
Jesuit Faculty Hiring Policy (Academic Affairs)

Version: 1.0

Effective Date: November 4, 2020

Responsible University Officials:

Provost, CFO, VP for Mission & Identity

1.0 Introduction

Saint Louis University (“SLU” or the “University”) is firmly committed to its policies of nondiscrimination and affirmative action in its recruitment practices. Additionally, as an educational institution sponsored and supported by the Society of Jesus, the University may treat Jesuits as a preferred group regarding employment (see Sec. 703(e)(2) of Title VII and 41 C.F.R. Sec. 60-1-5(5)).

This policy a) codifies SLU’s intention to strengthen and advance its Jesuit and Catholic identity by exercising its right to grant preference in hiring to members of the Society of Jesus; and b) articulates the processes by which members of the Society of Jesus (“Jesuits”) may be recruited, hired, and supported financially as faculty members by the University.

This policy replaces fully the former policy on Jesuit hiring most recently revised on 10/31/2016.

2.0 Scope

This policy governs all hiring of full- and part-time faculty in all SLU colleges/schools, in all administrative units, and at all SLU locations (including, but not limited to, the Madrid Campus).

This policy does not affect the status of Jesuits hired and working at SLU prior to the policy effective date.

No part of this policy shall supersede any applicable requirement or policy of an applicable accrediting body for any academic program, college, or school.

3.0 Policy Statements

- 3.1** SLU respects and shall not interfere with or refuse the right of the governing Jesuit Provincial to a) mission a Jesuit to Saint Louis University and b) re-mission a Jesuit from Saint Louis University to a different institution or any other organization.

Note: SLU also respects the right of individual academic units to decide, in accordance with their own academic standards, who has the academic credentials to join a faculty body of that unit. This policy balances those interests.

- 3.2** The recruitment and hiring of Jesuits is an institutional imperative and shall be conducted in concert with, and with the express approval of, the Provost, who will consult and engage with the Vice President for Mission and Identity regarding all Jesuit hiring.

- 3.3** The recruitment costs, moving costs, salary, benefits, raises (for merit, promotion, and granting of tenure), faculty start-up packages, and all other costs associated with the hiring and retention of any Jesuit employed by the University, incurred as of the effective date of this policy, shall be borne solely at the University level via a designated account managed by the Provost and funded fully by the Chief Financial Officer (CFO); this account shall be established explicitly and exclusively for this institutional imperative. **No academic unit (program, center, college/school) shall bear any costs associated with a Jesuit employee hired in accordance with this policy for as long as that employee shall be employed by SLU.** Accordingly, the consideration of faculty-related costs shall not be a factor in any hiring recommendation of a department (or equivalent) or dean (or equivalent)
- 3.4** When an academic unit is reviewed or assessed for efficiency or on cost-per-faculty-member metrics, Jesuits (and their courses taught) will not be included in the related analysis to the extent that including any such Jesuit would have a negative effect on the unit's performance.
- 3.5** No faculty line is established via the hiring and assignment of a Jesuit to a particular academic unit or administrative program, department, college/school, center, or equivalent. Accordingly, should a Jesuit leave his position in a given academic unit, department, college/school, center, or equivalent, that unit retains no rights to automatic replacement of that Jesuit, whether with another Jesuit or any non-Jesuit employee. There is no budget or employee line to gain related to hiring, firing, or the departure (for whatever reason) of any Jesuit. At the same time, no approval (or denial) of any request to fill any non-Jesuit faculty vacancy that may occur will take into consideration the earlier, concomitant or potential hiring of any Jesuit. The request to fill any faculty vacancy will always be considered on its own merits, independently of any Jesuit hiring that may have occurred or might occur.
- 3.6** In the event that a Jesuit employed at SLU *prior to the effective date of this policy* leaves SLU (for any reason, and at any time in the future), his position will not be re-filled automatically, without review. As with all faculty positions, a review of the need for the position -- conducted by the applicable department chair, dean, and the Provost -- would be conducted prior to any decision about potentially replacing the Jesuit with either another Jesuit or a non-Jesuit faculty member.
- 3.7** As an institutional imperative, the recruitment of Jesuits may be initiated by the VP for Mission and Identity or the Provost. However, no hiring of any Jesuit faculty member at the academic unit level will occur without following the usual faculty hiring practices of the academic unit (e.g., with respect to review of academic credentials, as well as any requirement of a traditional job talk). Those practices may be modified to reflect the distinctive nature of hiring Jesuits when cost is not an issue for the academic unit, all as informed by the requirements of the *Faculty Manual* or this Policy. (See the Faculty Manual, p. 10; see also Sections 3.11 – 3.14 below).
- 3.8** The recruitment and hiring of Jesuits may be proposed to the Provost by a department chair (or equivalent), a dean (or equivalent), or other equivalent leader of an administrative unit. However, no offer to any such Jesuit, or the office of the Jesuit's governing Provincial, for any potential position shall be made without the express consent of the Provost, who will consult with the Vice President for Mission and Identity regarding how best to proceed, recognizing that many Jesuits will be in high demand by other Jesuit colleges and universities and are also subject to their governing Provincial.
- 3.9** The hiring and assignment (to an academic or administrative program, department, college/school, center, or equivalent) of any Jesuit employed by SLU is the prerogative of the

Provost – but, in accordance with the *Faculty Manual*, must include the screening, evaluation and recommendation of the department (or equivalent) and dean (or equivalent) of the academic or administrative unit to which the Jesuit shall be assigned.

3.10 The hiring and assignment of a Jesuit may be at the college-/school-level, even when the respective college/school has departments within its organizational structure).

3.11 The hiring and assignment of a Jesuit may be in response to any of the following:

- an advertised open position in a SLU academic or administrative program, department, college/school, center, or equivalent;
- an expression of employment need by an academic or administrative program, department, college/school, center, or equivalent for a faculty member or administrator with the specific qualifications of the Jesuit being assigned;
- notification to SLU by the governing Jesuit Provincial of Jesuits who are or will soon be eligible for faculty or administrative assignments at SLU or any Jesuit college or university; or
- a request by SLU’s VP for Mission and Identity to the governing Jesuit Provincial for Jesuits who would be eligible for faculty or administrative assignments at SLU, followed by referral to the relevant academic unit(s).

3.12 For Jesuits under consideration for hire as faculty, the screening, evaluation and recommendation of the department (or equivalent) and dean (or equivalent) shall be in regard to the following:

- Review of the Jesuit’s academic credentials/degrees earned to determine if they meet the “General Norms for Appointment and Advancement” (see the *Faculty Manual*, p. 19) and related published academic unit standards for a specific faculty appointment.
- Recommendations regarding the proposed academic rank of the Jesuit upon appointment
- Recommendations regarding the proposed tenure status of the Jesuit upon appointment.
- Consideration of the Jesuit’s teaching and scholarly expertise and the current need(s) of the academic unit (based on the enrollment, market demand, and scholarly focus of the unit). *This should not be the exclusive or even primary criterion on which a decision to support the Jesuit hire is to be based.*

3.13 For Jesuits under consideration for hire as faculty, the screening, evaluation and ultimate recommendation of the department (or equivalent) and dean (or equivalent), as referenced elsewhere in this Policy, should not include consideration of the academic unit’s likely or potential future needs for a faculty member.

3.14 Jesuits will also be considered for hire as administrators or staff. In those cases, which are otherwise outside the scope of this policy, the costs identified in Section 3.3 above will similarly be borne at the University level.

4.0 Approvals

This policy was:

1. Endorsed by CADD: October 29, 2020
2. Approved by the VP for Mission and Identity: October 29, 2020
3. Approved by the CFO: November 4, 2020
4. Approved by the Provost: November 4, 2020