Loyola University New Orleans is governed by the Board of Trustees with certain limited powers reserved to the Members of the Corporation.

The Members of the Corporation is comprised of at least 10, and at most 25, members of the Society of Jesus who are members of the Jesuit Community of Loyola University New Orleans and who hold full-time or part-time positions at the University for at least one year. They stand in the place of the original incorporators.

The Members of the Corporation have five reserved powers, including to (a) to elect annually the Jesuit members of the Board of Trustees;  (b) to receive annually a report from the President;  (c) to determine the dissolution of the Corporation and the distribution of its assets;  (d) to amend the Articles and By-Laws of the Corporation in the manner specified in Article IX; and (e) to fix and determine by majority vote the number of Trustees who shall constitute the whole Board of Trustees.

The Board of Trustees has 35 members and the authority to govern the University under the law. The Trustees maintain the exclusive hiring authority of the president. The President appoints vice presidents and other offices to facilitate the management and governance of the University.
The Sustaining Agreement
Of Loyola University New Orleans
With the New Orleans Province of the Society of Jesus
And The Jesuit Community at Loyola University New Orleans

Historical Background:

A Brief History of Loyola
The Jesuits were among the earliest settlers of New Orleans and Louisiana, and are credited with introducing the growing of sugar cane to Louisiana. In 1837, the Jesuits opened a boarding college at Grand Coteau in St. Landry Parish. In 1849, the Jesuits opened the College of the Immaculate Conception at the corner of Baronne and Common Streets in downtown New Orleans. In 1904, a second Jesuit college opened in uptown New Orleans on its present site fronting St. Charles Avenue on land purchased in 1886 following the Cotton Centennial Exposition.

In 1911, the Jesuits reorganized the two colleges in New Orleans, transferring the entire college section to the St. Charles Avenue campus and limiting Immaculate Conception to preparatory work. In 1912, the Louisiana State Legislature granted the charter to Loyola University. The College of Arts and Sciences, the oldest of Loyola's present five colleges, dates back to the charter date of 1912. The School of Law began its first session in 1914. The College of Music began in 1932 after the New Orleans Conservatory of Music and Dramatic Arts, founded in 1919, affiliated with the university. The College of Business Administration was organized in 1947. The College of Social Sciences was established in 2006.

Purpose of the Agreement: Given this shared history and shared commitment to the mission of Loyola University New Orleans as Jesuit and Catholic, the three parties of this agreement — the Board of Trustees of Loyola University New Orleans, the New Orleans Province of the Society of Jesus, and the Jesuit Community at Loyola University New Orleans — desire to articulate the roles and responsibilities of each party, with a view toward sustaining and nurturing a genuine partnership, so that the mission of the University may be accomplished more effectively.

Governing Principles:

1. All matters expressed in this Agreement are to be interpreted and handled in a manner that ensures no violation of any legal requirements, which would in any way adversely affect the independent status of the University or the rights and responsibilities of the respective parties under civil or canon law, the Charter or Bylaws of the University, or the governing documents of the Society of Jesus or the New Orleans Province. If any provision of the Agreement is inconsistent with the previous sentence, such provision will be deemed void, and the remaining provisions of this Agreement will remain in full force and effect.

2. Nothing in this Agreement shall be deemed to create or constitute a legal partnership or joint venture or an agency agreement among the parties hereto. Rather, it serves as the formal mechanism which guides and defines the efforts of said three parties to build an effective apostolic partnership in pursuing the ministry of Jesuit higher education.

3. The parties to this Agreement commit themselves to resolve any conflict or concerns, which may arise between or among them, in a consultative and cooperative manner,
including any issue which might develop concerning the interpretation or application of this Agreement.

4. The parties on a regular basis will review this Agreement, and such reviews shall take place at least every five (5) years. The parties can amend this Agreement in writing at any time upon the mutual agreement of the parties.

5. This Sustaining Agreement is recognized by all parties as the only such Agreement articulating the respective roles and responsibilities of the parties of this relationship.

6. This document is a statement of moral and spiritual obligations voluntarily undertaken by the respective parties and is not intended to create additional legal rights that can or could be enforced by civil or canonical legal processes. Some responsibilities also may be contained in separate legal documents that may be subject to appropriate legal proceedings.

**Roles and Responsibilities of the University**

The Board of Trustees of Loyola University New Orleans holds ultimate responsibility for the governance of the University, according to its charter and by-laws. As an integral part of that responsibility, the Board commits itself to maintain and promote the Ignatian heritage, Catholic identity and Jesuit mission of Loyola University New Orleans and to pursue this commitment in partnership with the Jesuit Community at Loyola University New Orleans and the New Orleans Province of the Society of Jesus.

Thus, the Board of Trustees will:

1. Maintain a standing committee of the Board of Trustees charged with the responsibility of promoting understanding and appreciation of the Jesuit and Catholic mission and identity of the University, both among the members of the Board and among the personnel of the University, and of ensuring that the mission and identity of the University are reflected in the curriculum, programs, policies and practices of the University.

2. Continue to reserve no fewer than seven (7) positions on the Board for Jesuits, including the Rector of the Jesuit Community and the President of the University as *ex officio* voting members. The Provincial and the Rector will be consulted in the selection of the other Jesuit members.

3. Recognize that the person holding the office of President of the University serves as the director of an apostolic work of the Society of Jesus and is so missioned by the Provincial. This responsibility carries significant implications for both the selection and the ongoing evaluation of the President. The Board will make every effort to identify a qualified Jesuit for this position and will do so in accordance with the protocol developed by the U.S. Jesuit Conference and the Association of Jesuit Colleges and Universities (AJCU: first published in 2002) for the selection of the President and for collaboration with the Provincial in that process.

4. Foster its partnership with the Society through regular communications and consultation with the Rector and the Provincial on matters of great importance especially those relating to the mission and identity of the University and the recruitment of Jesuits.
5. Encourage the President of the University to collaborate with the Rector in fostering the commitment of the Jesuit Community to the mission of the University.

6. Encourage the President of the University on matters of special concern to the Jesuit Community, such as mission and identity, religious practice and the care and maintenance of the campus, to seek the counsel of the Jesuit Community, thus respecting their almost 100 years of dedication and service to the University.

7. Provide suitable living space for the Jesuit Community to which the New Orleans Province or a local Jesuit community corporation will hold title. Thereafter, the Jesuit Community will be responsible for the staffing and maintenance of their living space. This transfer of title is with the understanding that the University would have the right of first refusal to purchase, should the New Orleans Province or the local Jesuit community corporation decide to discontinue using the property for housing the Jesuit Community serving at Loyola University New Orleans.

And the Board of Trustees will ensure that the Administration will:

8. Actively seek members of the Society of Jesus who are qualified for faculty, staff and administrative positions. The salaries and benefits of Jesuits, as well as their responsibilities and obligations, will be commensurate with those of laypersons in like positions and will be paid to the Jesuit Community or the New Orleans Province. The criteria for tenure and promotion will be the same as for other faculty while recognizing the special value of the service of the Jesuits through their spiritual ministry in the University community.

9. Maintain structures within the University designed to promote the Jesuit and Catholic mission and identity of the University, e.g. Office of Campus Ministry, Committee on Mission and Ministry, Mission and Identity Officer, and practices and procedures for hiring and managing for mission.

10. Continue its participation as an active member of the Association of Jesuit Colleges and Universities and its several conferences, as well as province, region and assistancy-wide Jesuit programs designed to promote the Jesuit ministry of higher education, such as the Heartland/Delta conference.

11. Welcome the Provincial and his delegate for their annual official visitation of the University.

12. Maintain spaces on campus for worship and reflection, such as Holy Name of Jesus Church, as well as visible religious symbols throughout the campus, such as crucifixes in the classrooms and statues on the grounds, to provide a material culture of Catholic faith.

13. Provide the Provincial with the annual audit, the Charter and by-laws and advise the Provincial of any changes made in the Charter or by-laws.

Roles and Responsibilities of the Province
The New Orleans Province of the Society of Jesus, under the direction of its duly appointed superior (the Provincial), is responsible for both the members (cura personalis) and the ministries (cura apostolica) of the Society in its jurisdiction. While recognizing the autonomy of the Board of Trustees in the governance of Loyola University New Orleans, the Province also affirms Loyola University New Orleans as an apostolic ministry of the Society and approves its formal use of “Jesuit” identity. The Province is committed to an ongoing collaboration with the President and Board of Trustees, as well as the Jesuit Community of Loyola University New Orleans, in order to sustain and strengthen the Jesuit, Catholic mission and identity of the University.

Thus, the Province will:

1. Collaborate in the search for a President of the University, in keeping with the Jesuit Conference-AJCU document on presidential searches (first published in 2002), including the Provincial’s role to mission the President to his apostolic leadership of the University (see “Guidelines for the Relationship Between the Superior and the Director of the Work,” 1998), and to approve his acceptance of any contract extensions as President, in the context of cura personalis.

2. Upon the initiative of the University, consult with the President and Chair of the Board of Trustees regarding new Jesuit members of the Board and formally mission all new members of the Board, both Jesuit and lay, in a letter recognizing their partnership in the apostolic ministry of the University.

3. Provide and solicit Jesuit manpower, as much as possible, from the New Orleans Province and other provinces, missioning Jesuits to their service on the faculty and staff of the University and assigning regents to the University as a suitable place for formation and apostolic work by Jesuit scholastics. The Provincial will make the final determination of which Jesuits are assigned to and live in the Jesuit Community of Loyola University New Orleans, after consultation with both the Rector and the President.

4. Emphasize higher education as an integral part of the mission of the Society of Jesus in this province and nationally, actively encouraging Jesuits to prepare themselves for higher education ministry.

5. Contribute to the formation of lay faculty and staff in the Catholic and Jesuit mission and identity of the University, through support of and participation in province, region and assistancy-wide efforts to promote the Jesuit higher education ministry, such as the Heartland/Delta conference.

6. Encourage inter-apostolic cooperation among Jesuit works of this province

7. Look to Loyola University New Orleans as a center for wider Jesuit activity in the central South: e.g., working with migrants, theological education, inter-religious dialogue and other outreach ministries.

8. Provide an annual visitation of the University, with special focus on its Jesuit, Catholic mission and identity, by the province assistant for higher education. At the conclusion of
this visitation, the province assistant will furnish a report to the President, Rector and Chair of the Board of Trustees.

9. Make an annual visitation to the Loyola University New Orleans Jesuit Community, with a view to fostering vital Jesuit community life and support of the University by the Jesuit Community. At the conclusion of the visitation, the Provincial will communicate with the President, Chair of the Board of Trustees, and Rector regarding the well-being of the Jesuit Community and the University.

10. Provide an annual visit of the province revisor to audit the financial accounts of the Loyola University New Orleans Jesuit Community.

11. Provide health insurance and retirement for Jesuits living in the Loyola University New Orleans Jesuit Community, charging the Community as appropriate and paying for retired Jesuits who live in the Community.

12. Permit the Community to distribute some or all of its surplus income to the University, as allowed annually by the Provincial, upon recommendation of the Rector.

**Roles and Responsibilities of the Jesuit Community:**

The Jesuit Community of Loyola University New Orleans commits to forming itself into a vital apostolic community of the Society of Jesus, with a primary commitment to the Jesuit, Catholic mission and identity of the University. Both as individuals and as a group, the Jesuit Community will strive to provide an active, visible presence of Jesuit mission and identity as a living tradition, which is articulated through the life of the contemporary Society of Jesus and expressed in such things as General Congregations, letters of the Superior General, and actions of the province and Provincial.

The Jesuit Community further commits to being actively involved in promoting and developing an effective partnership in this mission with lay colleagues (faculty, staff, administrators, and members of the board of trustees) at Loyola University New Orleans, with special concern for the priorities of the contemporary Jesuit mission: faith development, justice and solidarity (within the University as well as in the local, national and international communities), and dialogue (ecumenical, inter-religious, between faith and culture).

Thus, the Jesuit Community will:

1. Strive to develop a community life supportive of Jesuit religious lifestyle and vision, nurturing current members and welcoming prospective ones.
2. Seek to provide a living model of Jesuit mission and identity to the University community, both individually and as a group.
3. Seek to provide a model of dedication and excellence in the performance of their responsibilities and positions in the University, both as individuals and as a group.
4. Practice a ministry of hospitality to the University community, in support of its Jesuit mission and identity.
5. Participate, in collaboration with the Office of Mission and Ministry, in pastoral, spiritual and sacramental ministry to the University community, with particular attention to the ministry of the Spiritual Exercises.
6. Engage in apostolic outreach to the local community and the local/regional Church, as a significant secondary commitment, in order to connect the University more effectively to the broader civic and faith communities.

7. Work actively with and through the Rector of the Jesuit Community, in order to participate in discernment and promotion of the Jesuit, Catholic mission and identity of Loyola University New Orleans, in support of and collaboration with the President and Board of Trustees.

8. Provide some input to the process of selecting Jesuit members of the Board of Trustees, through appropriate consultation with the Rector.

9. Share the responsibility of encouraging fellow Jesuits to consider ministry at Loyola University New Orleans.

10. Contribute financially to Loyola University New Orleans, especially in support of its Jesuit, Catholic mission and identity.

11. Participate in province, region and assistancy-wide initiatives regarding the Jesuit ministry of higher education.

The appropriate representatives of the respective parties formalize this Agreement with their signatures below: