



Office of the President  
1700 Van Hise Hall  
1220 Linden Drive  
Madison, Wisconsin 53706-1559  
608-262-2321  
[jrothman@uwsa.edu](mailto:jrothman@uwsa.edu)  
[www.wisconsin.edu](http://www.wisconsin.edu)

May 10, 2023

Dear Chancellors:

Our commitment to equity, diversity, and inclusion initiatives needs to be steadfast. Our ED&I efforts are focused on creating a sense of belonging and inclusion to all on our campuses. These efforts enhance the educational and social experience for our students as well as improve enrollment, retention, and graduation rates. We understand that our graduates will enter a diverse and global workplace, in which an understanding of other cultures and perspectives will be essential to long-term success. Our graduates must have the cultural competency to address the needs of a diverse workforce and a diverse society.

As such, it is essential that we do everything in our power to create an inclusive environment on our campuses. The "I" in ED&I needs to have meaning. We must be inclusive for everyone, including those of varied backgrounds, viewpoints and political ideologies.

In that regard, concerns have been raised about instances in which we ask for a mandatory written "diversity statement" in connection with an application for employment at the UW System. Such a statement is one in which an applicant is asked, as part of the employment application, to outline how they would support the ED&I mission of the prospective employer. By requiring such a statement, it may be viewed by some potential applicants as a political litmus test.

If we are to be an inclusive organization, I believe we need to address this concern. To ensure that we have the broadest talent pool possible, we need to take steps so that potential applicants do not feel they are subject to a perceived ideological assessment.

Accordingly, I am directing that each of you take action to eliminate the requirement for a mandatory diversity statement as part of any written employment application at your respective university. Please effect this change for all postings on or after June 30, 2023.

If you have any questions regarding the foregoing, please let me know.

Very truly yours,

A handwritten signature in black ink, appearing to read "Jay Rothman".

Jay Rothman  
President