



HIRING FOR MISSION

Resource for Staff Searches

Purpose

Resource for Staff Searches and Hiring Managers

The goal of the search process is to engage in a transparent decision-making process characterized by mindful, careful discernment and review of all candidate applications, resulting in the hire of an outstanding individual who can contribute to a department's goals, and to the mission and inclusive excellence of the University. This resource has been created to assist staff search committees and hiring managers to consider The University of Scranton's mission consciously and deliberately in the selection process.

Mission of the University:

The University of Scranton is a Catholic and Jesuit University animated by the spiritual vision of St. Ignatius of Loyola and the tradition of excellence characteristic of the Society of Jesus and those who share in 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 in its life.

Hiring for Mission

The University of Scranton affirms its long-standing commitment to the principle of equal employment opportunity regardless of race, color, gender, age, sexual orientation, gender identity, religion, disability, veteran's status, or national origin. The University of Scranton affirms its commitment to the principle of equal job opportunities and fairness for employees and job applicants and its commitment to abide by state regulations and federal laws pertaining to equal employment opportunities.

While the University of Scranton does not discriminate in any manner contrary to law or justice in its educational programs or activities, including employment and admissions practices, it cherishes the right and duty to seek and retain personnel who will make a positive contribution to its religious character, goals, and institutional mission of excellence, faith, leadership, and service.

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Hiring for Mission Questions

The following are some potential questions to ask candidates. They may help bring into focus key concepts in support of hiring for mission for hiring managers, search committees and others who are key to the hiring process.

- As you know, The University of Scranton is a Catholic and Jesuit University and as such is guided by the Ignatian vision which includes, but is not limited to, characteristics, such as the concept of the Magis, a restless pursuit of excellence grounded in gratitude; Cura Personalis, individual attention to students and respect for the uniqueness of each member of the University community. How might you promote these values? How might you contribute – professionally and personally – to the University of Scranton’s identity and mission?
- Your past work and/or educational experiences have formed you in many ways directly and indirectly. How do you believe that your prior experience has prepared you to work at The University of Scranton? How do you believe the position you are applying for is different here at The University of Scranton than at other public or private organizations or educational institutions?
- Jesuit education seeks to form women and men in a fashion that will help them engage the world and seek the common good. How might your work/engagement with students help form them to become women and men for others?
- Diversity is good in and of itself because it exposes us, especially our students, to other ways of being in the world and of engaging others. How might you promote inclusion and diversity in your division here at The University of Scranton?
- How have you demonstrated service to others in your previous positions? How would you plan to carry this experience forward at The University of Scranton?



Notice of Non-Discrimination: The University of Scranton is committed to providing a safe and nondiscriminatory employment and educational environment. The University does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation, or other status protected by law. Sexual harassment, including sexual violence, is a form of sex discrimination prohibited by Title IX of the Education Amendments of 1972. The University does not discriminate on the basis of sex in its educational, extracurricular, athletic, or other programs or in the context of employment. Inquiries regarding non-discrimination and sexual harassment and sexual misconduct policies may be directed to Elizabeth M. Garcia, executive director, Office of Equity and Diversity, 570.941.6645.

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SCRANTON
A JESUIT UNIVERSITY