I. Vision-Mission, Core Values, and EOMS Policy

The Strategic Plan 2025–2030 is rooted in the university's vision–mission as a CICM Catholic institution. Guided by the core values, the plan ensures that all goals and initiatives reflect SMU's identity and purpose. It is also aligned with the Educational Organization Management System (EOMS) policy, ensuring timely and complete implementation, monitoring, and evaluation. This alignment promotes institutional coherence, continuous improvement, and faith-informed leadership across all levels.

Vision (2025 version)
Saint Mary's University is a premier CICM Catholic educational institution inspired by Christ's mission, dedicated to the integral formation of persons exemplifying communion, excellence, innovation, and social responsibility.

Mission
We dedicate ourselves to:

1. Joyfully witnessing to Christ's mission;
    a. To gather the members of the SMU community in meaningful celebrations of life and faith church liturgies, sacraments, Marian devotions and other prayer activities. **(Faith Celebration)**
    b. To joyfully witness to the Christian faith by reaching out to the needy and marginalized members of the immediate communities through works of charity and development. **(Faith Action)**
    c. To deepen faith understanding of the members of the SMU community through the Christian Faith Education, retreats, and recollections. **(Faith Formation)**
    d. To animate the members of the SMU community to participate in the Mission of the Church through vocation responses, as missionaries, priests, consecrated persons, or lay ministers, and through material or financial contributions. **(Faith Response)**
    e. To build the SMU community as a strong participative Catholic community by forming and strengthening small religious organizations under the direction of the Office of the Vice President for Mission & Identity and Center for Christian Formation. **(Faith Community)**

2. Conscientiously strengthening communion;

    a. To help managers develop their full potential and capacity and to exercise leadership responsibilities, as well as train and prepare other employees to assume higher levels of responsibility at a later stage. **(Executive Management Development)**

    b. To create an environment of increased openness of communications, increased level of trust and support among organization members, and increased personnel enthusiasm and satisfaction. **(Organizational Development)**

    c. To ensure a culture of transparency, accountability, self and group responsibility in planning and implementing, and responsiveness through policies and procedures and other mechanisms. **(Good Governance)**

    d. To ensure that managers assigned to lead the units can generate high levels of commitment from followers through the exercise of fair, just and equitable treatment of employees and students, and a management style focused on policies that work for the good of the organization. **(Stewardship and Shepherding)**

3. Relentlessly manifesting academic, personal, and professional excellence;

    a. To develop and support the faculty and staff in their pursuit of holistic growth as persons, learners, and scholars in their field of specialization. **(Faculty and Staff Development)**

    b. To provide opportunities for the continuous development in all student's desirable values and character traits by providing avenues for learning, relearning, and unlearning experiences aimed at facilitating and ensuring the formation of good character. **(Good Character Formation)**

    c. To provide opportunities that enhances the students' well-being. **(Students' Development Program and Students' Welfare Program)**

4. Steadfastly nurturing creativity and innovation;

    a. To provide opportunities for the enhancement of creativity in the literary, visual, performing arts and sports. **(Students' Development Program)**

5. Responsibly taking the lead and participating in social development.

   a. To provide opportunities for leading and being actively involved in building vibrant Christian communities. **(Community Extension Service)**

   b. To provide occasions for initiating and taking part in promoting CICM and social advocacies. **(CICM and Social Advocacies)**

   c. To instill in the individual, faith and pride in the national culture and respect for other cultures

   d. To develop in the individual, responsible citizenship and leadership skills. **(Responsible Citizenship and Leadership)**

Core Values

Core Value	**Strategic Intent/Definition**	**Description**	**Strategic Program/Project**
Communion	Promoting solidarity and mutual support within the Marian community (*ad intram)* and other organizations	Activities that foster synodality (walking together), synergy, community worship, and sustainability	● Christian formation (mass, liturgical activities, recollections) ● Scholarships ● Alumni engagements ● Linkages (local and international) ● Faculty, staff, and student development ● Institutional updates (policies, facts and figures, satisfaction surveys, improvement of processes, etc.)
Excellence	Exemplifying academic, personal, moral, sports, cultural, and professional greatness	Academics - high academic performance Personal - living with integrity Moral - being morally upright Professional – being competent, reliable and respectful.	● Accreditations and certifications ● Rankings, awards, and recognitions ● Board/ bar performance ● Professional leadership ● Linkages (local and international) ● Sports and cultural competitions

Core Value	Strategic Intent/Definition	Description	Strategic Program/Project
Innovation	Creating something new to improve quality of life	Engaging in research and investing in infrastructure to improve services, and finding novel solutions to problems	● Research initiatives ● Scholarly work ● Physical and ICT infrastructure ● Creative works (patents, books, researcher rankings, etc.); ● Linkages (local and international) ● Performing arts
Social responsibility	Fostering solidarity *ad extram* (to the outside)	Activities that promote sustainability, social action, social justice, and community development through transparent and ethical behavior.	● Community engagement (extension and outreach activities) ● Community linkages (local and international)

EOMS Policy

"We at Saint Mary's University commit to the integral formation of persons inspired by Christ's mission and driven by excellence. We strive for continual improvement through socially responsive, ethical, and effective educational practices."