual events.

Identity Standard III—Student Recruitment and Student Life

Student recruitment, student affairs, campus life, and other programs reflect and embrace the institution’s ecclesiastical mission and goals.

3.1 Recruitment and admissions forthrightly present the Lutheran identity and ethos of the institution.

3.2 Enrollment management practices prioritize recruiting and retaining students from LCMS congregations.

3.3 Enrollment management practices deliberately seek to recruit and retain well-qualified students for pre-seminary and church-worker training.

3.4 Enrollment management practices strive to maintain a credibly Lutheran student peer group.

3.5 Student affairs work and programming is self-consciously and explicitly conducted from an overarching perspective on the human and society rooted in the verities of the Holy Scriptures and the Lutheran Confessions.

Identity Standard IV—Planning & Resourcing

Planning, resourcing, and personnel reflect and embrace the institution’s ecclesiastical mission and goals.

4.1 Institutional planning is aligned with the institution’s ecclesiastical mission and goals.

4.2 Personnel are aligned with the institution’s ecclesiastical mission and goals.

4.3 Financial resources are aligned with the institution’s ecclesiastical mission and goals.

4.4 Planning and resourcing processes and outcomes are informed by effective assessment and accountability measures.

Identity Standard V—Governance, Leadership, and Administration

The governance, leadership, and administration of the institution foster and embrace the institution’s place in The Lutheran Church—Missouri Synod.

5.1 The board of regents and administration demonstrate a desire and ability to walk together with and within The Lutheran Church—Missouri Synod.

5.2 The board of regents demonstrates thorough knowledge of the ecclesiastical interests of The Lutheran Church—Missouri Synod in the institution and pursues them.

5.3 The president/chief executive demonstrates knowledge of the ecclesiastical interests of The Lutheran Church—Missouri Synod in the institution and brings to fruition initiatives that accord with those interests.

5.4 The administration demonstrates knowledge of the ecclesiastical interests of The Lutheran Church—Missouri Synod in the institution and brings to fruition initiatives that accord with those interests.

Identity Standard VI—Assessment of Effectiveness

The Institution’s assessment of its achievement of the Lutheran Identity and Mission Outcomes is foundational to and effective in advancing its ecclesiastical goals.

6.1 The ecclesiastical goals of the institution are clear and measurable.

6.2 A systematic and regular process of self assessment and visitation according to Bylaw 3.6.6.4 to provide both informal and formal assessment of the outcomes of the Lutheran Identity and Mission Outcomes Standards (this document) is in place at the institution.

Identity Standard VII—Handling & Resolving Concerns of Constituents

The Institution’s handling of legitimate concerns expressed by constituents is foundational to and effective in advancing its ecclesiastical goals. Evaluation Tool

7.1 The policies and procedures of the institution relative to receiving, handling and resolving legitimate concerns expressed by constituents are clearly stated and demonstrably followed.

7.2 A systematic and regular process of self-assessment and visitation according to Bylaw 3.6.6.4 to provide both informal and formal assessment of the policies and procedures for receiving, handling and resolving legitimate concerns expressed by constituents is in place and adhered to by the institution.