

LOYOLA UNIVERSITY CHICAGO
DIVISION OF STUDENT DEVELOPMENT

LIVING THE PRINCIPLES

of Good Practice for Student Affairs
at Catholic Colleges and Universities



OUR MISSION

We are Chicago's Jesuit, Catholic University—a diverse community seeking God in all things and working to expand knowledge in the service of humanity through learning, justice and faith.

LIVING THE PRINCIPLES

of Good Practice for Student Affairs
at Catholic Colleges and Universities

HOW THIS DOCUMENT WAS CREATED

PRINCIPLES OF GOOD PRACTICE FOR STUDENT AFFAIRS AT CATHOLIC COLLEGES AND UNIVERSITIES (*Principles of Good Practice*), published in 2007, was created to guide student affairs practitioners at Catholic colleges and universities in the United States. In 2008, members of the Division of Student Affairs at Loyola University Chicago worked to create Living the Principles of Good Practice for Student Affairs at Catholic Colleges and Universities (*Living the Principles*), a companion piece focused on the work the division was doing in alignment with *Principles of Good Practice*. Taken together, *Principles of Good Practice* and *Living the Principles* represent the calling for all Catholic colleges and universities to do mission-driven and values-informed student affairs work as well as the division's response to that calling at Loyola.

In the spring of 2016, the Loyola University Chicago Jesuit Education Team (JET) was charged by the (since renamed) Division of Student Development to update *Living the Principles*. Rather than simply updating the document, JET seized this opportunity to engage the Jesuit principle of *magis* and took advantage of what would prove to be an excellent opportunity for self-reflection and visioning for the division. JET reviewed the principles and examined what nuances Jesuit education brings to the questions asked by them. JET then created a survey with questions designed to help departments identify where their work was aligned with the principles and areas where improvement was needed.

Each department was asked to complete the survey as a group, focusing on the major themes and recurring, sustained programming and services offered. When determining what programs and events to highlight in this document, the committee chose to include information from established, sustained programs and services. Though some newer initiatives may align with the principles, if events or programs were in their first year or have taken place only once before, they were not included. This is to ensure that this document remains current with the division's mission and program offerings. Areas were encouraged to bring as many voices to the table as possible when

completing the survey, as all members of the division contribute to the school's Jesuit, Catholic identity, regardless of title or length of time at the institution.

Rather than reporting by office, the survey responses were compiled and grouped into seven dimensions. This was intentional to highlight that no initiative was the sole responsibility of any single office; rather, significant overlap connects these dimensions and the respective offices within the division. For example, Residence Life is not the only office that helps create a warm environment of hospitality, just as Campus Ministry is not the only office that helps students think about their faith and values. The dimensions in this document include:

- Community Building
- Personal Wellness
- Spiritual Growth
- Involvement and Leadership
- Accountability and Support
- Diversity and Inclusion
- Service and Advocacy

The resulting document can be used to evaluate how the work of the division aligns with the mission of the University and how departments can best contribute to that collective pursuit. It is the hope of this committee that this document serve not only as a marker for what has been accomplished but also an invitation for further examination and growth. To quote Superior General of the Jesuits, Adolfo Nicholas, S.J., in the address he gave at Loyola in 2013, "In the Ignatian concept of service, growth leads to transformation. If there is no transformation, then the school or the parish is not Jesuit. The ultimate objective is an individual's transformation and, through individuals, the transformation of society."



1 PRINCIPLE ONE

Welcomes all students into a vibrant campus community that celebrates God's love for all.

THE DIVISION OF STUDENT DEVELOPMENT'S APPROACH to creating supportive and accepting environments is grounded in the God-given dignity and giftedness of all people, the Catholic value of hospitality, and the First Principle and Foundation of the Spiritual Exercises of St. Ignatius of Loyola. Within these environments, students and staff members celebrate faith and culture throughout our vibrant campus community. From the robust welcome of summer Orientation to the various culminating award ceremonies that celebrate our graduating students, the division takes pride in its inclusive approach to welcoming all students into the Loyola Experience. This welcome extends throughout students' time at Loyola, and every office endeavors to create an inviting environment for students in each interaction.

COMMUNITY BUILDING

Off-Campus Student Life (OCSL) works to connect commuter students and off-campus students to the larger University community, offer resources and connection points, and provide space for commuter students of diverse faith and cultural background to interact. The Department of Residence Life creates an inclusive environment from the moment residential students arrive to campus by offering a celebratory environment through the move-in process and first community meetings. Staff members of all levels participate in intentional training that provides the skills to interact with and intervene for students who are diverse in faith and culture. The Student Complex and Graduate, Professional, and Adult Student Life offer a variety of dedicated spaces for students to build community and engage in religious and cultural exchange.

PERSONAL WELLNESS

Student Complex seeks programming to meet the needs of various types of active students, including offering equipment for activities like paddling trips on Lake Michigan, logrolling in the Halas Recreation Center pool, and various gaming systems in the Student Center. Several group exercise classes are geared toward nontraditional students such as Aqua Zumba and lunch time yoga. The Wellness Center provides resources such as counseling, health education, medical services, a therapy dog, and nutrition counseling to all students to encourage their healthy integration into the community.

SPIRITUAL GROWTH

Campus Ministry is committed to welcoming students of all faith traditions and students of no faith tradition to all of its programming. During Orientation, Campus Ministry staff facilitates the Loyola University Values session and the Unity Gathering, along with a presentation for parents on the University's Jesuit, Catholic mission. These presentations are structured to be hospitable and welcoming to students of diverse religious backgrounds. Other departments support students in the observance of their faith in a variety of ways—from Campus Recreation offering a weekly female-only swim for Muslim students to Residence Life accommodating faith-based dietary needs.

INVOLVEMENT AND LEADERSHIP

Upon arriving to campus, students participate in Loyola's annual Welcome Week sponsored by the Department of Student Activities and Greek Affairs (SAGA). New and transfer students are invited to connect with others through signature welcoming events such as Faith Fest, Organization Fair, and the LGBTQIA and Friends Welcome Reception. As students' Loyola Experience continues, SAGA

offers over 230 student organizations where students can connect with their peers based on social identities, faith traditions, hobbies, and academic interests. Through these offerings, students contribute to and benefit from a vibrant community full of co-curricular leadership opportunities.

ACCOUNTABILITY AND SUPPORT

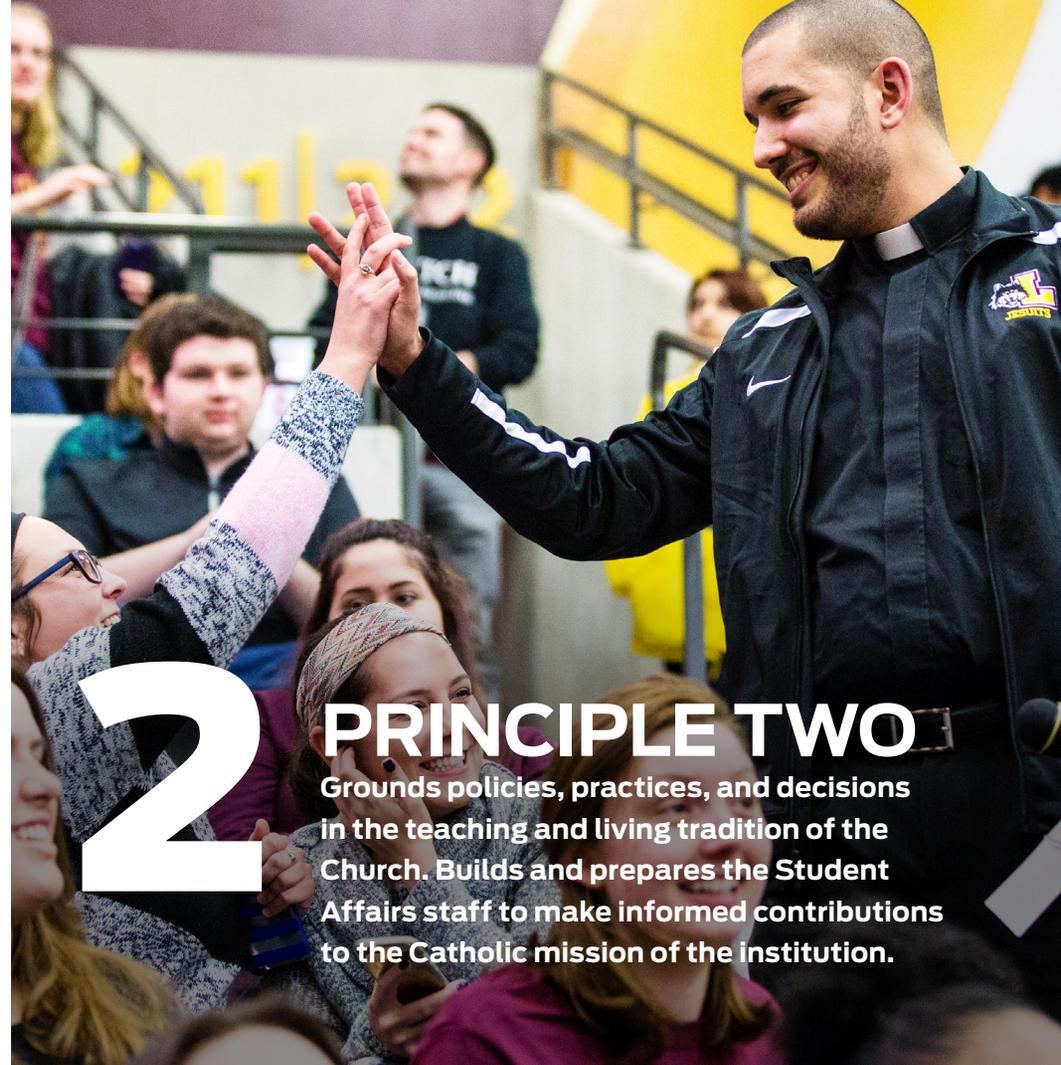
The Division of Student Development is deeply committed to providing the accountability and support needed to foster a safe and vibrant community for all. The Office of Student Conduct and Conflict Resolution (OSCCR) creates safe spaces for students to bravely confront mistakes and grow as responsible community members. Additionally, the OSCCR's Student Community Board provides peer-to-peer accountability rooted in both encouraging restorative justice and reflecting the diverse voices of the student body. The Office of the Dean of Students ensures an inclusive and accessible educational experience by ensuring that the University responds with care and diligence whenever allegations of gender-based, racial, or other bias-related misconduct are reported.

DIVERSITY AND INCLUSION

Residence Life strives to create a welcoming environment through programming and departmental spaces that allow student leaders and staff members to celebrate culture and faith. Student Diversity and Multicultural Affairs (SDMA) hosts a number of programs designed to create inclusive environments including mentorship initiatives to provide support to all incoming first-year and transfer students who identify as women of color, men of color, and first-generation students of color. Grounded in the Model of Multiple Dimensions of Identity, SDMA trains staff and student leaders to understand and appreciate the multiplicity of social identities that intersect and take on significance for an individual based on environment and context.

SERVICE AND ADVOCACY

Community Service and Action (CSA) supports a vibrant campus community through both campus- and community-based programming and outreach. CSA's direct service programs such as Loyola4Chicago, St. Thomas of Canterbury Soup Kitchen, and Saturday of Service support student interaction with a diverse range of populations within the local community. Through the annual Student Neighbor Meet & Greet, OCSL encourages members of the community and off-campus students to connect and learn more about community and campus resources that could prove vital to them in their new homes. OCSL also trains students on their rights as tenants while encouraging them to learn about and appreciate the diverse experiences and needs of their neighbors.



2 PRINCIPLE TWO

Grounds policies, practices, and decisions in the teaching and living tradition of the Church. Builds and prepares the Student Affairs staff to make informed contributions to the Catholic mission of the institution.

AS MEMBERS OF CHICAGO'S JESUIT, CATHOLIC UNIVERSITY, dedicated to knowledge in the service of humanity, the policies and practices of the Division of Student Development are grounded in the living tradition of the Catholic Church. At the same time, our calling to be a diverse community seeking God in all things and a place of dynamic intellectual discourse in the Jesuit Humanist tradition underscores the variety of perspectives and practices on our campus. The division is uniquely positioned to honor the academic and religious diversity of our campus while enacting decisions and policies that prepare students and staff to understand and implement our Catholic mission.

COMMUNITY BUILDING

The Department of Residence Life and Office of Off-Campus Student Life (OCSL) prioritize hospitality and engagement as they build relationships with our students. Policies in the Department of Residence Life are grounded in justice and equity for students who live in campus housing. Residential staff and leaders who live and work in campus housing are expected to respect, appreciate, and understand that residential policies are grounded in the University's Jesuit, Catholic values. Resources are available to help these employees understand and incorporate the mission of the University into their work.

PERSONAL WELLNESS

Wellness at Loyola incorporates dimensions of faith and spiritual well-being in addition to secular notions of physical and mental health. The traditions of the Catholic Church inform the regular review of programs, policies, and educational materials related to student wellness. Those related to sensitive issues are offered with both respect for the teachings of the Catholic Church and accepted medical practice. The Wellness Center consults with the Archdiocese of Chicago and the Center for Ethics and Health Policy on the intersection of faith and medical ethics.

SPIRITUAL GROWTH

Campus Ministry is guided by the living tradition of the Catholic Church. The corporal and spiritual works of mercy provide the motivating framework for the service and immersion programs that are offered in the department. Policies related to the administration of Madonna della Strada Chapel (e.g., weddings and funerals) are informed by Church teaching and canon law. Campus Ministry encourages staff to cultivate an expertise in the Jesuit, Catholic mission and to share that with other departments via collaboration and trainings.

INVOLVEMENT AND LEADERSHIP

Student Leadership and Development (SLD) and Student Diversity and Multicultural Affairs (SDMA) host extensive training sessions for all student leadership positions on campus where students are introduced to position responsibilities and policies grounded in service, human dignity, and the promotion of peace. Student Activities and Greek Affairs (SAGA) and Student Complexes partner to provide student organizations the means, resources, and space to promote the understanding and engagement of Loyola's Jesuit, Catholic identity through hosting over 400 programs throughout the academic year, many of which are focused

on social justice and collaboration among our campus community. These events cultivate a vibrant and accepting campus community but are also approved with an eye towards compatibility with the University's Jesuit, Catholic mission.

ACCOUNTABILITY AND SUPPORT

From the policies outlined in the Community Standards to internal guidelines directing how staff members engage with students, special attention is consistently given to ensure that the policies and practices of the division are aligned with the teachings and practices of the Catholic Church. The values of Catholic Social Teaching are inherent in the restorative approach of the Office of Student Conduct and Conflict Resolution (OSCCR), which takes great care to ensure that even the most egregious respondents are treated with dignity and fairness. Furthermore, offices that commonly deal with students in crisis or distress (including but not limited to the Office of the Dean of Students) spend whatever time is needed getting to know our students and their needs, in order to ensure that all students are able to access and benefit from the educational and co-curricular experiences the University has to offer.

DIVERSITY AND INCLUSION

Residence Life grounds its housing application and billing processes in justice and equity for students who live in their halls. There is no benefit for students who submit deposits early (those who have financial capital) versus those who cannot (those without financial capital). It is the policy of Campus Ministry that all programs are open to all faith traditions and students of no faith traditions. SAGA's funding policy promotes equity and fair treatment across all student organizations in funding allocation to all organizations, regardless of focus or affiliation.

SERVICE AND ADVOCACY

The Office of Community Service and Action (CSA) invites students to venture beyond campus to serve with and for marginalized populations, to see the world in new ways, to make connections within a broader context than campus, to engage classroom learning, and to build relationships with those from whom they may be different. This is most evident in the CSA's work with the Ignatian Family Teach-In for Justice and the Service and Faith Learning Community. Through the Off-Campus Living Seminar, OCSL encourages students to broaden their understanding of community to include the surrounding Rogers Park and Edgewater neighborhoods and consider themselves responsible for fostering a healthy community environment through their behavior.



3

PRINCIPLE THREE

Enriches student integration of faith and reason through the provision of co-curricular learning opportunities.

ROOTED IN THE IGNATIAN VALUE OF *CURA PERSONALIS*, the Division of Student Development is committed to the integration of faith and reason as we provide a holistic developmental and formative experience for our students. From participating in and leading student organizations to hosting service projects and Alternative Break Immersion trips, our students are invited to engage in reflection, discernment, and prayer. Inherent in our Jesuit identity and pedagogy is the understanding that this frequent reflection is essential to integrate students' academic, social, spiritual, and recreational experiences. Modeled after St. Ignatius's call to his companions to be "Contemplatives In Action," this spirit of exploring faith while learning from and engaging in the campus, local, and global communities is one of the unique ways Loyola lives out our Catholic mission.

COMMUNITY BUILDING

Residence Life integrates faith and reason into programmatic efforts by encouraging resident assistants to program around the Loyola Experience milestones, including building mind, body, and spirit. Additionally, the Service and Faith Learning Community provides for facilitated dialogue for the spiritual development of students. Training for all levels of staff include the opportunity to engage in reflection rooted in Ignatian values. Off-Campus Student Life (OSCL) regularly engages in intellectually informed dialogue with students around their experiences and their coursework.

PERSONAL WELLNESS

Through wellness teams, the Department of Residence Life collaborates with Campus Ministry and the Wellness Center to provide support to residential students and ensure they are succeeding both outside and inside of the classroom. The Wellness Advocates program is one of the structured co-curricular experiences the Wellness Center offers. Students are trained and educated in a wide range of wellness related topics and then go forth to educate their peers. Additionally, the Wellness Center offers learning opportunities such as bystander trainings and wellness and support groups.

SPIRITUAL GROWTH

Programming in Campus Ministry incorporates the elements of Ignatian Pedagogy of experience, reflection, and action. Students are invited to reflect on their life experience from a theological framework and then choose how to act. Classes and reading groups are offered for Catholic, Protestant, Jewish, and Muslim students to come to a deeper understanding of the beliefs and values of each tradition and how to live this out. Alternative Break Immersions seek to have students connect the concepts they are learning in the classroom to the experiences of communities on the margins who host them. Graduate, Professional, and Adult Student Life offers Bible studies for graduate students that specifically engage their areas of study. Student Leadership and Development (SLD) partners with Campus Ministry on programs such as Connections for Extraordinary Lives, a program designed to help students explore their vocation and how their values may align with various curricular and co-curricular experiences. A wide variety of student leadership programs—such as Commuter Ambassadors, resident assistants, Students Together Are Reaching Success (STARS), Loyola University Chicago Empowering Sisterhood (LUCES), Brothers for Excellence—utilize reflection as a tool in their formation, regular meetings, and retreats to help students integrate their own values with their experiences and learning.

INVOLVEMENT AND LEADERSHIP

Several departments across the division collaborate to provide outlets for student leaders. Through annual common leadership training, students are introduced to the

Loyola Student Promise and values-based leadership through the lens of Jesuit education. Of the over 230 SAGA-sponsored student organizations, a significant portion focus on professional affiliation or academic interests of students. These organizations are encouraged to think about how they incorporate Loyola's mission into their programming, both when planning events and requesting funding. Many departments utilize Loyola University Retreat and Ecology Campus (LUREC) as a retreat space for reflection. At these retreats, students are encouraged to engage in peer dialogue on how their roles as student leaders support the mission of the University and how they integrate their experiences with their studies and values.

ACCOUNTABILITY AND SUPPORT

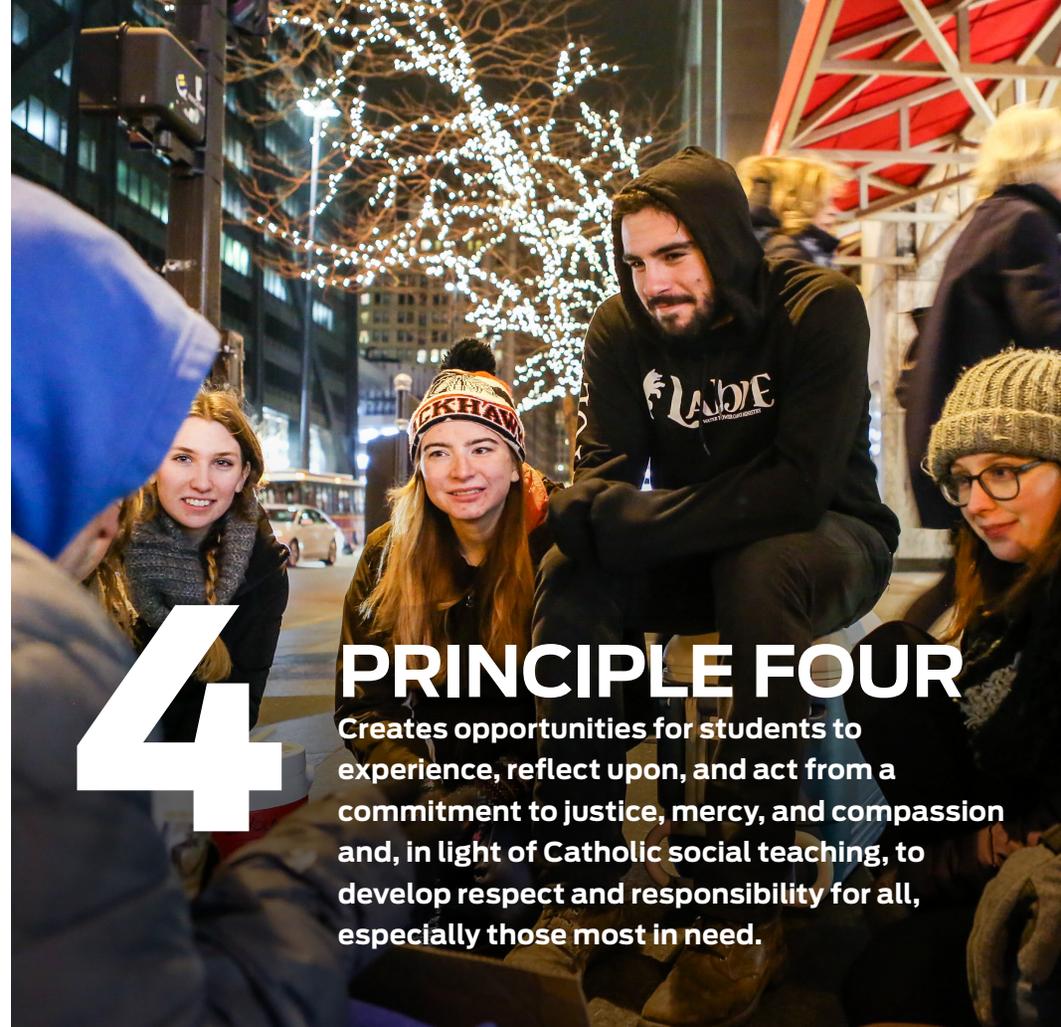
The Office of Student Conduct and Conflict Resolution (OSCCR) incorporates both faith and reason through two principles: the Values Workshop and Restore LUREC. The Values Workshop is a workshop for students to identify, clarify, and explore their personal set of values, explicitly inviting students to share how their faith informs the ethical decisions they make. Restore LUREC is a "working retreat" assigned to students for whom restorative justice principles may provide a useful backdrop for self-reflection and discernment. Both interventions draw upon students' intellect as well as their sense of morality to develop strategies for improved decision-making in the future. Additionally, the Office of the Dean of Students (DOS) regularly guides students on decisions, responsibility, goal setting, and accountability. This may include—if the student self-identifies an interest—consideration of where they are called, what God wants of them, and where they feel most connected to God. Faith and spirituality are considered important components of students' identities and are given attention accordingly.

DIVERSITY AND INCLUSION

Student Diversity and Multicultural Affairs (SDMA) offers ongoing professional and personal development opportunities for student leaders grounded in the mission of Jesuit education. These experiences include extensive training for those in SDMA's mentorship programs, which connect students to current faculty and staff for consistent academic and personal support. SDMA is also home to the Unity in Diversity Fund. It functions as a funding source for faculty, staff, and students intent on hosting programming at Loyola with a clear focus on social justice and inclusion.

SERVICE AND ADVOCACY

The Office for Community Service and Action (CSA) uses "The Pedagogy of Justice" by Dan Hartnett, S.J., as a foundational structure. The cycle of experience, understanding, imagination, and action—all centered around prayer and reflection—encourage students to live integrated lives of faithful service. The CSA's advocacy programs, such as Hunger Week, engage faith and reason as they ask students to critically examine a justice issue, to form a stance on that issue, and then to act from that position.



4 PRINCIPLE FOUR
Creates opportunities for students to experience, reflect upon, and act from a commitment to justice, mercy, and compassion and, in light of Catholic social teaching, to develop respect and responsibility for all, especially those most in need.

THE DIVISION OF STUDENT DEVELOPMENT TAKES PRIDE in contributing to transformative education that promotes social justice. In both explicit and implied ways, themes of Catholic Social Teaching are interwoven throughout the programs and services provided by the division. In the words of Peter-Hans Kolvenbach, "Students [at Jesuit schools], in the course of their formation, must let the gritty reality of this world into their lives, so they can learn to feel it, think about it critically, respond to its suffering, and engage it constructively." Ours is a campus where students are eager to engage with issues of regional and national importance, and in the city of Chicago, there is no shortage of opportunities to do so. By engaging in critical conversations inside and outside of the classroom, our students learn how to identify and apply their personal values and talents in ways that benefit those most in need.

COMMUNITY BUILDING

Off-Campus Student Life (OCSL) connects off-campus students to resources and community-building opportunities where students can individually explore themes of justice, mercy, and compassion. These students are then supported in identifying programs that can raise their awareness of local, national, and global issues. Residence Life provides students, student leaders, and staff opportunities to experience a greater meaning and purpose through values-based programming and faith- and justice-based learning communities. Students and staff engage in regular, ongoing discussions about contemporary issues—particularly those that address systems of inequality and injustice.

PERSONAL WELLNESS

The Office of the Dean of Students (DOS), Office of Student Conduct and Conflict Resolution (OSCCR), and Wellness Center regularly participate in regional and national dialogues addressing higher education's legal and ethical obligations to support student survivors of sexual assault, dating violence, and stalking (under Title IX). The Wellness Center's gender-based violence prevention initiatives offer students opportunities through tabling and advocacy to develop respect, compassion, and responsibility for all.

SPIRITUAL GROWTH

During masses at Madonna della Strada, the Prayers of the Faithful regularly incorporate petitions for contemporary issues. Taizé prayer offers students a unique prayer community that fosters healing and reconciliation. The Christian Life Communities program sponsors a yearly *Via Crucis* that focuses on immigration reform. The Alternative Break Immersion program uses Catholic Social Teaching as a way of recognizing social inequalities and teaching students real world examples of how the tenets of these teachings are being threatened or upheld at host sites.

INVOLVEMENT AND LEADERSHIP

Student Leadership Development (SLD) incorporates issues of justice into programming that connects leadership development to positive social change. Programs such as Building Inclusive Leadership, which are designed to explore the connections between leadership and social justice, allow participants to shape their own action plans around salient issues of social justice. The programs developed by SLD are shaped around the concept of leadership as an inclusive process for positive social change, which encompasses the idea of all people having the right to participate in the economic, political, and cultural life of society. Student Activities

and Greek Affairs (SAGA) collaborates with Loyola's Institute of Environmental Sustainability to ensure that many university-wide dining-centered programs have on-site composting for all waste products.

ACCOUNTABILITY AND SUPPORT

From advising the Student Government of Loyola Chicago to supporting various organizations' student demonstrations and activism work, DOS strives to understand the topics our students are passionate about and then seeks to create opportunities for dialogue and civil discourse within the community. As students grapple with complex social issues and their applications on campus and in the community, DOS and OSCCR maintain a balanced position that both supports student empowerment and advocacy and demands a safe and civil campus climate.

DIVERSITY AND INCLUSION

Student Diversity and Multicultural Affairs (SDMA) hosts a series of Social Justice Dinner Dialogues where campus partners and student organizations who are enthusiastic about social justice facilitate critical conversations about identities and their role in local and national social justice issues. SDMA also regularly hosts ally and safe space trainings supporting undocumented immigrants and the LGBTQIA community, providing faculty, staff, and students firsthand knowledge about the lived experiences and discrimination that these communities face in Chicago, the United States, and the world. Inherent in the mission of SDMA is the call for Loyola community members to maintain the integrity and dignity of all people without judgment about their particular background or membership in privileged or marginalized groups.

SERVICE AND ADVOCACY

Community Service and Action (CSA) believes that students have the talent, ability, and responsibility to be engaged members of the community and by doing so that they can engage firsthand in global issues of injustice. The direct service opportunities supported by CSA all take place in local sites in the Chicagoland community, yet the social justice issues that are witnessed and implicated at those sites are global ones, such as poverty, inequity, and marginalization. Other advocacy projects supported by CSA also have a specific connection to global issues of injustice, such as migration and environmental sustainability.



5

PRINCIPLE FIVE

Challenges students to high standards of personal behavior and responsibility through the formation of character and virtues.

THE DIVISION OF STUDENT DEVELOPMENT SUPPORTS STUDENTS in their personal formation during their Loyola Experience as they shape and clarify their own values. As shared stewards of The Student Promise, which challenges students to care for self, others, and the community, the division is an active partner in fostering an ethos that encourages all community members to aspire to high levels of personal and professional accountability. In the Jesuit tradition of striving to be “people for and with others,” students are challenged to honor the God-given dignity of all people and work for the common good.

COMMUNITY BUILDING

The Office of Off-Campus Student Life (OCSL) integrates The Student Promise and Community Standards into their workshops, seminars, and one-on-one conversations with students. Additionally, responsible decision-making is an expectation set for all of our students living off-campus—specifically as it relates to being a good neighbor. In Residence Life, students are made aware of their responsibilities as independent, autonomous adults living in our residence hall communities. Staff in the halls facilitates meetings and dialogue about the Community Standards and communal living expectations. Roommates also complete an agreement to address behavioral expectations for shared space.

PERSONAL WELLNESS

The Wellness Center espouses harm reduction approaches to alcohol misuse and promotes a safer community through its “Speak Up, Step In” active bystander intervention program. The Office of Student Diversity and Multicultural Affairs (SDMA) encourages open and honest discussion surrounding church teaching and aspects of gender expression and sexual orientation. These identities are most visibly salient for students involved in Q Initiative programming and student organizations such as Advocate and QTPOC (Queer and Trans People of Color). These discussions, both in structured programming and informal conversations, offer a space for students to critically examine these issues within the context of a Catholic university. LGBTQIA faculty and staff who participate in these programs model for students the potential and opportunity to negotiate these tensions without sacrificing one’s identities or faith.

SPIRITUAL GROWTH

In Campus Ministry, Catholic teaching is the starting point and foundation of the department’s work. Through theological reflection, spiritual direction, and pastoral conversations, campus ministers engage students in questions about what is most meaningful in their lives and whether students are living lives of integrity and commitment. On the Loyola 360 retreat for first-year students, they examine values and ethics using the framework of an “inner compass,” which guides their decision-making. Campus Ministry engages tensions between Church teaching and current social mores. Staff strives to explain Church teaching and what the Church calls each person to be, while also respecting individuals’ lived tensions with sexuality, marriage, right relationships, the environment, and the economy. Students are encouraged to explore questions in depth and arrive at an adult understanding of their own faith.

INVOLVEMENT AND LEADERSHIP

At the start of the academic year, the Office of Student Leadership and Development (SLD) facilitates the Lead for Change retreat, where first-year students are encouraged to explore their leadership identities in the context of Loyola’s Jesuit, Catholic tradition.

Student organizations often present events and ideas that sometimes are in conflict or challenge Church teaching. Student Activities and Greek Affairs (SAGA) addresses them through dialogue with students and administrators and provides clarification around Loyola's values. Within SAGA, the Sorority and Fraternity Life program holds students accountable for living in a way that is congruent with their organization's values.

ACCOUNTABILITY AND SUPPORT

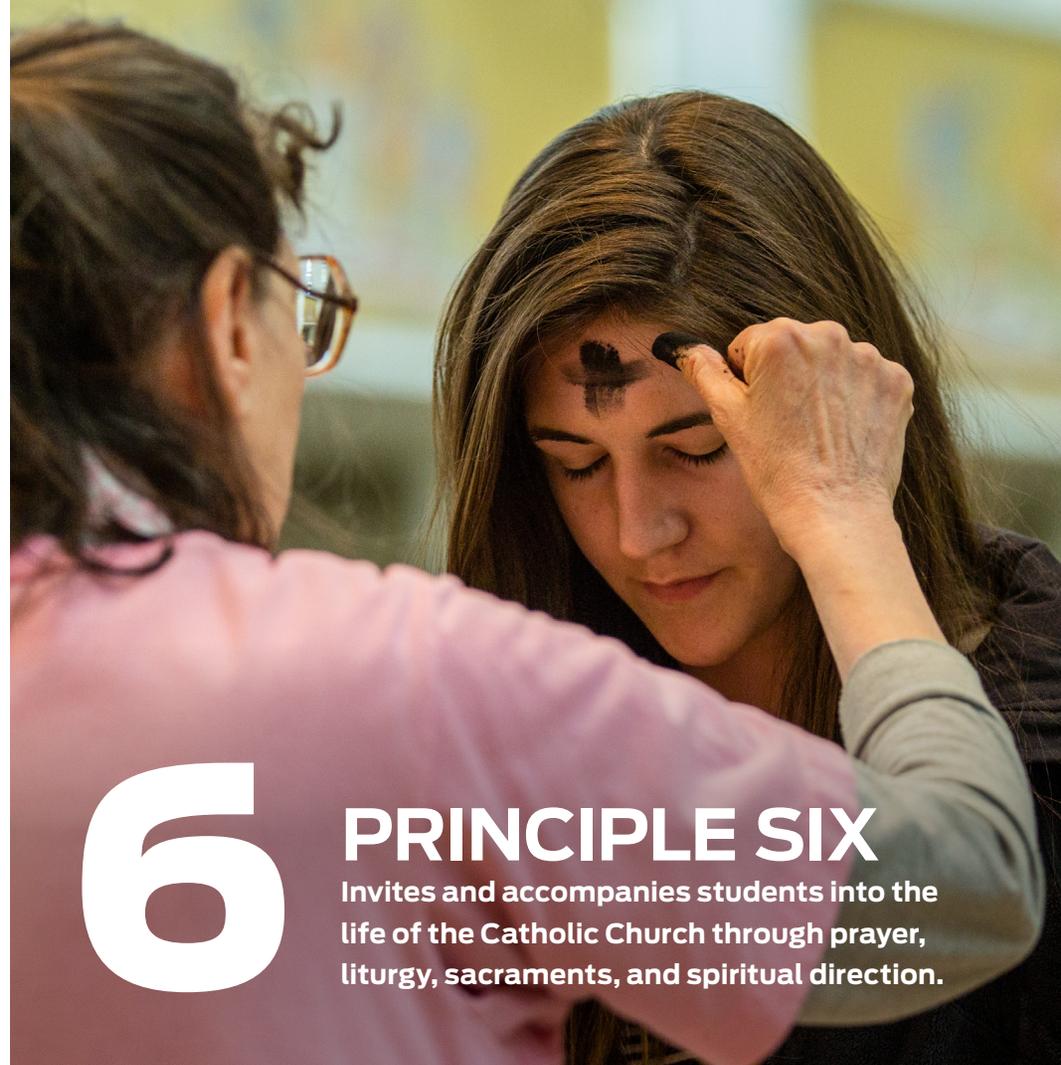
Catholic morals and Jesuit values undergird the entire philosophical and professional framework utilized by the Office of the Dean of Students (DOS) and the Office for Student Conduct and Conflict Resolution (OSCCR). In addressing misconduct based on gender or other identities, assisting with resolution of disputes between student organizations, and confronting tensions between current social mores and the institution's Catholic values, DOS challenges students to engage with one another in ways that align with their personal and community standards.

DIVERSITY

OSCCR applies a student-centered approach to the student conduct process that honors the diversity and inherent dignity of each person, even when one's actions have caused harm to others. *Cura personalis* is one foundational value that OSCCR applies to every meeting and decision as staff members consider the entirety of the person in determining how to best support a student's holistic success. In offering several options for conflict resolution aside from the traditional hearing model—including mediation, conflict coaching, and restorative justice—OSCCR aspires to support a campus community where mutually respectful relationships allow for transformative moral development.

SERVICE AND ADVOCACY

The Office of Community Service and Action (CSA) asks students to explore and deepen their values through service. Direct engagement with others puts students in the position to live their values and express their character in what may be unfamiliar relationships and even uncomfortable situations. This engagement also provides students with experiences that have implications for the daily lives of fellow community members. SLD's programs, including The People's Institute, challenge students to explore their own values and encourage them to enact positive social change within their communities. In Campus Ministry, the Alternative Break Immersion program encourages students to take their experiences on trips, which are rooted in Catholic Social Teaching, and integrate them into the larger moral framework of their lives.



6

PRINCIPLE SIX
Invites and accompanies students into the life of the Catholic Church through prayer, liturgy, sacraments, and spiritual direction.

WHILE EXTENDING THIS INVITATION to participate in the sacramental life of the Catholic Church, the Division of Student Development recognizes that the deepening of faith and values is essential in the development of all students who attend Loyola. This applies to all our students, Catholic and non-Catholic alike, and is rooted in the Ignatian principle of *cura personalis*. We uphold that our students should be encouraged to strengthen their own religious beliefs and learn about others. For students whose religious tradition is not present on campus, we assist them in finding the faith community in the area that best supports them. Thus, while honoring and showcasing its Jesuit, Catholic heritage, a vibrant campus community must also support and celebrate a wide range of religious expressions.

COMMUNITY BUILDING

The Office of Off-Campus Student Life (OCSL) works collaboratively with divisional partners to promote experiences that contribute to the spiritual growth and development of commuter and off-campus students. Residence Life encourages collaboration with Campus Ministry in the programs and services it offers members of the residential community. Spiritual-based programming is one component of the programming model, and live-in chaplains are often invited to join community events. Both the Damen Student Center at Lake Shore Campus and Terry Student Center at Water Tower Campus provide meeting spaces for different religious groups to meet and gather within their spiritual communities, including a Musalla Room for Muslim students, a Puja Room for Hindu students, and kosher kitchen and gathering space for Hillel.

PERSONAL WELLNESS

The Wellness Center creates space for all faith practices and traditions in counseling sessions, medical decision-making, and daily health behaviors. In addition, the department embraces a holistic model by incorporating the dimension of spiritual wellness at the Wellness Fair.

SPIRITUAL GROWTH

Campus Ministry provides a robust liturgical life that encourages full and active participation. There are three masses offered in Madonna della Strada every Sunday in addition to noon weekday masses. Students are invited into liturgical leadership with over 20 students serving in ministries at any given Sunday liturgy. A breadth of communal prayer experiences are offered including Taizé prayer, Eucharistic Adoration, Rosary, Communal Reconciliation, and the *Via Crucis*. The RCIA and Confirmation programs also allow interested students to become full members of the Roman Catholic Church. The Office of Student Activities and Greek Affairs (SAGA) provides support and approval to many open events that take place on campus that are related to the practice of faith, including Diwali, Garba, Holi, Iftar, and Seder meals.

INVOLVEMENT AND LEADERSHIP

In celebration of the Jesuit, Catholic tradition of finding God in all things, departments across the division partner with Campus Ministry to assist in student training experiences. Students are asked to make meaning of their leadership role and how their responsibilities intersect with their faith. Loyola's Welcome Week tradition, run by SAGA, provides open space for spiritual expression during

first-year convocation, Family Mass, and Faith Fest, where students are connected to campus resources to help foster spiritual development. Additionally, students are offered the opportunity to connect with dozens of Loyola's faith-based student organizations during the Student Organization Fair.

ACCOUNTABILITY AND SUPPORT

In times of crisis, Residence Life has a protocol in place to utilize Campus Ministry staff and members of the Jesuit community to support students and their families who may be affected. As staffs from the Office of the Dean of Students (DOS) and the Office of Student Conduct and Conflict Resolution (OSCCR) work one-on-one with students to discuss personal and private matters, they actively invite students to seek out and utilize campus resources such as Campus Ministry when faced with crisis or trauma. When facing such difficult circumstances, staff members also encourage interested students to look to their own spiritual practices as a means to cope and heal. By honoring the roles that faith and God play in students' ethical and social development, spaces such as hearings and administrative meetings become opportunities for reflection and formation.

DIVERSITY AND INCLUSION

The department of Student Diversity and Multicultural Affairs (SDMA) partners with Campus Ministry through the Alternative Break Immersion program and retreat programming. With this opportunity, SDMA encourages students to seek out spirituality as they understand it. Through the Spanglish and Filipino Christian Life Communities in Campus Ministry, students are able to practice and pray in a way that recognizes and lifts up their ethnic identities.

SERVICE AND ADVOCACY

The Office of Community Service and Action (CSA) offers reflection opportunities to students after their service experiences. Additionally, CSA regularly shares information with students about Campus Ministry and programs with faith-based community organizations. This work is most overt within the Service and Faith Learning Community, where CSA regularly exposes students to behaviors and practices indicative of an integrated faith life.



7

PRINCIPLE SEVEN

Seeks dialogue among religious traditions and with contemporary culture to clarify beliefs, and fosters mutual understanding in the midst of tensions and ambiguities.

ROOTED IN THE IGNATIAN PRINCIPLE OF FINDING GOD IN ALL THINGS, it is imperative that respectful dialogue across differences not only be supported but encouraged at a Jesuit school. The Division of Student Development seeks for our students to engage with one another and the larger world with a spirit of both critical reflection and humility. When students engage with differing perspectives without a spirit of fear or defensiveness, they are better able to respect the human dignity inherent in all. In addition, Jesuit education's emphasis on imagination and discernment invites students to see the tensions and ambiguities between belief and culture as a place to create new ways forward in the face of difficulty, injustice, and conflict.

COMMUNITY BUILDING

The Office of Off-Campus Student Life (OCSL) serves an inherently transient population. Most often, the offered programs and services aim to build connection and community. The culture of the department fosters and encourages openness to diverse viewpoints and backgrounds. Religious diversity falls within that. In Residence Life, professional staff and resident assistants participate in training to equip them for working in communities of students who hold diverse religious beliefs. They encourage dialogue among residents and create programming centered around the departmental value of faith. In the Service and Faith Learning Community, co-sponsored by Residence Life and the office for Community Service and Action (CSA), students are part of an intentional community that allows for discussions of faith and belief in relation to ongoing tensions in the larger society.

PERSONAL WELLNESS

All workshops developed and facilitated by the Office of Student Diversity and Multicultural Affairs (SDMA) are rooted in the need to treat all persons with respect and dignity. Furthermore, the content is designed with the goal of empowering participants to work effectively across differences. Tools are provided for students, staff, and faculty to embrace diverse backgrounds and learn how to take the perspective of other people who may not necessarily share their identities or attitudes.

SPIRITUAL GROWTH

Campus Ministry is charged with supporting and fostering the spiritual growth of all students, including those who do not identify as Catholic, Christian, or of any particular faith tradition. Campus Ministry invites faculty and staff of all backgrounds to serve as retreat team leaders, Alternative Break Immersion co-facilitators, and panelists. Faculty and staff are invited to be the keynote speakers for Agape Latte, an open event on the intersection of their faith with their work and life. Campus Ministry employs a Muslim chaplain and works with Hillel and the Christian Reformed Church to provide specific programming for Jewish and Protestant students. Additionally, Campus Ministry recognizes that Jesuit education fosters critical thought and inquiry and thus encourages thoughtful and respectful questioning from students as they seek to negotiate what their faith means in light of the world.

INVOLVEMENT AND LEADERSHIP

Campus Ministry sponsors Interfaith Programs, which coordinates efforts toward interfaith understanding and dialogue. This is accomplished through the formation of the Interfaith Advocates, Interfaith Ally Training, interfaith dinner dialogues, International Day of Peace, and World Interfaith Harmony Week. Student organizations are encouraged to advertise their faith-based programming efforts through Loyola's online student organization support platform: LUCentral. Through this online advertising tool,

interested students will have the opportunity to attend varying interfaith dialogue programs, which are open to all students. This portal promotes these events and exposes students with the opportunity to engage in faith-based programming from outside their own traditions. The Lead for Change freshman retreat from the Office of Student Leadership Development (SLD) offers incoming students the opportunity to engage in a reflective experience where freshman students are asked to inform their leadership style through the context of Loyola's Jesuit, Catholic tradition, which embraces the social nuances of a diverse, global society.

ACCOUNTABILITY AND SUPPORT

Conflict often emerges from differences of opinion, but when those opinions are themselves rooted in deeply held values, faith traditions, or identities, such conflicts have the potential to cause real harm for individuals and communities. The Office for Student Conduct and Conflict Resolution (OSCCR) and Office of the Dean of Students (DOS) are two offices that train and prepare their staff to respond to such conflicts with professionalism and empathy. OSCCR is constantly refining their trainings for Residence Life staff, Title IX investigators, and other campus partners to ensure that all students—from complainants to respondents to everyone in between—are treated with dignity throughout the conduct process. As conflicts arise between student organizations, great care is taken to appreciate a “diversity of truths” as support is offered to affected parties.

DIVERSITY AND INCLUSION

SDMA grounds its cultural competency workshops, mentorship programs, and department events around the discussion of and appreciation for individual social identities, including religious identity and spiritual practice. SDMA partners with Campus Ministry on a regular basis to support students in their exploration of faith and provide space to discuss potential tensions between faith traditions and students' individual identities. SDMA works with a vast majority of students who are underrepresented at Loyola, and sometimes faith in connection to their race or gender may come up as a reason for feeling isolated or different. Staff encourages students to explore their identity and learn to consider their unique identities or faith tradition as a source of strength.

SERVICE AND ADVOCACY

Students regularly engage with newness and difference through CSA programs. Whether in direct service in an unfamiliar place or considering a personal position on a social justice issue, CSA invites students to explore diverse ways of being and thinking. More importantly, this invitation includes a call to responsible action in response to their experience and learning. CSA teaches a lifelong practice of reflective engagement and action.



8

PRINCIPLE EIGHT

Assists students in discerning and responding to their vocations, understanding potential professional contributions, and choosing particular career directions.

JESUIT EDUCATION stresses the importance of discernment in connecting one's gifts and talents to the world's needs. The Division of Student Development encourages students to play an essential part of contributing to the common good and use their time at Loyola to discover their calling and vocation. To this end, intentional programs and informal conversations about vocational discernment and career paths are frequently part of the daily work of staff across all offices.

COMMUNITY BUILDING

In Residence Life, students are encouraged to discern their vocation while living in the residence halls. Developmentally appropriate programming is provided to all students living on-campus—from teaching first-year students how to craft a resume and seek employment, to celebrating upperclassmen’s commitment to their major and post-graduation career, service, or educational plans. Additionally, resident assistants and student leaders regularly discuss how the skills in their positions can connect to their career and educational aspirations.

PERSONAL WELLNESS

The Wellness Center assists students in discerning and responding to their vocations and career directions by including vocation as a specific dimension of wellness. Through the Wellness Advocates, students are able to assist in the professional delivery of health and prevention programming. Residence Life collaborates with Pre-Health Advising in conjunction with the Stritch School of Medicine for an annual trip to the Maywood campus for members of the Wellness Learning Community to explore career options. Within the Office of the Dean of Students (DOS), the Coordinated Assistance and Resource Education (CARE) program provides services specific to personal and professional goals. CARE meetings outline an action plan with specific steps that a student will take in order to restore balance to their values and goals.

SPIRITUAL GROWTH

Through the Unwritten Retreat, Alternative Break Immersions, and music intern placements in city parishes, students are provided with both experiences and theological reflection to guide them in discovering their passions and how they might best use those passions to meet the needs of the world. Through spiritual direction and pastoral conversations, students have the opportunity to work one-on-one with a campus minister to explore their vocational calling.

INVOLVEMENT AND LEADERSHIP

Through career- and discipline-focused student organizations in the Office of Student Activities and Greek Affairs (SAGA), students are offered experiences to guide them in discovering their academic passions and opportunities for future careers. Within SAGA, Sorority and Fraternity Life fosters professional development for future careers via business meetings, alumni functions, and chapter rituals. The Office of Student Leadership and Development (SLD) encourages students to explore their calling through programs such as the Student Leadership Institute, Emerging Leaders Program, and LEAD for Change. SLD’s Connections for Extraordinary Lives program utilizes a networking format to help students build

relationships and addresses topics such as “re-routing” from a career choice that no longer feels congruent with their values or interests and practicing leadership for social change in fields not traditionally associated with it. SLD collaborates with the Career Development Center on programs related to professional calling as well as with Alumni Relations.

ACCOUNTABILITY AND SUPPORT

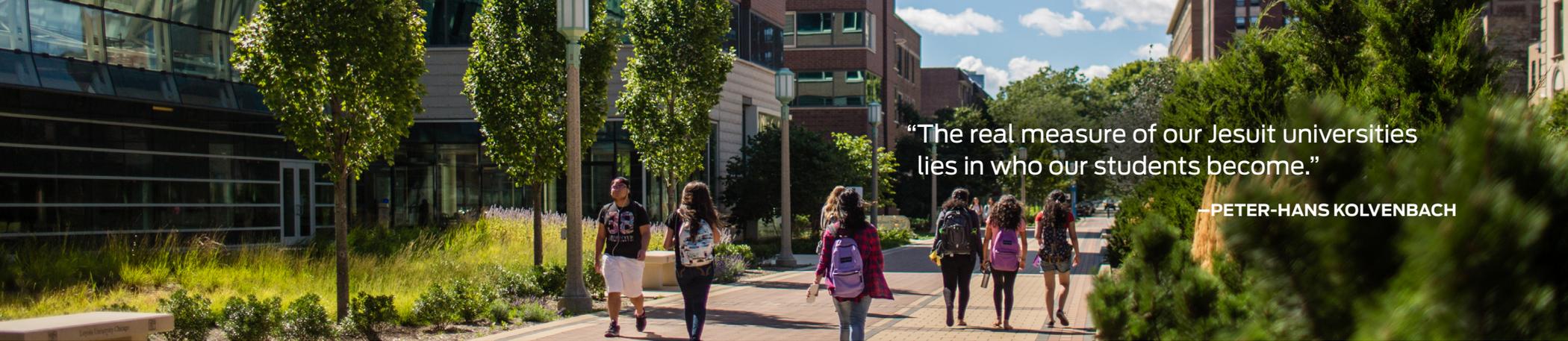
The Office of the Dean of Students (DOS) and the Office of Student Conduct and Conflict Resolution (OSCCR) regularly incorporate the practice of discernment into student programming and interventions. For example, OSCCR often asks students to attend reflective exercises, workshops, and other programs oriented toward aligning values with vocational and professional aspirations. Supporting the NAS-PA Undergraduate Fellows Program (NUFP) is another way DOS and several other departments within the Division of Student Development support students from underrepresented backgrounds who are considering careers in student affairs.

DIVERSITY

The Department of Student Diversity and Multicultural Affairs (SDMA) aims to ensure student success and retention by providing resources and support to underrepresented students, including students of color, undocumented students, and first-generation students. Through participation in mentorship programs, students expand their professional and social spheres, drawing stronger connections between their values and potential calling or vocation. SDMA frequently works alongside other campus partners to advise its students through the degree-selection or -change process, supporting them as they explore tensions between their values and long-term vocational goals.

SERVICE AND ADVOCACY

The very nature of inviting students into experiential learning involves the exploration of vocation, career, and other ways of personally contributing to the common good in our world. Regularly through their programs, the Office for Community Service and Action (CSA) sees students testing abilities, learning more deeply about a field of work or population of people, exploring the needs and potential within communities, and reflecting upon what work brings them joy. In addition to placing students in volunteer experiences while at Loyola, CSA also encourages them to consider post-graduate volunteer service programs, which offer skill-building, career exploration, community-building, and faith development. SLD’s Building Inclusive Leadership program helps students get experience in social change advocacy and identify their personal missions related to social change, including in relation to their career.



“The real measure of our Jesuit universities lies in who our students become.”

—PETER-HANS KOLVENBACH

HOW TO USE THIS DOCUMENT

THE PURPOSE OF THE PRINCIPLES OF GOOD PRACTICE, as stated in the introduction, is “to provide a framework for reflection and conversation, planning, staff development, and assessment for student affairs professionals who work at Catholic colleges and universities.” Similarly, *Living the Principles* has been drafted as a peer-authored and institution-specific companion piece, intended to provide insight regarding how the Division of Student Development at Loyola University Chicago demonstrates its commitment to the principles shared by all Catholic institutions of higher education.

Having drafted this document collaboratively with input from all areas within the division, the interdisciplinary Jesuit Education Team (JET) hopes that *Living the Principles* will serve as an accurate representation of how our Catholic values are embodied in the programs and services offered across the division. Great care was taken to ensure that this document is more than just a “marketing piece.” JET wrote this document to bring to light those areas where we can strive to articulate our guiding principles more clearly and with greater intentionality. We believe that on a fundamental level, our Jesuit, Catholic mission is the single greatest asset that distinguishes Loyola University Chicago from our peer institutions across the country. Hopefully *Living the Principles* will provide the reader with a broad survey of how the work of the Division of Student Development is informed by and contributes to the University’s promise of “preparing people to live extraordinary lives.”

JET recommends that divisional staff and leadership consider using this document in some of the following ways:

- Recruiting, onboarding, and developing new staff
- Assessing how our divisional programs align with our institutional values
- Discussing at work retreats
- Reflecting at staff meetings, trainings, and in-services
- Reminding ourselves of why and how we do what we do
- Discussing with student mentees, especially those who express an interest in higher education as a career field
- Developing new programs and articulating learning outcomes
- Marketing of the division to external constituencies who are concerned with mission
- Celebrating successes and achievements but also identifying gaps and areas for improvement
- Incorporating as a tool for SWOT analysis
- Considering when deciding on resource allocation

2015-16 JESUIT EDUCATION TEAM

Kristina Garcia, Timothy Griffin, Susan Haarman,
Timothy Love, Joshua Metayer, Kathryn Thies

DIVISION OF STUDENT DEVELOPMENT

1032 W. Sheridan Road • Chicago, IL 60660

P 773.508.3890 • W LUC.edu/studentdevelopment



Preparing people to lead extraordinary lives