

Frequently Asked Questions on Hiring for Mission

Does hiring for mission stifle individuality and contribute to a homogenous rather than a heterogeneous faculty and staff?

We believe that the college's three traditions (Norbertine, Catholic and Liberal Arts), the focus on *communio*, and the commitment to educating the whole student, together call us to build a diverse and inclusive community. As the Hiring for Mission philosophy statement says, the desired result is "a skilled, mutually supportive, diverse community focused on fulfilling the SNC mission."

When hiring, is the college looking for the best qualified candidates or candidates who support the mission?

We do not believe this is an either-or proposition. Because of the college's commitment to its mission, the "best qualified candidates" integrate key values rooted in the college's core traditions, its commitment to *communio*, and a concern for students' intellectual, personal and spiritual development with their professional skills and knowledge. Unique to SNC is our call to provide an educational experience that reflects the integration of all aspects of our mission.

Won't hiring for mission create a "litmus test" to assess whether or not candidates fit the prevailing thinking at the time of hiring?

Hiring for mission is not a litmus test for any element of our mission. Rather, it is an effort to make sure the work of the college is served well by the institution's personnel and that each employee feels they are working in an institution whose core values support their personal and professional development.

When asked about the mission, are candidates expected to disclose their personal religious affiliation or spiritual perspective?

No. Candidates reflect on the many aspects of the mission statement: a deep commitment to community which we describe as *communio*, an educational environment shaped by our three core traditions (Catholic, Norbertine and Liberal Arts), and support for the whole person development of our students. Some candidates do opt to disclose personal commitments, but this is not an expectation.

In hiring processes, do we explore these topics to evaluate or to begin a conversation?

Great question! The balance no doubt rests on beginning a conversation. We believe in our mission - our roots in rich traditions and our commitment to meeting the needs of today's students in innovative ways that support their flourishing. Candidates, especially those with no prior SNC experience, can't be expected to have a deep understanding of what it means to work in a place shaped by our mission. We can begin the conversation as we consider the candidate and they consider our college. At the same time, for the sake of admittedly exaggerated example, were there a candidate who flatout stated they reject any sense of community, our core traditions, and supporting student development - we would likely sense that candidate would not experience this as a place for professional thriving.

Must a person be Catholic or Christian to work at St. Norbert College?

For nearly all positions at the college (exceptions include the President and Vice President for Mission and Student Affairs,) it is not necessary for candidates to be Catholic, Christian, or adherents to any religious tradition. We are enriched by the presence of colleagues from diverse faith and spiritual perspectives. We do expect our faculty, staff and administrators to actively support the mission of the college, and to engage its core traditions with respectful appreciation, such that our campus community is a place in which religious questions and the values inherent in a liberal arts approach to education are taken seriously.

