



St. Jerome's University presents the following statement of response to articulate its application of the Ordinances for Implementation.

Art. 1 - The Nature of these Ordinances

§ 1 - With regard to the notwithstanding clause and recognizing the distinction between civil and canon law, the St. Jerome's University Bylaw states, "in exercising the business of the University, the Board shall conform to *Ex Corde Ecclesiae*" (Art 2.11).

§ 2 - The General Norms of the Apostolic Constitution *Ex Corde Ecclesiae* was most recently presented to the St. Jerome's University Board of Governors on December 1, 2016. All new members to the Board of Governors are provided with a copy of *Ex Corde Ecclesiae* as part of their Board Handbook. Additionally, all new members of the Board are informed about their fiduciary responsibilities with respect to the application of *Ex Corde Ecclesiae* during the Board Orientation process. Board members are reminded of their responsibilities to the application of *Ex Corde Ecclesiae* as part of their Board term reappointment process.

§ 3 - The St. Jerome's University Bylaw states, "in exercising the business of the University, the Board shall conform to *Ex Corde Ecclesiae*" (Art 2.11). A copy of *Ex Corde Ecclesiae*, the Ordinances, and the compliance document are annexed as Appendix 1 of The St. Jerome's University Bylaw.

§ 4 - St. Jerome's University was established under civil law in the Province of Ontario in the *St. Jerome's University Act, 2000, S.O. c. Pr34* (the Act) and establishes the responsibility and composition of the Board of Governors in overseeing the affairs of the University. The Act establishes the membership of the Board of Governors and the Board's fiduciary responsibilities. By virtue of the Act, the Bishop of the Diocese of Hamilton (or his designate) is a voting member of the Board of Governors and is the ecclesiastical authority in the application of the Ordinances. Also defined in the Act, the Provincial Superior of the Ontario-Kentucky Province of the Congregation of the Resurrection, our founding religious group, is a voting member of the Board of Governors and provides ecclesiastical oversight. Membership on the Board of Governors includes twelve (12) elected voting members from the broader community, as well as members from each of the St. Jerome's University faculty, staff, student, and graduate communities.

The St. Jerome's University Bylaw (the Bylaw) describes the structure and manner in which the University operates and provides clarification to the Act. Supporting the Act and the Bylaw are a number of Policies and Procedures. All governing documents are available under the Accountability section of the St. Jerome's University website (www.sju.ca).

Art. 2 - The Nature of a Catholic University

The Catholic nature of St. Jerome's University is identified in the 2000 *Consolidated Act of Incorporation for St. Jerome's University* under the Objects of the University. The Bishop of the Diocese of Hamilton recognizes St. Jerome's University as a Catholic university. The University's 2022-2027 Strategic Plan was developed firmly within the University's Catholic mission and

identity and highlights a commitment to Integral Human Development (IHD). IHD is an important aspect of Catholic social doctrine focused on preparing leaders who are conscious of the diversity, complexity, and richness of the human experience to contribute thoughtfully, creatively, and positively to the common good of society. This concept aligns with *Ex Corde Ecclesiae*'s broad discussion of cultivating the human dignity of our students and directly relates to the University's commitment to *learning and academic excellence; the gospel values of love, truth, and justice; and the formation of leaders for the service of the community and the Church* (St. Jerome's University Mission Statement). It is important to note that we have not wavered from the 150-year-old educational vision of our founders, as indicated in our University Mission.

Art. 3 - The Establishment of a Catholic University

As St. Jerome's University is an already established institution, this section is not applicable. Father Louis Funcken of the Congregation of the Resurrection founded St. Jerome's College in 1865. In the 1959 *Act of Incorporation*, St. Jerome's College was proclaimed as an independent university known as the University of St. Jerome's College. The University of St. Jerome's College entered into a federation agreement with the University of Waterloo in 1960. In 1988, a new *Act of Incorporation* introduced two noteworthy changes: (i) someone other than the Diocesan Bishop was eligible to serve as Chancellor and (ii) the elimination of the requirement that the President be a member of the Congregation of the Resurrection, opening the possibility of a lay President. In December 2000, the province granted the *Consolidated Act of Incorporation for St. Jerome's University*, which established the current composition of the Board of Governors and officially changed the name to St. Jerome's University, clarifying St. Jerome's University's status as a federated university and a founding university of the University of Waterloo, and formally recognizing the ability of St. Jerome's University to grant graduate degrees.

Art. 4 - The University Community

§ 1 - The hiring practices at St. Jerome's University have been established to promote and respect our living Catholic identity to all members of our Board, administration, faculty, and staff. Our recruiting, appointing, and hiring practices are in compliance with all civil legislation, and we are committed to promoting diversity, advancing equity and fostering a culture of inclusion within the University community.

The Board of Governors has fiduciary responsibility over the mission of the University and hence its Catholic identity. The appropriate ecclesiastical authority, the Bishop of the Diocese of Hamilton or his designate, is a voting member of the Board. While not all Board members are Catholic, they are required to uphold and support our Catholic identity, mission, and Catholicity. All new governors are provided with copies of *Ex Corde Ecclesiae*, the ordinances, and our compliance document as part of the Board orientation process.

In accordance with the Bylaw, both the Chancellor and Vice-Chancellor (President) "shall be Roman Catholic and demonstrate in their public and private lives that they are committed to the objects of the University as set out in section 3 of the Act and the University's Mission Statement."

At St. Jerome's University, all employees are expected to respect the mission and objects of the University.

Administrative hiring practices are described in Board (Chancellor and Vice Chancellor) and University (Vice Presidents, Academic, Administration, and Associate Dean) policy statements and guidelines. The contracts for these appointments include the following:

“The ... shall be bound by and shall faithfully observe and abide by Ex Corde Ecclesiae as well as the bylaws, rules, regulations and policies of the University, as amended.”

Academic staff, including tenure stream faculty and contract academic staff, are governed by collective agreements and academic policies contained in the University Academic Operations Manual. The collective agreements affirm the mission of St. Jerome's University as a public Catholic University, federated with the University of Waterloo.

Staff hiring practices are described in the St. Jerome's University Staff Manual. All job descriptions contain the following statement:

“St. Jerome's University provides a culture and environment for employees that endeavor to promote the mission of the University. Employees are expected to contribute to the larger institutional goals and conduct themselves in a manner that fosters the prevailing sense of collegiality among faculty, staff and students.”

§ 2 - All Board members, administrative personnel, faculty, and staff have access through our website to the *Act*, which articulates the Objects of the University, as well as the Bylaw, *Ex Corde Ecclesiae*, the Strategic Plan (which includes the vision and mission statements) and the Academic Plan. These documents define and articulate the ethics and philosophy of the University. The documents are publicly available under the public accountability section of our website at www.sju.ca. All members of our community are encouraged to read these documents.

§ 3 - Official documentation regarding the Catholic character of St. Jerome's University and its courses of study are set out in the St. Jerome's University's founding documents, including the *St. Jerome's University Act, 2000, S.O., 2000, c. Pr 34*, and the supporting St. Jerome's University Bylaw. The University's Strategic Plan sets out in practical terms our focus and implementation of our commitment to our Catholic identity and to academic freedom. The Academic Plan details in practical terms our commitment to a Catholic liberal arts education founded on the principles of academic freedom and centered on the education of the whole person – body, mind, and soul.

St. Jerome's University Centre for Responsible Citizenship provides a number of opportunities for social justice education for students and our community. Our duty to serve others, particularly marginalized and vulnerable members of our society are captured in a variety of our academic programming, including but not limited to Sexuality, Marriage, and Family Studies; Religious Studies; Beyond Borders; and in our co-curricular programs, including but not limited to SJU in Peru, Encounter K-W (Alternative Reading Week), and Relay for Life. Our academic and student life programming affords our students the opportunity to consider and experience first-hand the moral, ethical, and social issues facing our world today, and to critically reflect on issues that

impact human life and dignity and other social justice issues. At St. Jerome's University, our vision is to steward each students' unique talents, nurture their ability to think critically, and inspire them to become life-long learners who seek knowledge and truth, act with compassion, and advocate for human dignity for all. Our goal is to educate our students to become informed, courageous citizens who have the humility to work together for the common good and the courage to lead by example to build a more just society.

St. Jerome's University Lectures in Catholic Experience provide our community a public forum for discussion of issues of spirituality and justice, from a faith-based perspective. Focused on today's pressing issues, our lectures are informative and provocative. We encourage dialogue from different perspectives. In this way we hope to facilitate and broaden our understanding of issues and viewpoints held in our pluralistic society, so that we can promote dignity and respect for all members of our community and society.

The Director of Campus Ministry, with the support of the Campus Ministry team and the Office of the President, leads the pastoral care of our community. St. Jerome's University supports a Campus Ministry team that is available to assist members of the University community to live a sacramental life and provides opportunities to come together to worship as a Catholic community. Campus Ministry provides space for our community to explore their spirituality through engagement in social justice initiatives and offers a variety of programs for faith development. It is a place where individuals can come to discern life choices and grow in their understanding of the spiritual aspect of their being.

§ 4 – At St. Jerome's University, our mandate to provide an intellectual witness to the richness of the Catholic tradition is fulfilled through the Masters in Catholic Thought (MCT) program. This program provides witness to the richness of the Catholic tradition in as many disciplines as is empowered by our federated agreement with the University of Waterloo and our own unique programming. The MCT program is designed for Catholic and non-Catholic participants who provide leadership in such areas as health care, social services, and education, and who desire to bring the richness of Roman Catholic thought to their lives and work.

At the undergraduate level, we offer an interdisciplinary minor in Catholic Studies, which draws on courses from Religious Studies, Philosophy, History, and English. Among the courses that have an explicitly Catholic focus (which may or may not be taken as part of the Catholic Studies minor) are Roman Catholicism, Shapers of Roman Catholic Thought, and Catholic Social Thought. A number of our Religious Studies courses are based on Catholic teaching (e.g., Current Ethical Issues; Justice, Peace, and Development). Additionally, our courses in Philosophy (e.g., The Moral Life, Philosophy of Life and Death, and Practical Ethics) are firmly rooted in the Catholic intellectual tradition.

§ 5 – Faculty recruitment and hiring processes at St. Jerome's University are ingrained in a culture of collegial, bicameral governance rooted in the Catholic intellectual tradition. Moreover, the terms and conditions of faculty employment are stated in two collective agreements between the St. Jerome's University Academic Staff Association (SJU ASA) and the St. Jerome's University Board of Governors. The first collective agreement is with the full-time bargaining unit of the SJU ASA

(expiry of April 30th, 2023), and the second agreement is with the contract academic staff bargaining unit (expiry April 30th, 2025).

Our Strategic Plan and our Academic Plan highlight the importance the University places on our commitment to the Catholic intellectual tradition and Catholic social teaching in all of our programming.

§ 6 – St. Jerome’s University is a publicly funded institution federated with the University of Waterloo. In accordance with the legislation of Ontario, all advertisements for full-time faculty and staff contain the following text:

“St. Jerome’s University, situated in the heart of the University of Waterloo campus, is a public Roman Catholic university federated with the University of Waterloo since 1960. The University is committed to advancing the Catholic intellectual tradition by supporting and encouraging academic freedom. We welcome faculty and students from all faiths and backgrounds.”

Just and fair processes to address faculty underperformance and misconduct are stated in the Collective Agreement between the St. Jerome’s University Academic Staff Association full-time unit and the St. Jerome’s University Board of Governors (expiry of April 30, 2023).

§ 7 - It is the expectation of St. Jerome’s University that regular faculty to whom this article applies will seek the appropriate mandate from their appropriate ecclesiastical authority. This will normally be the Ordinary of the Roman Catholic Diocese of Hamilton, Ontario. Catholic faculty members at St. Jerome’s University teaching theological disciplines in the Masters of Catholic Thought program are expected to seek and obtain the appropriate mandate. The mandate is not required for those teaching in the Department of Religious Studies as these courses are not theological or doctrinal, but rather examine the phenomenon of religion from a variety of disciplinary perspectives.

Art. 5 - The Catholic University within the Church

§ 1 - This article addresses a responsibility of the Ordinary of the Diocese. In accordance with the *St. Jerome’s University Act, 2000, S.O., 2000, c. Pr 34* the Bishop (or his designate) is an *ex officio*, voting member of the Board of Governors. St. Jerome’s University is pleased to cooperate with the Bishop of Hamilton and enjoys a collaborative, supportive relationship. The Bishop (or his designate) regularly presides at liturgical celebrations and attends other events hosted by the University. The Bishop provides a scholarship to our graduating student who best exemplifies the Catholic values of the University.

§ 2 - The *St. Jerome’s University Act, 2000, S.O., 2000, c. Pr 34* provides for the Bishop of the Diocese of Hamilton to appoint his representative to sit on St. Jerome’s University Board of Governors. The Bishop is kept informed about St. Jerome’s University through communication with his representative and with the President of St. Jerome’s University.

§ 3 - St. Jerome’s University is pleased to cooperate with the Bishop of Hamilton in seeking resolution to any matters that may arise. The President and the Bishop have direct lines of communication as

required and try to meet at a minimum annually to update each other. The Board of Governors meets with the Bishop biannually.

Art. 6 – Pastoral Ministry

§ 1 - A description of the services provided by St. Jerome's University Campus Ministry is available at sju.ca/campus-ministry. The vision of Campus Ministry at St. Jerome's University is to create a space that is open, supportive, and inclusive, where all our students, employees, and members of our worshipping community feel valued and welcome. Campus Ministry strives to nurture mental, emotional, and spiritual well-being, and provides support to individuals across the broad spectrum of faiths and beliefs present in our community.

§ 2 - The Director of Campus Ministry fulfills the role of Chaplaincy Leader and is appointed in consultation with the Bishop of Hamilton. The Director of Campus Ministry acts as a spiritual mentor and promotes the pastoral care and spiritual development of the University community. The Spiritual and Student Development Advisor supports the Director in this role.

Art. 7 – Cooperation

§ 1 - St. Jerome's University belongs to the Association of Catholic Colleges and Universities of Canada (ACCUC), the Association of Catholic Colleges and Universities (ACCU), the International Federation of Catholic Universities (IFCU), the Canadian Catholic Campus Ministers Association (CCMA), and the Diocesan Campus Ministers.

We are also members of the major secular umbrella organization for universities in Canada, the Association of Universities Canada (UnivCan), Canadian Association of Business Officers (CAUBO), Canadian University Board Association (CUBA), and the National Vice Presidents Academic Council (NatVac).

§ 2 - As a Catholic liberal arts university that is federated with the University of Waterloo, St. Jerome's University is ideally positioned to promote and provide witness to Catholic values and teaching. St. Jerome's deliberately fosters ecumenical collaboration with the other denominational university colleges affiliated with UW – Conrad Grebel, Renison, and United College, as well as with the University of Waterloo. We are an active member of the University of Waterloo Chaplains' Association and are often called upon to assist students and members of the University of Waterloo campus community who are in need of support.

All students on the Waterloo campus, regardless of which institution they are registered through, are eligible to participate in all programs offered by St. Jerome's University. The various programs and initiatives undertaken by the St. Jerome's University Centre for Responsible Citizenship intentionally focuses on issues of social justice and spirituality. These programs attract participants from the broader university population and serves the wider community. Through the Centre for Responsible Citizenship, students engage locally and abroad with governmental and non-governmental organizations. This engagement provides our students the opportunity to learn from these diverse experiences about leadership, community development, creation care, capacity building, and international development.

§ 3 - St. Jerome's University is a full voting member of the Association of Catholic Colleges and Universities of Canada (ACCUC), the Association of Catholic Colleges and Universities (ACCU), and the International Federation of Catholic Universities (IFCU).

St. Jerome's University has also signed partnership agreements with a number of Catholic Institutions, including Ontario Catholic Supervisors Officers Association (OCSSOA), and a Partnership Agreement with the Diocese of Hamilton and the six Catholic District School Boards and the French Board:; Waterloo Catholic District School Board (WCDSB), Wellington Catholic District School Board (CDSB), Brant Haldimand Norfolk Catholic District School Board (BHNCDSD), Halton Catholic District School Board (HCDSB), Hamilton-Wentworth Catholic District School Board (HWCDSB), Bruce-Grey Catholic District School Board (BGCDSB), and MonAvenir Catholic School Board..

As a member of the Catholic community in the Diocese of Hamilton, we work closely with the parishes and other Catholic agencies in the Diocese and globally. We support a variety of social justice initiatives within the parishes and schools, and by sharing their experiences, our students serve as role models and mentors for elementary and secondary students. We recognize individuals every year who have demonstrated Catholic values in leadership, and whose actions have contributed to the building of a more just society, by granting them the Chancellor John R. and Kay Sweeney Award for Catholic Leadership. These recipients reflect our distinctive educational spirit and vision of Catholic education as established by our founding religious group and serve as role models for Catholic leadership in the community.

St. Jerome's University endeavours to be a diverse and inclusive community with a commitment to creating a place where all feel welcome. We make our space accessible and available to everyone and are welcoming of all faiths and spiritualities.