



## **The Mission of the University**

The University of Scranton is a Catholic and Jesuit university animated by the spiritual vision and the tradition of excellence characteristic of the Society of Jesus and those who share its way of proceeding. The University is a community dedicated to the freedom of inquiry and personal development fundamental to the growth in wisdom and integrity of all who share its life ([www.scranton.edu/mission](http://www.scranton.edu/mission)).

Our mission statement cites The University of Scranton as a Catholic, Jesuit University. How do you contrast it with the missions of public institutions? With other kinds of private institutions? (**RATIONALE**- gives the candidate a recall clue (Catholic, Jesuit), and allows the individual to begin with a broad assessment of the mission).

What aspects of the mission statement appeals most to you? (**RATIONALE**- allows the candidate to zero in on some particular points, identifying the extent to which his or her values are consistent with the University.)

How do you think the mission of The University of Scranton fits with your work? (**RATIONALE**- allows the candidate to discuss his or her perspectives and behaviors (e.g. teaching style) and the search committee/hiring manager to assess how consistent these perspectives and behaviors are with the mission.)

Do any aspects of the mission cause you some concern—anything you might have difficulty working with? (**RATIONALE**- allows the candidate to ask questions she or he may have about working in this environment)

What does service mean to you in view of the Mission Statement? (**RATIONALE** –allows the candidate to express opinions on a critical element of our institutional mission.)

At The University of Scranton, we take the mission seriously. Rather than being just a “statement” on paper, we strive to “live” it proactively. How do you see yourself as embodying the mission? (**RATIONALE** –lets the candidate know that the University expects more than just doing one’s job and opens a discussion of how the person intends to use his or her qualities as a person and worker to promote a way of life and work consistent with the values expressed in the statement).

## **Equity/Diversity Related Questions**

As we become an ever increasingly pluralistic society, it is important to ensure that our students study and interact with faculty and staff who represent women as well as a variety of ethnic and national backgrounds. In interviewing candidates for your position, you want to determine the ability of the candidate to add intellectual diversity and cultural richness to the department. The following questions may help you determine the candidate's diversity aptitude and attitude. Do not forget that an inclusive definition of diversity also embraces diverse abilities as well as different ways of being and knowing.

- How have you demonstrated your commitment to diversity?
- Which of your achievements in the area of diversity/equity gives you the most satisfaction?
- Which of your accomplishments in the area of diversity was the hardest to achieve?
- How would you demonstrate your concern for diversity if you were hired?
- What are the three major diversity issues at your present employer?
- In what ways have you mentored, supported, or encouraged women and minorities in your present (or previous) position?
- Have you ever conducted research on a topic of human diversity? If so, what was the purpose and outcome of that research?
- Do you regularly read or subscribe to any journals on human diversity? If so, which and how have they enhanced your understanding of the issues?
- In your experience, what is the biggest obstacle to inclusion for persons with disabilities?
- In what ways would you incorporate multiculturalism/diversity in your teaching?
- What is your vision of an inclusive community/campus?