



## **XAVIER UNIVERSITY**

### **Mission and Vision Statements of Xavier University and the Office of Human Resources**

**Effective:** April 20, 2008

**Last Updated:** April 30, 2008

**Responsible University Office:** Human Resources

**Responsible Executive:** Associate Vice President for Human Resources

**SCOPE:** All University Employees

#### **A. REASON FOR POLICY**

It is essential that every employee is knowledgeable of the mission and vision statements and strives to accomplish them through their words, deeds and actions related to Xavier.

#### **B. VISION STATEMENT**

Xavier University is a community of inquiry in the Catholic, Jesuit tradition dedicated to forming students intellectually, morally and spiritually, with rigor and compassion, toward lives of solidarity, service and success.

#### **C. MISSION STATEMENT**

Xavier's mission is to educate. Our essential activity is the interaction of students and faculty in an educational experience characterized by critical thinking and articulate expression with specific attention given to ethical issues and values.

Xavier is a Catholic institution in the Jesuit tradition, an urban university firmly rooted in the principles and conviction of the Judeo-Christian tradition and in the

best ideals of American heritage.

Xavier is an educational community dedicated to the pursuit of knowledge, to the orderly discussion of issues confronting society; and, as would befit an American institution grounded in the humanities and sciences, Xavier is committed unreservedly to open and free inquiry.

Xavier, while primarily an undergraduate institution emphasizing the liberal arts, is also committed to providing graduate and professional education in areas of its demonstrated competence and where it meets a particular need of society, especially of Xavier's regional constituency. Faculty members, moreover, are strongly encouraged to engage in research outside the classroom in order to maintain the professional standing of the institution.

With attention to the student as an individual, Jesuit education seeks to develop:

1. Intellectual skills for both a full life in the human community and service in the Kingdom of God;
2. Critical attention to the underlying philosophical and theological implications of the issues;
3. A world view that is oriented to responsible action and recognizes the intrinsic value of the natural and human values;
4. An understanding and communication of the moral and religious values through personal concern and lived witness, as well as by precept of instruction; and
5. A sense of the whole person- body, mind, and spirit.

In keeping with the Jesuit tradition, Xavier believes that religious insights are complementary to the intellectual life, and that a continuing synthesis of the Christian perspective with all other forms of human knowledge is conducive to wisdom and understanding. Xavier shares in worldwide Jesuit commitment to a creative and intelligent engagement with questions of peace and justice.

Xavier aims to provide all students with a supportive learning environment which offers opportunities for identifying personal needs, setting goals, and developing recreational and aesthetic interests and skills for daily living and leadership. The self-understanding and interpersonal development that result are vital corollaries to a student's academic development.

Xavier believes that these goals can be achieved only through academic programs of high quality that are served by faculty devoted primarily to excellence in teaching, are nurtured by scholarship and research and are supported by a broad range of university ministry and student life programs.

#### **D. HUMAN RESOURCE MISSION STATEMENT**

The mission of the Office of Human Resources at Xavier University is to assist the University community by developing and interpreting human resources policies and by providing timely and accurate information on human resources issues. The main areas of service include records management systems, hiring and staffing procedures, benefits administration, training and development programs, compensation administration, employee relations, affirmative action and EEO compliance and organizational diversity and cultural awareness initiatives.

Based on the above mission statement, the following goals have been identified:

1. Effectively implement the University human resources management policy as it develops.
2. Implement record management systems to maintain computer and paper personnel files.
3. Evaluate staffing levels and hiring procedures for effective human resource management.
4. Provide consistent benefits administration to receive the best value for benefit dollars spent and to provide employees with necessary benefit information.
5. Address training and development issues throughout the University.
6. Develop compensation strategies to position salary competitiveness.
7. Improve employee relations throughout the University community.
8. Administer the University affirmative action and EEO policies and monitor compliance.

Develop and implement diversity and cultural awareness/improvement initiatives throughout the University community.