The Department of Medicine at The University of Chicago seeks applicants for full-time faculty with a substantial research focus at the assistant, associate, or full professor level. We will consider outstanding applicants knowledgeable in any frontier area of research relevant to the advancement of human health. In general, we give higher priority to the overall originality and promise of the candidate’s work than to the sub-area of specialization. In the case of basic scientists, we will prioritize candidates who have an interest and commitment to translational and disease-oriented research.

Applicants should be seeking a stimulating interdisciplinary environment in which to pursue research. Successful candidates will be expected to develop world-class research programs. Primary appointments will be in the Department of Medicine, although we anticipate that appointees will develop close interactions with other departments, divisions, institutes, and centers at the University of Chicago, Argonne National Laboratory, and/or the Marine Biological Laboratory as part of an effort to strengthen and diversify a collegial group that is interested in major questions relevant to the advancement of human health. Academic rank will be commensurate with accomplishments. Appointees will be housed in one of the Sections of the Department of Medicine, to be determined based on the area of research focus. Applicants must have an MD, MD/PhD, PhD, or equivalent. Those with a clinical practice as an integral part of their research or who otherwise plan to continue their clinical practice must hold or be eligible to hold an Illinois license by the start of appointment.

Interested applicants are invited to upload a curriculum vitae with bibliography and a research statement including accomplishments and future plans online at academiccareers. Academic rank and compensation are dependent upon qualifications and include a generous package of fringe benefits. Review of applications will continue until all available positions are filled. Questions can be directed to the Vice Chairs for Research @ adtmed@medicine.bsd.uchicago.edu.

**Instead of:**

The Department of Medicine at The University of Chicago seeks applicants for full-time faculty with a substantial research focus at the assistant, associate, or full professor level. We will consider outstanding applicants knowledgeable in any frontier area of research relevant to the advancement of human health. In general, we give higher priority to the overall originality and promise of the candidate’s work than to the sub-area of specialization. In the case of basic scientists, we will prioritize candidates who have an interest and commitment to translational and disease-oriented research.

Applicants should be seeking a stimulating interdisciplinary environment in which to pursue research. Successful candidates will be expected to develop world-class research programs. Primary appointments will be in the Department of Medicine, although we anticipate that appointees will develop close interactions with other departments, divisions, institutes, and centers at the University of Chicago, Argonne National Laboratory, and/or the Marine Biological Laboratory as part of an effort to strengthen and diversify a collegial group that is interested in major questions relevant to the advancement of human health. Academic rank will be commensurate with accomplishments. Appointees will be housed in one of the Sections of the Department of Medicine, to be determined based on the area of research focus. Applicants must have an MD, MD/PhD, PhD, or equivalent. Those with a clinical practice as an integral part of their research or who otherwise plan to continue their clinical practice must hold or be eligible to hold an Illinois license by the start of appointment.

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**We suggest:**

The University of Chicago’s Department of Medicine seeks applicants for multiple faculty positions, each with a substantial research focus in any area relevant to the advancement of human health. In the case of basic scientists, those with an interest in and commitment to translational and disease-oriented research will be given priority.

Primary appointments will be in the Department of Medicine, although we anticipate that appointees will develop close interactions with other departments, divisions, institutes, and centers at the University of Chicago, Argonne National Laboratory, and/or the Marine Biological Laboratory as part of an effort to strengthen and diversify a collegial group that is interested in major questions relevant to the advancement of human health. Academic rank will be commensurate with accomplishments. Appointees will be housed in one of the Sections of the Department of Medicine, to be determined based on the area of research focus. Applicants must have an MD, MD/PhD, PhD, or equivalent. Those with a clinical practice as an integral part of their research or who otherwise plan to continue their clinical practice must hold or be eligible to hold an Illinois license by the start of appointment.

Those interested must submit a curriculum vitae, a research statement including accomplishments and future plans, and three peer-reviewed publications online at the University of Chicago’s Career Opportunities website at ________. Review of applications will continue until all positions are filled. Direct questions to…

**HERE’S WHY:**

→ These are fine aspirations and are entirely appropriate in deciding among applicants. However, such words in ads discourage applications, especially from women and URMs, because jobseekers are uncertain whether their work fits. Better to get applications from them and then reject if unsuitable than to get no application from someone you would have wanted to hire because the language was offputting. See:


Other edits make the text clearer.
The University of Chicago's Department of Medicine, Section of Pulmonary and Critical Care Medicine, is seeking a physician-scientist at the Assistant Professor rank. The candidate must have a clinical or translational research program in critical care medicine and have demonstrated a productive track record during postdoctoral research training with an ability to perform collaborative interdisciplinary science in critical care medicine. Other responsibilities will include seeing patients in the outpatient and inpatient settings and teaching and supervising residents, fellows and students. By the start of employment, applicants must have an MD, MD/PhD, or equivalent, be eligible for Illinois medical licensure, and be BC/BE in Pulmonary and Critical Care Medicine. The search committee will also consider publication record, research interests, record of funded research, and evidence of commitment to research, teaching, and service.

Those interested are invited to upload a research statement and a current CV with bibliography at academiccareers.uchicago.edu/applicants/Central?quickFind=54799. Compensation is dependent upon qualifications and includes a generous package of fringe benefits. Review of applications will continue until the position is filled.

Instead of:

The University of Chicago's Department of Medicine, Section of Pulmonary and Critical Care Medicine, is seeking a physician-scientist at the Assistant Professor rank. The candidate must have a clinical or translational research program in critical care medicine and have demonstrated a productive track record during postdoctoral research training with an ability to perform collaborative interdisciplinary science in critical care medicine. Other responsibilities will include seeing patients in the outpatient and inpatient settings and teaching and supervising residents, fellows and students. By the start of employment, applicants must have an MD, MD/PhD, or equivalent, be eligible for Illinois medical licensure, and be BC/BE in Pulmonary and Critical Care Medicine. The search committee will also consider publication record, research interests, record of funded research, and evidence of commitment to research, teaching, and service.

Those interested are invited to upload a research statement and a current CV with bibliography at academiccareers.uchicago.edu/applicants/Central?quickFind=54799. Compensation is dependent upon qualifications and includes a generous package of fringe benefits. Review of applications will continue until the position is filled.

We suggest:

Here's why:

← These are fine aspirations and are entirely appropriate in deciding among applicants. However, such words in ads discourage applications, especially from women and URMs, because jobseekers are uncertain whether their work fits. Better to get applications from them and then reject if unsuitable than to get no application from someone you would have wanted to hire because the language was offputting. See: https://www.govloop.com/job-description-female-friendly/ http://www.ereimedia.com/ere/you-dont-know-it-but-women-see-gender-bias-in-your-job-postings/ http://gender-decoder.katmatfield.com http://gender-decoder.katmatfield.com/static/Gaucher-Friesen-Kay-JPSP-Gendered-Wording-in-Job-ads.pdf

"Collaborative" is attractive to women and URMs. Highlight it.
The University of Chicago Department of Human Genetics, in conjunction with The Grossman Institute for Neuroscience, Quantitative Biology and Human Behavior, seeks to recruit tenure-track faculty. The University of Chicago is currently engaged in a major expansion in neuroscience and genomics, as well as building a strong translational neuroscience community. We are particularly interested in investigators employing novel approaches towards the understanding of the genetic basis of psychiatric, neurological, and behavioral traits, and who complement our strengths in population and statistical genetics. All applicants must have an M.D. or Ph.D. (or foreign equivalent) in neuroscience or a closely related field. Appointments can be made at any rank from Assistant Professor to Professor.

Those interested must apply online at the University of Chicago’s Academic Career Opportunities website at http://tinyurl.com/z7g4eoo by uploading a cover letter, CV, a statement of research objectives, and a teaching statement. Applicants for assistant professorships must also email names and contact information for three references to oba@uchicago.edu; these applications will not be considered complete until this email is received. Review of applications will begin October 30, 2016 and will continue until the position is filled.

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**Instead of:**

The University of Chicago Department of Human Genetics, in conjunction with The Grossman Institute for Neuroscience, Quantitative Biology and Human Behavior, seeks to recruit tenure-track faculty. The University of Chicago is currently engaged in a major expansion in neuroscience and genomics, as well as building a strong translational neuroscience community. We are particularly interested in investigators employing novel approaches towards the understanding of the genetic basis of psychiatric, neurological, and behavioral traits, and who complement our strengths in population and statistical genetics. All applicants must have an M.D. or Ph.D. (or foreign equivalent) in neuroscience or a closely related field. Appointments can be made at any rank from Assistant Professor to Professor.

Those interested must apply online at the University of Chicago’s Academic Career Opportunities website at http://tinyurl.com/z7g4eoo by uploading a cover letter, CV, a statement of research objectives, and a teaching statement. Applicants for assistant professorships must also email names and contact information for three references to oba@uchicago.edu; these applications will not be considered complete until this email is received. Review of applications will begin October 30, 2016 and will continue until the position is filled.

**HERE’S WHY:**

← Such words discourage applications, especially from women and URMs, because jobseekers are uncertain whether their work fits. Better to get applications from them and then reject if unsuitable than to get no application from someone you would have wanted to hire. See:

http://www.eremedia.com/ere/you-dont-know-it-but-women-see-gender-bias-in-your-job-postings/
http://gender-decoder.katmatfield.com

You will want to use an address internal to Human Genetics, not OBA.

**We suggest:**

The University of Chicago Department of Human Genetics, in conjunction with The Grossman Institute for Neuroscience, Quantitative Biology and Human Behavior, seeks to recruit tenure-track faculty. The University of Chicago is currently engaged in a major expansion in neuroscience and genomics, as well as building a strong translational neuroscience community. We are particularly interested in investigators of the genetic basis of psychiatric, neurological, and behavioral traits, and who complement our strengths in population and statistical genetics. All applicants must have an M.D. or Ph.D. (or foreign equivalent) in neuroscience or a closely related field. Appointments can be made at any rank from Assistant Professor to Professor.

Those interested must apply online at the University of Chicago’s Academic Career Opportunities website at http://tinyurl.com/z7g4eoo by uploading a cover letter, CV, a statement of research objectives, and a teaching statement. Applicants for assistant professorships must also email names and contact information for three references to oba@uchicago.edu; these applications will not be considered complete until this email is received. Review of applications will begin October 30, 2016 and will continue until the position is filled.
The University of Chicago's Grossman Institute for Neuroscience, Quantitative Biology and Human Behavior with the Department of Organismal Biology and Anatomy seek to recruit tenure-track faculty. The University of Chicago is currently engaged in a major expansion in neuroscience, and offers a rich intellectual environment that includes affiliations with the Marine Biological Laboratory in Woods Hole and Argonne National Laboratory, as well as a strong translational neuroscience community. We are particularly interested in investigators employing novel approaches towards the understanding of neuronal circuits and their connection to behavior, complementing our strengths in evolutionary biology, and working in comparative fields such as neuroethology or related disciplines of integrative neuroscience. Appointments can be made at any rank from Assistant Professor to Professor. Applicants must have a doctoral degree (or foreign equivalent) in neuroscience or a closely related field. Applicants must have at least two years of postdoctoral training, and demonstrated potential for obtaining independent research support. Applicants must apply online at http://tinyurl.com/z7g4eoo by uploading a cover letter, CV, a statement of research objectives, a teaching statement, and a list of names and contact information for three references. Review of applications will begin October 1, 2016 and will continue until the position is filled.

Here's Why:

- Our style is to name the department(s) first.

- Such words discourage applications, especially from women and URMs, because jobseekers are uncertain whether their work fits. Better to get applications from them and then reject if unsuitable than to get no application from someone you would have wanted to hire. See:
  - The department did not accept this advice.

- According to the "position description police", the PhD and the MD are so dissimilar that both must be specified. Go figure!

- According to this language, the search CANNOT consider those rare individuals who are outstanding despite having not had 2 years of postdoc. It is better to leave out such language and instead reject those non-postdocs without redeeming features. An alternative: request the 3 best publications or preprints. This is more telling than a line on the CV that says "postdoc."

- See comment about "discouraging words" in green above. Also, unless you can objectively define "demonstrated potential", such language should not be in the ad.

- Many senior applicants will not apply because they don't want their references to know they are jobhunting, for fear of broader disclosure. So don't ask them for references upfront. You can always contact them for references if you are serious about them. Unfortunately our system will not accept names of references for only junior jobseekers. The way to do this is to have them email. There is no point in wasting the time of hundreds of referees for applicants who don't have a chance, which is why you should ask for contact information rather than letters upfront.

We suggest:

The University of Chicago's Department of Organismal Biology & Anatomy, in conjunction with The Grossman Institute for Neuroscience, Quantitative Biology and Human Behavior, seeks to recruit tenure-track faculty. The University of Chicago is currently engaged in a major expansion in neuroscience, and offers a rich intellectual environment that includes affiliations with the Marine Biological Laboratory in Woods Hole and Argonne National Laboratory, as well as a strong translational neuroscience community. We are particularly interested in investigators employing novel approaches towards the understanding of neuronal circuits and their connection to behavior, complementing our strengths in evolutionary biology, and working in comparative fields such as neuroethology or related disciplines of integrative neuroscience. All applicants must have an M.D. or Ph.D. (or foreign equivalent) in neuroscience or a closely related field. Appointments can be made at any rank from Assistant Professor to Professor. Those interested must apply online at the University of Chicago's Academic Career Opportunities website at http://tinyurl.com/z7g4eoo by uploading a cover letter, CV, a statement of research objectives, and a teaching statement. Applicants for assistant professorships must also email names and contact information for three references to oba@uchicago.edu; these applications will not be considered complete until this email is received. Review of applications will begin October 15, 2016 and will continue until the position is filled.
The Department of Ecology & Evolution at The University of Chicago is seeking to fill a tenure track position with an individual applying theoretical and/or empirical approaches to understand population genetic processes. The successful candidate will demonstrate innovation in addressing fundamental questions at the core of population genetics. Rank is open, with a preference for ASSISTANT or ASSOCIATE PROFESSOR. Interested applicants with a Ph.D. should submit a C.V., 3-5 selected reprints or pre-prints, and statements of research and teaching interests to http://tinyurl.com/ja7548m. Applicants should also arrange for three letters of reference to be submitted to this site. Applications will be accepted until the position is filled, but applications and letters should be received before October 20, 2016 to ensure full consideration. Questions should be addressed to Joy Bergelson at jbergels@uchicago.edu.

The suggested wording is clearer, more correct, and gives you more flexibility.

Instead of:

The Department of Ecology & Evolution at The University of Chicago is seeking to fill a tenure track position with an individual applying theoretical and/or empirical approaches to understand population genetic processes. The successful candidate will demonstrate innovation in addressing fundamental questions at the core of population genetics. Rank is open, with a preference for ASSISTANT or ASSOCIATE PROFESSOR. Interested applicants with a Ph.D. should submit a C.V., 3-5 selected reprints or pre-prints, and statements of research and teaching interests to http://tinyurl.com/ja7548m. Applicants should also arrange for three letters of reference to be submitted to this site. Applications will be accepted until the position is filled, but applications and letters should be received before October 20, 2016 to ensure full consideration. Questions should be addressed to Joy Bergelson at jbergels@uchicago.edu.

We suggest:

The Department of Ecology & Evolution at The University of Chicago is seeking to fill a tenure track or tenured faculty position with an individual applying theoretical and/or empirical approaches to understand population genetic processes, or related problems. The appointee will be part of an effort to strengthen and diversify a collegial group that is interested in major questions in ecology and evolution, and interacts regularly with other units in the Biological Sciences and broader University of Chicago campus. Rank is open, with a preference for appointment at the rank of ASSISTANT PROFESSOR or with tenure at the rank of ASSOCIATE PROFESSOR. A Ph.D or equivalent terminal degree is required. Applicants must apply online at the University of Chicago’s Academic Career Opportunities site at http://tinyurl.com/abc123o by uploading a CV, 3 selected reprints and/or pre-prints, and separate statements on research and teaching. Applicants for Assistant Professorships must also have three letters of reference emailed to [e&e designee]@bsd.uchicago.edu; Assistant Professor applications will not be considered complete until these letters are received. Review of applications will begin October 20, 2016 and continue until the position is filled. Address questions to Joy Bergelson at jbergels@uchicago.edu.