



ADVANCE Program
for Equity and Diversity

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July 23, 2014

To: Deans, Chairs, CPOs

Dear Colleagues;

On Monday, June 19 Interim Chancellor Howard Gillman announced the adoption of a new statement of contributions to diversity in the faculty search process beginning in 2014-2015. This new feature not only underscores the campus commitment to inclusive excellence, but also provides applicants with an opportunity to describe how their previous and/or future contributions will advance this vital area of university life. The implementation of the diversity statement will involve slight modifications to the existing faculty search process. These are detailed below.

1. Advertisements for all open positions will include the following statement: "A separate statement that addresses past and/or potential contributions to diversity, equity and inclusion should also be included in the application materials".
2. The UCI Recruit on-line application system will include a dedicated field for applicants to upload their diversity statements.
3. School Equity Advisors will discuss the use of the diversity statement evaluation grid in their mandatory presentations to search committees.
4. Search committees will use a diversity statement evaluation grid that is available at <http://advance.uci.edu/RecruitAd.html>.
5. Departments will discuss the strength of the diversity statement as part of the rationale for the proposed list of short-listed candidates to be invited to campus.
6. Deans will consider the diversity statements of finalists and summarize the diversity activities of new hires as part of their annual report to the provost.

Should you have questions, please do not hesitate to contact me. In the meantime, you may want to consult the attached Frequently Asked Questions about the diversity statement in the faculty search process.

Expect Equity, Support Diversity!

Douglas M. Haynes
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