

WRITING AN AD TO ATTRACT A BROADER CANDIDATE POOL

Narrower	Broader
Assistant Professor	Assistant/Associate Professor
The Department of Psychology at [X] has a tenure-track opening for an Assistant or Associate Professor in Applied Cognitive Psychology.	The Department of Psychology at [X] has a tenure-track opening. The specific area of expertise within applied psychology is open but we are especially interested in individuals whose work matches the current focus in the department on developmental, industrial/organizational, social in field settings, cognitive, and community psychology.
An earned doctorate is required.	Applicants should have received their doctoral degree by [X]. [or] ABD considered.
	Individuals with research and teaching interests relating to multiculturalism, ethnicity, prejudice, and discrimination are of particular interest.
	Portland State is committed to diversity and equality in education and employment. This is reflected in our curriculum, which affirms the value of cultural diversity.
	We are located in downtown Portland, Oregon's most diverse community, and seek to meet the needs of our increasingly diverse population through our curriculum, research, and community service activities.
	We are a doctoral granting public institution enrolling almost 25,000 students, with about 23% ethnic minorities. [Accurate for Portland State as of 2/07; information from OIRP.]
Applicants should send a letter describing teaching and research interests, a current curriculum vita, at least three letters of reference, and copies of papers.	Applicants should send a letter describing teaching and research interests, a current curriculum vita, at least three letters of reference, copies of papers, and a statement of experience working with students of diverse backgrounds.
"Portland State University is an Affirmative Action, Equal Opportunity institution and, in keeping with the President's diversity initiative, welcomes applications from diverse candidates and candidates who support diversity." [Portland State's required Affirmative Action statement.]	[In addition:] Our university community values campus diversity and we particularly encourage members of historically under-represented groups to apply.