UW- Madison Institutional Statement on Diversity: Diversity is a source of strength, creativity, and innovation for UW-Madison. We value the contributions of each person and respect the profound ways their identity, culture, background, experience, status, abilities, and opinion enrich the university community. We commit ourselves to the pursuit of excellence in teaching, research, outreach, and diversity as inextricably linked goals.

The University of Wisconsin-Madison fulfills its public mission by creating a welcoming and inclusive community for people from every background - people who as students, faculty, and staff serve Wisconsin and the world.

We encourage your search and screen committee to explore some of the following interview questions to better understand applicants’ experiences and thoughts on diversity, equity, and inclusion (DEI).

* How have you engaged, professionally, in DEI initiatives?
* What do you see as the most challenging aspect of increased diversity in this environment?
* How would you describe your current thinking about diversity, and how has your thinking changed over time?
* What have you done to further your knowledge/ understanding about diversity? How have you demonstrated your learning?
* In your own words, describe what diversity means to you.
* In what ways do you think diversity is important to someone in this position?
* In what ways can you imagine promoting Madison’s (our unit’s) statement of diversity in your responsibilities in this position?
* If you were hired, how would you use this position to increase or enhance DEI at UW-Madison?
* What are some ideas you have on how to increase DEI effort, how would do this?
* Give us a specific example of how you have created a work environment where differences are valued, encouraged, and supported. What did you do? What was the outcome?
* What are some of the ways you have considered or worked toward greater diversity and inclusion as it relates to your research, teaching, service or some other aspect of your work?