

PATH *to* DISTINCTION

FACULTY ADVERTISEMENT TEMPLATES & SAMPLES

The research literature indicates that using specific strategies in defining and advertising a faculty position will help to attract a more diverse applicant pool. Please consider using the strategies and samples provided below in drafting ads that are tailored to your department's and college's unique strengths and needs.

Additional resources and examples are available in the comprehensive [Faculty Search Committee Practices to Advance Equity](#) manual.

STRATEGY: **Emphasize the UI/Collegiate Commitment to Diversity, Equity, and Inclusion**

UI SAMPLE 1

The University of Iowa understands the link between diversity, equity, and inclusion (DEI) and excellence in education. As demonstrated by the University's 2019-2021 Diversity, Equity, and Inclusion Action Plan, we embrace our responsibility to create a welcoming and inclusive campus culture so that all community members are able to realize their full potential. Faculty members in the College of XXX contribute to this mission by designing curricula, research programs, and engagement opportunities that advance understanding of DEI and emphasize the value of global citizenship. As part of the application, candidates are [required/strongly encouraged] to describe their past, current and planned future efforts to advance diversity and inclusion in alignment with the University of Iowa's mission and values in the areas of teaching, research mentoring and broader impacts, or other professional service. To learn more about the University of Iowa's commitment to diversity, equity, and inclusion, visit <https://diversity.uiowa.edu/>.

UI SAMPLE 2

The University of Iowa's status as a premier research university depends on the robust exchange of ideas. As we enhance the breadth and depth of our perspectives, we are better able to fulfill our mission to explore, discover, create, and engage. Thus, we are committed to supporting every Hawkeye's pursuit of excellence. Our ability to foster an equitable and inclusive environment for all who join the UI family will determine our collective success. We eagerly accept this challenge. At the UI, we achieve excellence through diversity, equity, and inclusion. To learn more about the University of Iowa's commitment to diversity, equity, and inclusion, visit <https://diversity.uiowa.edu/>.

REQUIRED EEO STATEMENT (MUST BE INCLUDED IN ALL EXTERNAL ADS)

The University of Iowa is an equal opportunity/affirmative action employer. All qualified applicants are encouraged to apply and will receive consideration for employment free from discrimination on the basis of race, creed, color, religion, national origin, age, sex, pregnancy, disability, genetic information, status as a U.S. veteran, service in the U.S. military, sexual orientation, gender identity, associational preferences, or any other classification that deprives the person of consideration as an individual.

***If your college/department has a diversity statement, include it as well.*

***More examples are available in the [Faculty Search Committee Practices](#) manual.*

STRATEGY: **Describe Work/Life Resources**

UI RESOURCES

We are committed to recruiting and retaining the most talented and diverse faculty and staff, which involves providing opportunities for employees to “[Build a Career and Build a Life](#)” in the Iowa City area. The University offers several benefits to support faculty in achieving a healthy work/life balance including domestic partner benefits, family caregiving leave, flexible spending accounts for dependent care and health care, and an automatic tenure clock extension when a minor child is added to the family. For more information about local work/life resources, including dual-career support, please see: <https://worklife.uiowa.edu/>.

COLLEGIATE RESOURCES/POLICIES

For example: The College of XXX also offers a one-time teaching load reduction when a minor child is added to the faculty member’s family.

STRATEGY: **Broadly Define the Position**

Consider utilizing this strategy when possible; sometimes a hiring department needs to fill a specific need which precludes this strategy.

SAMPLE 1

The English Department at the University of Iowa expects to make an appointment in Composition and Rhetoric in [semester/year]. We are particularly interested in innovative scholars at the entering or advanced Assistant or beginning Associate level, and we are excited to consider a broad range of areas of specialization, including, for example, rhetorical theory and/or history, gender studies, technologies of literacy, discourse studies, and new media writing. The successful candidate will contribute to vibrant and expanding programs at the graduate and undergraduate levels.

SAMPLE 2

The Physics Department at the University of Iowa anticipates that a tenure-track faculty position will be available with a [date] starting date. We are considering applications in all areas of physics represented in the department: High Energy Physics, Condensed Matter Physics, Atomic Molecular and Optical Physics (AMO), Astrophysics, Biophysics, and Theoretical Physics. We are particularly interested in applicants working in the areas of Theoretical Astrophysics, Condensed Matter Theory, String Theory, AMO Theory or High Energy Theory.

SAMPLE 3

The Department of Anthropology at the University of Iowa invites applications for one or more full-time faculty positions in sociocultural anthropology to begin in [date]. We seek creative scholars who integrate ethnography and theoretical analysis, and who deepen our dialogue with other disciplines and debates. Successful candidates will be able to teach introductory and higher-level undergraduate courses in addition to graduate seminars, and their research and teaching interests should complement the strengths of our existing faculty (for more information consult our website at [url]).

STRATEGY: Include Diversity Indicators Related to the Field and/or Qualifications Sought

EXAMPLES: include discipline(s) or sub-discipline(s) related to diversity as an area of interest.

- African-American literature within an English department
- Race relations within a Sociology department
- Ethnic studies within an American Studies department
- Race, class and gender differences within Sports Studies
- Intercultural communication within a Communication Studies department
- Technology and society in a Computer Science department
- Ethics of stem cell research in a biology or Biomedical Engineering department

EXAMPLES: include job qualification(s) related to diversity.

- We are particularly interested in applicants who will actively foster a climate that values and engages diversity in all its forms to enliven and make more inclusive the work of the department/college.
- Demonstrated success working with diverse groups of students is highly desirable.
- In holistically assessing the many qualifications of each applicant, we would factor favorably an individual's record that includes experience with an array of diverse perspectives, as well as a wide variety of different educational, research, or other work activities. Among other qualifications, we would also factor favorably experience overcoming or helping others overcome barriers to an academic career or degree.
- Successful candidates should possess specific competencies and demonstrated expertise in multicultural settings. (ADVANCE-Purdue)
- Invite or require applicants to describe their past, current, and/or future contributions to advancing diversity, equity, and inclusion in the academic and/or research environment – as part of their cover letter or in a separate document.
- Applicants must be capable of adhering to the expectation that all faculty and staff will maintain effective, civil, and respectful working relationships with the University of Iowa campus community and uphold a high standard of cultural competency that represents the Tippie College of Business commitment to diversity and inclusion.

***Additional examples are available in the [Faculty Search Committee Practices](#) manual.*

STRATEGY: Use race/gender-neutral terms in the ad.

Review the final ad for terminology that could signal racial and/or gender bias. For example, competitive language has been demonstrated to discourage female candidates from applying.

OPTIONAL TOOL

Use the online [Gender Bias Calculator](#) or the [Gender Decoder](#) to test your ad language for gender bias.

REFERENCES

- Smith, Daryl G., et al. (2004). Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty, The Journal of Higher Education.
- Stacy, Angelica, et al. (2018). Searching for a Diverse Faculty: Data Driven Recommendations, University of California – Berkeley, retrieved from <https://ofew.berkeley.edu/equity/uc-berkeley-data>
- Stewart, Abigail J. and Valian, Virginia (2018). An Inclusive Academy: Achieving Diversity and Excellence.
- Williams, D.A., & Wade-Golden, K.C. (2013). The chief diversity officer: Strategy, structure and change management.