

UDM Mission and Identity Annual Report

March 27, 2015



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UDM Mission and Identity

1. Introduction:

Mission & Identity Goal:

The UDM M&I Office exists to create and host events for UDM faculty, staff, administrators, and trustees, designed to invite candid conversations about UDM's stated mission and how that mission operates in specific university workplaces. M&I facilitated programs are designed to foster a discerning environment in which each unit becomes more integrated with other parts of the university and contributes to the growing health of UDM's Identity and Mission.

Two Working Assumptions:

1) UDM's Mission & Identity operating budget represents a formal commitment to M&I's core principle, that every UDM employee has a voice in the collective convictions the university holds as the heart of its identity. For that precise reason, M&I conversations are not designed to be part of the ordinary reward structure, are not intended to directly improve measurable performance as are administrative planning retreats, annual job performance evaluations, etc. Therefore, the more M&I events are substantive and hospitable, the more their conversations will help UDM employees grow the health of UDM's culture of work. "Culture of work" is intended to be an elusive term. Raw numbers of event participants, costs, and anecdotal observations from participants can provide some flesh on the bones of this report; however, the process by which M&I evaluates changes in the UDM culture of work requires Ignatian Discernment as taught in The Spiritual Exercises of St. Ignatius and introduced to UDM employees during the M&I's signature Half Day Mission Retreat (see [2.1](#) below).

Operational reward structures depend on precise metrics. M&I depends on discerning conversations that identify wounds, danger zones, turning points, and commitments that mark the health or lack of the same in UDM's current culture of work. M&I is charged with paying attention to the soul of the university as articulated in UDM's mission statement and, more thoroughly, on its mission website. The more its programs engage employees, the stronger the university's identity becomes. A final note: the term "employees" includes senior administrators because they charge themselves with the long term health of UDM. The same principle applies, mutatis mutandis, to the Board of Trustees.

The historical accident of Lansing-Reilly Hall's beauty and aptness for hosting events, together with the Jesuit Community's commitment to using the first floor for hospitality, provides a resource that would be difficult to cost out or to fund from operations.

2) The M&I Steering Committee:

Beginning in 2008, the M&I Director invited six senior faculty members to serve as an M&I Steering Committee, meeting semi-regularly to maintain an ongoing evaluation and planning conversation with the Director. The members were selected based on their commitment to UDM's core identity and to their intellectual commitment to scholarship and teaching as members of The Academy.

Current members:

Janet Baiardi	College of Health Profession (former Associate Dean)
Katy Snyder	College of Engineering and Science (Associate Dean for Academic Affairs)
Nancy Calleja	Chair Counseling
Mark Paulik	Chair Robotics & Electrical Engineer (Engineering & Science)
Matt Mio	Chemistry, immediate past president Faculty Shared Governance
Rosemary Weatherston	Associate Professor English, Director Broadside Press and Dudley Randall Center for Print Culture

John M. Staudenmaier, S.J.
Assistant to the President for Mission and Identity

2. Retreat Programs

2.1 UDM's Half Day Mission Retreat (c. 1,228 participants, 2005-2015)

Pre-note:

This is M&I's most important program, aimed at all UDM employees and recently Trustees as well. The heart of the approach stems from a sentence taken from the "Jesuits and University Life" (Documents of the Thirty-Fourth General Congregation of The Society of Jesus, 1994, Document 17, par #408): "As we look to the future, we need consciously to be on guard that both the noun 'university' and the adjective 'Jesuit' always remain fully honored." The last four words, "always remain fully honored," articulates an asymptotic ideal, never fully achieved but a goal calling Jesuit universities worldwide to a deepening aspiration. This General Congregation 34 sentence calls for a creative tension between the noun "university" and its defining adjectives (at UDM these are: Catholic, Mercy, Jesuit, and Urban), rather than a schizoid disjunction of academic and non-academic commitments. The Half-Day Retreat is designed to educate UDM employees and trustees in all major aspects of this defining ideal of creative tension as applicable to every department and budget area.

Half-Day Retreat design:

Faculty, administrators, staff, and trustees meet in Lansing Reilly's large parlor for an introductory explanation of a principle of prayer found in The Spiritual Exercises of St. Ignatius of Loyola and in the life and leadership of Catherine McAuley, founders of the Jesuits and Sisters of Mercy respectively. The principle: "When you begin to pray, try to be aware of where you are and begin from that place." The introduction follows with an exercise inviting each retreatant to answer the question, "Where are We right now?" Listening to each other's descriptive responses serves as an introduction of this specific gathering of individuals in the process of becoming a community for the duration of the morning.

The introduction is followed by two thirty minute talks.

Talk I: “UDM is a University.” The University claims a commitment to three core activities: (1) peer-reviewed research; (2) teaching as research-based and as formation for students; (3) service beyond the borders of the campus.

Talk II: “UDM is Catholic, Mercy, Jesuit, & Urban.” Both talks are explored in small discussion groups. The second small group session is followed by a wrap-up conversation where everyone is invited to tell the group some “take-home” insight[s] they will bring back into their lives. The retreat ends with lunch in the Jesuit Community dining room.

Three spin-offs from the retreat:

In addition to the c. 1,200 employees and trustees who have made the retreat thus far, another sign of the centrality of the Half-Day Retreat for the M&I operation can be seen in three notable spin-offs of the basic concept of the retreat.

A) **New Faculty Half-Day Retreat.** In 2008, Mission and Identity worked with the Shared Governance Faculty Development Committee to re-design a new faculty orientation. At that time we decided to begin the August orientation with the Half-Day Retreat exclusively for new faculty on the Tuesday morning following the President’s Convocation. This practice continues.

B) **Trustee Mission & Identity development.** Since 2012, Chairman John Lewis and I have worked on a broad-spectrum trustee development program. The current draft was introduced at the January 2013 board meeting. The importance of the Half-Day retreat is evident in its place in the spectrum of trustee development programs. The Half-Day Retreat, taken with a mix of UDM employees, forms the current heart of the formation program expected of all trustees.

Of the 12 trustees who have made the half-day retreat so far, many report that joining in the detailed presentation of the University’s mission and identity with a group of employees has proven to be a powerful source of insight into the identity of the university as seen through the lived experience of people who work at UDM.

C) **Since 2010, one-on-one interviews for finalists in all senior management searches (i.e., deans through the president) immerses potential senior hires in the world view articulated in the half-day retreat.** The one-hour conversation is based on the candidate’s reading of the Mission website (www.udmercy.edu/mission) and her/his singling out the most confirming, surprising, or disturbing elements. The conversation ensures that all new administrative hires will have given the university’s mission and identity a close look before they arrive on campus and that M&I and the new administrator will have begun a substantial working relationship. Since 2012 new trustee orientation includes a similar one-on-one interview with the Director of Mission & Identity.

2.2 Single Budget-Area Retreats:

When the director of M&I and the budget manager of a given unit conclude from preliminary conversations that the time is ripe for a half-day retreat exclusively designed for the unit in question, the leadership team and the M&I director hold one or several conversations to develop a working understanding of the current state of the unit’s culture of work. Depending on those discernment

conversations, the retreat might follow the standard half-day retreat format with a heightened focus on the mission of the unit in question.

Not infrequently, however, such a retreat is preceded by a “Lamentation” format. Lamentation retreats are designed to break ground for the vision-building processes of the standard half-day retreat. To date, budget-area retreats and vision-building retreats have been held in: IT, Student Affairs, Athletics (Coaches), Advancement, College of Health Professions, Engineering and Science. In the past two years, Engineering and Science, the School of Law and the Admissions counselors have used the Lamentation format.

For any retreat focused on a single budget area, the planning team takes great care that the make up of each small group includes representatives from every part of the unit (e.g., for the College of Engineering and Science, each small group had at least one of the following sub-groups: Engineering and Science; tenured and pre-tenure, male and female). This is particularly important in the Lamentation Retreat which is explicitly committed to sacred listening to the voices of people from all parts of the unit. For the one-page handout introducing the Lamentation, see [Appendix 1](#).

2.3 19th Annotation Retreats

This program, also called “The Spiritual Exercises in Everyday Life” takes its title from the 19th introductory annotation of [The Spiritual Exercises of St. Ignatius](#). Here St. Ignatius observes that many people who seek to make The Exercises are too busy to withdraw from their commitments for a silent thirty days. In these cases, Ignatius suggests that a person pray once a day while living ordinary life and, instead of seeing the director once a day, one sees the director once every one or two weeks, thus spreading The Exercises over a number of months.

Fr. Si Hendry began the program at UDM in 2009. Each person has a spiritual director and the group as a whole meets once a week to talk about their prayer and to discuss the prayer dynamics of The Exercises. A significant number of people continue their experience by meeting over lunch at the Jesuit Residence in subsequent years. Mission and Identity supports this program by suggesting potential retreatants and by serving as a spiritual director for the program.

Spiritual Directors: Si Hendry SJ, Tim Hipskind SJ, John Staudenmaier SJ, Fred Benda SJ, and Bob Scullin SJ.

2.4 AJCU Magis Silent Retreat

The Association of Jesuit Colleges and Universities (AJCU) hosts a six day silent retreat in the Ignatian tradition. AJCU treats the retreat as one of several options that fulfill the Ignatian Colleagues Program requirement of a directed Ignatian retreat. Faculty members not enrolled in ICP are also welcome and ordinarily constitute c. 25% of retreatants. A team of spiritual directors (6 or 7) give one presentation each day on prayer as taught in [The Spiritual Exercises of St. Ignatius](#). Directors typically work with 3-4 retreatants, meeting with each once a day to help discern the

texture of their silent days. I have been part of this team the past ten years and plan to do so again next June. This year, for the first time, the retreat was held at Manresa on Quartan Road (June 25-July 1). We hosted 21 participants.

For information see: www.jcu.edu/ignatiancolleagues/heartlanddelta/magis.htm

3. Faculty - Administrator - Trustee Development Programs

3.1 Junior/Senior Faculty Mentoring Program

M&I and the Shared Governance Faculty Development Team collaborated in 2009 to extend the New Faculty Orientation beyond the existing cluster of August presentations through the year. The year's program begins and ends with a barbecue in the Lansing Reilly courtyard. All pre-tenure faculty, five senior faculty mentors, all senior administrators (deans, associate vice presidents, vice presidents, President Garibaldi and his wife) are invited. Through the year, three supper conversations address matters planned by the M&I director and the Senior Faculty Mentors. People gather c. 5:00 pm and head for home c. 8:00 pm. The May barbecue ends the year's program with a 7:00 pm, faculty only, evaluation with suggestions for the following year. To date, approximately 540 faculty members have participated (N.B., the number includes repeat participants).

The tense and acrimonious UDMPU-UDM contract negotiations were marred by miscommunication that seriously damaged the Junior Faculty program. This year our main priority has been to restore the communication that had developed in Junior/Senior Faculty context of playful socializing and candid discussion of the university's mission from the perspective of pre-tenure faculty. Vice President Debbie Stieffel spoke with the group about challenges in the Admissions operation and current strategies on November 12, 2014. CFO Vince Abatamarco made a similar presentation about the university's fiscal operations and challenges on March 30. Participants informally reported that both sessions helped clear the air.

3.2 Heartland Delta Faculty Conversations Weekend

Our records indicate that one of the eleven Heartland Delta universities has hosted a late February Friday to Sunday Conversations Weekend since at least 2003. The host university creates a planning committee that begins work the previous September. It decides on a theme, invites keynote speakers, solicits panel discussion topics from participants, and creates a website. As the date approaches that same committee bears down on the ancient tasks of hospitality that create a lot of the energy of these gatherings.

To enhance the impact of this annual investment of time and money, UDM-M&I hosts preparatory and a follow-up dinner conversation evenings in Lansing Reilly. For the follow-up gathering we invite participants from previous years to meet the new group. Here is one example of a measurable outcome from the follow-up dinner in spring of 2008. Professor Rosemary Weatherston (English)

suggested the idea of a Mission Micro Grant (MMG) program. She and two other faculty volunteered to design the program.

My report on MMG appears on page 7 below; it is a measurable outcome of Faculty Conversations to go along with the less measurable but powerful experience of exploring Mission & Identity as a common commitment lived by faculty from eleven Midwest and Southern universities. Year after year we experience deep enthusiasm from faculty and appreciation for being invited. In particular, we received very enthusiastic feedback when UDM hosted 2011's weekend in Detroit. Our theme was "Urban Commitments"; our guests loved their introduction to center city Detroit and the power and insight of the two keynote speakers (i.e., Karla Hendrickson from Mayor Bing's team and Dan Pitera, Director of UDM's Detroit Collaborative Design Center).

M&I Steering Committee member, Professor Nancy Calleja, has created and maintained a 2003-2015 overview ([Appendix 2](#)). Her format shed light on blind spots in M&I's invitation process. Three colleges shown to be under-represented are now receiving priority status. Cumulative numbers for the three stand at SOD (4%), SOL (11%), and CHP (15%). Across all colleges faculty participation in the nine years for which we have found records is a total of 59 faculty, 18% of the total.

3.3 The Ignatian Colleagues Program

The Ignatian Colleagues Program represents a major investment for a small number of senior administrators or people with potential to become senior administrators. The program runs for 18 months, with a mix of elements designed to foster in-depth understanding of Jesuit higher education and its roots in The Spiritual Exercises of St. Ignatius. Yearly cohorts range from 45 to 50 people. At present 25 of the 28 U.S. Jesuit colleges and universities participate. To date, 9 people from UDM have participated and the 8th cohort is being built as this report is written.

Cohort 2	Pam Zarkowski, Provost
Cohort 3	Steve Nelson, Associate VP for Human Relations
Cohort 4	Chris Pacini, Dean: College of Health Professions Katy Snyder, Associate Dean: Engineering and Science
Cohort 5	Monica Williams-Leonard, Associate VP of Student Affairs Elizabeth Patterson, Associate VP for Media Relations
Cohort 6	Tony Neely, Faculty, School of Dentistry
Cohort 7	Cheryl Munday, Faculty, Psychology Department Pam Wilkins, Associate Dean: School of Law
Cohort 8	Brian Cloyd, Trustee: Steelcase Marc Denham, Dean: College of Liberal Arts & Education

As Mission and Identity officer, I am the on-campus facilitator for each cohort. As many of the eleven of us as possible meet for conversation two times each term. The President and I confer each year and send invitations from the President in March or April. Cohorts begin in late July. For details, see ignatiancolleagues.org.

3.4 Mission Micro Grant Programs (Dr. Rosemary Weatherston, Director)

This program was born during the brainstorming part of the 2008 follow up dinner conversation at Lansing Reilly. It found immediate support among that year's cohort and has evolved into one of UDM's most original and effective programs. The micro amounts of grants announced in the September Call for Proposals, the criteria by which proposals are evaluated, the five person evaluation team, and the August report session about the prior year's grants have stimulated an extraordinary amount of creative thinking about the roots of UDM's Mission & Identity deep within the ordinary work practices of faculty, staff and administrators.

Grant recipients report on their grants each year on the Mission Micro Grant website (www.udmercy.edu/mission/microgrant/index.htm). A late summer gathering at Lansing-Reilly provides a forum for live reporting of successes and failures for the preceding year. Since 2008-09 208 employees have received and implemented 146 grants. UDM's MMG Program was featured in [the cover story of] the March 2012 issue of AJCU Connections and served as the [inspiration and] model for a similar program at Saint Louis University.

The Annual budget has been set at \$3,500/year until 2014-2015 when the UDM budget crisis drastically reduced the grant pool to \$500. An anonymous donation later increased the pool to \$2,000. The M&I Office has agreed with the CFO's office that the reduction is temporary and will be restored as soon as the UDM operating budget allows.

3.5 Prayer and Poetry Blog: "A Work Day in Hard Times"

The Poetry/Prayer blog began September 25, 2013 during tensions from Detroit's bankruptcy and UDM's UDMPU/UDM contract gridlock. It has evolved into an unexpectedly widespread program. To date, we have received 999 email comments responding to 228 posts. List membership as of March 23, 2015 stands at 1,727 (c. 1,300 are UDM employees). Last May, The AJCU National e-News published a one page article explaining the mission vision behind the poetry list As M&I IT Specialist, Sr. Renee Kettering, RSM edits each post for visual quality and unplanned errors. See [Appendix 3](#) for AJCU National Weekly e-News, May 2, 2014 "Beauty in Context: 'A Work Day in Hard Times' Poetry Listserv Inspires Campus."

4. M&I Representing UDM in Regional and National Organizations

4.1 M&I Officers, Conference of Mercy Higher Education (CMHE)

For the past four years (CMHE) M&I officers have held a mid-October Sunday-Wednesday retreat at the Cranaleith Center in Philadelphia. The program is planned by an elected committee of the members working in coordination with Moya Dittmeier, CMHE Director, and Rita Waters, RSM Administrative Assistant. Topics include short term challenges in the CMHE network of 16 universities and long term developmental programs.

4.2 M&I Officers, Association of Jesuit Colleges and Universities (AJCU)

AJCU M&I meets annually in early November with one of the 28 AJCU schools serving as host. The meeting is planned and hosted by an elected three person committee with three year rotating terms. Topics include short term challenges in the CMHE network of 16 universities and long term developmental programs.

4.3 Heartland-Delta Board Annual Meeting

The board (i.e. Presidents, Provincial Superiors, Rectors of Jesuit university communities, and M&I officers) has been meeting for two days once or twice a year. The frequency of meetings is a matter of discussion. This board has been the incubator for several major programs, which have now moved to the AJCU national level, in particular the Magis Silent Retreat and The Ignatian Colleagues Program.

4.4 Heartland-Delta 2015 Virtual Gathering

The Heartland-Delta (H-D) steering committee has one representative from each of the 11 H-D schools together with this year’s host team from Rockhurst and technical support from Creighton University and Xavier University, as well as IT representatives from participating schools. H-D will host a one day virtual conference at all eleven campuses on May 28, 2015. Sr. Renee Kettering, RSM and John Staudenmaier SJ work with the steering committee. Sr. Renee is UDM’s IT Specialist. We plan to invite 40 UDM employees, a mix of faculty, administrators, and staff to participate.

4.5 Programs in Abeyance

CMHE National Biennial Conference:

Three day gatherings; conference format; M&I directors serve on planning committee. Attendance c. 225. At least temporarily discontinued due to lack of content support.

Heartland-Delta Triennial Conference¹:

Three day meeting, hosted on various H-D campuses, conference format, M&I director serves on planning committee. Attendance c. 400. Currently discontinued in favor of the one day virtual conference noted above.

5. Appendices

Appendix 1. Lamentation Retreat Outline

3:30 Introduction:

Director invites the college to begin finding its collective voice before working on a strategic plan for the future. The design is intended to encourage everyone into what can be called sacred listening. Partly that

means listening to the people around you and partly it means surprise at what occurs to you to say, listening to your inner self. Every member of the unit has a voice that is sacred.

3:50 The First Session: Laments

The first session is dedicated to hard stuff.

“What makes me tired, or sad, or cynical, or bitter, or anxious or . . .”

Small Groups: Sometimes a lament comes out as a story, sometimes as brief description of a pattern. Sometimes a lament is about work, sometimes it is about the health of yourself or someone you care about, sometimes about the state of politics in the US, or in the Catholic Church, or in the University, or the City N.B., We ought not be too polite when entering a place of sacred story telling. The lamentation leads with the hard stuff because the beauty in my (our) experience does not get much chance to become realistic if the hard stuff is not allowed to show itself first.

4:25 Report back: leader-scribe singles out one (or two max) thread[s] that caught the group’s attention.

4:40 The Second Session: Beauty

“What delights me, comforts me, encourages me, makes me proud, makes me cry . . .”

Small groups Same range of formats, stories, brief descriptions of patterns: about work, home or the public forum.

5:20 Large group sharing of experiences during the retreat.

Appendix 2. Faculty Participation in *Faculty Conversations Weekend* Summary

Professor Nancy Calleja

(N.B., participant numbers are approximate.)

Purpose of the Summary:

Data on participation in the *Faculty Conversations Weekend* (FCW) has been maintained for several years, resulting in a data set that may prove meaningful to both examination and analysis. The data may also prove highly useful for future targeted decision-making in the recruitment of new participants.

Timeframe:

The data set extends from 2003 – 2015 and includes ten years of faculty participation (2003, 2004, 2007, 2008, 2009, 2011, 2012, 2013, 2014, 2015).

Total Participation:

60 UDM faculty members* participated in a *Faculty Conversations Weekend* (FCW) during the period. It should be noted that seven participants attended two (2) separate weekends (i.e., Evans, Koukal, Mio, Sabbaghi, Shumack, Weatherston, Wittig). It should also be noted that in 2011, FCW was held at UDM, and as a result, 17 faculty members participated. Please note that the *Assistant to the President for Mission and Identity* was purposely excluded from the participant roster.

Participation Spread:

Year:	Number of Participants:	Location:
2003	7	Regis - Denver
2004	1	TBD
2007	6	John Carroll - Cleveland

2008	5	Spring Hill College - Mobile
2009	5	Marquette - Milwaukee
2011	17	UDM – Detroit
2012	5	Loyola – Chicago
2013	5	Loyola New Orleans
2014	8	Xavier, Cincinnati
2015	5	Regis, Denver
Total	64	

NOTE: THE PARTICIPANT COLUMN IS UPDATED FOR 2014 BUT NOT YET THE PERCENTAGES

Participation by College or School in Descending Order of Participation:

College/School:	Participants:	Total # of Faculty:	% Participation:
Architecture	5	12	42%
Business Administration	4	15	27%
Engineering & Science	15	54	24%
Liberal Arts & Education	17	83	16%
Law	5	35	11%
Health Professions	8	55	15%
Dental	3	84	4%
Library	2	9	22%
Administration	1	NA	NA
Totals:	<i>60 Participants</i>	<i>347 Faculty</i>	<i>17.3%</i>

Appendix 3. Beauty in Context: UDM’s “A Work Day in Hard Times” Poetry Listserv Inspires Campus

Friday, May 02, 2014 (AJCU National Weekly e-News)



By: Rev. John Staudenmaier, S.J. Assistant to the President for Mission and Identity, University of Detroit Mercy

“In easy times you don't have to be so careful about your language, you will spontaneously find playful words, wise with kindness. In hard time[s] it helps to pay attention to word choices.” – September 25,

2013 (Initial Post) The University of Detroit Mercy (UDM) has had its share of hard times during my c. 32 years working here, but this past year has set some precedents: the largest urban bankruptcy in U.S. history, loading our lives with fiscal uncertainties; a winter to remember (Detroit passed its 1881 record snowfall at 94.6"). Our faculty union negotiations are always hard work but by mid-September 2013, it began to look as though they might severely wound our ordinarily remarkable "buy-in" about UDM's mission. The contract was finally signed on March 26, 2014, a real relief to be sure, but with wounds that will take time and effort on all sides to heal. By late September 2013, all these hits early in the academic year worried me. Eventually the worries surprised me with an idea: how about engaging these tough times with sheer beauty, perhaps through an e-mail with a poem each work day? Someone in UDM's IT department taught me how to create an e-mail distribution list based on the employee listserv with its c. 1,400 names, and with an easy way to add or delete addresses. The editorial principles: center on a piece of humanly-created beauty (most often a poem); locate the text in context (e.g. the weather, local politics, University troubles or good news, something from the wider world, a liturgical season, fatigue, etc.), always pointing toward the poem. Aim at a two-minute read; respect our range of beliefs and cultures. Remind readers that we bring our souls to work along with our skill sets. The success of this poetry listserv continues to surprise me. As of this writing, we have received 421 email responses about the posts, mostly short, sometimes longer, and maybe 1,000 anecdotal "sidewalk comments." I get the feeling that this informal program has become the University's most influential Mission & Identity project. Every University employee is invited onto the listserv; an [archive blog](#) makes the whole series available online. Anyone is welcome to withdraw; three or four of c. 1,400 have done so. A growing number of people from outside the University (c. 150 at present) have become members. A recent thank-you email, after an April 24th post on bravery in the face of racial street violence, suggests the power of a single post: "I share many of your reflections with my husband (he enjoys them too). This one we will read at the dinner table tonight with my teenage boys who face racial tension out in the suburbs too." This week, some Jesuits and some UDM colleagues wrapped up the Jesuit Conference's national "**Moved to Greater Love**" Lenten prayer program. One question for discussion asked how my prayer has changed over the past few months. One powerful, simple detail came to mind. I use morning prayer time to contemplate life at UDM, imagine a poem, and write a few lines situating the poem's beauty in context. I usually re-write each post 5-6 times before sending it out. A friend recently asked me how I find the poems that I include in my e-mails. I owe a life-long love of poetry to a great English teacher, Rev. Len Waters, S.J. He helped me, and many, to expect flint-hard, trenchant beauty in a poem if I respect it deeply and allow surprises while I read. He also suggested keeping a "Commonplace Book." That has morphed into a laptop file titled "Poems-Prayers I Love." And then, people send me poems they love too. My calling to live and work here in Motown, the depth of friendships that shape my life here... Writing the UDM poetry listserv nourishes my identity and my place in the world.

To subscribe to Fr. Staudenmaier's poetry listserv, please write to staudejm@udmercy.edu.

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