

Proactive Language

Proactive language can be included as a specific job qualification or as a summary statement at the end of job announcements. Examples include the following:

- The successful candidate will have demonstrated commitment to recruiting and retaining an ethnically, culturally diverse faculty and staff.
- The ideal candidate will have demonstrated proven ability to work cooperatively and collaboratively with diverse groups and individuals.
- Candidate's cover letter should include a description of how multicultural issues have been or will be brought into courses.
- Candidate's cover letter should include a description of previous activities mentoring minorities, women or members of other underrepresented groups.
- Successful candidates must be committed to working with diverse student and community populations.
- The University of Illinois is committed to building a culturally diverse educational environment. Applicants are requested to include in their cover letter information about how they will further this goal.
- The University of Illinois is especially interested in candidates who can contribute to the diversity and excellence of the academic community through their research, teaching and/or service.
- Our goal is to attract world-class faculty to enrich the educational experience of our bright and motivated students. UIC is dedicated to the goal of building a culturally diverse faculty committed to teaching and working in a multicultural environment and strongly encourages applications from women and minorities.

The inclusion of proactive language conveys a level of commitment beyond that which is required by regulation and sends a clear message that the University of Illinois values diversity and is committed to the principle of diversity.