MISSION & IDENTITY **AREA GOALS FY20**

Meeting University Annual Goals

**IV. Diversity and Inclusion**Will continue achieving M&I diversity commitments (attached)  
Have engaged M&I student employees in developing a project with a campus Slave Trade grant  
Will continue active engagement on BOGs with a representational perspective - Diana

Will continue to support activities of the *50 Years of Women at Xavier* w Janice  
 esp Alumni Weekend, Sept Board dinner

**VI. Higher Learning Commission Self Study**  
Heavy support of the HLC accreditation process

      Process co-chair – Debra; Serving as a Peer Reviewer in November    
 Criterion 1 co-chair –Joe S.

**XI. Universal Apostolic Preferences**

Broadly educate about the existence and content of the UAPs   
 i.e,, describe in all relevant mission programs  
(Tentative) Will offer a program to brainstorm ways to deepen the Preferences at Xavier      
                   

Meeting (OTHER) University STRATEGIC Goals

**Ignatian Pedagogy**  
Continue to support the understanding and use of Ignatian pedagogy in all courses, with special attention to online and ABSN courses, and with targeted support for adjunct and off-site faculty, by:  
 Attending ABSN orientation at Elsnor and (probably) Columbus, (possibly) Cleveland.

Include ABSN permanent faculty in Manresa (per Melissa’s directive)  
 Complete video on Ig. Ped. funded by the Lilly Fellows grant   
 Continue to update the M.A.G.I.S. information webpage for faculty, esp. adjuncts and off-site          
 Support CTE/Instructional Design teams whenever fitting

**Continuous Improvement**

Ensure that there is advancement on the five quality enhances noted by Fr McDonald:  
 Continue engaging students in Campus Ministry/DDCFJ thru invitation.

Further use of the Examen by students

Building trust in mission effectiveness at the indiv. level (also in Area Goal).

Cascade Mission Reflections through the Cabinet-level on-down  
 Support *Admissions* in informing prospective students about faith offerings on campus

AREA GOALS

**Increase the number of Province Educators**

Grow the number of campus ‘*Province Ignatian Educators of Distinction’* to build confidence and trust in mission effectiveness.  
         - will develop programs that meet the 20hr original and 5hr refresher criteria  
  
**New Mission Officers**Support the transitions of Fr Ed Schmidt and Dr. Tom Strunk to allow their talents to shine.

**Network Activities**As fitting, will collaborate and support network associations, such as the ACCU, AJCU, Province, Lilly Fellows Program.   
 planned:  
 ACCU pre-conference workshop (pending)  
 ICP ‘Ted talk’ on Communal Discernment/UAPs at Aug Workshop (DM)

Continues to support curricular tech needs (JS)   
 Province serving as Mission Examen peer team chair for MU  
 supporting the trustee Mission Reflections program for the Province  
   
**Other:**

Make significant updates to the Jesuit Resource website

**Diversity and Inclusion Commitments of M&I**

**Programming**

- ensure racial and gender representation in selecting delegates to network   
 opportunities

- review and ensure that Manresa for New Faculty and Staff communicates and

demonstrates that diversity and inclusion are core Xavier values

- continue to organize groups and subgroups within AFMIX to enhance inclusivity

and belonging.  
- continue to ensure that the Advent and Lenten Bible Study is welcoming to all   
 persons interested in a deeper understanding of the Bible.

- invite faculty and staff of various faith traditions to lead prayer at CMI events

- maintain online Multi-Faith Calendar of Religious Holy Days and Observances

- ensure that program participants’ unique dietary needs are met (for religious/other   
 reasons)

- provide programs tailored to Xavier’s unique audiences (eg: HSA grad student   
 professional development, Liberal Arts Major values seminar, PsyD program M&I   
 orientation, Ignatian pedagogy training for WCB, Ignatian values integration   
 seminar for Hall Directors and RAs)

- invite faculty and staff from diverse backgrounds and roles to lead/present CMI   
 programming

**Faculty-specific Offerings**  
- continue to reach-out to adjunct and off-site faculty to enhance belonging and   
 colleagueship (i.e., MAGIS website ).

**Direct Reports & Cabinet**   
– many Mission Reflections will directly and indirectly address justice issues

**Website and Brochures**- continue to monitor imagines used on the website and within print resources  
- publish resources for various specific populations (eg, women, athletes etc.)

- ensure a diverse representation of faculty and staff voices are present in the   
 collection of resources

**Center Staff**  
- continue to hire and mentor a diverse group of student employees  
- continue to have significant representation and offer support to the University   
 Diversity and Inclusion Advisory and Action Committee (Shadle)

**University-wide**

- offer an annual CDIO and CMO convocation

**State and National events**

- serve as the ‘Institutional Representative’ to the ACE-WNO