

The following message regarding statements in position announcements for faculty and staff recruitment was shared with human resource professionals, university leaders, and others involved in recruitment and hiring on March 24, 2023.

Dear University of Missouri System Faculty and Staff:

We regularly review recruitment processes for new faculty and staff to ensure alignment with the university's mission, as well as state and federal laws regarding equal employment. The University of Missouri System remains dedicated to creating an environment free from discrimination, where all faculty, staff and students receive the support needed to thrive and make a difference.

Recently, there have been media reports that question the use of Diversity, Equity, and Inclusion (DEI) statements for hiring purposes at the University of Missouri System and other institutions of higher learning. In these reports, there is sometimes debate whether such statements serve as loyalty oaths or as litmus tests. We do not use loyalty oaths or litmus tests but a few of our job advertisements contained information that may give some readers the impression that such a request was inferred.

To eliminate confusion and to provide clear guidance for job applicants, the University of Missouri System will use the following values commitment.

*"We value the uniqueness of every individual and strive to ensure each person's success. Contributions from individuals with diverse backgrounds, experiences and perspectives promote intellectual pluralism and enable us to achieve the excellence that we seek in learning, research and engagement. This commitment makes our university a better place to work, learn and innovate.*

*In your application materials, please discuss your experiences and expertise that support these values and enrich our missions of teaching, research and engagement."*

This statement and request will replace all prior requests for DEI statements and will provide consistency across the many job openings advertised each year at the University of Missouri System. We'll also no longer use the diversity faculty hiring rubric that was developed in 2018.

An HR representative will follow up soon with additional information. We appreciate your commitment and work to achieve excellence.

Sincerely,

Mun Y. Choi, Ph.D.

*President, University of Missouri*

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