

# Resources for Recruiting a Diverse Faculty

## General Resources & Pool Data

### National Science Foundation Survey of Earned Doctorates

<http://www.nsf.gov/statistics/srvydoctorates/>

Though NSF does not list individual doctorate recipients, it does provide information which can help you determine how many women and underrepresented scholars will be available in various fields. This information, in turn, can help you determine whether the composition of the applicant pool you have created reflects the reality of available candidates. Published yearly.

### The National Academies

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

A search-by-discipline directory of organizations encouraging women in science and engineering.

### AAAS Minority Scientists Network

<http://community.sciencecareers.org/myscinet/>

(MySciNet) is a place for scientists and students from diverse backgrounds to network and build the personal and professional connections needed to succeed in the sciences.

### MLA's Report on Survey of Earned Doctorates

[http://www.mla.org/sed\\_report](http://www.mla.org/sed_report)

The MLA's report of findings for English and other modern languages from the 2008–09 Survey of Earned Doctorates.

### MLA's Data on Humanities Doctorate Recipients and Faculty Members by Race and Ethnicity

[http://www.mla.org/data\\_humanities](http://www.mla.org/data_humanities)

This report from the MLA Office of Research responds to a request by members of the MLA Committee on the Literatures of People of Color in the United States and Canada for systematic national data on the status of faculty members of color in English and foreign languages.



### **Professional Disciplinary Associations**

Many professional associations maintain data and produce research briefs on the status of women and minorities in the discipline. Also there are listservs for minority and women caucuses.

### **Candidate Databases**

#### **Future Faculty Database (FFDB) Rice University/Northeastern University ADVANCE (free)**

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

National Database of over 1300 Underrepresented PhD Students and Postdocs.

#### **CIC Doctoral Directory (free)**

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

A listing of doctoral degree recipients from CIC member universities who are members of groups underrepresented in higher education. The Directory is designed to increase the visibility of alumni who bring diverse perspectives and experiences to higher education. The Directory includes a free, online database available to the public.

#### **CIC Professional Advancement Initiative (PAI) Scholars Database**

<https://apps.cic.net/cicdirectory>

The CIC's Professional Advancement Initiative (PAI) is an NSF funded program that provides "a high-quality mentoring network" for underrepresented minority postdoctoral students in STEM disciplines at CIC institutions. The program's goal is to improve the transition of highly qualified underrepresented minority postdocs into faculty positions in STEM fields at CIC institutions. This database of PAI participants can be sorted by discipline and field of research providing search committees with a valuable tool for recruiting applicants. The database can only be accessed by members of CIC institutions by providing your username and password that already exists within your institution.

#### **Faculty for the Future (free)**

<http://www.engr.psu.edu/fff/>

The only website 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.

#### **Ford Foundation Fellows Directory (free)**

<http://nrc58.nas.edu/FordFellowDirect/Main/Main.aspx>

An on-line directory of minority PhDs in the fields of education, EMP Sciences, history, philosophy, languages, literature, humanities, life sciences, psychology and social sciences. Administered by the National Research Council (NRC). The directory contains information on Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and Ford Foundation Predoctoral and Dissertation fellowship recipients awarded since 1986.



**University of California President's Postdoctoral Fellowship Program Directory (free)**

<http://ppfp.ucop.edu/info/fellowship-recipient/fellows-2013/fellows-2013-name/index.html>

Established in 1984 to encourage outstanding female and minority doctoral recipients to pursue academic careers. The directory allows for searching by year (1995-present) and field/discipline.

**MIT Provost's Office, Directory of Science & Engineering Faculty in Selected Institutions of Higher Education**

<http://web.mit.edu/provost/sef-directory/mission.html>

This directory "profiles some of the achievements of science and engineering faculty of Black/African-American, Native American, and Spanish-speaking heritage." It can be used to enhance "opportunities for professional contact" and to expand professional networks. Faculty are listed alphabetically and by institution.

**RDS Purchased Resources (candidate databases and position posting)**

Login information will be provided to search committee chairs.

**National Registry of Diverse & Strategic Faculty**

<https://www.theregistry.ttu.edu/>

Formerly known as the National Minority Faculty Identification Program. A service designed to help connect current and prospective faculty members from underrepresented groups with institutions of higher education seeking to hire qualified candidates for open faculty positions. Access includes searching candidate database and posting positions.

**SREB Compact for Faculty Diversity Scholars Directory**

<http://dspdirectory.sreb.org/Default.aspx>

The Scholar Directory is a database that showcases more than 1,000 accomplished doctoral students and successful Ph.D. recipients and postdoctoral scholars who are committed to pursuing careers in the professoriate. It consists of scholars from: The Southern Regional Education Board (SREB), 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 Directorate for Social, Behavioral & Economic Sciences (SBE); The Alfred P. Sloan Foundation Minority Ph.D. Program (SLOAN), and The Alfred P. Sloan Indigenous Graduate Partnership (SIGP).

**Minority Postdoc DiverseScholar Directory**

<http://www.minoritypostdoc.org/directory.html>

RDS membership includes both the online directory as well as the directory's print edition with full CVs.

**Job Posting Sites**



THE OHIO STATE UNIVERSITY

COLLEGE OF ARTS AND SCIENCES

**Southern Regional Education Board Compact for Faculty Diversity (free)**

<http://home.sreb.org/dsp/zone/jobs/joblistings.aspx>

**National Center for Faculty Development & Diversity (free)**

<http://www.facultydiversity.org/networking/>

Can both post faculty openings and search for potential candidates by CV search.

**Association for Women in Science Job Bank (fee; \$300 per position)**

<http://awis.associationcareernetwork.com/home/>

**American Indian Science & Engineering Society (AISES) Job Board (fee: \$250 per position)**

[http://www.aises.net/aises\\_careers/policy.cfm](http://www.aises.net/aises_careers/policy.cfm)

**Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) Job Board (fee-based, \$ varies)**

<http://sacnas.org/professionals/opportunities>

**Academic Careers Online (fee: \$195 per position)**

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

A diversity package is included at no additional cost to provide email notification of new job postings to diverse candidates and cross-posting of ads on partner job sites. Can also review candidate resumes by discipline.

**Center for the Advancement of Hispanics in Science & Engineering Education (fee, varies)**

<http://www.cahsee.org/6resources/latpro.asp.htm>

**The National Consortium for Graduate degrees for Minorities in Engineering and Science (GEM)**

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

Has an online portal allowing job posts to GEM alumni.

**Diverse Jobs (fee \$295 for a single position posting)**

<http://diversejobs.net>

Diverse Jobs, is the job site of Diverse: Issues in Higher Education.

**HERC — The National Higher Education Recruiting Consortium**

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

As collaborative associations of universities and colleges, HERCs aim to help member institutions work together in "addressing faculty and staff dual career and employment outreach challenges on their campuses." HERCs exist in many regions of the United States and "maintain regional, web-based search engines that include listings for all job openings, both faculty and staff, at all member institutions. The services at the websites are available at no charge to



anyone seeking employment in higher education. The centrality of job postings and regional resources as well as the website's ability to accommodate dual career searches distinguishes HERC from other employment websites. Member institutions can post an unlimited number of faculty, staff and executive job listings on the website, and all HERC jobs are cross-posted on the National HERC website and two leading job boards; Indeed.com and Simplyhired.com.

**Hispanic Outlook** (fee, varies)

<https://www.hispanicoutlookjobs.com/>

Can both post positions and search for potential candidates by resume.

**INSIGHT into Diversity**

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

INSIGHT into Diversity, formerly the Affirmative Action Register, aims to connect "professionals with institutions and businesses that embrace a workforce that reflects our world." Their free magazine and online recruitment site serves employers and job seekers in the fields of "higher education, healthcare, government, and business." Employers can post job openings online and/or advertise in print editions. Job seekers can search for job openings and post their résumés online.

**Journal of Blacks in Higher Education**

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

The Journal of Blacks in Higher Education is dedicated to the conscientious investigation of the status and prospects for African Americans in higher education. Employers may post job openings online or advertise in the print edition of the journal.

**Latinos in Higher Ed** (starting at \$200 per position)

<https://www.latinosinhighered.com/>

Can both post positions and search through resume database.

**Women in Higher Education**

<http://wihe.com/>

Women in Higher Education is a monthly news journal that focuses on issues of gender in higher education. It reaches thousands of talented women leaders on campuses all over the USA, Canada, and worldwide on the internet. Employers can list position openings in the print and/or online editions.

**On-Ramps into Academia**

<http://www.engr.washington.edu/onramp/index.htm>

Funded by the National Science Foundation's ADVANCE Program, On-Ramps into Academia is conducted by the University of Washington's ADVANCE Center for Institutional Change. It provides resources and workshops for women scientists and engineers who currently hold PhDs; work in consulting, industry, and/or national research laboratories; and are considering future careers in academia. To post academic jobs on their online job listings site, complete the [hyperlinked form](#).

