



OFFICE OF THE PROVOST AND EXECUTIVE VICE CHANCELLOR
UNIVERSITY of CALIFORNIA • IRVINE

September 22, 2015

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Re: Diversity Statement Required for all Faculty Applicants

Dear Deans,

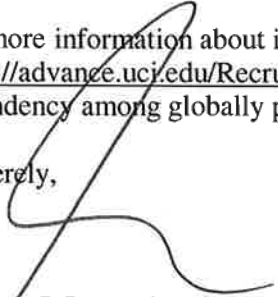
As we discussed last this week, applicants for senate faculty positions will now be required to submit a statement on previous and/or potential contributions to diversity, equity and inclusion. This modification in the search process follows a year-long pilot in 2014-2015 in which some schools required 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
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Cc: A. Bennett
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