

## Applicant Guide

### Statement on Contributions to Lehigh University's Principles of Our Equitable Community

#### Purpose

Lehigh University is an educational and research institution committed to developing the future leaders of our changing global society. As a university with this fundamental goal, we follow [‘The Principles of Our Equitable Community’](#). These core principles affirm the inherent dignity in all people, celebrate the richness contributed to our lives by our diverse community, lead us to confront and reject discrimination in all forms, and affirm academic freedom and each person’s right to think and speak consistent with their personal beliefs while maintaining respect, civility, and sensitivity toward others.

Lehigh University is committed to recruiting and retaining an excellent faculty who can contribute to our community in ways that uphold these Principles, advance inclusive excellence, as well as help to achieve our strategic goals. Related to the Principles and as articulated in the University’s Inspiring the [Future Makers Strategic Plan](#), building *A Lehigh For Everyone* is a foundational strategic initiative: “Lehigh will be a place where everyone feels valued.”

The faculty ad that you are responding to may have asked you to provide a ‘Statement on Contributions to Lehigh’s Principles of Our Equitable Community’. This statement is an opportunity to articulate how your knowledge, understanding, experiences, and skills prepare you to contribute effectively to a learning and research community that holds these principles at its core. Avoid generic expressions of support. It is not intended to be a document disclosing personal identities or characteristics. You could also consider how these principles would guide contributions to your discipline and society at large. Please be sure to provide specific examples, where applicable, of your ideas, practices, programs, or initiatives.

The statement could describe your:

- Knowledge of factors and practices that foster individual thriving and contribute to healthy, respectful collective cultures;
- Understanding of how historical and contemporary systems shape both barriers and opportunities for members of different groups;
- Awareness of how varied identities, viewpoints, and experiences enrich research and learning.
- Past experiences, skills, or efforts such as professional development, approaches to managing a research team, outreach, classroom practices, or organizational change activities); and/or
- Future plans for supporting Lehigh’s Principles of Our Equitable Community in the context of the position and Lehigh’s resources, goals, and infrastructure (for example, through teaching, mentorship, being a role model, research, leadership, community engagement, and/or ongoing professional development).

#### Understanding How Lehigh Evaluation Committees Consider the Statement

At Lehigh, this Contributions Statement is reviewed as an integral part of your application package so that we can build a holistic assessment of your readiness to meet all of the goals of the advertised position; it is not read as an afterthought. Evaluators will seek continuity and consistency between this statement and the other

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parts of your application; thinking of the statement as a spotlight, illuminating activities contained within your CV and other materials. Please note that review of these and other materials will not consider individuals' personal identities or characteristics as factors in evaluation or decision making.

Reviewers will typically give greater weight to demonstrated skills, knowledge, and efforts and/or detailed future plans as opposed to general expressions of support for the Principles. Your potential, effort, initiative, leadership, and creativity are all considered in the context of your career stage. You may also expect, should you become a semifinalist or finalist, follow-up interview questions that support exploration of the ideas and future plans expressed in your statement. We are excited to hear about your experiences and plans to connect with existing initiatives or infrastructure at Lehigh which contribute to the Principles.