

Resources for Recruitment: Databases, Publications, Organizations & Websites

Be aware that most fields have resources—listservs, email groups, etc.—that can help you identify or reach qualified underrepresented candidates. Either seek these out on your own, or request assistance from this brochure or the DDIC in identifying them. Some fairly broad listings are included below. This document is available in electronic format in order to access all links. Most links have been tested for activity, but not all.. Forgive any dead links you may find.

Searchable Databases

National Association for Multicultural Education Job Bank

As a service to our members and to our communities, NAME offers this page of open positions in the fields of social justice education, equity and multicultural education. *To have jobs listed, send email postings (as .doc or .pdf) to:*

Jobbank@NAMEorg.org

HigherEd Jobs

<http://www.higheredjobs.com>

Posts positions online and advertises itself in a wide range of diverse journals. E-mails faculty monthly with job openings in their field, and lists over 10,000 faculty and administrative positions on the site.

Diverse Jobs (From Diverse Issues in Higher Education)

<http://diversejobs.net/>

A leading journal for recruiting diverse faculty members, with both print and online advertising.

WorkplaceDiversity.com

<http://www.workplacediversity.com>

WorkplaceDiversity.com is a career website for corporate and executive recruiters who want to reach experienced, high caliber diversity candidates.

Top 100 Graduate Degree Producers

<http://diverseeducation.com/top100/>

This listing, by school and categorized by area of specialization, is useful for finding diverse candidates with graduate degrees.

The WISE Directories publishes free annual listings of women and minority Ph.D. recipients, downloadable as pdf documents.

<http://www.cic.net/Home/Students/DoctoralDirectory/Introduction.aspx>

The Minority & Women Doctoral Directory
(See [Women & Minority Doctoral Directory](#))

The PHD Project is an alliance of foundations, corporations, universities, and professional and academic organizations dedicated to increasing minority representation in the business world. The organization's expansive network of support helps African-Americans, Hispanic-Americans and Native Americans attain their business Ph.D., become business school professors and serve as role models to attract the next generation of minority business leaders. For more information, visit <http://www.phdproject.org>

National Science Foundation Survey of Earned Doctorates is published yearly. While it does not list individual doctorate recipients, it is a good resource for determining how big the pool of new women and minority scholars will be in various fields. <http://www.nsf.gov/statistics/srvydoctorates/>

Ford Foundation Fellows is an online directory of minority Ph.D.s in all fields, administered by the National Research Council (NRC). The directory contains information on Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and Ford Foundation Pre-doctoral and dissertation fellowship recipients awarded since 1986. This database does not include Ford Fellows whose fellowships were administered by an institution or agency other than the NRC. <http://nrc58.nas.edu/FordFellowDirect/Main/Directory.aspx>

Mellon Minority Undergraduate Fellowship Program provides an online list of minority Ph.D.s and their dissertation, book and article titles in all fields. <http://www.mmuf.org/> (select Fellows Update from the menu bar on the main page)

The Faculty for The Future Project is administered by WEPAN (The Women in Engineering Program and Advocates Network), and offers a free 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 underrepresented minority candidates from engineering, science, and business with faculty and research positions at universities. <http://www.engr.psu.edu/fff/>

IMDiversity.com is dedicated to providing career and self-development information to all minorities, specifically African Americans, Asian Americans, Hispanic Americans, Native Americans and women. It maintains a large database of available jobs, candidate resumes and information on workplace diversity. <http://www.imdiversity.com/>

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. <http://www.nemnet.com>

The Southern Regional Education Board (SREB)

Click on Parents & Students, Click on Doctoral Scholars, Click on Scholar Directory

The scholar directory is a database that showcases more than 1000 accomplished doctoral scholars and successful Ph.D. recipients who are committed to pursuing careers in the professoriate. It consists of scholars from these participating organizations and programs: the Southern Regional Education Board (SREB), the New England Board of Higher Education (NEBHE), the National Institutes of Health (Bridges to the Professoriate NIGMS-MARC), the National Science Foundation Alliances for Graduate Education and the Professoriate (AGEP), the National Science Foundation Postdoctoral Fellows Program and the Alfred P. Sloan Foundation (SLOAN) .

Diverse Jobs (From Diverse Issues in Higher Education)

<http://diversejobs.net/>

A leading journal for recruiting diverse faculty members, with both print and online advertising.

Diversity Search

<http://www.diversitysearch.com>

Career development and job search site, with searchable database with extensive links. Diversity Search may be useful for posting some types of faculty positions.

WorkplaceDiversity.com

<http://www.workplacediversity.com>

WorkplaceDiversity.com is a career website for corporate and executive recruiters who want to reach experienced, high caliber diversity candidates.

Minority Postdoc

MinorityPostdoc.org is the premier web portal on the minority postdoctoral experience, especially in the science, technology, engineering, and math (STEM) disciplines. Minority Postdoc features articles, resources, and events about career advice, professional development, jobs, funding, fellowships, mentoring, and diversity issues. Unless indicated otherwise, all website content is authored by the editor. MinorityPostdoc.org is published by the new non-profit, DiverseScholar, a project of the fiscal sponsor Community Partners. DiverseScholar offers a number of services to diversify the doctoral workforce.

Faculty for the Future

Site dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country.

The Registry (formerly National Minority Faculty Identification Program (NMFI))

The Registry is a tool designed to help connect minority faculty with institutions of higher education. The website has a posting site to post positions as well as the ability to search for candidates.

Female Faculty Resources

Association for Women in Science (AWIS)

<http://www.awis.org/>

The Association for Women in Science (AWIS) was founded to expand educational and employment opportunities for women in sciences. The organization has over 5,000 members. About 60% of members hold PhD's and an additional 20% have master's degrees. Their national publication is circulated to all members as well as 60 libraries across the country.

Women in Technology International (WITI)

<http://www.witi.com/>

WITI provides women in technology inspiration, education, conferences, online services, publications and an exceptional worldwide network of resources. WITI is the first and only international organization solely dedicated to advancing women through technology.

Women in Higher Education (WIHE)

<http://wihe.com> Advertises job listings either in print or online.

Society of Women Engineers (SWE)

<http://societyofwomenengineers.swe.org/>

The Society of Women Engineers' bimonthly magazine publishes openings for faculty positions in higher education as well in a variety of industries. The Society maintains a mailing list for electronic job postings. Individual members, as well as companies, are encouraged to post their available jobs. The service is free.

Association of American Medical Colleges, Group on Women in Medicine and Science (GWIMS)

<http://www.aamc.org/members/gwims/>

Founded in 1876 and based in Washington, D.C., the Association of American Medical Colleges (AAMC) is a not-for-profit association representing all 136 accredited U.S. and 17 accredited Canadian medical schools. The mission of the GWIMS is to advance the full and successful participation of women in all roles within academic medicine, and to provide a venue for women to participate in advancing the AAMC mission to improve the nation's health.

American Medical Women's Association (AMWA)

<http://www.amwa-doc.org>

The American Medical Women's Association is an organization which functions at the local, national, and international level to advance women in medicine and improve women's health.

Committee on Women in Science, Engineering, and Medicine:

<http://sites.nationalacademies.org/PGA/cwsem/index.htm>

Association of Women in Mathematics

<http://sites.google.com/site/awmmath/>

Society of Women Engineers

maintains an online career fair. <http://www.swe.org>

Association for Women in Science

maintains job listings page. <http://www.awis.org>

American Association of University Women:

<http://www.aauw.org/>

Association of Women in Society:

<http://www.awis.org/>

African Diasporic Faculty Resources

HBCU Connect.com Career Center is a job posting and recruitment site specifically for students and alumni of historically black colleges and universities. <http://jobs.hbcuconnect.com/>

Diversity Issues in Higher Education

<http://www.diverseeducation.com/>

A news magazine dedicated exclusively to minority issues in higher education. Published biweekly, Diverse Issues in Higher Education provides in-depth coverage of relevant and timely educational concerns to its approximately 200,000 readers. Diverse publishes a special report each year that features its annual ranking of the top 100 institutions that confer the largest number of degrees to students of color in the United States. The report is broken down by undergraduate, graduate, and professional degrees.

National Black MBA Association, Inc. (NMBAA)

<http://www.nmbaa.org/index.aspx?pageID=797>

This is a non-profit organization of minority MBAs, business professionals, business students and entrepreneurs in both the private and public sectors throughout the country. Members share a commitment to education and business. Advertisements will be electronically posted, and listings are sent to all chapters for distribution to members.

National Society of Black Engineers (NSBE)

<http://www.nsbe.org/>

With more than 29,900 members, this society is the largest student-managed organization in the country. The NSBE's mission is to increase the number of culturally responsible black engineers who excel academically, succeed professionally and positively impact the community. The organization stimulates and develops student interest in the various engineering disciplines and to encourages and advises minority youth in their pursuit of an engineering career.

The Journal of Blacks in Higher Education (JBHE)

<http://www.jbhe.com>

Includes an —employment zone where search committees may post job ads.

Asian Faculty Resources

National Association of Asian American Professionals (NAAAP)

<http://www.naaap.org/>

The NAAAP vision provides a broad range of Asian American professional and educational services that meet the needs of individuals, corporations and government.

Resources Concerning Faculty with Disabilities

American Association of People with Disabilities (AAPD)

<http://www.aapd.com/>

AAPD is the largest nonprofit, nonpartisan, cross-disability organization in the U.S. Among the organization's purposes are furthering the productivity, independence, full citizenship, and total integration of people with disabilities into all aspects of society. AAPD publishes a quarterly newsletter.

Lesbian, Gay, Bisexual, Transgendered, and Queer Faculty Resources

Equality Forum

<http://www.equalityforum.com/>

Based in Philadelphia, Equality Forum is a nonprofit organization whose mission is to advance national and international lesbian, gay, bisexual and transgender (LGBT) civil rights through education.

Indigenous/Native American Faculty Resources

National Congress of American Indians (NCAI)

<http://www.ncai.org/>

The National Congress of American Indians is the oldest and largest tribal government organization in the United States. NCAI serves as a forum for consensus-based policy development among its membership of over 250 tribal

governments from every region of the country. Contains a tribal directory with leadership and locations.

American Indian Science & Engineering Society

Maintains a job listings page (and a resume database available to Career Fair exhibitors). <http://www.aises.org>

American Indian Graduate Center

Hosts a professional organization, fellowship and postdoctoral listings, and a magazine in which job postings can be advertised. <http://www.aigcs.org>

Society for the Advancement for Chicanos and Native Americans in Science

<http://sacnas.org/>

Latina/Latino/Hispanic Faculty Resources

Hispanic Outlook in Higher Education

<http://www.hispanicoutlook.com/>

This is the sole Hispanic journal on today's college campuses that reaches a broad cultural audience of educators, administrators, students, student services and community based organizations, plus corporations. Hispanic Outlook's readership is primarily composed of progressive decision-makers in academia and in public and private sectors.

Society of Hispanic Professional Engineers

<http://www.shpe.org>

American Physical Society Education and Outreach

Department maintains a roster of women and minorities in physics. It contains the names and qualifications of over 3100 women and 900 minority physicists. The Roster serves as the mailing list for The Gazette, the newsletter of the APS Committee on the Status of Women in Physics (CSWP), and is widely used by prospective employers to identify women and minority physicists for job openings. <http://www.aps.org/programs/roster/index.cfm>

Subject Matter Resources

Science

The American Society of Cell Biology –
Women in Science

http://sciencecareers.sciencemag.org/pdf/tools_tips/outreach/loreal_wis_2009/lor_eal_wis_2009.pdf

Minority Affairs Committee

http://ascb.org/index.php?option=com_content&view=article&id=234&Itemid=6

NCOURAGES (National Coalition of Underrepresented Racial and Ethnic
Advocacy Groups in Engineering and Science)

<http://www.ncourages.org>

Focuses individual efforts and activities for the purpose of increasing the racial
and ethnic diversity of the nation's science and engineering workforce.

National Association of Black Physicists

(includes Latino and Female advocacy) <http://www.nsbp.org/jobs/>

History

American Historical Association – Equity for Minority Historians in the Academic
History Workplace: A Guide to Best Practices

<http://www.historians.org/perspectives/issues/2007/0710/0710pro7.cfm>

Mathematics

Mathematical Association of America – Strengthening Underrepresented Minority
Mathematics Achievement SUMMA (Archive)

http://www.maa.org/summa/archive/ar_index.htm

Nursing

American Assembly of Men in Nursing

<http://aamn.org>

Asian American/Pacific Islander Nurses Association

<http://www.aapina.org>

Association of Black Nursing Faculty

<http://www.abnf.net>

Health Professions for Diversity Coalition
<http://www.hpd-coalition.org>

National Alaska Native American Indian Nurses Association
<http://www.nanainurses.org>

National American Arab Nurses Association
<https://n-aana.org/Index.asp>

National Association of Hispanic Nurses
<http://www.thehispanicnurses.org>

National Black Nurses Association
<http://www.nbna.org>

National Coalition of Ethnic Minority Nursing Associations (NCEMNA)
<http://www.ncemna.org>

Philippine Nurses Association of America
<http://www.philippinenursesaa.org>

Philosophy

American Philosophical Association Committee for Inclusiveness in the Profession
<http://apaonline.org/governance/committees/inclusiveness/index.aspx>

American Indian Philosophy Association:
<http://apaonline.org/aipa/aipa.aspx>

Association for Feminist Ethics and Social Theory
<http://www.afeast.org/>

Society for the Study of Africana Philosophy
<http://www.africanaphilosophy.net/>

General Resources for Faculty Searches

Faculty Recruitment Toolkit.

University of Washington. Available online:

<http://www.washington.edu/diversity/avpfa/toolkit/index.shtml>

Recruitment and Selection of Faculty and Academic Professional and Administrative Employees. Appendix A: Recruiting a Diverse Qualified Pool of Applicants” University of Minnesota. Available online:

http://policy.umn.edu/groups/hr/documents/appendix/recruitfacpa_appa.pdf

Massachusetts Institute of Technology Faculty Search Committee Handbook. (2002). Available online as pdf document:

<http://web.mit.edu/faculty/reports/FacultySearch.pdf>

“[Search Committee Toolkit](#)” University of California at Los Angeles.

Faculty Search Committee Guidelines. Case Western Reserve University. Available Online as pdf document:

<http://www.case.edu/diversity/faculty/searchguidelines.html>

[Recruitment and Retention: Guidelines for Chairs](#) (updated 2007). Hunter College, CUNY. Available online as pdf document.

Leap Recruiting Faculty Brochure. University of Colorado, Boulder. Available online as pdf document:

http://www.colorado.edu/facultyaffairs/leap/downloads/leap_recruiting.pdf

Outreach Resources by Discipline

Africana Studies

- [Association for the Study of the Worldwide African Diaspora](#)
- [African Studies Association](#)
- [Association of Black Women Historians](#)
- [Association of African Women for Research and Development](#)

American Studies

- [American Studies Crossroads Project](#)

Chinese and Chinese Studies

- [American Oriental Society](#)
- [Association for Asian Studies](#)
- [Chinese Language Teachers Association](#)
- [European Association for Chinese Studies](#)

East Asian Languages and Cultures

- [Association for Asian Studies](#)
- [Chinese Language Teachers Association](#)

French and French Cultural Studies

- [Alliance Française USA](#)
- [American Association of Teachers of French](#)

German and German Studies

- [German Studies Association](#)
- [Association for Modern German Studies](#)
- [American Association of Teachers of German](#)
- [German Academic Exchange Service](#)

International Relations

- [British International Studies Association](#)

Italian Studies

- [American Association of Teachers of Italian](#)
- [Canadian Society for Italian Studies](#)
- [American Council on the Teaching of Foreign Language](#)

Japanese and Japanese Studies

- [Association of Teachers of Japanese](#)
- [National Council of Japanese Language Teachers](#)

Jewish Studies

- [Association for Jewish Studies](#)
- [National Association of Professors of Hebrew](#)
- [European Association for Jewish Studies](#)
- [World Union of Jewish Studies](#)

Latin American Studies

- [Latin American Studies Association](#)

Linguistics

- [The Linguist List](#)

Middle Eastern Studies

- [The Middle East Forum](#)
- [Association for Middle East Women's Studies](#)

Peace and Justice Studies

- [Peace and Justice Studies Association](#)

- [Idealist.org](https://www.idealists.org)

Russian and Russian Area Studies

- [The American Association of Teachers of Slavic and East European Languages](#)
- [Association for Slavic, East, European, and Eurasian Studies](#)
- [Central Association of Russian Teachers of America](#)

Spanish

- [The American Association of Teachers of Spanish and Portuguese](#)

Women's Studies

- [Women in Higher Education](#)