

Xavier University President and Direct Reports  
Our Way of Proceeding in 2020-21

## We will:

### *At our meetings-*

- ✚ Continue to begin meetings with reflections that permit vulnerability and transparency with one another, that **tap the deeper roots in us all** and allow us to foreground those elements of our identities.
- ✚ **Share** the key challenges or projects in our respective areas on a regular basis.
- ✚ **Ask Examen-like questions** at the end of the meeting—What went well? What could we do better? What needs more conversation? – for greater depth of discussion and discernment.

### *Take the approach to-*

- ✚ Remember that our best **decisions take time**, and that some of that time should be spent testing those decisions with the people impacted by them.
- ✚ Have honest, frank dialogue but seek and listen even more intentionally to voices among us and **beyond our circle**.
- ✚ **Remain future-focused** in the face of the immediacy of a crisis, and the focus will be colored by optimism.
- ✚ Make certain to engage in complete discussion and **attend to differing/minor opinions** per Ignatian Communal Discernment processes.

### *For cura personalis-*

- ✚ Foster a culture in which everyone will **speak freely and respectfully**—so that we stay in conversation especially when uncomfortable truths are spoken.
- ✚ Continue to find ways to ensure we are doing everything we can to **support each other** – simple signs of support and encouragement, bouncing ideas off of each other, etc.

### *For cura apostolica-*

- ✚ Strive to **understand all areas** and their respective perspectives as we problem solve and grow the success of Xavier together.
- ✚ Navigate the presidential search and find a **strong successor** to Fr Graham.
- ✚ Remain grateful for, focused on and protective of our **Jesuit Catholic Mission**.
- ✚ Individually, with documentation in our area annual goals, commit to supporting *Our Way of Proceeding* in a specific way for greater **collective impact**.

*Communally composed --by way of inspirations from our Ignatian Examen on our teamwork during COVID19  
and subsequent meta-Examen resulting in our hopes and resolutions --  
on July 31, 2020, the Feast Day of St Ignatius Loyola*