

# **Protocol for Jesuit Hiring at Marquette University**

## **(Revised 2012)**

### **Marquette University and the Society of Jesus**

Until the early 1970's the Society of Jesus exercised legal and canonical ownership over Marquette University. Jesuits staffed the major administrative positions and chaired many of the academic departments. In the aftermath of the Second Vatican Council, which affirmed the place of lay leadership in the Catholic Church, and after the historic Land o' Lakes Conference, laypeople were invited to become partners with the Jesuits in the ownership and administration of Marquette University.

In 1973 Marquette University was separately incorporated from the Marquette University Jesuit Community, entrusting its newly formed and predominantly lay board of trustees to lead the institution. In addition to the Jesuits who occupied places of administrative and academic leadership, a large contingent of lay people worked closely with the Jesuits, absorbing and advancing the Jesuit spirit of higher education and Catholic, Jesuit religious values.

### **Office of Mission and Ministry and Ignatian Leadership Formation**

As Marquette moved into the twenty-first century, many of the lay leaders who had interiorized the Jesuit way of proceeding in higher education began retiring. This loss was augmented by the aging and retirement of Jesuits at Marquette, as well the decline in members of the Society of Jesus available for assignment to universities. To assure continuity in the Jesuit tradition, the administration established the Office of Mission and Identity in 1998 to form lay persons in an understanding of the Jesuit heritage of higher education and the spirituality that is its animating force. This office was complemented by the Center for Ignatian Spirituality which was established by the Jesuit Community in the mid 1990's. In 2006, the Center for Ignatian Spirituality became the Faber Center for Ignatian Spirituality under the sponsorship of the Office of Mission and Ministry.

The work of the Office of Mission and Ministry in educating lay leaders has always presupposed the presence of members of the Society of Jesus at Marquette as the living legacy of the Jesuit tradition and a sign of the commitment of the Society of Jesus to the university. However, the number of Jesuits working on campus has continued to decrease in the past twenty years.

### **The Need for a Jesuit Presence**

Why does Marquette University need a vibrant Jesuit presence on campus? One answer is articulated by alumni/ae who have come to know Jesuits during their years at Marquette. In surveys conducted by the Office of University Advancement, alumni/ae repeatedly stress the value of Jesuits as teachers, counselors, and faith leaders, and affirm Jesuit presence as a key contributor to their overall education. Further, faculty and staff appreciate their engagement with Jesuits as colleagues in their departments and offices. Jesuits provide a link of continuity to the history, values, and soul of the institution. Every Jesuit on campus is a formational resource for faculty and staff with whom he works.

Although an affirmative action policy and protocols for hiring Jesuits are in place, those responsible for hiring must recognize Jesuit recruitment and retention as an important expression of Marquette's commitment to diversity and mission, if the identity

as a Jesuit university is to survive and grow. Among the responsibilities of university leaders is the proactive commitment to strengthening Jesuit presence on campus.

### **Availability of Jesuits**

There are two routes through which the names of Jesuits surface as possible candidates for positions at Marquette. The first is the database, maintained by the Association of Jesuit Colleges and Universities (AJCU) and published each fall, listing men who are scheduled to finish their terminal degrees in the next several years. The second means is word of mouth. Sometimes the names of Jesuits who might be interested in working at Marquette surface among faculty, staff, or Jesuits here at the university.

There is a formal agreement among Jesuit provincials in the United States that requires men who are seeking their first assignment in higher education apply to a minimum of three Jesuit universities. Sometimes a provincial chooses not to follow this procedure. If the candidate interviews and is offered a position at all of schools at which he interviewed, he will engage in a conversation (discernment) with his provincial superior about his future mission. The provincial superior missions the man to a particular university and Jesuit community.

Jesuits already involved in higher education must seek their provincial's permission to consider assignment to another institution. Reasons for such a move vary. The Jesuit may be drawn to working with a cluster of faculty members in his particular research area. He may want to teach courses at the graduate level. He may want to explore work in a different region of the country.

### **The *Ad hoc* Jesuit Recruitment Committee**

The Marquette University Jesuit Recruitment Committee, chaired by Doug Leonhardt, S.J., functions under the direction of the vice-president of the Office of Mission and Ministry. It is composed of some younger Jesuits at the University, one dean and two chairs. Their task is to track Jesuits who might be suitable candidates to work at the university in faculty or in administrative positions. With their support, the CVs of suitable candidates are forwarded to department chairs for their review and initial contact.

### **Funding**

A common obstacle to hiring Jesuits is that a line in a department is not always synchronous with the availability of the Jesuit whom they would like to pursue.

If short or long-term bridge funding is required for the salary of a Jesuit until a permanent line is open, the chair or dean must enter into a conversation with the Provost. If the Jesuit would make an outstanding contribution to the department and there is no line for his specialty, the chair should have a conversation with the Provost to determine whether a Jesuit line can be established in the department for that particular individual. No Jesuit should be invited to interview at Marquette until the position for which he is interviewing has been fully funded.

When a Jesuit is interviewed for position at the university, two considerations come into play: Marquette's Affirmative Action policy for members of the Society of Jesus (see attached) and the candidate's professional and personal suitability for the position.

## **Arranging a Visit**

When a Jesuit is invited by a department chair to visit Marquette to determine whether there is a fit between the individual and the department, the department chair should inform the chair of the Recruitment Committee. In addition to the meetings the candidate would have with the department, the chair of the Recruitment Committee will schedule visits with: the president, the provost, vice president of Mission and Ministry, the rector of the Jesuit community, and a lunch with some of the more recently hired Jesuits. The travel expenses for an informational visit to Marquette will be paid by the Office of Mission and Ministry. If a candidate is subsequently interviewed, the Office of Mission and Ministry and the department will share expenses.

In order to meet fellow Jesuits and get a sense of Jesuit community life at Marquette, the customary place for a candidate to stay during a campus visit is the Jesuit Residence (1404 W. Wisconsin Ave.). Housing arrangements will be made by the chair of the Jesuit Recruitment Committee. The cost of housing and meals taken at the Jesuit community will be covered by the community, but all other meals and expenses will be the responsibility of the host department.

## **Contacts**

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