Examples of Inclusive, Well-Rounded Postings at OHIO

When recruiting for a position, one of the first steps will be creating a posting for applicants to see and taking some time to make sure that the posting is both well-rounded and inclusive can make a significant impact on the breadth and quality of your applicant pool. This means including language beyond the simple position description such as information about the department, college, university, and surrounding community; information about robust and inclusive compensation and benefits packages; and information about how a role connects to strategic initiatives of the institution.

It’s important to note that such language is more likely to have an impact when it is sincere and specific to the department or even to each posting so as to avoid the impression of required, standard, or stock language. To assist departments wishing to create their own postings, several exerpts from past postings at OHIO have been highlighted below. For more information regarding inclusive search processes or posting standards, please attend OHIO Search Committee training or contact your HR Liaison.

# Examples of Information about College, University, and Community

College of Business: University and College Values/Information
Ohio University’s College of Business is a top-ranked, AACSB-accredited business school that offers a hands-on, personalized experience for students at the undergraduate and graduate levels. We’re agile professionals who are disciplined risk takers, life-long learners, and curious global citizens. We inspire innovators who strategically create value and motivate leaders who serve with grit and determination. We also nurture self-aware citizens who better the world of business. Our culture in the College of Business is one that is never complacent. We believe if there’s a better way, we should do it. We’re motivated to serve our students first and we will always find ways to do, and be, better. This includes finding additional incredible faculty and staff like you. We hope you’ll join us. Learn more at https://business.ohio.edu/about/future-employees/.

Ohio University (http://www.ohio.edu/) has a vibrant residential campus that attracts top quality students. Athens, Ohio, is a quintessential college town. We are located in picturesque Athens, OH, which provides a classic residential learning environment for over 20,000 students on the main campus and is a family-friendly and culturally rich community located amidst scenic state and national forests just 75 minutes southeast of Columbus, Ohio.

## College of Education – College Values

Our core values: The Gladys W. and David H. Patton College of Education prepares graduates who are CALLED to LEAD: Change Agents who are Lifelong Learners committed to Embracing Diversity and LEADership. Our leader-educators, practitioners, and human service professionals share our commitment to serving society responsibly as change agents in meeting diverse human and social needs.

## University College – University Values

OHIO University is committed to ensuring a safe and welcoming environment for every member of the Bobcat community. OHIO’s, 5 C values – community, character, civility, citizenship, and commitment – exhibit how diversity in all of its forms enriches the distinct educational experience of OHIO students. In line with the University’s strategic initiatives around diversity and inclusion, this position will assist in the retention of students identified as in need of additional academic support.

## Fine Arts – Department, College, and Campus College Information

The Production Design and Technology (PD&T) program is committed to a collaborative design process and professional training in theatrical design and technology, preparing students for careers in New York, Chicago, regional and/or international theater markets.[…]

Ohio University has a vibrant residential campus that attracts top-quality students. Athens, Ohio, is a quintessential college town. We are located in picturesque Athens, OH, which provides a classic residential learning environment for over 20,000 students on the main campus and is a family-friendly and culturally rich community located amidst scenic state and national parks just 75 minutes southeast of Columbus, Ohio. The College of Fine Arts is the center of arts activity in the region with Schools of Music, Art+Design, Dance, Film, and Theater, and Interdisciplinary Arts.

# Examples of Commitment/Relation to Diversity & Inclusion

## College of Business - Commitment to Diversity & Inclusion

Diversity is a core value of the College of Business at Ohio University. We believe that the educational environment is enhanced when diverse groups of people with diverse ideas come together to learn. The richness of the University community reflects diversity of culture, race, gender, region, age, religion, ideas, socioeconomic levels, sexual orientation, ability and a myriad of multi-cultures. You will find Ohio University is a microcosm of a global society.

Ohio University is committed to creating a respectful and inclusive educational and workplace environment. Ohio University is an equal access/equal opportunity and affirmative action employer with a strong commitment to building and maintaining a diverse workforce. Women, persons of color, persons with disabilities, and veterans are encouraged to apply.

## Fine Arts – Commitment to Diversity and Inclusion

The university seeks faculty members who demonstrate the ability to bring critical perspective to issues of diversity and multiculturalism. The college is invested in hiring faculty members who can actively contribute to the climate of diversity and inclusion in the Theater Division through their teaching and creative activity. The Division seeks a candidate with excellent interpretive, interpersonal and communication skills with the ability to work in a highly collaborative atmosphere.

# Examples of Salary/Benefits/Schedule Language

## College of Education – Salary/Benefits

Salary is commensurate with qualifications. The position is a nine-month non-tenure track appointment. The successful candidate will enjoy our university benefits package including tuition for self and family, a comprehensive insurance package (including but not limited to prescription, vision, dental, and life insurance), paid holidays and sick time, and an excellent retirement plan.

## Fine Arts – Salary/Benefits

Salary is commensurate with education and experience and is accompanied by our generous university benefits such as tuition for self and dependents, a comprehensive insurance package (including but not limited to prescription, vision, dental, and life insurance), an excellent retirement plan including company contributions, parental leave, adoption reimbursement, and more. OHIO is also proud to offer wellness programs, on-site wellness facilities, and a generous employee assistance program. Additional information is available at <https://www.ohio.edu/hr/benefits/>.

## University College – Work Schedule

This is a full time 40 hour per week position designed to function within the department’s standard office hours of 8:00 a.m. and 6:00 p.m. That said, OHIO proudly offers flextime and flexplace arrangements which may be discussed at time of offer. Occasional evening and weekend hours may be required based on operational need.