Strategies for recruiting a diverse pool of applicants

1. Target recruitment advertising to a variety of publications, associations, and consortiums.
   Examples:  IMDiversity, (http://imdiversity.com/)
   Colors NW (http://www.colorscaresers.com/)
   Insight Into Diversity (http://www.insightintodiversity.com/)
   The Black Collegian Magazine (http://blackcollegian.com/)
   The Hispanic Outlook in Higher Education (http://hispanicoutlook.com/)
   Employ Diversity (http://www.employdiversity.com/)
   Society of Women Engineers (http://societyofwomenengineers.swe.org/)
   Association for Women in Science (http://www.awis.org/)
   Black Enterprise (http://www.blackenterprise.com/)
   American Association of Blacks in Higher Education (https://blacksinhighered.site-ym.com/)
   National Center for Faculty Development and Diversity (http://www.facultydiversity.org/networking/)
   Academic Diversity Search (https://www.academicdiversitysearch.com/)
   Minority Postdoc (http://www.minoritypostdoc.org/)
   The Journal of Blacks in Higher Education (http://www.jbhe.com/)
   Women in Higher Education (http://wihe.com/)
   The Journal of American Indian Higher Education (http://www.tribalcollegejournal.org/)
   Diverse: Issues in Higher Education (http://diverseeducation.com/)
   Faculty For the Future (http://www.engr.psu.edu/fff/)
   Native American Jobs (http://nativeamericanjobs.com/)
   Higher Education Recruitment (http://www.hercjobs.org/)

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

3. Personal contacts - share job announcement with colleagues at other colleges and universities, especially graduate programs that have a high ratio of diverse students.

4. Write directly to colleagues to request nominations of candidates from under-represented racial and ethnic groups.

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. Invite the University of Washington ADVANCE Center for Institutional Change to meet with your search committee to discuss university resources and support for women faculty.

8. Visit the following directories/databases/networks:
   a. 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

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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.

b. **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.

c. **Rice University’s NSF ADVANCE Program’s National Database of Underrepresented Ph.D. Students and Postdocs.** This searchable database contains application entries and CVs of underrepresented graduate students and postdocs in science, engineering, and psychology fields.

d. **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 website and gathers vitas from students and professionals of color.