

## **SAMPLE Job Announcement – UC Davis**

*Pulled 6/11/19 from <https://recruit.ucdavis.edu/JPF02600>*

### **Assistant Professor in Quantitative Biological Sciences**

- BIOLOGICAL SCIENCES - COLLEGE BIO SCI DEANS OFFICE, CENTER FOR NEUROSCIENCE, EVOLUTION & ECOLOGY, MICROBIOLOGY & MOLECULAR GENETICS, MOLECULAR & CELLULAR BIO, NEUROPHYSIOLOGY & BEHAVIOR, PLANT BIOLOGY, UC DAVIS GENOME CENTER

### **Description**

As part of a campus-wide initiative to hire leading research faculty with a strong commitment to teaching, research and service that will promote the success of underrepresented minority students (African-American, Latino (a)/Chicano (a)/Hispanic, and Native American) and address the needs of our increasingly diverse state, UC Davis announces an assistant professor faculty position in the College of Biological Sciences. Applications are encouraged from candidates with a strong disciplinary background in computational biology, bioinformatics, modeling, biostatistics or related discipline that will fit within one of the College's departments and/or centers.

In addition to a strong record of research and teaching excellence, the successful candidate will demonstrate an understanding of the barriers preventing full participation of underrepresented minorities in higher education. The successful candidate also will have an accomplished track record (calibrated to career stage) of teaching, research or service activities addressing the needs of underrepresented minorities, and a clearly articulated vision of how their work at UC Davis will continue to contribute to the University's mission of serving the needs of our diverse state and student population. Applicants' track record of engagement and activity related to diversity, equal opportunity, and inclusion as well as their plans for future engagement will be a significant part of the overall evaluation of the candidate's qualifications for a faculty appointment.

### **Minimum Qualifications**

Ph.D. or equivalent degree awarded by time of hire, where the topic of the work is in or related to computational biology, bioinformatics, modeling, biostatistics, or in biological sciences with demonstrated expertise in at least one of these topics.

### **Additional Qualifications**

We desire applicants who have identified strengths and experiences in the following areas:

- Excellence in research that complements or extends existing research strengths in the college and the potential to attract extramural funding.
- Evidence of commitment to or strong potential for commitment to the advancement of diversity, equity, and inclusion for underrepresented minority students and groups (African-American, Latino (a)/Chicano (a)/Hispanic, and Native American), and how this commitment integrates with teaching, research, and service.

- Commitment to excellence in teaching. Must demonstrate potential or evidence of ability to perform well at both graduate and undergraduate levels and to develop and teach undergraduate and graduate courses or seminars.

We encourage applications from candidates with strong disciplinary background in any current or emerging area that will fit within one of the following departments and/or centers:

- Department of Evolution & Ecology
- Department of Microbiology & Molecular Genetics
- Department of Molecular & Cellular Biology
- Department of Neurobiology, Physiology, & Behavior
- Department of Plant Biology
- Genome Center
- Center for Neuroscience
- Center for Population Biology

Please explore these departments at <https://biology.ucdavis.edu/research/departments> and these centers at <https://biology.ucdavis.edu/research/centers>.

Appointment will be as an academic year (9-month) tenure-track Assistant Professor. Applicants must have earned a Ph.D. or equivalent degree awarded by time of hire, where the topic of the work is in or related to computational biology, bioinformatics, modeling, biostatistics, or in biological sciences with demonstrated expertise in at least one of these topics. Participation in department, college, and university service is an expectation under our faculty shared governance model.

### **Application Requirements**

We **strongly recommend** that all candidates visit our website dedicated to this search for additional information about how their application materials, including their Statement of Contributions to Diversity, will be used by the Search Committee in our screening and review process. The link is <https://academicaffairs.ucdavis.edu/advancing-faculty-diversity-pilot-project>.

For full consideration applications must be completed by February 28, 2019; the position will remain open until filled through April 30, 2019. Application packages should be submitted online through <https://recruit.ucdavis.edu/apply/JPF02600> and should include the following documents: current Curriculum Vitae, cover letter, Research Statement, Statement of Contributions to Diversity, Statement of Teaching Accomplishments and Philosophy, and 3-6 letters of recommendation.

### **Our Commitment**

Diversity, equity, and inclusion are core values of the University of California, Davis. Our excellence in research, teaching, and service can best be fully realized by faculty who share our commitment to these values, which are included in our recently developed Diversity and Inclusion Strategic Vision, our new strategic plan: “To Boldly Go,” our Principles of Community, the Office of Academic Affairs Mission

Statement, and the UC Board of Regents Policy 4400: Policy on University of California Diversity Statement.

## **The University**

UC Davis is the home of the Aggies — go-getters, change makers and problem solvers who make their mark at one of the top public universities in the United States. Since we first opened in 1908, we've been known for standout academics, sustainability and Aggie Pride as well as valuing the Northern California lifestyle. These themes are woven into our 100-plus-year history and our reputation for solving problems related to food, health, the environment and society.

The University of California, Davis, has been recognized in the Times Higher Education World Reputation rankings for 2018, ranking 47th among the 100 top ranked universities by reputation. UC Davis was ranked 42nd out of 18,000 universities worldwide in the 2018-19 Center for World University Rankings, the largest academic ranking of global universities. UC Davis is ranked 5th nationally by the Wall Street Journal/Times Higher Education and 10th nationally by US News and World Report among U.S. public universities overall and for research funding. And Forbes Magazine named UC Davis the #1 university in its list of "The 13 Most Important STEM Colleges for Women." It is home to four colleges and six professional schools, 99 graduate programs, and receives over \$700 million annually in research funding. In addition, 44% of our fall 2017 undergraduates are first generation students, and UC Davis is expected to become a Hispanic Serving Institution in 2019.

UC Davis is known for its commitment to the environment, locally and globally. You can see it in our teaching, research and dedication to sustainability on our own campus. The university is ranked first in the world for campus sustainability practices by the 2017 UI GreenMetric World University Rankings. We are ranked 3rd among top U.S. colleges for "doing the most for the American Dream" for our commitment to economic diversity (College Access Index, New York Times 2017).

Our 5,300-acre campus is in the city of Davis, a vibrant college town of about 68,000 situated in a beautiful pastoral setting. Livability.com ranks Davis the 3rd "Best City to Live in for STEM Workers" and 18th among the "Top 100 Best Places to Live" in the country. The University's student population is approximately 35,500. The campus lies 14 miles west of Sacramento (the State capital), 72 miles northeast of San Francisco, 47 miles to the east of the famed Napa Valley and wine country, and 110 miles southwest of Lake Tahoe and the Sierras. The San Francisco Bay Area is home to multiple world-class research and academic institutions providing additional collaborative opportunities.

UC Davis supports family-friendly recruitments. UC Davis covers travel expenses for a second person to accompany an invited faculty recruitment candidate who is a mother (or single parent of either gender) of a breast or bottle-feeding child less than two years of age.

<http://academicaffairs.ucdavis.edu/programs/work-life/index.html>.

The UC Davis Partner Opportunities Program (POP)

(<https://academicaffairs.ucdavis.edu/partner-opportunities-program-pop>) and Capital Resource Network (<https://academicaffairs.ucdavis.edu/capital-resource-network>) are services designed to support departments and deans offices in the recruitment and retention of outstanding faculty.

Eligibility for POP services is limited, for full program details please visit the website. For questions regarding how these policies/programs affect academic appointees, contact: (530) 752-7643.

UC Davis recognizes the necessity of supporting faculty with efforts to integrate work, family and other work-life considerations. To recruit and retain the best faculty, the campus sponsors a Work-Life Program that provides programs and services that support faculty as they strive to honor their commitments to work, home and community.

(<https://academicaffairs.ucdavis.edu/work-life>).

UC Davis is a smoke- and tobacco-free campus effective January 1, 2014. Smoking, the use of smokeless tobacco products, and the use of unregulated nicotine products (e-cigarettes) are strictly prohibited on any property owned or leased by UC Davis -- indoors and outdoors, including parking lots and residential space.

We are an Affirmative Action/Equal Opportunity employer, and particularly encourage applications from members of historically underrepresented racial/ethnic groups, women, individuals with disabilities, veterans, LGBTQ community members, and others who demonstrate the ability to help us achieve our vision of a diverse and inclusive community. For the complete University of California nondiscrimination and affirmative action policy see: <https://policy.ucop.edu/doc/4000376/DiscHarassAffirmAction>. If you need accommodation due to a disability, please contact the recruiting college.

Under Federal law, the University of California may employ only individuals who are legally able to work in the United States as established by providing documents as specified in the Immigration Reform and Control Act of 1986. Certain positions funded by federal contracts or sub-contracts require the selected candidate to pass an E-Verify check. More information is available <https://www.e-verify.gov/>.

### **Job location**

Davis, California

### **Learn More**

More information about this recruitment: <https://academicaffairs.ucdavis.edu/advancing-faculty-diversity-pilot-project>

### **Requirements**

#### **Document requirements**

- Cover Letter
- Curriculum Vitae - Your most recently updated C.V.
- Research Statement
- Statement of Teaching Accomplishments and Philosophy
- Statement of Contributions to Diversity - Diversity contributions documented in the application file will be used to evaluate applicants. Please visit <https://academicaffairs.ucdavis.edu/advancing-faculty-diversity-pilot-project> to learn more about why a contributions to diversity statement is requested and visit <https://academicaffairs.ucdavis.edu/guidelines-writing-diversity-statement> for guidelines about writing a contributions to diversity statement.

## Reference requirements

- 3-6 letters of reference required

*Additional Notes taken from <https://academicaffairs.ucdavis.edu/advancing-faculty-diversity-pilot-project>*

## What Should a Statement of Contributions to Diversity Accomplish?

- **Indicate awareness** of inequities and challenges in education faced by historically underrepresented minority students and faculty (African-American, Latino (a)/Chicano (a)/Hispanic, and Native American), and the negative consequences of underutilization.
- **Demonstrate a track record tied to your career stage** and measure of success in activities (such as mentoring, teaching, or outreach) that aim to reduce barriers in education or research for underrepresented minority students and faculty (African-American, Latino (a)/Chicano (a)/Hispanic, and Native American).
- **Describe specific plans to contribute** through campus programs, new activities, or through national or off-campus organizations.
- **Provide a clearly articulated vision** of how their work at UC Davis will continue to contribute to the University's mission of serving the needs of our diverse state and student population.

*Only those candidates with a strong and compelling Statement of Contributions to Diversity will move forward in the evaluation process.*

---

## Guidelines for Writing a Statement of Contributions to Diversity

**UC Davis** welcomes our applicants for faculty positions to provide their own unique perspectives on their past, present, and future aspirations and contributions to promoting equity, inclusion, and diversity in their professional careers. You may have worked, for example, with members of communities or local organizations, in politics, or with university constituents like students, staff, or faculty to further the goals of equity and inclusion. We respect and recognize such activities as consonant with our mission at UC Davis: to advance the human condition through improving the quality of life for all, using a framework that connects its land-grant history to a transformative vision for the 21st century.

There are many valuable ways our faculty have contributed to the "One World, One UC Davis" vision. These have included:

- **Commitment** to using a faculty position to be a force of enlightenment and change by opening up opportunities to students who may have never known of the intellectual and life options that abound at our university.

- **Creation** of programs that provide access and establish a pipeline in disciplines for students in traditionally underrepresented groups.
- **Enriching** the classroom environment through providing exposure to new perspectives on cultures, beliefs, or practices, or the teaching of cultural humility or other aptitudes and skills to enhance the ability of our students to engage with inclusivity in a pluralistic society.
- **Exposure** to research opportunities for individuals historically excluded from disciplines on the basis of their gender or ethnic identity.
- **Leadership** in any capacity that tangibly promotes an environment where diversity is welcomed, fostered, and celebrated.
- **Mentoring** students from traditionally underrepresented groups and at-risk students to provide the guidance needed to help ensure their academic experience is a welcoming and positive one, to promote university resources when needed for retention, and to serve as transformative role models for those who may not yet understand their real potential in an academic environment.
- **Outreach** to members of student clubs, private organizations, or community groups whose mission includes service, education, or extending opportunity to disadvantaged people.
- **Recognition** of the challenges members of society face when they are members of underrepresented groups, people of color, or women; or because of their religious, ethnic, or gender identities or orientation.
- **Service** that promotes inclusion by striving to dismantle barriers to people historically excluded from the opportunities that all have a right to enjoy.
- **Production** of research that seeks to improve the lives of under-served communities or the promotion of knowledge or understanding through research and scholarship that sheds light on the experiences of oppressed or under-represented communities.

Through your own Statements of Contributions to Diversity, you can tell us how your past, present, and future activities have or will contribute to UC Davis' mission of promoting equity and inclusion or have shaped your perspective on this issue. But don't feel limited to that: if you have creative ideas for future activities that will contribute to the UC Davis' "One World" vision, please feel very welcome to share those as well, and specifically how and when you would like to implement them in our University environment.