

Diversity Language for Faculty Appointments

Each faculty ad or job description should contain a statement of the school or department's commitment to diversity, equity and inclusion. Ideally, these statements are the product of a discussion by the faculty or the search committee about the importance of diversity to their mission. Examples include:

- The school/department seeks candidates whose research, teaching, or service has prepared them to contribute to our commitment to diversity and inclusion in higher education.
- The school/department is interested in candidates who have demonstrated commitment to excellence by providing leadership in teaching, research or service towards building an equitable and diverse scholarly environment.
- The school/department is interested in candidates who have engaged in significant service towards increasing the participation of individuals from groups historically under-represented in higher education or in their field.
- The school/department is interested in candidates who understand the barriers facing women and people of color in higher education.
- The school/department is interested in candidates who have developed effective teaching strategies for the educational advancement of students from groups underrepresented in higher education or in their field.
- The school/department is interested in candidates who have a record of success advising individuals from groups underrepresented in their field.
- The school/department is interested in candidates who have the potential to bring to their research the critical perspective that comes from their non-traditional educational background or their understanding of the experiences of a member of groups under-represented in their field.
- The school/department is interested in candidates who display drive and motivation to persist and succeed in their careers in spite of barriers in higher education that disproportionately disadvantage them.
- The school/department is interested in candidates who have the communication skills and cross-cultural abilities to maximize their effectiveness with diverse groups of students, colleagues and community members.
- The school/department is interested in candidates who have research interests in subjects that will contribute to the understanding of diversity and equal opportunity or addresses questions of interest to communities historically excluded by or underserved by research in the field.