



PennState



THE SUSTAINABLE DEVELOPMENT GOALS AND PENN STATE'S STRATEGIC PRIORITIES

The global Sustainable Development Goals (SDGs) are a set of priorities and aspirations to guide all countries in tackling the world's most pressing challenges. Many of the goals align closely with several of Penn State's Strategic Plan's thematic priorities and foundational elements, including enabling access to education, fostering and embracing a diverse world, ensuring a sustainable future and stewarding our planet's resources.

For more information:
www.un.org/sustainabledevelopment/

SUSTAINABLE DEVELOPMENT GOALS



CONNECT WITH US:

The complete sustainability recruitment and hiring guide can be found at:
sustainability.psu.edu/hireguide

Contact us with any questions via email:
sustainability@psu.edu

A GUIDE TO INTEGRATING SUSTAINABILITY INTO THE RECRUITMENT & HIRING PROCESS

sustainability
INSTITUTE



WHAT IS SUSTAINABILITY?

When asked about that term, many people immediately think of recycling bins, solar panels and windmills, but the term has a much broader application because it implies a “sustained” life.

Sustainability is about making life better for all and ensuring that the actions taken today do not compromise the options and opportunities for future generations across the globe. Universities have a unique role to play in developing solutions through their research arms; applying them through their outreach avenues, preparing tomorrow's leaders and offering a platform to engage citizens in the conversations.

PENN STATE'S ROLE

Penn State is taking on the challenge of sustainability, seeing itself as an agent of social adaptation and transformation and uses the global 17 Sustainable Development Goals (SDGs) as its guiding framework in this work, along with several of the University's Strategic Plan priorities.

Penn State's staff, faculty and students also have a role to play that will require ongoing innovation and improvements from all of us. Each of us, in our unique positions can be looking for opportunities and engage with our peers to find sustainable solutions. Hiring staff who have some knowledge and experience in sustainability is an important first step. Just as asking questions about diversity and inclusion is now part of our candidate search process, so too could position descriptions that reference sustainability literacy and targeted candidate questions further build our culture of resilience.

ABOUT THE GUIDE

As part of a hiring committee, you play a pivotal role in strengthening the momentum for the adaptation and implementation of sustainability practices, attitudes, decision making and goal setting at Penn State. The guide, available in its entirety online, offers ideas and examples for incorporating sustainability into position descriptions, interview questions, and responses that would be acceptable given the situations presented. Applicants will still need the skills to perform their University role, but this added filter can help when deciding between two equally qualified candidates.

To access the entire recruitment guide, visit sustainability.psu.edu/hireguide which includes 15 position description examples, including descriptions for a library assistant, health care system manager, assistant professor, director of alumni development and others.

The guide also offers examples of candidate questions related to sustainability, such as "How would you incorporate sustainability into the position you are applying for?" Examples of responses are also included.

Note: When assembling your hiring committee, consider having sustainability, diversity and inclusion represented in the group that is writing the position description, reading applications, screening the candidates and selecting the finalist. Further, ensure that you circulate the position advertisement to a variety of organizations and associations can diversify your applicant pool.