

## Strategies for Recruiting a Diverse Pool of Applicants

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

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 Association  
American Educational Research Association  
American Mathematical Society  
American Philosophical Association  
American Political Science Association  
American Psychological Association  
American Public Health Association  
American Sociological Association  
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.