Tip: Recruiting Minority and Underrepresented Faculty

Recruiting minority and underrepresented faculty is an important component in having a diverse and inclusive campus. The information provided were collected from university websites and job announcements.

Examples of University Recruitment Language

West Virginia University

- “We pride ourselves on a tireless endeavor for achievement. We are home to some of the most passionate, innovative minds in the country who push their limits for the sake of progress, constantly moving the world forward.”
- “The University values diversity among its faculty, staff and students, and invites applications from all qualified individuals, including minorities, females, individuals with disabilities, and veterans.”

University of Pittsburgh

- “Pitt-Greensburg values candidates with a commitment to teaching and experience in working with diverse groups.”
- “The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer and values equality of opportunity, human dignity and diversity.”

University of Michigan

- “The University of Michigan has, as one of its core values, an abiding commitment to sustaining a community in which the dignity of every individual is respected. Key to this value are efforts to foster and nurture an environment of civility and mutual respect by preventing discrimination and harassment on our campuses.”

Harvard University

- “We particularly encourage applications from historically underrepresented groups, including women and minorities.”
- “We are committed to supporting and celebrating individuals from all backgrounds, countries, and cultures. Doing so gives us the ability to readily adapt, the creativity to come up with fresh ideas, the openness to connect with others, and the willingness to share knowledge and our excitement about pursuing it.”

Brown University

- “Brown University is committed to fostering a diverse and inclusive academic global community.”

Stanford University

- “We believe different perspectives, experiences and cultures enrich the educational and work experience. We celebrate diversity and foster inclusiveness by providing services and resources designed for equal opportunity, equal access, and collaboration among our diverse community.”

Princeton University

Job requirements:

- “Ability to influence culture and behavior change, collaborate, and work adeptly with University senior executives, managers, and staff members;
- Demonstrated success with assessing and connecting business strategies and diversity and inclusion.”
• “Princeton University is an Equal Opportunity/Affirmative Action Employer and all qualified applicants will receive consideration for employment without regard to age, race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability status, protected veteran status, or any other characteristic protected by law."

University of Cincinnati-Blue Ash

• “The University of Cincinnati, as a multi-national and culturally diverse university, is committed to providing an inclusive, equitable and diverse place of learning and employment. As part of a complete job application you will be asked to include a Contribution to Diversity and Inclusion statement.”

American University of Iraq, Sulaimani

• “Evidence of excellent teaching skills, including the ability to teach diverse populations and students for whom English is not their native language;
• Applicants who speak more than one language, and have lived in more than one country, are preferred;
• AUIS is an Affirmative Action/Equal Employment Opportunity employer that believes cultural diversity is essential to education.”

University of Hawaii at Manoa

• “The University of Hawaii is an equal opportunity/affirmative action institution and is committed to a policy of nondiscrimination on the basis of race, sex, gender identity, and expression, age, religion, color, national origin, ancestry, citizenship, disability, genetic information, marital status, breastfeeding, income assignment for child support, arrest and court record (except as permissible under State law), sexual orientation, domestic or sexual violence victim status, national guard absence, or status as a covered veteran.”