

## Preferred Language for Faculty Advertisements, 2010

### General Advertisements

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#### Faculty Position in the Department of (name)

**1. Opening sentence states a commitment to diversity**

*The Department of (name) within the Division of (or, School of) [name] at UC San Diego (web address) is committed to academic excellent and diversity within the faculty, staff, and student body.*

**2. Explicit Criteria are given**

**a. State academic area(s) and preferred level of the search**

*Preference will be given to scholars at the X level in the areas of Y or Z, but excellent candidates in other areas or at other levels will also be seriously considered.*

**b. Job requirement: Scholarship**

*In addition to having demonstrated the highest standards of scholarship and professional activity, or for junior scholars to have the potential thereof,*

**c. Job requirement: Contributions to Diversity (See web page references for other alternatives)**

*The preferred candidates will have **experience in the arena of equity and diversity such as leadership in teaching, mentoring, research or service towards building an equitable and diverse scholarly environment.***

**OTHER OPTIONS:**

- *The preferred candidates will demonstrate strong leadership **or experience** in diversity, equity, and inclusion **in an academic setting.***
- *The preferred candidates will demonstrate potential for strong contributions to diversity, equity and inclusion.*

Note: Other examples of appropriate language and information concerning contributions to diversity may be found at “Drafting a position announcement” ([http://academicaffairs.ucsd.edu/aps/adeo/process\\_ladder\\_1.htm#I3](http://academicaffairs.ucsd.edu/aps/adeo/process_ladder_1.htm#I3)) and at link #15, “Guidelines to Evaluating Diversity” at (<http://academicaffairs.ucsd.edu/aps/adeo/recprocedures.htm>).

**3. Require Statement of Contributions to Diversity**

*Applicants are asked to (submit application docs...) and to **summarize in a personal statement their past experience and leadership in equity and diversity, or their potential to make contributions in the field.***

**4. Partner Opportunity Program Reference and Affirmative Action Statement included**

*For applicants interested in spousal/partner employment, please visit the UCSD Partner Opportunities Program website <http://academicaffairs.ucsd.edu/offices/partneropp/>. UCSD is an equal opportunity / affirmative action employer with a strong institutional commitment to excellence and diversity (<http://diversity.ucsd.edu/>).*

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#### Advertisements with Contributions to Diversity as Primary Focus

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#### Faculty Position in the Department of (name)

**1. Opening sentence states a commitment to diversity**

*The Department of (name) within the Division of (or, School of) [name] at UC San Diego (web address) is committed to academic excellent and diversity within the faculty, staff, and student body.*

**2. Explicit Criteria are given**

**a. State academic area(s) and primary focus of the search**

*The department seeks candidates in the areas of [names], whose research, teaching, or service has prepared them to contribute to our commitment to diversity and inclusion in higher education. Applicants are asked to summarize their past or potential contributions to diversity in their personal statement.*

**b. Preferences of Level and Area:**

*Preference will be given to scholars at the [name] level in the specified areas, but excellent candidates in other areas or at other levels will also be seriously considered.*

**c. Job requirement: Contributions to Diversity a primary focus**

*The primary consideration will be strong demonstrated accomplishments in areas contributing to diversity, equity and inclusion, and a desire to play a leadership role in advancing UC San Diego's commitment to achieving excellence and diversity.*

Other examples include (but are not limited to):

- *The 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 department is interested in candidates who have engaged in service towards increasing the participation of individuals from groups historically under-represented in [name].*
- *The school is interested in candidates who have an understanding of the barriers facing women and people of color in higher education.*
- *A successful candidate will be judged both on research accomplishments and potential for and demonstrated leadership in areas contributing to diversity. We especially welcome candidates who have:*
  - i. *Created or contributed to programs that aim to increase the access and success of underrepresented minority or women students or faculty in [name], or*
  - ii. *Have made significant contributions towards understanding the barriers faced by women and underrepresented minorities in [name], or*
  - iii. *Have exemplary skills of communication and collaboration and demonstrated creativity in addressing the needs of women and underrepresented minorities in [name].*

Note: Other examples of appropriate language and information concerning contributions to diversity may be found at "Drafting a position announcement" ([http://academicaffairs.ucsd.edu/aps/adeo/process\\_ladder\\_1.htm#I3](http://academicaffairs.ucsd.edu/aps/adeo/process_ladder_1.htm#I3)) and at link #15, "Guidelines to Evaluating Diversity" in (<http://academicaffairs.ucsd.edu/aps/adeo/recprocedures.htm>).

**d. Job requirement: Scholarship**

*The successful candidate will also have demonstrated the highest standards of scholarship and professional activity, or for junior scholars to have the potential thereof.*

**3. Require Statement of Contributions to Diversity**

*Applicants are asked to (submit application docs...) and to **summarize in a personal statement their past experience and leadership in equity and diversity, or their potential to make contributions in the field.***

**4. Partner Opportunity Program Reference and Affirmative Action Statement included**

*For applicants interested in spousal/partner employment, please visit the UCSD Partner Opportunities Program website <http://academicaffairs.ucsd.edu/offices/partneropp/>. UCSD is an equal opportunity / affirmative action employer with a strong institutional commitment to excellence and diversity (<http://diversity.ucsd.edu/>).*

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Your divisional Equity Advisor, AVC-FE Jeanne Ferrante, and/or Jon Welch can help advise in advance of submitting your advertisement.