Dr. Morris,

It has come to the attention of Staff Council that a special meeting of the faculty was called to discuss and consider an anonymous vote of no confidence in President Joyner. (Attached.)

As an equal and empowered partner in Saint Xavier's shared governance system, Staff Council unequivocally denounces this action and submits our statement of full confidence and support for President Joyner.

By pursuing a vote of no confidence, a small group of faculty threatens the very existence of Saint Xavier University and its mission. Not only would this action harm the lives of the thousands of students we serve and their families, it would also threaten the livelihood of all SXU employees and directly and negatively impact our neighboring community. Such a vote would cause irreparable damage to Saint Xavier's reputation, hampering our ability to recruit students – especially now, during a critical time when high-school students are making their final college selections. As such, we view the motion put forth as a form of direct sabotage against the hard work and dedication of our entire campus community.

Staff Council has not been consulted in any part of this process, in spite of our vital and collaborative work with faculty, whom we outnumber four-to-one.

Staff have an active role and voice in the operations and future of Saint Xavier. We are empowered to advocate for our students and ourselves. We have worked with unwavering dedication to ensure that SXU's educational mission thrives beyond a disastrous pandemic and external threats to higher education, and look at our work with pride, knowing that our institution stands stronger today because of it. We have continued collaborating with students and faculty to move important initiatives forward through active participation in strategic planning, HLC and Mission Integration committees, to name a few. We have led innovative approaches to change how we recruit, welcome and support students. We have reinvented events, recognition ceremonies, meetings, and how we perform our daily work.

Under Dr. Joyner's leadership, the voice of staff has been elevated and SXU is in a much stronger financial position. Elected Staff Council representatives now serve on equal footing with elected Faculty Senate leaders on the Extended Leadership Team and the Board's Ensuring Educational Quality Committee. Further, under President Joyner, staff have received equity payments and salary increases, and Staff Council's budget was increased to include a Professional Development fund for all staff.

A vote of no confidence in President Joyner would be a slap in the face to staff. It undermines our hard work and all we have achieved. This is a selfish act on the part of a small group of faculty who seem only interested in their own agenda and are not acting in the full interest of our students, staff, or the mission of Saint Xavier University.

Staff Council reiterates its support of President Joyner and University leadership – including the Board of Trustees, the Provost and academic deans – and remains committed to working together to build an even better and more dynamic institution, one that will continue changing the lives of our students for the better for years to come.

Sincerely,

Staff Council