Faculty Candidate Interview Form

Campus-Wide Interview Committee

*The purpose of the Campus-wide interview committee is to communicate to candidates that SPU values university-wide community membership and provide consistency around the goals of the campus-wide interview which include 1) Depth of theological understanding vis a vis SPU’s faith statement; 2) Understanding of the unique mission of Christian Higher Education in general and SPU’s mission in particular and 3) Communicating SPU’s commitment to diversity.*

Committee members should take turns to ensure that the Candidate is asked all seven questions. As you listen to the answers, assess whether the candidate was able to articulate a reasonable answer that would meet the University’s expectation of a successful pre-tenure review. Use the rubrics below *as a guide* to whether the candidate met, exceeded or fell short of expectations in their responses and provide some reasoning around your evaluation. Please allow some time at the end of the interview for the candidate to ask questions

At the end of the interview rate the extent to which the candidate met expectations around the overall goals of the interview.

1. Our mission reads “*Seattle Pacific University seeks to be a premier Christian University fully committed to engaging the culture and changing the world by graduating people of competence and character, becoming people of wisdom, and modeling grace-filled community*.” Thinking in terms of all or specific parts of this mission, how do you see yourself living out this mission as a member of the SPU Community?

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| *Exceeded Expectations:* Knew the mission statement and / or the signatures – provided specific examples of how he or she might live out parts of the mission statement here at SPU.*Met Expectations:* Could articulate some vision of how he or she might live out parts of the mission statement here at SPU.*Fell short of expectations:* Could not articulate a clear description or example of what it might look like to be a professor in a way that aligned with the mission statement. |

Notes:

1. [Give candidate a copy of the SPU faith statement found at end of this form]. A distinctive of SPU is our faith identity that is historically orthodox, clearly evangelical, genuinely ecumenical, and informed by our Wesleyan tradition. How does your own Christian faith identity fit within this context?

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| *Exceeded Expectations:* Could define each aspect of our distinctives; how they resonate together and the tensions in upholding all four attributes. Could give one or two examples of how the faith statement resonates in his or her life.*Met Expectations:* Agreed with the nature of SPU’s faith identity. Could give at least one example of how the faith statement resonates in his or her life.*Fell short of expectations:* Expressed concerns with the SPU faith statement, and/or was unable to connect the SPU mission with his or her own faith identity. |

Notes:

1. What is your Christian faith story and current involvement in a church and /or Christian faith community?

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| *Exceeded Expectations:* Involved in service in his /her local church and /or Christian faith community. Could describe a formative nature to his / her faith and active, ongoing relationship with Christ.*Met Expectations:* Attending Church or part of Christian faith community. Description of faith demonstrated an understanding of their Christian faith tradition and active, ongoing relationship with Christ. *Fell short of expectations:* Not currently attending Church or part of Christian Faith Community. Could not articulate their Christian beliefs. |

Notes:

1. SPU values teaching, scholarship, mentoring and service. What strategies have you used in the past or would you use at SPU to manage these roles?

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| *Exceeded Expectations:* Described several realistic strategies for integrating roles and acknowledged complexities of doing all of them well.*Met Expectations:* Aware of the tensions and presents some strategies of how she or he might work these out.*Fell short of expectations:* Focused on one role at the cost of the others or had no clear vision on how to integrate them. |

Notes:

1. How might your courses look different if you were to teach them here at SPU? How might your Christian faith play a role in your vocation of teaching, mentoring and / or scholarship?

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| *Exceeded Expectations:* Gave specific examples of how these roles could look different or was able to articulate reasons for when they would not look different.*Met Expectations:* Could talk hypothetically on why they could look different for their own discipline. *Fell short of expectations:* Did not articulate a way in which their Christian faith might play a role in teaching, mentoring, or scholarship, or held to the position that the work of faculty does not differ depending on type of institution. |

Notes:

1. Imagine you have a class of students with a wide range of religious beliefs; for example, Christians from different faith traditions, Muslims and agnostics / atheists.  How might you structure a class discussion that allows you to bring your Christian faith into a constructive conversation with the diverse beliefs of your students?

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| *Exceeded Expectations:* Could explain why having such conversations were important and gave specific examples of how he or she might constructively engage in such conversations, or gave examples from their own experience and their outcomes. (please note that the outcomes of such examples do not need to be positive but that this candidate was able to reflect on what they learned in the aftermath)*Met Expectations:* Could talk in general about issues faculty and how he/she would manage such conversations, but did not provide specific examples nor necessarily talk about why such conversations would be important. *Fell short of expectations:* Could not envision such conversations; could not articulate why such conversations would occur. |

Notes:

1. One of SPU’s core values is radical reconciliation with traditionally marginalized communities. How does your philosophy of teaching and/or scholarship align with this value of reconciliation?

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| *Exceeded Expectations:* Gave specific examples of how they understood the meaning of reconciliation and had practiced it either in or outside of their role as an academician.*Met Expectations:* Could talk in general about the meaning of reconciliation and how they could see themselves participating but could not articulate specific situations.*Fell short of expectations:* Did not see any need or challenged the notion of the importance of reconciliation. |

Notes:

In summary to what extent has the candidate demonstrated evidence of each? Please circle one of the numeric options below for each area.

1. An understanding of the unique Christian mission of SPU.

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| --- | --- | --- | --- | --- |
| Fell Short of Expectations |  | Met Expectations |  | Exceeded Expectations |
| -2 | -1 | 0 | 1 | 2 |

1. Alignment with the SPU faith statement (Orthodox, evangelical, Wesleyan and ecumenical).

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| --- | --- | --- | --- | --- |
| Fell Short of Expectations |  | Met Expectations |  | Exceeded Expectations |
| -2 | -1 | 0 | 1 | 2 |

1. A clearly articulated Christian faith and involvement in Christian community.

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| --- | --- | --- | --- | --- |
| Fell Short of Expectations |  | Met Expectations |  | Exceeded Expectations |
| -2 | -1 | 0 | 1 | 2 |

1. Strategies to manage the roles of teacher, scholar, mentor and the role of service at SPU.

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| --- | --- | --- | --- | --- |
| Fell Short of Expectations |  | Met Expectations |  | Exceeded Expectations |
| -2 | -1 | 0 | 1 | 2 |

1. The ability to articulate how Christian faith might play a role in his /her vocation at SPU.

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| --- | --- | --- | --- | --- |
| Fell Short of Expectations |  | Met Expectations |  | Exceeded Expectations |
| -2 | -1 | 0 | 1 | 2 |

1. Evidence of working constructively with students who hold diverse religious beliefs.

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| --- | --- | --- | --- | --- |
| Fell Short of Expectations |  | Met Expectations |  | Exceeded Expectations |
| -2 | -1 | 0 | 1 | 2 |

1. The ability to articulate how reconciliation can be an outcome his or her work at SPU.

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| --- | --- | --- | --- | --- |
| Fell Short of Expectations |  | Met Expectations |  | Exceeded Expectations |
| -2 | -1 | 0 | 1 | 2 |

Overall recommendation:

At the end of the interview please give your completed form to the Chair of this all campus interview or send electronically to one member of the *All-campus search committee* within 24 hours. You are welcome to turn in this sheet alone with or without the prior sheets with your notes.

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**SPU Statement of Faith**

Faith and Mission

At Seattle Pacific University, we seek to ground everything we do on the transforming gospel of Jesus Christ. Such a claim is both personal, a commitment by each member of our community, and institutional, a corporate aspiration that has guided this institution from its founding.

Even while we celebrate the rich diversity of the Church throughout the world, we anchor our faith on the person of Jesus Christ, the authority of Holy Scripture, and the tradition of the Christian Church throughout history.

1. We Are Historically Orthodox.

We affirm the historic Christian faith, as attested in the divinely inspired and authoritative Scriptures of the Old and New Testaments, and as summarized, for example, in the Apostles’ and Nicene Creeds. We affirm that God is triune, and that the three divine Persons — the Father, the Son, and the Holy Spirit — are coequal, coessential, and coeternal.

We affirm that by the grace and power of God the universe was brought into being, is continually sustained and governed, and will ultimately be brought to its promised consummation. We affirm, further, that we human beings are created by God in God’s own image to be stewards of creation, and that we are called to love God with all our heart, soul, mind and strength, and to love others as ourselves.

In these divinely appointed tasks we have failed, so that we are now subject to judgment and death. Yet we rejoice that God’s grace is available to us through the life, death, and resurrection of Jesus Christ; and that through faith in Christ we are delivered from sin and death and empowered by the Holy Spirit for lives of joyful obedience to the Father. Finally, we respond to the Spirit’s call to participate in Christ’s body, the church; to embrace Christ’s mission to the world; and to live in the hope and assurance that Christ’s return will bring to completion God’s saving work.

2. We Are Clearly Evangelical.

We stand within the broad evangelical tradition of Christianity and, as such, we joyfully accept the task of proclaiming the evangel — God’s good news — to the world. We understand this to mean that Jesus Christ is the Lord and Savior of the world and that he alone can liberate broken and fallen human beings from sin and death.

We lift high the authority of holy scripture as divinely inspired, embraced by the church as central to our understanding and witness. We affirm that the Holy Spirit works in human hearts to kindle faith in Jesus Christ, to restore people to a right relationship with God and each other, and to begin transforming people into the likeness of Christ.

And we believe the gospel promise that light, health, wholeness, and peace are abundantly available to everyone who asks. Yet we also believe that we are called to practice what we preach: first, by cultivating vital Christian piety; and second, by engaging the surrounding culture through public testimony and loving service.

3. We Are Distinctively Wesleyan.

Standing within the Wesleyan holiness branch of historic and evangelical Christianity, and recognizing the Free Methodist Church as our founding denomination, Seattle Pacific University is informed by the theological legacy of John and Charles Wesley.

We share their conviction that God’s saving purpose is the renewal of human hearts and lives in true holiness through the transforming work of the Holy Spirit. We are shaped by their emphasis on the importance of the human response to the Spirit’s renewing work, including the vital role of the spiritual disciplines and practices — such as prayer, meditation, worship, Scripture study, charitable giving, public witness to Christ’s saving love, and service to those in need — all of which serve as means of God’s grace.

Above all, we embrace the Wesleys’ hope that God’s transforming love is offered to all persons, addresses all areas of life, and will not rest content until it has redeemed the whole creation.

4. We Are Genuinely Ecumenical.

As heirs of John Wesley’s catholic-spirited Christianity, we seek to gather persons from many theological and ecclesial traditions who have experienced the transforming power of Jesus Christ. We believe that theological diversity, when grounded in historic orthodoxy and a common and vital faith in Christ, enriches learning and bears witness to our Lord’s call for unity within the church.

We are also well aware of other dividing walls that separate people from one another, walls that Christ desires to break down — walls of gender, race, ethnicity, nationality, language, and class. We believe that Christ calls us to value diversity and to seek ways for all persons in our university community to grow in their individual giftedness and to contribute in meaningful ways to our common life and work. Thus, in all of our diversity, we are centered in Christ, and called by him to shape, model, and participate together in grace-filled community.

**Therefore**, we commit ourselves to this faith, and to these shaping influences that define our community of faith, and we pledge ourselves, with humility and conviction, to live as best we know how in loving relationship with Jesus Christ and in faithful service to others. This we believe to be the defining center of our lives and the guiding aspiration of our life in community at Seattle Pacific University.