

DEEPENING THE UNIVERSAL APOSTOLIC PREFERENCES AT XAVIER

2-12-20

UAP1 To show the way to God through the Spiritual Exercises and discernment



Current Best Practices

- 1. Programs of the Center for Mission & Identity**
Manresa for new faculty and staff, AFMIX, WISE
- 2. Programs and structures of the Dorothy Day Center for Faith & Justice (DDCFJ)**
retreats, the meditation room
- 3. Bellarmine Chapel**
engaging with community around us and the Parish community
- 4. Academic programs**
especially in the Ethics/Religion Society program, Institute for Spirituality and Social Justice, the Executive MBA trip to Vietnam/Thailand/Israel w daily Ignatian examen process
- 5. Service and immersion programs**
that grow out of and flow into social and spiritual discernment.
- 6. Campus culture**
Collaboration among the DDCFJ, Center for Mission and Identity and Bellarmine Chapel (eg the Nov. Prayer Service for Justice)
Results from the ACCU survey of AJCU faculty and staff showing that XU responses were significantly higher than Jesuit peers to the statement: "Making decisions through reflection, prayer, and discernment."

Next Steps

- 1. Incorporating the daily Examen, prayer or/and reflection even more broadly in the classroom and in meetings**
The daily Examen could be incorporated into a Canvas page (with video model). Introduce practices, and provide more communal time and space for contemplation inside and outside the classroom. Share the collection of Examen on the JesuitResource.org more often.
- 2. Offer more retreats and spiritual professional development opportunities for faculty, staff, and students**
Create and compile new approaches to the completion of the Spiritual Exercises to meet the diverse needs of staff and faculty.

- 3. More intentionally utilize the communal discernment process at administrative levels of the university**
Share the process as well as the product with the Xavier community as happened with the Board of Trustees residence hall decision making process in Dec. 2019.
- 4. Initiate the vocational discernment opportunities via the *Road through Xavier***
as is being discussed for the third year students.
- 5. Post more inspirational signs and quotes on campus**
Spiritual messaging (virtual or actual) such as #beingmakesthedoingbetter campaign, and include in *Today at Xavier* and other publications
- 6. Develop a cohort of trained spiritual directors for the Spiritual Exercises.**

Aspirational Advances

- 1. Provide more financial support/procure endowments for spiritual retreat opportunities**
for students (DDCFJ/Road Through Xavier) and faculty/staff on and off campus (i.e., The Milford Jesuit Retreat Center, The Sacred Heart Jesuit Retreat House in Colorado)
- 2. Develop chaplaincy programs for interested clubs, teams, programs and other intact groups.**

UAP2 To walk with the poor, the outcasts of the world, those whose dignity has been violated, in a mission of reconciliation and justice.



Current Best Practices

- 1. The community-engaged learning opportunities**
including The Eigel Center's immersive experiences, Summer Service Internships, programs of the Dorothy Day Center for Faith and Justices - "Plunges," Alternative Breaks
- 2. Support services for students**
such as the Counseling Center, Student Support Services, TRIO/Disability Services, the Center for Diversity and Inclusion, the Emergency Fund, Title IX work, and Bias Advisory and Response Team, The Store: Student Food Pantry, need-based scholarships, integrated wellness services and opportunities in the HUB
- 3. Academic programs, centers and curricular programming around social justice**
such as the Peace and Justice Studies minor and the Gender and Diversity Studies major/minor, the Ethics/Religion and Society component of the Core curriculum, OT service trip to Guatemala, the myriad of speakers and events which focus on these issues
- 4. Faculty and staff professional development**
including Days of Solidarity and Service, AFMIX, Manresa for new faculty and staff
- 5. External Engagement**
including the Community Building Institute, the United Way Campaign, the Brueggeman Center for dialogue, and the Eigel Center

Next Steps

- 1. Deepen curricular programming around social justice**
such as, creating a Peace and Justice Studies major, fully roll-out *The Road Through Xavier* program, expand social justice focus across the entire curricula and encourage/incentivize the development of new opportunities
- 2. Increase faculty and staff professional development on concerns of the poor and marginalized**
more deeply incorporate UAP' information in programs of the Center for Mission and Identity, The Center for Teaching Excellence and the Office of Institutional Diversity and Inclusion. Focus on skills and intervention beyond knowledge.

- 3. Further partner with community, regional, and national organizations and agencies to share resources and expand impact**
especially deepen collaborations with Avondale, Norwood and Evanston to further educational opportunities on justice issues, community engagement, sustainability efforts. Perhaps expand the campus food pantry to serve the neighboring community (also consider partnering with Bellarmine Parish).
- 4. Create a campus clothes closet for winter weather and professional interviews.**
consider collaborating with the campus food pantry

Aspirational Advances

- 1. Secure funding/endowments to support study abroad, Alternative Breaks and other experiential programming for students**
to engage with those on the margins; see also UAP3-Aspirational3
- 2. Remove financial barriers for students attending Xavier**
particularly from marginalized groups; perhaps meet 100% of financial need.
see also UAP3-Aspirational2
- 3. Compensate work (faculty/staff) at regional/market standards**
Achieve adjunct faculty median pay rates within the region and staff rates at current market value.
- 4. Deepen support for interdisciplinary research and curricular programming**
to improve study, analysis, and reflection in order to understand in depth the economic, political, and social processes that generate great injustice. Could include: research, programming, conferences, and civic action. Invite all disciplines.
- 5. Support and offer more Immersion experiences for faculty and staff**
to explore justice issues in an intensive way.

UAP3 To Accompany Young People in the Creation of a Hope-Filled Future



Current best practice

- 1. High-impact learning and support opportunities for students**
The Road through Xavier, First-year programming, success coaches; immersive learning, Goa
- 2. The spirituality-focused programs of the Dorothy Day Center for Faith and Justice/Campus ministry**
- 3. Campus emphasis on *cura personalis***
including programs and activities coordinated in the Division of Student Affairs, such as clubs, mental health services, the new Pathways program
- 4. Community-based learning opportunities**
(including Brueggeman Fellows, School of Education 4 year programming)
- 5. The Core Curriculum is mapped against the Ignatian values**

Next Steps

- 1. Focus more intentionally on student well-being and thriving**
Take advantage of the HUB as a center for well-being, health and creating community. Host special 'days,' such as "Days of Hope" or "Days Without Digital" and related programming for instance on Fridays 1x/month with prizes for meeting four new people; discussions of life's journey that allow students to find hope when they struggle. Offer more faculty and staff workshops on adolescent development and brain growth.
- 2. Continue to emphasize and prioritize diversity and mentoring**
and attaining a more diverse student body, staff and faculty
- 3. Encourage and support faculty and staff in serving as role models**
demonstrating gratitude, empathy, authenticity, 'love them anyway'
outline a common language to remind each other of these mutual commitments
- 4. Complete the development of *The Road Through Xavier* and begin implementation.**
Consider expanding opportunities for one-on-one spiritual guidance.

5. **Expand recognitions for students engaged academically in service, commitment to justice, and climate work, etc.**

Aspirational Advances

1. **Create a University-wide focus on the climate-crisis in programming and buildings to create hopefulness in students of this generation**
for instance during Manresa and campus visits and to highlight during tours
2. **Provide more financial-aid and retention supports to increase the number of low-income students able to attend and to succeed at Xavier**
especially from our neighboring Norwood/Evanston
see also UAP2-Aspirational2
3. **Procure an endowment to support more study abroad opportunities**
see also UAP2-Aspirational1



Current Best Practices

- 1. Academic Programs in sustainability**
 - Undergraduate - Sustainability: Economics and Management (SUST)
Economics Sustainability and Society (ECOS)
Land Farming and Community (LAND))
 - Graduate - Urban Sustainability MA
- 2. Xavier's annual hosting of the Midwest Regional Sustainability Summit**
each spring, the campus brings together representatives of local businesses, non-profits and local government, experts in the field, and community members committed to building a more environmentally sustainable and economically vibrant region
- 3. Supporting the Xavier Student Sustainability Group in its initiatives**
i.e the Harvest Cooperative Group with faculty and staff as co-advisors
- 4. Collaborating to maintain the NEXUS Community Garden**
NEXUS –Norwood, Evanston, Xavier Urban Sustainability
- 5. Following LEED standards with every major facility new construction or renovation**
- 6. Using solar-powered vehicles by Physical Plant.**
- 7. Xavier's faculty provide sustainability leadership for the Jesuit network**
by creating and convening the "AJCU Ecology Educators"
see <https://www.xavier.edu/jesuitresource/jesuit-a-z/terms-s/ajcu-ecology-educators>

Next Steps

- 1. Identify a current staff or faculty member to serve as the Director of Sustainability for a portion of their position -reporting to the Assoc. VP for Facilities**
Will (co-)lead the University Sustainability Committee
- 2. Review the recommendations and implementation of the 2010 Campus Sustainability Plan and publicize the results**
with an eye toward identifying and outlining actionables for those that have not yet been addressed
- 3. Review current waste disposal methods and use of landscaping chemicals**
Are trash and recycling materials going to the appropriate facilities
(are they being co-mingled? are recyclables going to a recycler, what do we do with our e-waste? what do we do with chemical waste?)
Can we increase recycling efforts? Outline appropriate actionables

4. **Ensure that there are sufficient supports for ecologically-conscious behaviors**
such as trash and recycling bins around campus both inside and outside of buildings, use of public transportation, distribute reusable water bottles and build new spaces with bottle-filling water dispensers.
5. **Ensure that there is at least one option to work for the environment in the Xavier *Days of Solidarity and Service* (faculty/staff) and *Alternative Breaks* (students)**
6. **Reduce Xavier's waste stream**
paper, water, plastic, etc
consider use of more sustainable landscaping (low maintenance, native plants)
7. **Collaborate with our Jesuit institution network on common goals and share resources**

Aspirational Advances

1. **Hire a full-time Director of Sustainability**
2. **Create and support the use of low-emission vehicles**
designated parking spaces, fix non-functioning charging stations for electric cars and install additional stations
3. **Provide the resources necessary to honor the commitment of Xavier University to the Cincinnati 2030 District**
whose mission is (a) to create a network of healthy, high-performing buildings and (b) to make a commitment to reduce buildings' energy use, water consumption, and transportation emissions 50% by 2030.
4. **Review all current Xavier University investments in fossil fuel companies**
if indicated from the review, consider divesting from those investments
5. **Make green space more inviting upon the razing of any current facilities**
(i.e., lots on Dana Ave.)