

Advertising for Diversity in Faculty Search Ads
UWF Faculty ADVANCE
August 2017

UWF HR policy requires inclusion of an EO/AA statement (italicized) in all faculty search advertisements. Faculty search committees are encouraged to go beyond minimum requirements by including expanded and/or enhanced statements reflecting a commitment to diversity and inclusion. Examples of expanded and enhanced language are offered to aid search committees in drafting ads for faculty searches.

REQUIRED EO/AA STATEMENT (per HR-20.02-09/15)

The University of West Florida is an Equal Opportunity/Access/Affirmative Action/Disabled/Veteran employer.

EXPANDED EO/AA STATEMENT (per HR-20.02-09/15)

The University of West Florida is an Equal Opportunity/Access/Affirmative Action/Disabled/Veteran employer. UWF is committed to providing equal opportunity and non-discrimination toward applicants and employees and does not discriminate against applicants or employees on the basis of age, color, disability, sex/gender, marital status, national origin, race, religion, sexual orientation, or veteran status consistent with State and Federal law.

EXAMPLES OF ENHANCED EO/AA STATEMENT OPTIONS

The University of West Florida is an Equal Opportunity/Access/Affirmative Action/Disabled/Veteran employer. (PLUS your choice of one or more of the following statements, verbatim or edited, or similar statements)

- UWF strongly encourages women and underrepresented minorities to apply.
- UWF is committed to excellence through diversity and strongly encourages applications from all qualified applicants, including women and underrepresented minorities.
- UWF embraces diversity and seeks candidates who will contribute to a climate that attracts and affirms students from diverse backgrounds.
- UWF and the College of [insert college name] are invested in increasing the participation of those traditionally under-represented in higher education and we seek candidates who share this mission.
- UWF is committed to increasing diversity and inclusion for all participants in university life.
- UWF values diversity and is committed to an inclusive campus community through affirmative action, equal opportunity, and work-life balance.
- UWF is dedicated to work-life balance through an array of family-friendly policies.

STATEMENTS REQUESTING COMMITMENT TO DIVERSITY/DIVERSITY EXPERIENCE FROM APPLICANTS

Personal statements describing one or more of the following may be encouraged/requested/required:

- Contributions to diversity and inclusion
- Demonstrated success in working with diverse populations of students
- Experience with diversity issues, diverse students, and working in multicultural environments
- Academic experiences and/or interests in culturally diverse groups
- Interest in developing and implementing curricula that address multicultural issues

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