EVALUATING INCLUSIVE EXCELLENCE VALUES AND GLOBAL & CULTURAL COMPETENCIES OF APPLICANTS SAMPLE

At our university, we are committed to the values of Inclusive Excellence and we recognize that each member of the community contributes to campus climate and culture. To build this culture of inclusion, we work to hire individuals who share these values and competencies. Job candidates can demonstrate these shared values in a variety of contexts, beginning with the application materials and continuing through the interview process. Below are guidelines on how to evaluate the diverse ways in which applicants can demonstrate this commitment.

All applicants are asked to provide a diversity statement and are given the following prompts to direct their responses.

Faculty version:

In your application, please describe how you would contribute to the development of a diverse and inclusive learning community at our university through your teaching, research, and/or service. Please include examples of your contributions when possible. Word limit 500.

Staff version:

At our university, inclusiveness is one of our enduring values and informs all of our efforts. We encourage applicants to familiarize themselves with our Inclusive Excellence Plan to learn more about our commitment and to identify how you might contribute to these efforts. Please include examples of your contributions when possible. Word limit 500.

In the diversity statement, we are seeking evidence of the following:

Awareness of 1) inequities and barriers to inclusion experienced by underrepresented and minoritized students, staff, and faculty and 2) an awareness of our Inclusive Excellence values and efforts.

Commitment to 1) removing barriers to inclusion and 2) building on the campus' efforts.

Evidence of Effort (commensurate to career stage) that demonstrates work they have done to reach these goals of inclusion in other contexts.

Vision of how they see their efforts contributing to campus Inclusive Excellence efforts.

	Expert **4-5** Points	**Intermediate** **2-3** Points	**Novice** **1** Point	**No evidence** **0** Points
Awareness of inequalities in society	Strong awareness of inequalities and impact on campus community members	Notes inequalities and impact on campus community members	Some mention of inequalities	No mention of inequalities.

ACADEMIC IMPRESSIONS

Awareness of our Inclusive Excellence plan	Strong awareness of Inclusive Excellence plan in context of broader IE conversations.	Some awareness of Inclusive Excellence plan in context of broader IE conversations.	Some awareness of Inclusive Excellence plan.	No reference to our Inclusive Excellence plan
Commitment To Inclusive Excellence efforts	Strong commitment to IE as a core value and commitment to supporting campus' IE efforts.	Shows strong commitment to supporting campus' IE efforts.	Shows commitment to supporting campus' IE efforts.	No evidence of commitment to Inclusive Excellence efforts
Effort/Track Record	Specific examples provided with demonstrated impact.	Specific examples provided.	Reference to general record provided.	No evidence of track record provided
Vision	Specific examples of vision provided in our context.	Specific examples of vision provided.	General examples of vision provided.	No evidence of vision provided

SOURCE: BALL STATE UNIVERSITY