## SAMPLE AD FOR OPEN-RANK POSITION

[REMOVE FROM FINAL AD: Template Version: 7/1/23]

**TENURE-TRACK OR TENURED PROFESSOR IN [DEPARTMENT or FIELD]**

Harvard University

Faculty of Arts and Sciences

Department of [DEPARTMENT NAME]

Cambridge, MA

**Position Description:**  The Department of [DEPARTMENT NAME] seeks to appoint a tenure-track or tenured professor in [BROAD FIELD]. The appointment is expected to begin on [DATE]. The appointee will teach and advise at the undergraduate and graduate levels. External applicants and finalists considered for a tenured appointment will need to complete the same [procedures](https://faculty.harvard.edu/phase-1-cond-inq-components) as external applicants and finalists in a search designated specifically for a tenured appointment.

Keywords:\*

assistant, associate, faculty, instructor, tenure track, tenure, professor

Boston, Cambridge, Massachusetts, MA, Northeast, New England

[Fields: Any plausible synonyms for the specific field or discipline of the faculty position should be listed. For example, for a search in plant biology, the following keywords might be included: botany, plant science, plant biodiversity, systematics, organismic biology, phylogenetics, and ecology.]

**Basic Qualifications:**  Doctorate or terminal degree in [FIELD] or related discipline required by the time the appointment begins [with exceptions, as appropriate, for appointments in the arts].

**Additional Qualifications:** Demonstrated strong commitment to teaching, advising, and research is desired. Candidates for a tenured appointment should also evince intellectual leadership and impact on the field and potential for significant contributions to the department, University, and wider scholarly community.

**Special Instructions:** Please submit the following materials through the ARIeS portal (<https://academicpositions.harvard.edu>). [Choose one: “Applications must be submitted no later than [DATE]” or “Candidates are encouraged to apply by [DATE]; applications will be reviewed until the position is filled.”]

1. Cover letter

2. *Curriculum Vitae*

3. Teaching/advising statement (describing teaching philosophy and practices)

4. Research statement

5. Statement describing efforts to encourage diversity, inclusion, and belonging, including past, current, and anticipated future contributions in these areas.

6. Candidates for a tenure-track position are also required to submit names and contact information of 3-5 referees, who will be asked by a system-generated email to upload a letter of recommendation once the candidate’s application has been submitted. Three letters of recommendation are required, and the application is considered complete only when at least three letters have been received. For candidates for a tenure-track position, at least one letter must come from someone who has not served as the candidate’s undergraduate, graduate, or postdoctoral advisor.

7. External applicants to a tenured position are required to complete, sign, and upload/submit the form entitled [“Authorization to release information for external applicants”](https://faculty.harvard.edu/authorization-release-information-all-external-applicants) as part of the [Conduct Inquiry Process](https://faculty.harvard.edu/phase-1-conduct-inquiries) and [Procedures for External Applicants and Finalists to Tenured Positions](https://faculty.harvard.edu/phase-1-cond-inq-components).

The health of our workforce is a priority for Harvard University. With that in mind, we strongly encourage all employees to be up-to-date on CDC-recommended vaccines.

Harvard is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, sex, gender identity, sexual orientation, religion, creed, national origin, ancestry, age, protected veteran status, disability, genetic information, military service, pregnancy and pregnancy-related conditions, or other protected status.

**Contact Information:** [CHAIR OF SEARCH COMMITTEE], Search Committee, Department of [DEPARTMENT NAME], [EMAIL ADDRESS]

[\*In order to improve the searchability of online job advertisements, it is helpful to include keywords within the position description section of the online posting. These keywords should capture various terms for which job seekers might search for title/rank, location, and field/discipline of the position but that are not included in the position description.]