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AFMIX Capstone Project
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What I learned in AFMIX:

In choosing to go through AFMIX, the points that stood out to me would be the idea of the cannonball moment and ultimately the Gifts of Ignatius. The Gifts that I am referring to are Magis, Reflection, Discernment, Cura Personalis, Solidarity and Kinship for Others, and Service Rooted in Justice and Love. Cannonball moments connect back to those moments that change everything. Working through the last year with Covid provided a Cannonball moment opportunity for us in Residence Life to re-look at our processes and see how we are using the Gifts of Ignatius to re-examine those processes.

To highlight one process that has been growing since I began at Xavier, two and ½ years ago, is the idea that assessment tells our story. Additionally, how that story is told reflects how the mission and vision of Xavier is working in our everyday interactions and actions within our offices.

What we currently do:

Currently our department is transitioning from little intentional assessment with our internal processes to a more focused and intentional course of action when it comes to our work. One focus that we have been working on is the professional development of Hall Directors and Leadership Team members within the department. In our initial discussions within the professional development committee, we developed a plan for the Hall Director so they were aware of what could be done in the three years here.

What we now do and what will be developed further:

After we made this professional development plan, we noticed that while they were creating and doing such great things, it was difficult to see how this connected back to the mission and identity of the institution. After reflection, I decided to include a question within the evaluation/assessment portion of the form so that it helped in two ways: it gave the Hall Director a moment to reflect on what gift their professional development experience connected to and in aggregate at the end of the semester or end of the year, we could show how our office utilized the Gifts as a way of action and/or education. For example, if the semester report showed that "Cura Personalis" was the predominant gift that was experienced in our professional development opportunities, this would guide us the next semester to focus on a different Gift and how that is incorporated into our work. Ultimately, this will inform our work more on how we are enacting the gifts and seeing where we are falling short.

In the future, it may be good to use this structure as a measure of our training and recruitment processes to see where we could have a more balanced implementation. Ultimately, even though I think that it is important to show and demonstrate how we live the mission, it is connected to larger structures of job evaluation and performance at the institution. And because of this my contribution to our professional development model creates a connection between our education/professional development and the evaluative processes of the institution.

