Strategies for Recruiting a Diverse Pool of Applicants

1. Target Recruitment Advertising to a Variety of Publications, Associations, and Consortiaus

AACU Listserv
Academic Careers
Academic Diversity Search
Academic Jobs Online
Academic Keys
Academy of Management
Advancing Chicanos/Hispanics and Native Americans in Science
American Association of Blacks in Higher Education
American Economic Assocation
American Educational Research Association
American Mathematical Society
American Philosophical Association
American Political Science Association
American Psychological Association
American Public Health Association
American Sociological Assocation
Association of Schools of Public Health
Association for Asian American Studies
Association for Education in Journalism and Mass Communication
Association for Humanist Sociology
Association for Psychological Science
Association for Research on Nonprofit Organizations and Voluntary Action
Association for Women in Math
Association for Women in Science
Bio Careers
The Black Collegian Magazine
Black Enterprise
Chronicle of Higher Education
Colors NW
Community and Regional Economics Network
Critical Educators of Social Justice, Special Interest Group, AERA
Diverse: Issues in Higher Education
Diverse Jobs
Employ Diversity
Epidemiology Monitor
Equal Opportunity Publications
Faculty for the Future
HigherEdJobs
Higher Education Recruitment
Higher Education Recruitment Consortium (HERC)
Hispanic Diversity
The Hispanic Outlook in Higher Education
Idealist
IMDiversity
Insight Into Diversity
International Society for Computational Biology
International Studies Association
The Journal of American Indian Higher Education
The Journal of Blacks in Higher Education
Latinos in Higher Education
Minority Nurse
Minority Postdoc
Modern Language Association
National Association for Multicultural Education
National Center for Faculty Development and Diversity
National Communication Association
National Economics Association
Native American Jobs
Nature Jobs
New Scientist Jobs
Nonprofit Career Network
Nonprofit Jobs
Public Health Jobs Worldwide
Public Services Careers
Scholarly Hires
Science Careers Online
Society for Neuroscience
Society for the Study of Social Problems
Society of Women Engineers
University Council for Educational Administration
Washington Association of School Administrators
Women in Higher Education
Writing Program Administrators Job Board

2. Targeted Outreach to Associations and Consortiums:

American Council on Education
American Indian Higher Education Consortium (AIHEC): Collective of the Nation’s Tribal Colleges
Asian American and Native American Pacific Islander Serving Institution
Hispanic Association of Colleges & Universities (HACU): Hosts 245 Hispanic-Serving Institutions (HSIs)
Info on Historically Black Colleges and Universities
Society for the Advancement of Chicano and Native American Scientists

3. Personal Contacts: Share job announcement with colleagues at other colleges and universities, especially graduate programs that have a high ratio of minoritized students.

4. Write directly to colleagues to request nominations of candidates from under-represented racial and ethnic groups. This message should be clear that outreach is not a guarantee of position, but simply an invitation to apply.

5. Write to historically Black, predominantly Latino, and tribal colleges and universities to secure lists of doctoral students graduating in a particular field.
6. Approach potential candidates at conferences, workshops, etc.

7. Visit the following directories/databases/networks:

   **Directory of Minority Candidates**, an on-line directory of minority Ph.D, M.F.A., and M.L.S. candidates and recipients at schools that are a part of the Committee on Institutional Cooperation (CIC). The Minority Directory, which is open to Native Americans, African Americans, and Hispanic Americans in all fields and Asian Americans in humanities and social science, is a valuable resource for those looking to hire minorities from these fields. Those listed have completed the Ph.D. within the last year or expect to complete the degree within a year at one of the CIC institutions.

   **Ford Foundation Fellows** - Recipients include Alaskan Natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or Micronesian) and Puerto Ricans in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and Ford Foundation Predoctoral and Dissertation fellowship recipients awarded since 1986. This database only includes those awards administered by the National Research Council.

   **Nemnet** - Nemnet is a national minority recruitment firm committed to helping schools and organizations in the identification and recruitment of minority candidates. Since 1994 it has worked with over 200 schools, colleges and universities and organizations. It posts academic jobs on its web site and gathers vitas from students and professionals of color.

   **NORC Career Outcomes of Doctoral Students** - Each year the National Science Foundation, the National Institutes of Health, the National Endowment for the Humanities, the US Department of Education and the US Department of Agriculture issue the results of their Survey of Earned Doctorates (SED). Their report includes data on the number and characteristics of individuals receiving research doctoral degrees from U.S. institutions. It is used frequently to determine the availability of new scholars in a specific field. The data is listed by gender and field, and by race/ethnicity and field.

   **The Faculty for the Future Project** - Administered by WEPAN (The Women in Engineering Program and Advocates Network), the website offers a forum for students to post resumes and search for positions and for employers to post positions and search for candidates. The website focuses on linking women and minority candidates from engineering, science, and business with faculty and research positions at universities.