



May 15, 2023

Deans, Directors, and Vice Chancellors:

On May 10, 2023, University of Wisconsin System President Jay Rothman directed all chancellors in the UW System to eliminate any requirement for a mandatory diversity statement as part of any written employment application for any position on all system campuses. Furthermore, President Rothman asked that chancellors effect this change for all postings on or after June 30, 2023.

Less than 3 percent of our job postings over the past year required applicants to submit such a diversity statement as part of their application. As a result, this directive will have only a modest impact on our campus.

With this email, university leadership is directing all human resources offices at the school, college and division level to implement this change as soon as possible in their job postings. Although we are required to complete the change for those postings made on or after June 30, 2023, adapting these practices earlier where possible will allow some lead time to make the transition. Please do not issue any job postings on or after June 30, 2023, that require the submission of a statement addressing diversity.

The Talent Acquisition team in the Office of Human Resources will monitor all new job postings to help ensure compliance with President Rothman's directive as we implement this change.

Job postings that were published prior to June 30, 2023, and are still active do not need to be modified.

OHR will be reviewing the recruitment tools we provide to HR representatives, hiring managers, and search and screen committees, with particular attention to the suggested interview questions regarding diversity, equity, and inclusion. We will be considering ways to modify these tools to ensure that they are as helpful to you as possible. We also note that applicants can, on a purely voluntary basis, highlight how they may have supported diversity, equity, and inclusion.

We echo President Rothman's statement that "our commitment to equity, inclusion and diversity initiatives needs to be steadfast."

Thank you for your time and attention to this matter. If you have any questions, please do not hesitate to contact Patrick Sheehan directly.

Eric M. Wilcots
Interim Provost
Vice Chancellor for Academic Affairs

Patrick Q. Sheehan
Chief Human Resources Officer
Associate Vice Chancellor