



THE LOG

Divine Word College

May 9
2024

A Bulletin for the Divine Word College Community

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Birthday Corner

May

- 10 Sr. Ngat Thi Dinh, LHC
- 12 Dr. Roman Ciapalo
- 15 Fr. George Kootappillil
- 15 Sr. Angela Omola, SON
- 15 Sr. Dien Thi Vu, LHC
- 18 Fr. John Szukalski, SVD
- 18 Fr. Toan Vu, SVD
- 19 Fr. An Thien Ngoc Huynh, SVD
- 19 Fr. Alexander Rödlach, SVD
- 19 Fr. An Thien Huynh, SVD
- 19 Dr. Ben Wintress
- 20 Thi Van Nguyen
- 20 "Benedict" Pau Mun Khual
- 24 Fr. Tom Ascheman, SVD
- 25 Ae Pa You (Mu Mu) Paw
- 27 Sr. Lan Huyen Ngoc Hoang, LHC
- 29 Long Hai Ngoc Nguyen



Summer birthdays listed on page 13

THE PRESIDENT *Fr. Tom Ascheman, SVD*

God Logic

Br. Mike Decker led the community in praying vespers on Sunday evening. His theme was, "love one another since love is from God." His opening remark really captured my attention. He said:

*"When I was a student here in DWC many years ago, I took a Philosophy course in Logic. As students, we came up with this logical statement: **God loves me - I love God - Therefore I am God.**"*



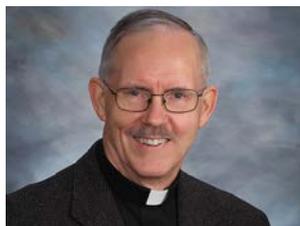
Br. Mike Decker, SVD

He noted that the philosophy professor did not agree. The philosopher in me agrees with the philosophy professor of years ago. However, the believer and preacher in me finds a lot to like in the logical teasing of Br. Mike and his classmates.

Though I cannot quite agree with the statement "I am God," the teachings of our Church on the real presence in the Eucharist, and the promise of Spirit help me to approach part of a great mystery. Each time at the preparation of the gifts at Mass, the priest prays a quiet prayer while pouring some water into the wine. It goes like this: By the mystery of this water and wine may we come to share in the divinity of Christ who humbled himself to share in our humanity.



Somehow, Jesus has taught us to expect to share in divinity as we journey to the Kingdom. The text from the first letter of John always causes me wonder: "Beloved, we are God's children now; what we shall be has not yet been revealed. We do know that when it is revealed, we shall be like him, for we shall see him as he is" (1 John 3:2). I wondered about that text again when I heard Br. Mike share the following thought: "When we are more aware of Jesus love for



continued on next page

us, then we can share this love with those we meet every day... this brings new life to those we meet and also new life for us in sharing Jesus love.”

Once more, I found myself flying off to another text from the celebration of Mass that I love very deeply, the sixth preface for Ordinary Time. The prayer recalls St. Paul’s preaching to Greek philosophers in Athens (Acts 17:28).

It is truly right and just, our duty and our salvation,
always and everywhere to give you thanks,
Lord, holy Father, almighty and eternal God.

**For in you we live and move and have our being,
and while in this body
we not only experience the daily effects of your care,
but even now possess the pledge of life eternal.**

For, having received the first fruits of the Spirit,
through whom you raised up Jesus from the dead,
we hope for an everlasting share in the Paschal Mystery.

Each time I pray that line, “Father, in you we live, and move, and have our being,” I remember again the promise of St. John’s letter: we shall be like God, for we shall see him as he is.

Br. Mike brought me back down from my philosophical/spiritual musings as he concluded his reflection with a very missionary challenge:

Graduates, the love you have experienced here in DWC take it with you.
All the rest of us, let us share this love with those we meet this summer.

And the Church could wisely, in all holiness, say: Amen.

Board of Trustees Meeting

Members of the Board of Trustees gathered at DWC last Friday and Saturday, May 3-4, to receive reports on the activities of the various departments of the College, and to make decisions that help guide the operation of the College for the coming months and years. The Trustees:

1. Elected Officers for the DWC Corporation for 2024-2027:
 - President - Fr. Tom Ascheman SVD
 - Vice President - Fr. Adam MacDonald SVD
 - Treasurer - Ms. Mary Pat Kerper
 - Secretary – Ms. Christine Jackson
 - Asst. Treasurer - Fr. Matheus Ro SVD
 - Asst. Treasurer - Fr. Simon Thoi Hoang SVD
2. Approved the Graduates of Divine Word College for 2024.
3. Approved the Promotion of Dr. Cathleen Cleary to the rank of Associate Professor.
4. Approved the Revision of the 2024 Core Curriculum.
5. Approved the proposed budget for FY 2024-2025.
6. Gave provisional approval to revised Bylaws of the Divine Word College Corporation.
7. Approved the 2024-2027 Strategic Plan for the College.

Fr. John Szukalski SVD Announces Resignation as VPAA

On May 7, Fr. John Szukalski announced his resignation as DWC Vice President for Academic Affairs.

In his letter of resignation to Fr. Adam Oleszczuk SVD, the Chairman of the Board of Trustees, and to me, he called to mind just some of the enormous contributions he has helped to make at Divine Word College. They include:

- professionalizing the mission-critical ESL program and secured Commission on English Language Program Accreditation (CEA) specialized accreditation for the maximum initial period of five years;
- successfully responding to a Higher Learning Commission (HLC) interim monitoring report on assessment and reaffirmation of HLC accreditation through 2025;
- encouraging faculty professional development and applications for promotion in academic rank;
- identifying and operationalizing five Core Competencies derived from the Mission Statement as the Institutional Learning Outcomes for academic and religious formation programs;
- revising and aligning the Core Curriculum to provide students with curricular support to achieve the five Core Competencies in academic programs;
- providing leadership on piloting and implementing a new assessment protocol across undergraduate programs for improvement of student learning and program effectiveness;
- as HLC Assessment Academy Team Leader for the 2020-2024 cohort, presenting DWC's assessment protocol as a model for other small liberal arts colleges at the 2024 HLC Annual Conference;

DWC owes John a huge debt of gratitude for his generous leadership and service. May he be assured of our prayers and support as he moves to other ministries.

DWC Strategic Plan 2024-2025

During this past academic year, the various departments of the College have been worked to develop a new strategic plan for the coming three years. It outlines the major projects to be accomplished in the coming years. The Board of Trustees approved the new plan during their meeting at the College on May 4. The five goals outlined in the plan are:

Goal A – Academic Affairs – Formulate and execute data-driven recommendations to measurably boost student skill achievement of two Core Competencies: Communication Effectiveness and Social & Global Responsibility.

Goal B – Admissions and Vocations – Achieve and maintain a total enrollment of 125 students (75 in the undergraduate program and 50 in the IELI). Include at least 40 students in formation for the SVD and SSPS, along with Arnoldus Family members in perpetual vows.

GOAL C – Formation and Student Life – Articulate the Formation and Student Life Program, aligning it with the institutional core competences and the five facets of the missionary formation program.

GOAL D – Operations – Provide high-quality facilities, employees and services in a cost-effective manner, while maintaining a commitment to environmental sustainability.

GOAL E – External Affairs – Cultivate new and existing friendships to invite, welcome, and encourage participation in missionary service.

2024
Class of
**CONGRATULATIONS
GRADUATES!**

December Graduates



Sr. Scovia Okello Apiyo, LSMIG

Gulu, Uganda

B.A. Theology & Mission

Plans after graduation? I have been engaged with the ministries of my congregation.

How do you plan to share your faith with others in the future? I plan to share my faith with others by advocating and uplifting each person's dignity first before offering them any services to easily embrace the divinity of Christ in them.



Antz-Carly Cadet

Cerca-la-Source, Haiti

B.A. Philosophy

Plans after graduation? Since graduation, I have been studying at Catholic Theological Union (CTU) in Chicago. This summer, I will join the SVD Novitiate as I continue discerning God's call to the religious life.

What is the greatest lesson you learned at DWC? At DWC, the greatest lesson I learned was that no one is alike, yet everyone is the same, and we are called to journey together as God's beloved children.



Sr. Paschaline Kengran Dzelimnyuy, SST

Cameroon

B.A. Philosophy

Plans after graduation? I plan to be instrumental in the education of the people in my country and around the world at all levels.

What is the greatest lesson you learned at DWC? The greatest lesson I learned at DWC is to live unity in diversity, appreciate cultures different from mine and to love all people because they carry with them the image of God. I will forever remain grateful to DWC for the person I am today.



Sr. Tinh Le, LHC-V

Vinh, Vietnam

B.A. Theology & Mission

Plans after graduation? I have been studying for my master's degree in social work at Marywood University in Scranton, Pennsylvania.

What is the greatest lesson you learned at DWC? It was caring for the needs of others as the DWC community and its benefactors have been doing for students through their generosity and care.



Sr. Dung Kim Thi Mai, LHC-TV

Vietnam

B.A. Theology & Mission

Plans after graduation? Post-graduation, my plan is to further my studies at Loyola Marymount University in California, focusing on pastoral ministry.

How has your experience at DWC impacted your faith? My experience at DWC has profoundly impacted my faith, molding me into a missionary dedicated to serving the underprivileged with love and fostering a sense of community.



Sr. Tuyet Thi Pham, OP-BC

Ninh Sa, Vietnam

B.A. Intercultural Studies

Plans after graduation? I am going to achieve a master's degree in Theological Studies with a concentration in Sacred Scripture.

How has your experience at DWC impacted your faith? During my time at Divine Word College, I have learned that DWC is a place for connecting and sharing the whole world.



Sr. Dien Thi Vu, LHC-V

Vinh Province, Vietnam

B.A. Theology & Mission

Plans after graduation? I am pursuing a master's degree in education at Madonna University in Livonia, Michigan.

How did your experience at DWC impact your faith? When I enrolled in theology classes, I discovered God in many different ways. For example, through knowledge, I could learn how to reflect deeper on recognizing God's love and applying it in my daily life. I am grateful for that.

May Graduates



Sr. Hilda Alonyo, LSMIG

Kiryandongo, Uganda

B.A. Theology & Mission and B.A. Intercultural Studies

Plans after graduation? After four and a half long years, I am excited to return home to Uganda, reunite with my loved ones, and follow whatever ministry God has in store for me.

How do you plan to share your faith with others in the future? I intend to approach everyone I minister to with a deep sense of humanity and recognize them as God's cherished children and acknowledge the goodness in them, regardless of their backgrounds or origins. Above all, I strive to be the best version of myself, as per God's creation.



Sr. Francisca Doofan Aorakaa, SON

Lessel Benue State, Nigeria

B.A. Philosophy and B.A. Theology & Mission

Plans after graduation? I will return to my country, Nigeria, and I am willing to share what I have learned with my fellow sisters.

How has your experience at DWC impacted your faith? My faith has been strengthened and deepened through community activities, such as the formation program, ministries, classes, retreats, conferences, recollections, and meaningful Mission Sunday and Holy Triduum celebrations, which have helped me comprehend the profound meaning of what I am called to be.



Sr. An Linh Thi Hoang, LHC-QN

Daclak Province, Vietnam

B.A. Theology & Mission

Plans after graduation? I will return to my country and continue my ministry.

What is the greatest lesson you learned at DWC? The greatest lesson I learned at DWC is a willingness to accept differences from other cultures.



Hung Cong Nguyen

Originally from Vietnam and currently residing in Riverside, California

B.A. Philosophy

Plans after graduation? I applied to the Novitiate program and plan to continue discerning God's call for me.

What is the greatest lesson you learned at DWC? Before, I thought a leader had to show authority and power and tell people what to do. I learned during my time at DWC that a good leader listens. To serve is not to be served.



Long Hai Ngoc Nguyen

Nha Trang, Vietnam

B.A. Philosophy

Plans after graduation? I plan to apply to Novitiate so that I can continue to discern my vocation.

How do you plan to share your faith with others in the future? I will try to strengthen myself by gaining more knowledge and building up my social skills, so I have a strong foundation for later ministries.



Sr. Tram Huyen Thuy Nguyen, LHC-TD

Buon Ma Thuot City, Vietnam

B.A. Intercultural Studies

Plans after graduation? I plan to work toward a master’s degree in special education.

What is the greatest lesson you learned at DWC? At Divine Word College, the greatest lesson I learned was the importance of serving others with humility, compassion, and dedication. Through the college’s emphasis on mission work and community service, I gained a deeper understanding of the transformative power of selfless acts and the profound impact they can have on individuals and communities alike.



Sr. Angela Onyeche Omola, SON

Ugbokolo, Nigeria

B.A. Theology & Mission

Plans after graduation? I will go for perpetual vows in August. By September, my congregation will send me to Jos, Nigeria for the formation program.

How do you plan to share your faith with others in the future? As a future formator, I will share my faith with others by incorporating all that I learned from Divine Word College into my role. To create an environment for those who are interested in sisterhood to explore and deepen their faith journey.



Sr. Thoa Thi Pham, OP-BC

Nam Dinh, Vietnam

B.A. Theology & Mission

Plans after graduation? I am going to Loyola Marymount University in Los Angeles, California to earn a Master’s degree in Pastoral Theology.

How do you plan to share your faith with others in the future? I will continue to improve what I have learned at DWC and be ready to serve God’s people, especially those who are marginalized and poor.



Frt. Engelbertus Salmon, SVD

Manggarai Barat, Indonesia

B.A. Philosophy

Plans after graduation? I will continue to study at Catholic Theological Union, Chicago

What is the greatest lesson you learned at DWC? Although each student at DWC is different in many ways, we are one in the call to live in Christ and bring His love to every heart.



Sr. Thao Thanh Thi Tran, LHC-KT

Vietnam

B.A. Theology & Mission

Plans after graduation? After graduation, I will go back to Vietnam to spend some time with my family before returning to my congregation and waiting for my assignment.

How has your experience at DWC impacted your faith? Living in a multicultural community has impacted my faith in ways that I appreciate the people around me, and their shared culture has helped me realize that we are brothers and sisters walking in the same journey as missionary disciples.



Marc Anderson Vaval

Petit Goâne, Haiti

B.A. Philosophy

Plans after graduation? After graduation, I will study nursing at NICC.

What is the greatest lesson you learned at DWC? Divine Word College shares the world with you in a single campus. My experience here taught me how to connect with people from different backgrounds and build a community based on mutual respect and understanding.



Sr. Magnouwedeou Woulaou, PSP

Kemerida, Togo

B.A. Intercultural Studies

Plans after graduation? I am looking to do Optional Practical Training OPT before continuing with my master's degree.

How has your experience at DWC impacted your faith? My experience at DWC has deepened my faith by exposing me to diverse perspectives and cultures, enriching my understanding of God's work in each person as an image of God.



Fr. Telesphore Dusabe

Gakenke, Rwanda

A.A. Intercultural Studies

Plans after graduation? Getting experience on how the Catholic Church in America works by serving as the parish priest at Holy Rosary Cluster for the Archdiocese of Dubuque in northeast Iowa.

How do you plan to share your faith with others in the future? My way to share my faith is to be faithful to Jesus Christ, who called me to the priesthood.



Uriel Rhys Briones
Ottawa, Illinois
Certificate in Pre-Theology

Plans after graduation? My plan is to continue to enrich my spiritual life; I want to continue this journey with complete trust in God’s providence and will for me. I can be within my home community or elsewhere where God may lead me, but I pray that I can be part of ministry duties to whomever I’m asked to serve.

What is the greatest lesson you learned at DWC? Perseverance, hope, charity, team building, genuine respect of others, also learning how to handle stress and anxiety. But above all these the greatest lesson is learning how to completely surrender to God, trusting in God’s wisdom and goodness. God’s love is real, abundant, ever present...and must be shared.



Son Hoang Vu
Originally from Vietnam, currently residing in California
Certificate in Pre-Theology

Plans after graduation? I will fly back to Vietnam for 6 weeks to celebrate my brother’s wedding then return to California. I hope to continue with the SVD in the future if my application to the Novitiate is approved.

What is the greatest lesson you learned at DWC? The greatest lesson I learned is my English skills. I moved to the US in 2016. I learned a lot from people like Fr. Tom, Bro. Mike and other native English speakers. In three years here, I learned more English language and American culture than I did in the five years I lived in California. It’s essential for me.



VICE PRESIDENT FOR FORMATION
DEAN OF STUDENTS
Fr. Long Phi Nguyen, SVD

Summer Placement Program Orientation

Summer is just around the corner! Some of you will stay at the college to study ESL while others will return home to spend time with their families, and some will be part of the DWC Summer Placement Program. For those of you working at Divine Word College this summer, I would like to have a meeting with you to provide important information about the placement program and let you know what is required of you during the summer at your respective work place. In addition, Ms. Ann Maiers will be there to explain the work policy at Divine Word College. This meeting will be scheduled for Thursday, May 9, 2024 at 12:45 pm in room 107. If you are unable to attend the meeting, please let me know. Punctuality is highly appreciated.

End of the Formation Year Celebration

On Wednesday, May 8, 2024, we will conclude our formation year with a solemn Eucharistic celebration in our large community mass at 8:00 am. In this mass, we would like to pray in thanksgiving to the Lord for our Divine Word College community and our formators who have

guided and walked with all of you throughout the year. We also pray for all those in formation that the Lord may continue to guide them in your journey to listen to God's words, and let Him lead you in your vocation. We pray that this year of formation has been enriching, filling your lives with a deeper desire to follow the Lord in your vocation journey.

Student Recital

On Thursday, May 9, 2024, there will be a Student Recital scheduled at 1:00 pm in the gymnasium. Our students will showcase their talents, playing the flute, guitar, piano, and singing. They have worked hard throughout the semester to practice and rehearse for this recital. If you are available, please come and support your classmates after lunch.

Saying Farewell

A great missionary once told me, "you will never be in one place for the rest of your life," and this is true! As I write this final LOG entry for Divine Word College, I want to take this opportunity to express my heartfelt farewell and thank each of you for the wonderful eight years of service at Divine Word College. Through all the highs and lows, joys and challenges, it has been a blessing to serve each and every one of you. I have learned much and found this ministry truly enriching and worthwhile. Please continue to keep me in prayers, as I will keep you in my heart and prayers.

Student Storage Room

All students residing in the main building are asked to clean and pack all your belongings and bring them to the storage room on the ground floor. Megan Hall and Arkfeld House residents should also bring their belongs to the designated storage locations. As storage room in the main building is limited, please be considerate of others and label your belongings clearly with your names. Please remember: "Do not open or move around other people's boxes." Thank you!

Final Exam Week

The academic year is drawing to a close. During this busy time with papers and exams, please remember to take time for yourself for prayers, relaxation, exercise, and participation in the daily Eucharist. As usual, two Masses will be scheduled at 8:00 AM and 8:00 PM in the main chapel. In addition, the Student Senate will be providing free Donuts and Coffee served in the dining room during the final exam week. Come and enjoy! Please check the Student Board for all activities of the final week. Good Luck with your finals!



Nice shirt!

United in purpose and spirit: SVD members and candidates proudly donning new matching shirts, proclaiming their common bond as Divine Word Missionaries.



from Dr. Yasmin Rioux

Faculty Evaluators for the Spring 2024 Assessment Project

Instructor	Assignment/Class	Faculty Evaluator				Assessed PLOs
Dr. Yasmin Rioux Dr. Joshua Young	ENG 112 Visual Rhetoric	Round 1*	Round 2*	Round 3*	Round 4*	CORE # 2
		Cathi Cleary	Richard Garrett	Joshua Young	Sam Cunningham	
	Round 1*	Round 2*	Round 3*	Round 4*		
	Mathew Kanjirathinkal	Brian McLauchlin	Jennifer Vess	Evelyn Dias		
Dr. Wintress Wintress Winter	THM 211 Old Testament Troubling Theological Texts	Round 1	Round 2	Round 3	Round 4*	IDS/AA/2; CF/PTH/4; THM/BA/1; THM/BA/3; THM/AA/1
		Sr. Anna Trang Mai	Dr. Jason Reed	Fr. Stephen Nguyen	Dr. Ron Condon	
Dr. Ron Condon	PHI 215	Round 1	Round 2	Round 3	Round 4*	PHI/BA/4
		Wintress Wintress Winter	Fr. Akizou Kamina	Fr. Simon Thoi Hoang	Sr. Anna Trang Mai	

Dates for Assessment Rounds

Round 1: August 26 to September 2
Round 2: September 2 to September 9

Round 3: September 9 to September 16
Round 4: September 16 to September 23

Looking Back, Moving Forward, and Saying Goodbye

Our time together is coming to a close. The semester finishes next week, and we are ready to depart. Some of us might remain at the college for summer projects. Some of us will go back to our homes, communities, and home countries for good. Changes are happening, and there is no way to avoid it. Now is a good time to look back on our journey over the past several years, pack up good and not-so-good memories and bid farewell to a place that has had a significant influence on our lives.

We do not learn from experience... we learn from reflecting on experience.

- John Dewey

What changes have we made? What do we want to bring from here? What do we want to leave behind? How do we want to see ourselves in the near future?

Changes are unavoidable. However, changes can bring growth. We are different from what we were a few years ago when we arrived at DWC. Through the ups and downs, we gain a deeper understanding of the world and ourselves. We have a better perspective by learning from our professors and instructors and interacting with our peers, colleagues, and friends. With all these, we go forth with new energy and a wish to put many of our fresh ideas into practice in the future.

Looking Back

Reflecting on what we have learned and accomplished will help us to identify the key knowledge we gained from our classes and integrate it a practical way. Here are some questions to ponder: What are you better at now than at the beginning of the year? What accomplishments are you most proud of? Why does this make you proud? What went well? What challenges did you experience? How did you overcome those challenges?

Moving Forward

We are transitioning to whatever comes next. This transition may include receiving a new assignment, beginning graduate studies, or living in a new community. Some of us will go back to our Congregations. We will experience another transformation. We have changed and hopefully transformed. Our congregations have evolved concurrently. They are not like they were when we left a few years ago. In this stage, a lot is happening. Both excitement and anxiety fill us. We feel prepared to change the world as we go from the college with a ton of brilliant ideas. This might not go as well as we anticipate, though. Do not be too excited. Relaxing and being gentle to yourself are the keys to a new beginning.

Saying Goodbye

No matter what, we will leave a part of our hearts in this place. It is essential that we spend time to bid farewell to familiar faces and places. Even if the closeness of our relationships vary, we have come together as a community. Marking the end of the year with a conscious effort to part ways provides an important sense of closure to those relationships. Saying farewell can be as simple as offering prayers for one another, expressing thanks, and staying in touch with people we have gotten to know better over the years.



by
Sr. Aprilia
Untarto, SSpS

The Counseling Center is open five days a week, with appointments on weekends and holidays. Please reach out to us at auntarto@dwci.edu | Room 220 | Ext. 377

SUMMER BIRTHDAYS!

June

- 4 - Fr. Thang Hoang, SVD
- 4 - Han Htut Oo
- 8 - Steve Winger
- 11 - Sr. Paschaline Kengran Dzelimnyuy, SST
- 19 - Sr. Mo Tuyet Pham, FMM
- 20 - Sr. Dao Thi Ho, LHC
- 26 - Sr. An Linh Thi Hoang, LHC

July

- 1 - Bro. Quoc Bao Le, OCist
- 1 - Sr. Edem Rita Ocloo, OLVSM
- 7 - Do Kim Tuang
- 15 - Dr. Jason Reed
- 17 - Jean Floyd
- 17 - Sr. Precious Mutepfa, HLMC
- 19 - Fr. Huy Quoc Huu Nguyen
- 20 - Sr. Scovia Okello Apiyo, LSMIG
- 20 - Sr. Yolette Dorce, SSpS
- 24 - Dr. Cathleen Cleary
- 24 - Mary Kay Lueck
- 26 - Emily Shedek
- 26 - Sr. Tung Thi Tran, MCV
- 27 - Dr. Richard Garrett
- 27 - Sr. Nhi Thao Thi Nguyen, LHC
- 29 - Randy Accola

August

- 4 - Sr. Charity Nyasha Rabson, HLMC
- 8 - Sr. Tram Thuy Thi Nguyen, MSC
- 10 - Fr. Simon Thoi Hoang, SVD
- 13 - Sr. Anh Nguyet Thi Pham, LHC
- 14 - Sr. Nguyet Thi Nguyen, OCist
- 15 - Fr. Telesphore Dusabe
- 15 - Sr. Trinh Tuyet Thi Nguyen, LHC
- 17 - Elizabeth Winter
- 19 - Sr. Tuyen Thanh Thi Nguyen, LHC
- 20 - Frt. Cong Van Nguyen
- 20 - Fr. Sam Cunningham, SVD
- 22 - Amy Hartman
- 26 - Bro. Tony Kreinus, SVD



DWC Strategic Plan for 2024-2027 May 2024

Goal A – Academic Affairs – Formulate and execute data-driven recommendations to measurably boost student skill achievement of two Core Competencies: Communication Effectiveness and Social & Global Responsibility.

[Rationale: DWC implemented a new five-year academic Assessment Plan and a revised Core Curriculum that aligns with stated Core Competencies. Both the Plan and the Curriculum were developed with extensive professional collaboration between faculty and administration personnel and through engagement in the 2020-2024 cohort of the Higher Learning Commission (HLC) Assessment Academy. These efforts highlighted two areas for targeted attention. The academic goal is to prioritize and measurably improve student skill achievement in Communication Effectiveness and Social & Global Responsibility.]

Objective 1: Implement data-driven recommendations from the Institutional Assessment Committee for continual curricular improvements.

Action Step 1.1: Academic departments collect assessment data on all Core Competencies (CCs) and Program Learning Outcomes (PLOs) according to the Assessment Plan schedule.

Responsible: Departmental faculty & Dir. for Institutional Effectiveness

Target Completion: Every semester

Budget: \$1,500 annually

Action Step 1.2: Institutional Assessment Committee analyzes student achievement of all Core Competencies (CCs) and Program Learning Outcomes (PLOs) according to the Assessment Plan schedule.

Responsible: Institutional Assessment Committee & VPAA

Target Completion: Every semester

Budget: \$9,000 annually

Action Step 1.3: Publish an Annual Assessment Report identifying trends and recommending data-driven curricular changes for approval and implementation.

Responsible: Faculty Senate, Dir. for Institutional Effectiveness & VPAA

Target Completion: Annually

Budget: n/a

Objective 2: Strengthen academic writing and research skills.

Action Step 2.1: Implement two new Core Curriculum courses: Narration & Description (ENG 150) and Argument & Research (ENG 200).

Responsible: Departmental faculty

Target Completion: Every semester

Budget: n/a

Action Step 2.2: Implement Advanced Writing & Research (ENG 250) as a graduation requirement for all new students starting Fall 2024 Semester.

Responsible: Departmental faculty, Registrar

Target Completion: Every semester

Budget: n/a

Action Step 2.3: Publish student achievement data on Communication Effectiveness (written) in the Annual Assessment Report, with specific data-driven recommendations for curricular improvements in ENG 150, 200, 250 where indicated.

Responsible: Institutional Assessment Committee

Target Completion: Every semester

Budget: n/a

Objective 3: Advance commitment to Social & Global Responsibility grounded in Catholic Social Teaching.

Action Step 3.1: Implement new Core Curriculum course: Catholic Social Teaching—Fundamental Principles (THM 277).

Responsible: Departmental faculty

Target Completion: Every semester

Budget: n/a

Action Step 3.2: Assess student knowledge of Catholic Social Teaching principles via embedded signature assignments according to approved rubrics.

Responsible: Departmental faculty, trained evaluators

Target Completion: Every semester

Budget: n/a

Action Step 3.3: Publish student achievement data on Social & Global Responsibility in the Annual Assessment Report, with specific data-driven recommendations for curricular improvements in THM 277 where indicated.

Responsible: Institutional Assessment Committee

Target Completion: Every semester

Budget: n/a

GOAL B – Admissions and Vocations – Achieve and maintain a total enrollment of 125 students (75 in the undergraduate program and 50 in the IELI). Include at least 40 students in formation for the SVD and SSpS, along with Arnoldus Family members in perpetual vows.

[Rationale: A total of 125 students represent a sufficient number of students in the classroom for effective learning. Fifty students in the IELI is a sustainable number for the program. Forty SVD candidates and Arnoldus Family members is a realistic number at this time.]

Objective 4: Admit eight SVD candidates per year from the three USA SVD Provinces.

[Rationale: Based on post-COVID admission numbers, eight new SVD candidates from the three USA Provinces seems to be a reachable goal, which represents about a 50% increase of the actual number enrolled since August 2020.]

Action Step 4.1: Vocation Directors to visit 50 parishes a year for vocation promotion.

Responsible: VP for Admissions

Target Completion: May 2026

Budget: \$15,000

Action Step 4.2: Participate in 20 promotion programs around the country each year.

Responsible: VP for Admissions

Target Completion: May 2026

Budget: \$25,000

Action Step 4.3: To increase candidate referrals, host campus visits at DWC for SVDs from the three USA provinces each semester.

Responsible: VP for Admissions

Target Completion: May 2027

Budget: \$6,000

Action Step 4.4: Host two St. Arnold Dinners each year at SVD Parishes – one each semester.

Responsible: VP for Admissions

Target Completion: May 2027

Budget: \$1,500

Action Step 4.5: Host an annual online program for SVDs in parishes focused on ways to promote Arnoldus Family vocations.

Responsible: VP for Admissions

Target Completion: May 2025

Budget: Negligible

Action Step 4.6: Collaborate with the SSpS to host in-person or online retreat experiences focused on discernment.

Responsible: VP for Admissions

Target Completion: May 2026

Budget: Negligible

Action Step 4.7: Invite current men in formation to help in vocation promotion activities once a semester – allowing potential candidates to meet current men in formation.

Responsible: VP for Admissions

Target Completion: May 2026

Budget: \$5,000

Objective 5: Collaborate with other SVD provinces to admit 5 SVDs in temporary vows and/or pre-novitiate candidates per year.

[Rationale: Efforts to collaborate with SVD Provinces around the world will supplement our vocation ministry efforts here in the three USA Provinces. Eight plus five additional candidates bring us close to our historical average of 14 new SVD candidates per year.]

Action Step 5.1: With the help of the USC provincial superior, identify possible collaborative provinces.

Responsible: VP for Admissions

Target Completion: May 2027

Budget: About \$23,000 for each scholarship student

Action Step 5.2: Contact provincials with an offer to collaborate and facilitate the admission process.

Responsible: VP for Admissions

Target Completion: December 2024

Budget: Negligible

Objective 6: Strengthen our collaboration with our College partners to grow current enrollment by 15 non-SVD candidate students.

[Rationale: Fifteen non-SVD candidate student coupled with our increase in SVD candidates will allow us to reach our goal of 125 total students.]

Action Step 6.1: Collaborate with SVD and SSpS provinces around the world to refer SVD and SSpS students to DWC for ESL and undergraduate studies.

Responsible: VP for Admissions

Target Completion: May 2027

Budget: About \$23,000 for each scholarship student

Action Step 6.2: Leverage the College's scholarship programs to increase enrollment of religious sister, male religious, other seminarians and lay students in both the ESL and undergraduate programs.

Responsible: VP for Admissions

Target Completion: May 2027

Budget: About \$23,000 for each scholarship student

GOAL C – Formation and Student Life – Articulate the Formation and Student Life Program, aligning it with the institutional core competences and the five facets of the missionary formation program.

[Rationale: The Divine Word College Seminary Religious Formation Program is designed to instill a lasting dedication in each student toward serving God's people, addressing their needs and circumstances for spiritual and vocational development.]

Objective 7: Implement data-driven recommendations from the Institutional Assessment Committee for formation and student life improvements.

Action step 7.1: Initiate a comprehensive formation group survey among three groups of students (Freshmen, Juniors, and Seniors) at the conclusion of each formation year.

Responsible: VP for Formation

Target Completion: Spring 2024

Budget: negligible

Action step 7.2: Collaborate closely with the Institutional Assessment Committee to facilitate a seamless flow of feedback, insights, and recommendations for program improvements.

Responsible: VP for Formation

Target Completion: Fall 2025

Budget: negligible

Action step 7.3: Analyze and identify key areas for improvement and develop concrete action plans to meet the diverse needs of the student body.

Responsible: VP for Formation

Target Completion: Fall 2025

Budget: negligible

Objective 8: Revise and implement the formation program for religious men and women in temporary vows.

[Rationale: Our unwavering commitment to inclusivity guarantees that religious men and women in temporary vows from diverse backgrounds and identities discover a supportive and enriching environment within the Religious Formation Program.]

Action step 8.1: Establish subcommittees to work on each facet of the formation program.

Responsible: VP for Formation

Target Completion: Fall 2025

Budget: negligible

Action step 8.2: Conduct a thorough review of the existing program descriptions and objectives to support their growth and respective charisms.

Responsible: VP for Formation and subcommittee coordinators

Target Completion: Spring 2025

Budget: negligible

Action step 8.3: Develop a dynamic four-year cycle curriculum that includes relevant and applicable topics to support their own charism objectives and address their respective needs and circumstances.

Responsible: VP for Formation

Target Completion: Spring 2025

Budget: negligible

Action step 8.4: Develop an assessment tool to evaluate and measure the growth and development of religious members in temporary vows.

Responsible: VP for Formation

Target Completion: Spring 2025

Budget: negligible

Objective 9: *Conduct a thorough review and evaluation of the spiritual formation facet of the religious formation program to enrich the spiritual lives of our DWC students.*

Action step 9.1: Form an Ad Hoc Committee to create a data-driven survey to assess all the liturgical activities of the formation program.

Responsible: VP for Formation

Target Completion: Fall 2026

Budget: negligible

Action step 9.2: Conduct an external review of the spiritual formation facet to assess its structure, content, and impact on student spiritual life.

Responsible: VP for Formation

Target Completion: Fall 2026

Budget: \$5000 expenses

Action step 9.3: Analyze feedback from the external review report to identify key recommendations for program improvements.

Responsible: VP for Formation

Target Completion: Fall 2026

Budget: negligible

Action step 9.4: Implement recommended changes to enhance the student spiritual life at DWC.

Responsible: VP for Formation

Target Completion: Fall 2026

Budget: negligible

Objective 10: *Articulate the core principles of missionary discipleship to enhance students' ministry skills, helping them to use their gifts, abilities, and learning for effective missionary services.*

Action step 10.1: Schedule a ministry workshop session at the beginning of each semester to deepen students' understanding of missionary identity, spirituality, and the skills necessary for effective missionary services both within the community and at specific ministry sites.

Responsible: VP for Formation

Target Completion: Spring 2027

Budget: negligible

Action step 10.2: Create simple and clear guidelines for students to write an incident report that thoughtfully reflects their ministry experiences through the lens of Sacred Scripture.

Responsible: VP for Formation

Target Completion: Spring 2027

Budget: negligible

Action step 10.3: Design and execute a comprehensive evaluation survey to assess the overall effectiveness of the ministry program at the conclusion of each formation year.

Responsible: VP for Formation

Target Completion: Spring 2027

Budget: negligible

GOAL D – Operations – Provide high-quality facilities, employees and services in a cost-effective manner, while maintaining a commitment to environmental sustainability.

[Rationale: Develop and maintain standards for buildings, employees, services while protecting the natural environment. This will be accomplished through data-driven planning, and environmental stewardship.]

Objective 11: Utilize the 2023 Facilities Study as a guideline for improving the college facilities.

[Rationale: The Facilities Study from Gronen lays out a plan for maintain and repairing the college facilities through prioritization and cost analysis of projects.]

Action Step 11.1: Create a project priority list from the Facilities Plan with input from the Maintenance Department.

Responsible: VP for Operations and Maintenance Director

Target Completion: July 2024

Budget: Negligible

Action Step 11.2: Collaborate with the Board of Trustees Planning and Operations Committee to determine list of actionable projects on an annual basis.

Responsible: VP for Operations and Planning and Operations Committee

Target Completion: Annually in May or October

Budget: Negligible

Action Step 11.3: Ensure priorities are communicated to the Financial Affairs Committee and Board of Administration on an annual basis.

Responsible: VP for Operations

Target Completion: Annually

Budget: N/A

Objective 12: Create a capital improvement plan and annual budget that reflects and incorporates needs identified in the Facilities Study.

[Rationale: The capital improvement is a guide to major facility projects and priorities, utilized for budgeting and fundraising campaigns.]

Action Step 12.1: Create a Capital Improvement Plan with input from the Business Director and Planning and Operations Committee.

Responsible: VP for Operations and Business Office Director

Target Completion: May 2024 and annually thereafter

Budget: N/A

Action Step 12.2: Review and update the CIP annually as part of the budget planning process.

Responsible: VP for Operations and Business Office Director

Target Completion: Review annually

Budget: Based on Major Repairs budget, \$140,000 as of FY 2024

Objective 13: Develop an employee transitioning plan that identifies needs and ensures continuity of college operations.

[Rationale: DWC identified transitioning as a major concern as employees reach retirement age. We need to maintain institutional knowledge and continuity of operations.]

Action Step 13.1: Identify and maintain a list of employees who are nearing retirement or planning to transition away from Divine Word College.

Responsible: VP for Operations

Target Completion: ongoing updated annually

Budget: N/A

Action Step 13.2: Identify and write procedures for critical tasks that the employee performs.

Responsible: VP for Operations and Board of Administration

Target Completion: December 2025

Budget: N/A

Action Step 13.3: Add critical procedures to the Procedure Handbook and revise as necessary.

Responsible: VP for Operations and Board of Administration

Target Completion: December 2025 and annually thereafter

Budget: N/A

Objective 14: Identify all contracted services and develop a plan to ensure the college is receiving the best competitive pricing available.

[Rationale: Contracted and/or outsourced services represent a significant cost to the college and should be reviewed on a regular basis to ensure we are getting the best price, product and service.]

Action Step 14.1: Create a master list of all outsourced/contracted companies with input from the Business Office.

Responsible: VP for Operations and Business Office personnel

Target Completion: January 2025

Budget: N/A

Action Step 14.2: Determine what outsourced/contracted companies require a competitive bid.

Responsible: VP for Operations

Target Completion: July 2025

Budget: N/A

Action Step 14.3: Create a “contract review schedule” to ensure contracts are being reviewed and vetted in a timely manner.

Responsible: VP for Operations

Target Completion: July 2025

Budget: N/A

Objective 15: Research and develop a plan to reduce the college’s overall energy consumption and carbon footprint.

[Rationale: Reducing energy consumption will reduce costs to operate our buildings. Reducing our carbon footprint is in accordance with the Catholic Church’s teachings as considered in the Encyclical Letter, LAUDATO SI’ of the Holy Father Francis, On care for our Common Home.]

Action Step 15.1: Determine the annual energy consumption of the entire college.

Responsible: VP for Operations

Target Completion: January 2025 and annually thereafter

Budget: N/A

Action Step 15.2: Research and identify areas where we can reduce energy consumption.

Responsible: VP for Operations

Target Completion: May 2025

Budget: Negligible

Action Step 15.3: Identify tools and technology to reduce energy and resource consumption.

Responsible: VP for Operations

Target Completion: July 2026

Budget: TBD

Action Step 15.4: Create a plan that includes students and JPIC in the planning and implementation of “green” initiatives.

Responsible: VP for Operations

Target Completion: October 2025

Budget: N/A

GOAL E – External Affairs – Cultivate new and existing friendships to invite, welcome, and encourage participation in missionary service.

[Rationale: As Divine Word College prepares students for missionary outreach, it also embodies a missionary presence in our neighborhood and around the world.]

Objective 16: Use the college itself, its exhibits, events and people to present the missionary outreach of the Church and the mission of DWC.

[Rationale: The exhibit areas can be an excellent place to present a contemporary understanding of mission focusing on Prophetic Dialogue and the Core Competencies/Missionary Skills needed to carry out such missionary service]

Action Step 16.1: Develop and install displays to highlight the five Missionary Skills (DWC Core Competencies): Critical Thinking, Communication Effectiveness, Intercultural Competence, Social & Global Responsibility, and Missionary Discipleship; and to highlight the SVD Dialogue Partners in Mission: Faith seekers, Poor and marginalized, People of other cultures and Followers of different faith traditions.

Responsible: PR Director

Target Completion: September 2025

Budget: \$12,000

Action Step 16.2: General review and updating of other exhibits: Scholarship/Awards, Alumni Pictures, Development Gifts, Gallery, Matthew 25 and Donaghey Award winners, Dining Room and Hallway Monitor.

Responsible: PR Director

Target Completion: May 2027

Budget: \$24,000

Objective 17: Invite and welcome more people, especially local people, to the College for mission related events.

[Rationale: Many "local" people show friendship toward the College. We want to cultivate those friendships by more systematically addressing them and recognizing their collaboration. DWC Friends would include trustees, former trustees, people who have been awarded the Donaghey and Matthew 25 awards, former FAN Club participants, volunteers, Conversation Partners, and local benefactors.]

Action Step 17.1: Provide regular information about College events and activities through local advertising and parish announcements to increase and strengthen awareness of DWC with people in our immediate area.

Responsible: PR Director

Target Completion: Ongoing

Budget: Negligible

Action Step 17.2: Prepare and distribute "welcome to DWC" materials for visitors and groups who come to the college (ACCW, Worldwide Marriage Encounter, Archdiocesan Priest Convocation, Serra Club, piano recitals, etc.).

Responsible: PR Director

Target Completion: Jan 2025

Budget: N\$5,000

Action Step 17.3: Organize opportunities for our neighbors to meet, interact and form friendships with members of the DWC Community. Encourage our students to share their stories of God's call.

Responsible: PR Director & VP for Formation

Target Completion: Ongoing

Budget: Negligible

Action Step 17.4: Promote and encourage people to take advantage of the *education opportunities at DWC*. For example, the Good Neighbor Scholarship, classes for non-traditional students, etc.

Responsible: VP for Admissions

Target Completion: Ongoing

Budget: TBD

Action Step 17.5: Hold a general Alumni Reunion during Labor Day 2025 to celebrate 150th anniversary of the founding of the SVD and the Arnoldus Family.

Responsible: Alumni Director

Target Completion: Sept 2025

Budget: TBD

Objective 18: Over the next three years, Increase the number of NEW general outreach benefactors by 300, Vietnamese outreach benefactors by 1500, and maintain overall donor retention at 65%.

[Rationale: Our benefactors have been very generous. In the last several years, they have provided nearly one third of the income to DWC through direct contributions and through return on investments of their gifts. The usual nationwide donor retention rate is 40%; DWC has maintained a retention rate of 65.9%!.]

Action Step 18.1: In the course of upcoming personnel transitions, restructure development department personnel to free development directors for visiting of benefactors.

Responsible: Development Director

Target Completion: Jan 2025

Budget: \$70,000

Action Step 18.2: Develop and implement a plan for personal visits, phone contact, and personal correspondence to long time benefactors and major donors to further strengthen our relationships with them.

Responsible: Development Director

Target Completion: Jan 2026

Budget: TBD

Action Step 18.3: Host small DWC events for prospective and long-term benefactors (e.g. presidential dinner, coffee break at Rosie's, etc.).

Responsible: PR Director

Target Completion: Dec 2026

Budget: TBD

2024 FINAL WEEK SCHEDULE

Monday 13 – Tuesday 14

6:30 AM	Breakfast
8:00 AM	Eucharist
9:00 AM	Free Donuts and Coffee (Dining room)
6:00 PM	Evening prayer
6:15 PM	Supper
8:00 PM	Eucharist

Wednesday May 15

6:30 AM	Breakfast
8:00 AM	Eucharist
9:00 AM	Free Donuts and Coffee (Dining room)
6:00 PM	Evening prayer
6:15 PM	Supper
7:30 PM	Eucharist with Renewal of Vows of 7 SVD juniors
8:30 PM	HAPPY HOUR to celebrate with SVD juniors (Pour House)

Thursday, May 16

6:30 AM	Breakfast
8:00 AM	Eucharist
9:00 AM	Free Donuts and Coffee (Pour House)
5:30 PM	Cook out in the courtyard (w/ graduates, families & friends)
8:00 PM	Eucharist
8:30 PM – 9:30 PM	First Room Inspection

Friday May 17

8:00 AM	Eucharistic Celebration (Chapel) Followed by coffee & donut (Dining Room)
9:30 AM	Graduates robe in caps & gowns (Room 107)
10:00 AM	Graduates group photo (Chapel)
10:15 AM	Graduates, faculty, marshals, trustees line up for procession (Corridor)
10:30 AM	Commencement Exercises (Chapel) Followed by lunch (Dining Room)
3:00 PM – 4:00 PM	Second Room Inspection —get your room and key deposits back from the Business Office when your room is inspected.
5:30 PM	Supper

Saturday May 18 *(summer schedule begins)*

8:00 AM	Eucharistic Celebration
8:30 AM	Breakfast
Noon	Lunch
5:30 PM	Supper

*Congratulations Class of 2024!
Have a Blessed Summer & Stay Safe!*

2024 SUMMER DAILY SCHEDULE

Divine Word College

Monday – Friday

6:30 AM	Breakfast
NOON	Lunch
	<i>6/3-7/12 early lunch at 11:20 (ESL students)</i>
5:00 PM	Eucharist
5:30 PM	Supper

Saturday

8:00 AM	Eucharist
8:30 AM	Breakfast
NOON	Lunch
5:30 PM	Supper

Sunday

8:00 AM	Breakfast
10:00 AM	Eucharist
11:00 AM	Brunch
5:30 PM	Supper

Both morning prayer and evening prayer will be private during the summer.

Staff on call:

Fr. Tuan Hoang, SVD	May 18, 2024 to May 27, 2024
Fr. Simon Thoi Hoang, SVD	May 28, 2024 to June 16, 2024
Fr. Akizou Kamina, SVD	June 17, 2024 to July 4, 2024
Fr. Tuan Hoang, SVD	July 5, 2024 to July 19, 2024
Fr. Stephen Kha Nguyen, SVD	July 20, 2024 to July 28, 2024
Fr. Tuan Hoang, SVD	July 29, 2024 to August 12, 2024

Effective *Saturday, May 18, 2024.*