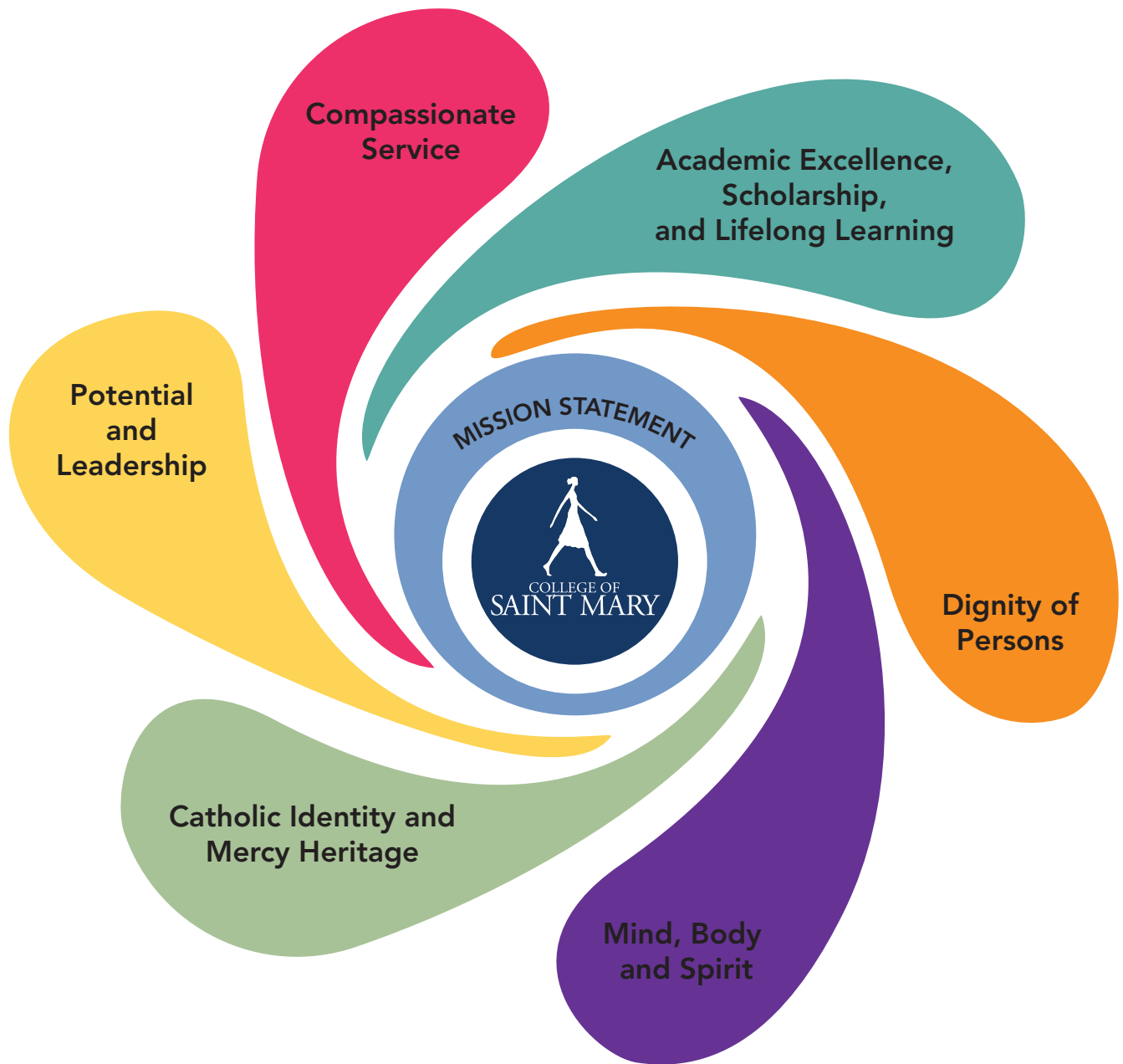


# Faculty & Staff MISSION COMMITMENTS



Committed to the works, values and aspirations of the Sisters of Mercy, College of Saint Mary is a Catholic university dedicated to the education of women in an environment that calls forth potential and fosters leadership.

This mission inspires us to:

- Academic excellence, scholarship, and lifelong learning
- Regard for the dignity of each person
- Attention to the development of mind, body, and spirit
- Compassionate service to others.

## Catholic Identity and Mercy Heritage

We:

- Deliberately attend to those less fortunate.
- Demonstrate appreciation and respect for all faiths and welcome discussion of the faith dimension in all disciplines.
- Explore Catholic traditions and values in light of how they might influence our work.
- Celebrate distinctive moments recalling our heritage through various prayer services and events, e.g. the Missioning Service, Heritage Week, Queen of Hearts, etc.
- Attend to the current Critical Concerns of the Sisters of Mercy.
- Contribute to the atmosphere of hospitality by greeting and escorting visitors and others new to the campus to their destinations.

## Potential and Leadership

We:

- Assist all within our community to work through challenges toward realizing their potential.
- Maintain high expectations for students within and beyond the classroom.
- Participate in employee development programs, engage in meaningful research and publishing, and pursue professional memberships and leadership positions.
- Strive toward a culture of continuous quality improvement by sharing insights and ideas.
- Invest in new professionals to help them develop competency, confidence, and collegiality.
- Acknowledge and celebrate the accomplishments of students and colleagues.
- Nominate students for leadership and recognition opportunities.
- Support students through attendance at student-focused events.

## Academic Excellence, Scholarship and Lifelong Learning

We:

- Maintain and model high expectations for academic achievement and personal integrity.
- Support and encourage reflection and global awareness through practical experiences such as field work, practical/clinical experiences, and service learning projects.
- Encourage excellence by providing thoughtful and helpful evaluations of student work and peer evaluations of staff and faculty work.
- Support student academic goals by writing letters of support and recommendation, partnering with students in scholarship projects, and educating to skills which translate to success in work and life.
- Provide students guidance and reflection about academic plans and career choices.
- Take advantage of University sponsored opportunities for personal and professional development.
- Work collaboratively with colleagues across departments to address concerns.

## Dignity of Persons

We:

- Honor each member of our community as an individual and as an important member of the whole.
- Foster a hopeful environment by speaking positively of others and of our work.
- Value and contribute to an atmosphere of trust between all constituencies.
- Familiarize ourselves with the CSM Declaration of Open Discourse and practice openness to, and respect for, dissenting opinions in conversations and meetings.
- Recognize and value the person behind actions or choices; especially when we disagree with them.
- Acknowledge and appreciate the cultural differences among us and build community in diversity.
- Listen attentively to others.
- Participate in community-building events offered throughout the year.

## Mind, Body and Spirit

We:

- Participate in personal development opportunities.
- Use the language of holistic health in our conversations and classes.
- Maintain a healthy work-life balance.
- Educate ourselves about support services available both on and off campus and encourage the use of them.
- Engage in and encourage participation in spiritual activities and events.
- Take advantage of and support campus cultural events.
- Support and promote the efforts of Campus Ministry and the Wellness opportunities.

## Compassionate Service

We:

- Support students in and beyond the classroom or office.
- Consider the effect on the most vulnerable among us when we make decisions or policies.
- Engage students and each other in conversations involving social justice issues and their connection to our everyday lives and choices.
- Are thoughtful in clinical and practica placements; providing both students and our community partners with positive and powerful experiences in serving together.
- Promote and encourage Service Learning opportunities; both curricular and co-curricular.
- Participate in University sponsored events focused on social issues and needs, such as: Spirit of Service Day, the Thanksgiving food drive, DUO events, Service Learning speaker series, and sustainability efforts.
- Use resources thoughtfully, considering the impact on the environment and doing our part to conserve and reuse.