

**\*NDSU Geosciences does not currently have a graduate program - my grad students are in the Environmental Conservation Sciences (ECS) program, an interdisciplinary 'department' that many faculty from the College of Science and Math are members of.**

**What EEO (Equal Employment Opportunity) statement<sup>1</sup> is included in a standard job or admissions advertisement? Are there other inclusion statements and resources publicly available<sup>2</sup>?**

NDSU does not discriminate in its programs and activities on the basis of age, color, gender expression/identity, genetic information, marital status, national origin, participation in lawful off-campus activity, physical or mental disability, pregnancy, public assistance status, race, religion, sex, sexual orientation, spousal relationship to current employee, or veteran status, as applicable. Direct inquiries to Vice Provost, Title IX/ADA Coordinator, Old Main 201, (701) 231-7708, [ndsu.eoaa@ndsu.edu](mailto:ndsu.eoaa@ndsu.edu).

Additional: Required posters: [https://www.ndsu.edu/equity/required\\_posters/](https://www.ndsu.edu/equity/required_posters/)

**Where are advertisements posted or sent? Are there other strategies for reaching applicants for hiring and/or admissions, e.g. job fairs, showcases?**

Upper admin is mostly the Chronicle. Otherwise, I think it is mostly up to the department, and departmental resources for recruiting at conferences. My department doesn't have a grad department, so we don't advertise, but the interdepartmental group that my grad students are members will sometimes have a booth at conferences.

**What are the requirements for an applicant, e.g. letters of recommendations, fees/test scores<sup>3</sup>/grades? Is providing any of these a potential barrier that could be further lowered or removed? Are there any problematic questions asked?**