



Examples of how to include commitment to diversity and inclusion in the description of the position

1) Health Services, Chair and Professor: The University of Washington School of Public Health seeks a visionary and effective leader to become the next Chair of the Department of Health Services. This department prepares future health practitioners, managers, and researchers to improve the well being of communities in the U.S. and around the world. The ideal candidate will have a distinguished record of leadership in a field related to the Department's research and academic programs. We seek an individual demonstrating dedication to excellence in teaching, and research programs, as well as a strong commitment to public health practice and to engagement with communities and policy makers; to social justice, diversity, equity, and inclusiveness. Strong management and administrative skills, combined with a vision for the future of Health Services and a sense of mission for the department are also needed and a sincere commitment to promoting diversity as evidenced by prior successful and innovative measures.

2) School of Nursing, Assistant/Associate Professor: The University of Washington School of Nursing (UWSoN) seeks applications for a full time, 9-month faculty position at the level of tenure-track Assistant or Associate Professor to lead faculty in teaching innovation. Candidates should show evidence of specific accomplishments demonstrating an ability to innovate and create new effective models of learning and teaching in nursing and/or health care, including experiences related to diversity, equity and inclusion; the ability to integrate knowledge of learning theory, current and developing pedagogical technology, and information from a wide range of fields; the personal and professional skills needed to create a collaborative implementation environment within the UWSoN faculty. We seek a leader who will champion the development, implementation, and evaluation of new educational strategies—not just evolutionary, but also revolutionary strategies. These strategies will align with and advance the University's and School's mission, vision, values, and strategic plan. The UWSoN's three academic departments, the Department of Biobehavioral Nursing and Health Systems, Department of Family and Child Nursing, and Department of Psychosocial and Community Health, excel at supporting research and fostering growth of faculty, staff, and students.

3) School of Oceanography, Assistant Professor: The University of Washington School of Oceanography invites applications for a full-time (100% FTE), 9-month, multi-year tenure-track Assistant Professor (0116) position. A Ph.D. or foreign equivalent is required on the date of appointment. We seek to hire a physical oceanographer with strong dynamical and/or observational interests. The applicant's research focus may be

at any scale, from coastal to global, from mixing to climate. Applicants should demonstrate interest in interdisciplinary collaboration, and complement the research of our current faculty. University of Washington faculty engage in teaching, research and service. The successful applicant will be expected to contribute to the teaching mission of the department at the graduate and undergraduate levels. The University of Washington and the School of Oceanography promote diversity and inclusivity among our students, faculty, staff, and public. Thus, we seek candidates whose research, teaching, and/or service have prepared them to fulfill our commitment to inclusion, and have given them the confidence to fully engage audiences in higher education from a wide spectrum of backgrounds.

Examples of how to include a unit description that values diversity and diversity-related work

1) School of Social Work, Assistant Professor: The School of Social Work is dedicated to the goal of building a culturally diverse, inclusive and pluralistic faculty and staff committed to research, teaching and practice in a global multicultural environment. We seek talented and innovative scholars who bring depth in culturally responsive research and practice at any level of social work practice, from micro to macro, have an identifiable area of specialty expertise, and are drawn to work in a faculty focused on many of the Grand Challenges mobilizing the profession. Our School's social justice mission leads us to invest in recruiting colleagues who in their scholarship, teaching, and service demonstrate experience with, knowledge of, and sensitivity to the needs of culturally diverse and oppressed populations. As a program with a core mission of social justice and a deeply diverse student body, successful candidates will have a demonstrated commitment to work with marginalized communities and with students holding a range of worldviews.

2) Mathematics, Assistant/Associate Professor: Applications are invited for a full-time tenure-track Assistant or Associate Professor position at the Department of Mathematics of the University of Washington, to begin in September 2016. Applicants are required to have a PhD or foreign equivalent and an established research record in mathematics. Duties include undergraduate and graduate teaching and independent research. The Department of Mathematics at the University of Washington is committed to fostering a diverse and inclusive academic community. (See <https://www.math.washington.edu/General/diversity.php>.) We encourage applications from individuals whose backgrounds or interests align with this commitment. Candidates are welcome to include a brief statement in this regard in their application.

Examples of how to include UW's commitment to diversity in university description

1) College of the Environment, Atmospheric Sciences, Assistant/Associate Professor: The UW is located in the greater Seattle metropolitan area, with a dynamic, multicultural community of 3.7 million people and a range of ecosystems from

mountains to ocean. The UW serves a diverse population of 80,000 students, faculty and staff, including 25% first-generation college students, over 25% Pell Grant students, and faculty from over 70 countries. A recipient of the 2006 Alfred P. Sloan Award for Faculty Career Flexibility and a National Science Foundation ADVANCE Institutional Transformation Award to increase the advancement of women faculty in science, engineering, and math (see www.engr.washington.edu/advance), the UW provides a wide range of networking, mentoring and development opportunities for faculty.

2) Psychosocial and Community Health, Professor and Chair: The School of Nursing is known for pioneering research as well as fostering academic and professional growth of faculty and students. The School fosters and supports mutually enriching community academic partnerships. The University of Washington serves a diverse population of 80,000 students, faculty and staff, including 25% first-generation college students, over 25% Pell Grant students, and faculty from over 70 countries. In accord with the University's expressed commitment to excellence and equity, contributions in scholarship and research, teaching and service that address diversity and equal opportunity may be included among the professional and scholarly qualifications for appointment and promotion. Seattle is a culturally diverse urban center. It also has growing racial, ethnic and immigrant communities. The University of Washington is committed to building a diverse faculty, staff, and student body and is an Equal Opportunity/Affirmative Action Employer.

3) Evans School, Research Associate: University of Washington faculty engage in teaching, research and service. University of Washington is an affirmative action and equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, age, protected veteran or disabled status, or genetic information. The University also recognizes any faculty member's research, teaching, and community service agenda addressing historical, methodological, and applied concerns/issues relating to underrepresented and/or underserved communities. Per the University of Washington Faculty Code: "In accord with the University's expressed commitment to excellence and equity, contributions in scholarship and research, teaching, and service that address diversity and equal opportunity may be included among the professional and scholarly qualifications for appointment and promotion."

Examples of how to describe potential allies

1) American Indian Studies, Assistant Professor: The Department of American Indian Studies at the University of Washington seeks a full-time, tenure-track Assistant Professor of Indigenous Environmental and Sustainability Studies whose research and teaching engages American Indian and Indigenous Studies through the study of tribal ecosystems. The department works with national and regional Indigenous communities through the UW Tribal Leaders Summit, Native American Advisory Board, the UW

wəfəbʔaltx™ Intellectual House, and campus symposia and conferences. AIS is a campus leader in facilitating the recruitment and retention of American Indians, First Nations, and Indigenous faculty and students.

The department faculty represents a range of disciplines and approaches their teaching and research from a decolonized, community-based and global perspective. This search is open to candidates in relevant fields, including but not limited to Biology, Forestry, Fishery Sciences, Marine Sciences, Botany, Environmental Studies, American Indian and Indigenous Studies, Anthropology, and Geography. This is one of three new positions at the University of Washington to address environmental equity and justice, indigenous environmental and sustainability studies, and diversity and access. Prospective applicants are encouraged to review all three-job announcements prior to submitting their application.

2) Earth and Space Sciences, Assistant Professor: The Department of Earth and Space Sciences at the University of Washington invites applications for a tenure-track position in geobiology and sedimentary geology. Opportunities for collaboration exist with departmental research groups in isotopic geochemistry, Quaternary studies and surface processes, the Burke Museum, Program on Climate Change, Astrobiology Program, the Departments of Atmospheric Sciences and Biology, and the Schools of Oceanography and Environmental and Forest Sciences.

The College of the Environment seeks to attract and promote a diverse workforce to maintain the excellence of the University, and to offer students richly varied disciplines, perspectives and ways of knowing and learning. Willingness to work collaboratively with faculty and to mentor students from a wide range of disciplines, cultures and academic backgrounds is essential. Applicants should have a Ph.D. degree (or foreign equivalent) in a relevant field by the start of the appointment and will be expected to participate in undergraduate and graduate teaching, independent research, and service.

Examples of how to incorporate diversity and inclusion into requested materials

1) School of Oceanography, Assistant Professor: Applicants should submit A) a cover letter, B) curriculum vitae with publication list, C) statements of research and teaching interests with reference to how their teaching and/or research demonstrate a commitment to diversity and inclusion through scholarship or by improving access to higher education for underrepresented individuals or groups, and D) the names and contact information of four references. Letters of recommendation from references should be sent directly by the referee before the application deadline.

2) UW Tacoma Institute of Technology, Assistant Professor: Applicants should include (1) a cover letter describing their academic qualifications and professional experiences, how they will bring value to the Institute's curricula, and how they align with current faculty research interests. Applicants' statements should detail how their teaching,

service and/or scholarship has supported the success of students from racial, ethnic, and gender backgrounds that are underrepresented in their academic field; applicants who have not yet had the opportunity for such experience should note how their work will further University of Washington Tacoma's commitment to diversity; (2) Samples of published research results and an outline of your research goals and plans; (3) a description of teaching philosophy (including a list of courses the candidate is qualified to teach; (4) evidence of teaching effectiveness (5) a curriculum vitae, and (6) contact information for at least three references. Applications must be submitted electronically through Academic Jobs Online: <https://academicjobsonline.org/ajo/jobs/6190>