

## FACULTY RECRUITMENT

### Equal Opportunity, Affirmative Action & Diversity Statements

#### Workday (WSU.edu/jobs) Postings

These EO/AA and diversity statements are pre-loaded on all job postings listed through Workday (WSU.edu/jobs)

WASHINGTON STATE UNIVERSITY IS AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EDUCATOR AND EMPLOYER. Members of ethnic minorities, women, special disabled veterans, veterans of the Vietnam-era, recently separated veterans, and other protected veteran, persons of disability and/or persons age 40 and over are encouraged to apply.

WSU employs only U.S. citizens and lawfully authorized non-U.S. citizens. All new employees must show employment eligibility verification as required by the U.S. Citizenship and Immigration Services.

WSU is committed to providing access and reasonable accommodation in its services, programs, activities, education and employment for individuals with disabilities. To request disability accommodation in the application process, contact Human Resource Services: 509-335-4521 (v), Washington State TDD Relay Service: Voice Callers: 1-800-833-6384; TDD Callers: 1-800-833-6388, 509-335-1259(f), or hrs@wsu.edu.

#### Internal/External Advertisements

For positions not posted through Workday (WSU.edu/jobs) and/or advertised externally such as print advertisements, web advertisements, listserves, mailings, etc. the following are either required or recommended statements to include.

#### Required: EO/AA Statement

This statement is required on all WSU job advertisements

- **Short Statement**

*“Washington State University is an EO/AA educator and employer”*

- **Long Statement**

*“Washington State University is an equal opportunity/affirmative action educator and employer. Members of ethnic minorities, women, special disabled veterans, veterans of the Vietnam-era, recently separated veterans, and other protected veterans, persons of disability and/or persons age 40 and over are encouraged to apply.”*

**Recommended:** ADVANCE at WSU Language

Recommended for faculty positions, especially those in the science, technology, engineering and mathematics disciplines.

*“WSU is committed to excellence through diversity, has faculty friendly policies including a partner accommodation program, and a NSF ADVANCE Institutional Transformation grant ([advance.wsu.edu](http://advance.wsu.edu)).”*

**Recommended:** Diversity Statements - Examples

Any diversity statements used in the job posting must be relevant to the duties and responsibilities of the position. The following are examples.

- The [College/Area/School/Dept] seeks qualified candidates who can make contributions to the diversity and excellence of the university community through their teaching, research, and/or service.
- The [College/Area/School/Dept] seeks candidates whose research, teaching, or service has prepared them to contribute to our commitment to diversity and inclusion in higher education.
- The [College/Area/School/Dept] is interested in candidates who will contribute to diversity and equal opportunity in higher education through their teaching, research, and service.
- The [College/Area/School/Dept] is interested in candidates who have demonstrated commitment to excellence by providing leadership in teaching, research or service towards building an equitable and diverse scholarly environment.

- The [College/Area/School/Dept] is interested in candidates who have developed effective teaching strategies for the educational advancement of students from groups underrepresented in higher education.
- The [College/Area/School/Dept] is interested in candidates who have a record of success advising individuals from groups underrepresented in higher education.
- The [College/Area/School/Dept] is interested in candidates who have the potential to bring to their research the critical perspective that comes from their non-traditional educational background or their understanding of the experiences of a member of groups under-represented in higher education.
- The [College/Area/School/Dept] is interested in candidates who have the communication skills and cross-cultural abilities to maximize effective collaboration with a diverse community of campus and external colleagues.

Be creative with the placement of your diversity statement. This is your chance to share details about your commitment to diversity. Be conscientious about sticking the diversity statement in the end of your advertisement with the reference check, and background check requirements. Perhaps move the diversity statement up further in your position announcement to highlight your department/area/college commitment to diversity.