

## **ADVERTISING UC DAVIS' COMMITMENT TO DIVERSITY AND INCLUSION IN LADDER RANK RECRUITMENTS**

Examples of statements that can be used in position descriptions:

- We are actively seeking faculty who aspire to educate a student body rich in diversity with respect to gender, ethnicity, first-generation students, socioeconomic status, and academic interests.
- We particularly value faculty who are committed to mentoring and educating students from the broadest possible cross-sections of their communities and countries.
- We especially welcome applicants whose research, teaching, and community outreach demonstrably attest to their commitment to inclusion of under-represented and/or non-majority individuals into their respective area of specialization within their discipline.
- We welcome applicants who have shown a commitment to educating and mentoring a diverse student body to expand opportunities and enhance personal growth, retention, and academic success.
- UC Davis is the recipient of a 2012 ADVANCE Institutional Transformation grant from the National Science Foundation to increase the participation and advancement of women in academic science and engineering careers.
- UC Davis was ranked #1 in 2016 on Forbes Magazine list of the 13 most important STEM (Science, Technology, Engineering, and Mathematics) universities for women, and is expecting to earn the U.S. Department of Education's "Hispanic Serving Institution" designation by 2018-2019.
- UC Davis celebrates the multi-cultural diversity of its student body by creating a welcoming and inclusive environment for students through such organizations and programs as the Center for African Diaspora Student Success; the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual Resource Center; Casa Cuauhtémoc Chicano-Latino Theme House; Asian Pacific American Theme House; ME/SA (Middle Eastern/South Asian) living-learning community; Multi-Ethnic Program (MEP); and Native American Theme Program.
- UC Davis supports family-friendly recruitments. UC Davis covers travel expenses for a second person to accompany an invited faculty recruitment

candidate who is a mother (or single parent of either gender) of a breast or bottle-feeding child less than two years of age.

[http://academicaffairs.ucdavis.edu/local\\_resources/docs/work-life/WL%20Brochure%20Version%2012\\_20\\_2017.pdf](http://academicaffairs.ucdavis.edu/local_resources/docs/work-life/WL%20Brochure%20Version%2012_20_2017.pdf)

- UC Davis recognizes the necessity of supporting faculty with efforts to integrate work, family and other work-life considerations. To recruit and retain the best faculty, the campus sponsors a Work Life Program that provides programs and services that support faculty as they strive to honor their commitments to work, home and community.  
[http://academicaffairs.ucdavis.edu/local\\_resources/docs/work-life/WL%20Brochure%20Version%2012\\_20\\_2017.pdf](http://academicaffairs.ucdavis.edu/local_resources/docs/work-life/WL%20Brochure%20Version%2012_20_2017.pdf)
- The UC Davis Partner Opportunities Program (POP) is a service designed to support departments and deans' offices in the recruitment and retention of outstanding faculty. Eligibility for POP services is limited to full-time Academic Senate Ladder Rank faculty (including Lecturers with Security of Employment (LSOE), Lecturers with Potential Security of Employment (LPSOE), and Senior Lecturer with Security of Employment (SLPSOE)), and Specialists in Cooperative Extension.