

# IHM Presence Policy

## Policy Statement

The Congregation of the Sisters, Servants of the Immaculate Heart of Mary, Scranton, Pennsylvania (“IHM Sisters”) possess a special relationship to Marywood University stemming particularly from the unique religious and intellectual heritage they bestowed on the University in their founding of the institution in 1915 and in their continuing presence and services as faculty members, administrators, and presidents.

Moreover, the IHM Sisters have the responsibility as Members of the Corporation of the University to elect the Board of Trustees and have the right of approval, by a majority vote, of actions of the Board of Trustees relating to changes in institutional purpose and philosophy; appointment of the President of the University; acquisition, disposition, encumbrance, or lease of real property of the institution; construction of new buildings; dissolution, merger, or consolidation of the institution with another corporation; amendments to the Bylaws; and disposition of property upon dissolution.

The Board of Trustees promotes and values the strong history, work and enduring witness of the IHM Sisters and their influence on Marywood students, colleagues, and alumni. The Board of Trustees desires to preserve and foster this special relationship through the continued presence of the IHM Sisters at Marywood University in responsible employment capacities and in sufficient numbers. Such presence of IHM Sisters will allow them to have a public role formally and informally in the life of Marywood University.

The Board encourages the IHM Sisters to present interested and qualified candidates not only for faculty positions, but also for staff and administrative positions, and most especially for the office of the President of Marywood University.

In filling any full or part-time position within the University, objective criteria should be written in advance of the consideration of any applicant. In accordance with the Board’s desire to foster the special relationship with the IHM Sisters, preference will be given to an IHM Sister if the person is a qualified and well-suited candidate.

Marywood University is committed to the policies, principles and practices of equal opportunity, affirmative action and nondiscrimination in all its activities, including, but not limited to, employment. As a private, Catholic institution, Marywood expects and encourages members of the University community to be knowledgeable and contributing advocates of its Mission and Core Values.

Marywood actively seeks to recruit and retain a talented and diverse workforce. Therefore, the University strives to maintain a welcoming environment for all people, in particular, those who may represent groups vulnerable to discrimination on the basis of their race, ethnic or national origin, religion, color, age, gender identification, marital or parental status, sexual orientation, veteran or disability status. The University seeks qualified candidates who share its commitment to equity and inclusion.

## Procedures

The several administrators with responsibility for hiring University employees shall provide the President of the University with the names and credentials of any IHM Sisters who apply for employment at Marywood University. These same administrators shall report regularly to the President on the progress and disposition of the employment applications of Sisters of the IHM.

## Related Policies

- [Equal Employment Opportunity Policy](#)

## History

05/01/2021 - The Board of Trustees approved the establishment of this policy as recommended by the Executive Committee of the Board of Trustees at their April 29, 2021 meeting.