Examples of Faculty Job Postings with Inclusive Language

Note: Use inclusive language for short or long advertisements. Also, the statement regarding an earned doctorate is necessary in order to hire international faculty.

**DEPARTMENT HEAD POSITION**

Head
Department of [DEPARTMENT NAME]
Texas A&M University

The College of [COLLEGE NAME] at Texas A&M University invites applications and nominations for the position of Head of the Department of [DEPARTMENT NAME]. Applicants must have an earned doctorate in [FIELD] or an appropriate, closely-related discipline. The ideal candidate will have an internationally recognized research program, a commitment to undergraduate and graduate teaching, administrative experience, and capacity for visionary leadership. Further, we are seeking an individual who pursues academic excellence through diversity at all levels and is committed to fostering an environment in which faculty, staff, and students from a variety of backgrounds, cultures, and personal experiences are welcomed and can thrive.

[DEPARTMENT AND COLLEGE INFORMATION]

Texas A&M University is the 5th largest university in the country, and it has more than 50,000 students from all 50 states and 113 countries. The university holds a multibillion dollar endowment ranked fourth among public universities, and is a top 20 research enterprise. The university is located in Bryan/College Station, Texas, a community of about 200,000, which is at the center of the triangle formed by Dallas/Ft. Worth, Houston, and San Antonio. The area boasts a low cost of living, a sun-belt environment, and is consistently ranked among the best places to live in the country.

The Texas A&M University System is an affirmative action/equal opportunity employer (www.tamus.edu/offices/eo). The university is dedicated to building a culturally diverse and pluralistic faculty and staff committed to teaching and working in a multicultural environment; applications from women, minorities, individuals with disabilities, and covered veterans are strongly encouraged. Texas A&M University is aware that attracting and retaining exceptional faculty often depends on meeting the needs of two careers and having policies that contribute to work-life balance. For more information, visit http://dof.tamu.edu/content/balancing-work-and-life.

Applicants should email a detailed CV as well as statements of research accomplishments, teaching perspective, and administrative philosophy to: [EMAIL ADDRESS]. Review of applications will begin [DATE], and the process will continue until the position is filled.
The Department of [DEPARTMENT NAME] at Texas A&M University invites applications for multiple tenured or tenure-track faculty positions. Although we primarily seek candidates at the associate- and full-professor levels, exceptional candidates at the assistant-professor level will be also considered. Applicants must have an earned doctorate in [FIELD] or an appropriate, closely-related discipline. The ideal applicant will teach at the undergraduate and graduate levels; develop an independent, externally funded research program; participate in all aspects of the department’s activities; and serve the profession. Applicants should consult the department’s website [WEBSITE] to review our academic and research programs.

[DEPARTMENT AND COLLEGE INFORMATION]

Texas A&M is located in the twin cities of Bryan and College Station, with a population of more than 140,000, and is conveniently located in a triangle formed by Dallas, Houston and Austin. The area boasts a low cost of living, a sun-belt environment, and is consistently ranked among the best places to live in the country. Texas A&M has more than 50,000 graduate and undergraduate students enrolled. Research expenditures at Texas A&M total more than $700 million annually, ranking 23rd nationally. With an endowment valued at more than $5 billion, the university ranks fourth among U.S. public universities and 10th overall.

Applicants should submit a cover letter stating the position they are interested in, curriculum vitae, teaching and research statements, and a list of four references (including postal addresses, phone numbers and email addresses) to [WEBSITE].

Full consideration will be given to applications received by [DATE]. Applications received after that date may be considered until positions are filled. It is anticipated that appointments will begin [FALL/SPRING, YEAR].

The Texas A&M University System is affirmative action/equal opportunity employer dedicated to the goal of building a culturally diverse and pluralistic faculty and staff committed to teaching and working in a multicultural environment. We strongly encourage applications from women, minorities, individuals with disabilities, and covered veterans. Texas A&M University is aware that attracting and retaining exceptional faculty often depends on meeting the needs of two careers and having policies that contribute to work-life balance. For more information, visit http://dof.tamu.edu/content/balancing-work-and-life.