



# THE OHIO STATE UNIVERSITY

COLLEGE OF FOOD, AGRICULTURAL,  
AND ENVIRONMENTAL SCIENCES

## Diversity and Inclusion Language for CFAES Faculty Searches

The College of Food, Agricultural and Environmental Sciences is committed to creating a climate that embraces and values diversity and inclusion. This includes engaging in teaching, research and outreach scholarship that impacts the broadest possible spectrum of stakeholders, as well as ensuring that our faculty, staff and students comprise a community that permits us to do so. Among our stated goals is hiring at least half of incoming faculty from populations that have been traditionally under-represented in the college and university. We have successfully done so for the past few years, and look now to improve upon our success to the highest degree possible.

As part of our effort to create diverse applicant and candidate pools, we will use the following language (adapted from the guidelines for OSUE Discovery Theme hires) in all our advertisements, and in all position descriptions.

Advertisements for all positions should include the following language pertaining to diversity and inclusion:

'The Ohio State University is committed to establishing a culturally and intellectually diverse environment, and encouraging all members of our learning community to reach their full potential. We are responsive to dual-career families and strongly promote work-life balance to support our community members through a suite of institutionalized policies. We are an NSF Advance Institution and a member of the Ohio/Western Pennsylvania/West Virginia Higher Education Recruitment Consortium.'

In addition to the 'inclusive diversity' statement above, TIUs should include a statement related to OSU's and The College of Food, Agricultural and Environmental Sciences' diversity values in the preferred qualifications sections of the various position descriptions. Examples include:

'Preferred Qualifications: Program experience, university teaching experience, experience in mentoring members of underrepresented groups.'

'Preferred Qualifications: Experience developing or working in interdisciplinary research teams, experience in mentoring members of underrepresented groups.' (This could be tailored to target specific fields - humanities, STEM, etc.)

In the "Application Material" or "Application Procedures" section, candidates should also be asked to include a statement addressing their experience in these areas, and how they can help us achieve our goals.

Examples:

1. Discuss your experiences working with or mentoring members of underrepresented groups.
2. Discuss your philosophy for building an inclusive environment.
3. Discuss how you will contribute to building a diverse and inclusive environment.



If you have any questions, please contact Terry Niblack (Niblack.2); Kathy Lechman (Lechman.1) or Elayne Siegfried (Siegfried.20).

### **Additional Resources**

STRIDE PowerPoint “Strategies and Tactics for Recruiting to Increase Diversity and Excellence”:

[http://womensplace.osu.edu/assets/files/STRIDE-FacRecWorkshop\\_OSU\\_9.10.13.ppt](http://womensplace.osu.edu/assets/files/STRIDE-FacRecWorkshop_OSU_9.10.13.ppt)

Human Resources offers two videos:

YouTube Video Part 1: Bias and Schemas - The Impact of Implicit Bias:

<http://www.youtube.com/watch?v=UZHxFU7TYo4&feature=plcp>

YouTube Video Part 2: Best Practices for Recruiting Women and Underrepresented Faculty:

<http://www.youtube.com/watch?v=QGtQsJUiaxk&feature=youtu.be>

The Office of Academic Affairs offers Faculty Recruitment Resources Guide: Tips to Ensure a Successful Search:

[http://www.womensplace.osu.edu/assets/files/FacultyRecruitmentTips\\_9-26-14.pdf](http://www.womensplace.osu.edu/assets/files/FacultyRecruitmentTips_9-26-14.pdf)

Legal Do's and Don'ts from Human Resources:

<http://hr.osu.edu/public/documents/hrpubs/legaldd.pdf?t=2014925115610>

OH/Western PA/WV HERC will assist in addressing the needs of dual-career couples by providing one convenient location to learn about higher education job openings:

<http://www.case.edu/provost/singer/facdev/hercinfo.html>

Dual Career Hiring fund:

<http://oaa.osu.edu/dual-career-hiring-fund.html>

Special opportunity hiring fund, designed to provide incentives to and reward units for successfully recruiting and retaining faculty members who will contribute to diversity and equal opportunity within their unit:

<http://oaa.osu.edu/special-opportunity-hire-fund.html>

Comprehensive Equity at Ohio State (CEOS) has released two reports on the status of men and women STEM faculty at the Ohio State University, which include conditions of employment, job satisfaction and the progress and impact of ADVANCE activities at OSU.

<http://ceos.osu.edu/#Research%20Report>