
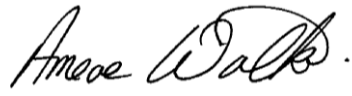


Date: March 20, 2015

To: Deans, Department Chairs, and Academic Personnel staff engaged in recruitments

From: Provost and Executive Vice Chancellor D'Anieri 
Vice Provost for Academic Personnel Walker 

Re: Required Additions to Advertisements for Faculty Positions
Effective Date March 16th, 2015

With the goal of increasing the pool of diverse applicants for faculty and other academic positions, we have instituted a new requirement for wording to appear in all advertisements of academic openings. The following two paragraphs must be included in the body of the advertisement, but may be combined with other items. This applies to advertisements placed in journals, on college, department, society or personal websites, as sent out to departments at other universities, and the copy reproduced in AP Recruit.

- 1) UCR is a world-class research university with an exceptionally diverse undergraduate student body. Its mission is explicitly linked to providing routes to educational success for underrepresented and first-generation college students. A commitment to this mission is a preferred qualification.
- 2) Advancement through the faculty ranks at the University of California is through a series of structured, merit-based evaluations, occurring every 2-3 years, each of which includes substantial peer input.

This is, of course, in addition to the currently federally required wording:

The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, national origin, age, disability, protected veteran status, or any other characteristic protected by law.