



Center for
MISSION AND IDENTITY
Benedictine University

Office of the Assistant to the President for Mission Integration

Hiring and Orientation for Mission Program

for Faculty and Staff Mission-Focused Recruitment, Hiring, Orientation and Professional Development

Hiring for Mission Policy

We are Catholic. All are welcome. Benedictine University seeks employees who understand and contribute to the University's mission and vision. Inspired by our Catholic Benedictine mission and identity, our academic community is committed to inclusion. As an institution, we express our commitment to our identity as a Catholic and Benedictine institution through our values as they are manifested throughout the University. As such, all employees are expected to support the University's Catholic Benedictine mission and identity and to contribute to its distinctive intellectual life in an effort to help each student and each other to thrive academically, professionally, and personally in our religiously and culturally diverse academic community.

Hiring for Mission Process

1. **Job Description and Advertisement** -- Information regarding the University's commitment to its Catholic Benedictine mission and identity should be included within the job description, posting and advertisement with a link to the University Identity Document (Mission, Vision and Commitment Statements).
2. **Application** -- Each applicant is expected to have read and understand the University's Identity Document (Mission, Vision and Commitment Statements) and complete the *Reflection on University Mission* form as part of the application process.
3. **Interview** -- Search Committees or Hiring Supervisors should be prepared to ask a mission-related question and when possible refer to the applicant's response on the *Reflection on University Mission* form.
4. **Hiring** -- Each letter of appointment/offer letter must explicitly reference the expectation of employees to respect and support the University's Catholic Benedictine mission. All new employees will be expected to attend a one-hour mission and identity orientation program within the first 90 days of employment.

University Mission Orientation Program

In order to incorporate the Benedictine values of stability and balance, all University employees have the opportunity to participate in the **Engaging the Mission Orientation Program (EMOP)**. This orientation program incorporates the many facets of mission integration throughout the institution. The **EMOP** consists of a series of seminars and roundtable discussions held in multiple modalities and made available to all University employees. Topics presented and discussed range from an historical overview of the Benedictine order, charism and its relationship to the University; institutional mission, vision and commitment; the Catholic intellectual tradition; Catholic social teaching; the Benedictine wisdom tradition; and the importance of a diversity and academic freedom at a Benedictine academic institution. The opportunity to attend a more vigorous program throughout the year will be available for those employees who desire more intense study and discussion.

Ut in omnibus glorificetur Deus – That in all things God may be glorified