



September 22, 2015

**Interim Dean Stephen Barker, Claire Trevor School of the Arts**  
**Dean Erwin Chemerinsky, School of Law**  
**Vice Chancellor and Dean Howard Federoff, School of Medicine**  
**Dean Kenneth Janda, School of Physical Sciences**  
**Dean Frank LaFerla, Biological Sciences**  
**Dean William Maurer, School of Social Sciences**  
**Interim Dean Carroll Seron, School of Social Ecology**  
**Dean Eric Spangenberg, Paul Merage School of Business**  
**Dean Hal Stern, Donald Bren School of ICS**  
**Dean Georges Van Den Abbeele, School of Humanities**  
**Interim Dean Mark Warschauer, School of Education**  
**Dean Gregory Washington, The Henry Samueli School of Engineering**

**Re: Diversity Statement Required for all Faculty Applicants**

Dear Deans,

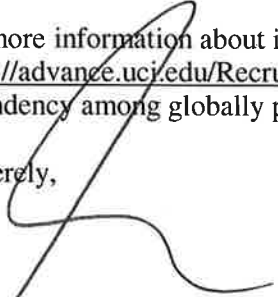
As we discussed last this week, applicants for senate faculty positions will now be required to submit a statement on previous and/or potential contributions to diversity, equity and inclusion. This modification in the search process follows a year-long pilot in 2014-2015 in which some schools required candidates to submit diversity statements as part of their application materials. The participating schools found these useful in the evaluation and hiring process. We are therefore adopting this policy campus wide.

For faculty recruitments in 2015-2016:

1. Ads should include the following sentence. "Complete your application by also submitting a statement on previous and/or potential contributions to diversity, equity and inclusion."
2. Applicants must submit a diversity statement in the relevant field in RECRUIT---the on-line application management system---in order to complete their application.
3. Search committees should consider the diversity statement using the evaluation grid provided.

For more information about inclusive excellence recruitment resources, please consult the ADVANCE web-page (<http://advance.uci.edu/Recruitment.html>.) As we enter our next half century, inclusive excellence will drive UCI's ascendancy among globally preeminent universities.

Sincerely,



Enrique J. Lavernia, Ph.D.  
Provost and Executive Vice Chancellor  
Distinguished Professor of Chemical Engineering and Material Science  
University of California, Irvine

Cc: A. Bennett  
M. Dennin  
D. Haynes  
J. Lefkoff  
F. Leslie  
D. O'Dowd  
J. Stepan-Norris