



THE GIFT OF IGNATIAN COMMUNAL DISCERNMENT

A PRAYER OF THE BOARD OF TRUSTEES

Good and loving God,
we acknowledge your presence as we gather together.

The gifts of our Ignatian heritage invite us to be part of a tradition that builds on the wisdom of the past with a vision open to the opportunities of the future.

Bless this vital work that we do on behalf of Xavier's students so that they may become people who change the world for the better.

Grant us the grace to serve you well. Instill in us the humility and freedom to discern your will and the generosity and courage to carry it out.

Amen.

Written by the staff of the Center for Mission and Identity

A SPIRITUAL APPROACH TO DECISION-MAKING THAT HELPS US TO ACHIEVE OUR MISSION.

1. Outline the pros and cons of the decision with respect to the University's mission, vision and values.
2. Approach deliberations with an impartial mindset (Ignatian indifference).
3. Share my opinions.
4. Encourage and support the contributions of others.
5. Give close attention to the viewpoints of others' – more so if disagreements arise.
6. Be mindful of feelings of unease or agitation (Ignatian desolation).
7. Notice God's presence and will.
8. Deliberate until we have a shared sense of contentment with a decision (Ignatian consolation).

by Debra K. Mooney, Ph.D

— XAVIER UNIVERSITY BOARD OF TRUSTEES —

OUR WAY OF PROCEEDING AS GOVERNORS “IN SPIRIT, HEART AND PRACTICE”

*For our hopes and inspirations to be realized, **we will:***

Be Guided by our Mission and Vision.

Live the vision and mission in our governance and inspire & empower others to do so.

Be centered on Ignatian faith and principles.

Always engage with our mission and heritage as a Catholic and Jesuit University.

Be remembered as a Jesuit Catholic university in all that we do.

Intentionally Use Ignatian Communal Discernment Processes.

Always integrate rules for discernment, especially listening.

Employ the methods of Ignatian discernment and spirituality.

Actively advance the gifts of our Ignatian heritage using the tools that characterize Jesuit Catholic education.

Employ Effective Governance Styles - In Addition to Ignatian Communal Discernment.

Be bold in our vision; brave in our approach and unrelenting in expectations for excellence of execution.

Employ the methods of the Association of Governing Boards of Universities and Colleges' Best Practices to build a distinctive board culture.

Continue to ignite hope in our students, faculty, and board community.

Work as a community with the utmost of integrity.

Ask the tough questions.

Hear what we need to hear not what we want to hear and act accordingly.

Be Authentically Catholic.

Continue to focus on our Catholic (Jesuit) values and beliefs.

Be Jesuit, Catholic, and just deepen our understanding and relationship as a Catholic institution, including with the Archdiocese.

Be Innovative.

Be anchored in the mission but free to think creatively. and consider new ways of being/doing

Be open to growth and change.

Read the signs of the times.

Master innovation in the role of higher education.

Try to think outside the box.

Have the courage to fully embrace the drivers of our past success but not be limited by them.

Engage with the Cincinnati Region.

Be a model of leadership with our greater Cincinnati community.

Continue to engage the off-campus community through internships and community service.

Provide opportunities for the inner-city population to attend.

Be a voice for the poor.

Support University Leaders.

Be a model for elevating new leadership, chief of staff, provost, deans, the Senior Leadership Team etc.

Pray for Xavier, Dr. Hanycz, and each other daily.

Be supportive to the Xavier leadership as they continue the important mission.

Be intentional in our discernment to fully support the president, faculty, and staff to produce the next generation of students to be people for others and to see all people in the image and likeness of God.

Offer constructive guidance and, where needed, criticism for the University's work.

Grow and spread the great work of our Jesuit Catholic values and as a board, continue to support each other and the administration.

Contribute to the Jesuit Catholic Network.

Be a clear part of the network of Jesuit works and universal Catholic Church.

Share our gifts with all of the Jesuit colleges and universities and, conversely, learn from them.

Be mindful and faithful to our Catholic & Jesuit foundation.

Be Student and Academically-Centered.

Support a learning and spiritual environment that inspires and ignites.

Listen to the students and their parents to better understand area of improvement.

Make decisions that keep our students at the heart of our work.

Provide student centric environment for personal growth/learning.

Continue to focus on our students and their educational experience.

Be seen as a University where students of all academic pursuits can be taken to the highest level and be prepared for their future as men and women for all.

Assist students in their formation as leaders and women & men for others.

Form men and women who lead with thought, compassion, intellect, and discernment.

Focus on Financial Stability.

Will balance the financial needs of the University with educational support to ensure that Xavier is sustainable over the long term.

Be well financed, and to be able to make a Xavier education more affordable for those with financial needs, while maintaining a material standard of excellence.

Have financial strength not budget to budget/year to year practices.

Be good stewards of our resources to support our students, faculty, staff, alumni and other stakeholder communities.

Concentrate on Some Specific Issues – in Addition to Financial Stability.

Create a bright future for Xavier through our work on the strategic plan.

Deepen and balance our expression of Jesuit Universal Apostolic Preferences, especially environmental justice.

Focus on recruitment and retention of talent.

Be deliberate in our hiring, review, and retention of our employees.

Attend to Diversity, Equity, Belonging and Inclusion Issues.

Govern as if all of our very own diverse children were coming here.

Be the role model for inclusive ideas and positive thoughts.

Be leaders in a divided world and deliver a sense of belonging.

Be the most welcoming, hopeful place for students, donors, board members, faculty, staff, and leadership.

Be a leader in promoting open dialogue and listening among people of diverse backgrounds and beliefs, all in a respectful way.

Think Long Term and Reputationally.

Use an Ignatian vision to look into the horizon.

Be grounded in the best interest of our faculty, staff, and students and the best interest of Xavier's sustainable future for the next 100 years.

Be known for developing young adults as people for others and open-minded.

Be caring, respectful, and thoughtful to challenge ourselves to make Xavier be the leader in Jesuit education.

Compiled by Xavier Trustees, May 5 & Sept. 15, 2022