For our AFMIX project, we are designing a component to the Informational Technologies (IT) Recognition program that focuses on more closely connecting our existing process of staff recognition with the 6 pillars of our Jesuit heritage and Ignatian spirituality. This recognition program aims to celebrate people and accomplishments through one-on-one recognition by sending genuine messages of thanks and gratitude to staff whose work has created a positive impact on someone else at Xavier. It can be for something that has helped another employee achieve their results or work that has benefited faculty, staff, or students. The program also promotes recognition through regular department meetings and via quarterly IT division events.

As we promote and encourage the recognition of others' work, there is an opportunity to look for intersections of these efforts with Jesuit values. Whether it is by discerning how a decision will affect others, taking the time to check in on a colleague, or reflecting on ways to improve a particular process, there are a multitude of avenues for applying Ignatian values to our work at Xavier. Through discernment, we recognize that each team member has particular strengths and brings unique experiences which are valuable and may be leveraged for the overall betterment of the team and university. Through this initiative, we hope to make these values more visible and tangible, positioning them to serve as a guiding framework for the program.

To achieve these goals, we have revised the team's charter to incorporate the 6 pillars of Xavier's Ignatian values, providing concrete examples of how they can be recognized. Additionally, we have created a web form for IT division members to say thank you to their colleagues that incorporates these values. As *Province Ignatian Educators of Distinction* we strive to model these values to serve as an example for others in the division. Our next steps will be to share the charter revisions with the IT Division and begin promoting the new web form. In summary, we hope this initiative will create more opportunities for recognition, encouraging and motivating our division to think about and apply these values in our everyday work. We believe that basing the recognition team's program on Ignatian values will provide a strong foundation for realizing Xavier's mission in our daily work.

Please see below for the draft content being recommended as part of the team's updated charter to serve as a framework for recognition. We have also provided a preview of the new web form.

Charter Revisions

To identify opportunities for recognition, the IT Recognition Team encourages the 6 pillars of Xavier's Ignatian values and Jesuit identity to be considered. These are listed below, with examples of ways in which each value may be applied:

MAGIS – work in a spirit of general excellence
  Examples of this applied based on Xavier values:
  • Selflessness and responding generously to the needs of students or colleagues
  • Striving to make a positive difference for others
  • Encouraging and demonstrating high performance; to go beyond (time, benefit); create cost savings, improve efficiency, etc.
  • Seeking opportunities to grow and improve

REFLECTION – pausing and considering the world around us and our place within it
  Examples of this applied based on Xavier values:
  • Being open and transparent
  • Providing vision and leadership within

- Strategic and proactive
- Challenging the status quo as appropriate to better serve the university
- Taking ownership; looking at the problem holistically

DISCERNMENT – considering our feelings and thoughts to make decisions and take actions that will contribute good to the world around us
  Examples of this applied based on Xavier values:
- Dealing with difficult situations in a calm, proactive manner
- Making compassionate choices and considering the full impact of our actions
- Acting with integrity and being genuine
- Consulting broadly with others in making important decisions

CURA PERSONALIS
  Examples of this applied based on Xavier values:
- Positive Attitude
- Demonstrating care for others, respecting the dignity of every individual
- Active listening as shown through working together to find solutions to complex issues

SOLIDARITY AND KINSHIP
  Examples of this applied based on Xavier values:
- Collaborating within IT division and other university departments
- Accessible
- Using talents and skills to support projects or initiatives

SERVICE ROOTED IN JUSTICE AND LOVE
  Examples of this applied based on Xavier values:
- Modeling excellent teamwork
- Going out of one's way to help someone else

Thanks! IT Recognition Form

Your Name: (required)

[ ]

Your Department: (required)

[Select ⌄]

I am saying Thanks! to: (required)

[ ]

Person's Department: (required)

[Select ⌄]

Person's Email: (required)

[ ]

I am saying Thanks! for: (required)

[ ]

Xavier Value Exemplified: (required)

○ Cura Personalis: Demonstrating care for the whole person
○ Discernment: Considering one's feelings and thoughts to make decisions and take actions that will contribute good to the world around us
○ Magis: Working in a spirit of general excellence
○ Reflection: Pausing and considering the world around us and our place within it
○ Service Rooted in Justice and Love: Investing our lives nto the well-being of our neighbors
○ Solidarity and Kinship: Walking alongside and learning from our companions

[SUBMIT]

Jay Treft and Katy Tucker, AFMIX XI