Successful Activities Used by Hiring Committees

At Marquette some departments or areas have successfully used one or more of the following ideas to promote a mission centered hiring process in their area. Some of these ideas may be helpful to a search committee. What is important is that the search committee, among others, will attempt to ascertain how the candidate will contribute to the Mission and Identity of Marquette University.

1. Send the Mission Statement and any relevant documentation on the Mission of your area to candidates before the interview.

2. Require a personal goal or philosophy statement.

3. Designate a specific member of the search committee to ask mission-related questions.

4. Use the Admission video and/or Shared Vision series.

5. Include students and/or outsiders (of the department or Marquette) on search committees and the selection process.

6. Request written answers to certain questions before the interview.

7. Ask references about evidence of the candidate's team spirit, attitudes, character, commitment, etc.

8. Ask candidates how they would display the traits of excellence, faith, leadership and service in their work.

9. Define mission-related criteria ahead of time, e.g., teaching style, commitment to students, participatory management style, and ask questions which focus on these.