

# HIRING & MISSION

In order to assist hiring committees and their chairs in addressing the Jesuit, Catholic identity at our University, Departmental Chairs, Directors and Senior Administrators were invited to offer comments that they have found helpful in guiding meaningful discussions with candidates during the interview process.

The following are their responses (in no particular order):

## Questions and Comments from Departmental Chairs:

- How does your philosophy of education connect with the Xavier University mission statement?
- As you know, Xavier is a Jesuit and Catholic University. Please tell us what the self-description of the university means to you. How would you contribute--professionally or personally--to Xavier's identity and mission, both inside and outside the classroom?  
*Before meeting with candidates we send them a paper on mission; the booklet, Xavier: A Catholic University building on the Jesuit Tradition, flyers about our undergraduate and graduate programs, and some information on departmental courses.*
- Why did you apply to Xavier?
- What do you know about Jesuits and their historical dedication to education?

*We have tried to reach a good question on mission for years, and only recently have we found an approach that seems to get what we want and assure candidates that the University does not require a particular confession -*

- While making arrangements for an interview, I encourage candidates to read the university's mission on our web site. I send the link to them and tell them that we will talk about the mission during the interview. When the interview happens, we ask candidates what they understand about our mission and then how they believe they will contribute to the mission.  
*For me, the preparation is the key. It does no good to surprise a candidate with a question that could be perceived to probe for one's religious affiliation. Good candidates will review the material on line, understand that church membership is not the point, and actively contemplate their potential role with us. We probably don't want to consider those who don't prepare.*

- How comfortable would you be teaching and doing research in a Jesuit University?
- Do you see coordination between what you would teach in our program and the Jesuit teaching mission?
- I stress to (wary) candidates the diversity of Catholic opinion and Xavier's commitment to intellectual freedom... I also explain that many of our best students have an interest in social justice issues. We also stress the need for writing and reflection by students on the permanent questions of justice, war, peace, equity, and death.

## Questions and Comments from Directors and Senior Administrators:

- Your past experience has been at \_\_\_\_\_. How do you believe that prepares you to work at Xavier, a Jesuit, Catholic institution of higher education and how do you believe this position is different here than at other public or private organizations or educational institutions?
- What do you know about Jesuit higher education? How is a Jesuit institution different from other colleges/universities?
- How do you believe that prepares you to work at Xavier, a Jesuit Catholic institution of higher education and how do you believe this position is different here than at other public or private organizations or educational institutions.”
- I think the documents Mission & Identity has produced over the years have been great conversation starters and background information for candidates. When we go to conferences (where we are interviewing for candidates) we put those documents in a folder with a job description, benefits information, and materials from the Office of Admission. It is always apparent when candidates have read the materials because they have a good understanding of what makes Xavier different and they are able to articulate why they (as a candidate) would work well in our culture.  
*I know when I came to Xavier 20 years ago I was very nervous about "the Jesuit thing" and would have been very grateful to have received any of the documents that are now available. These have been very helpful in our interviewing processes.*
- How do you balance values that you may hold that differ from those of the Catholic Church as an employee at a Jesuit University?
- How do you think Xavier can better integrate the Jesuit Mission of the service of faith and the promotion of justice?
- What does it mean for you to be a man/woman for and with others?
- Did you read the hiring brochure that was mailed to you? Do you have any thoughts or questions about it?
- What do you perceive to be the greatest challenge in the spiritual lives of college students today?
- What is your understanding of Xavier’s Jesuit Catholic identity? How would you, in this position, work to promote Jesuit values?
- How do you see faith development and social action tied together? How have you united faith development and social justice in your previous work?
- As Xavier moves more fully into a provost model, collaboration across various departments and divisions becomes ever more important. How have you helped foster collaboration between various areas in the past, especially areas that would not naturally seem to have shared priorities?
- What is your understanding of Xavier’s Jesuit Catholic identity?  
How do you see Xavier’s Ignatian nature influencing your experience and/or your role as \_\_\_\_\_.  
How does recognizing that 40% of our students are not Catholic affect your thinking?

- Talk about your experience with diversity.  
What is your vision for helping Xavier to move forward towards not just acknowledging but celebrating diversity as one of our key strengths?  
How have you addressed the needs and concerns of a diverse staff and campus population?  
Describe an experience where you encountered resistance to diversity programming.  
How did you respond and what was the outcome?
- What role do you see academic service learning and community service programs playing in the formation of today's college students?