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

This material is based upon work supported by the National Science Foundation under Grant Number 1107214. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.