



Sources for Outreach to Potential Faculty Candidates

Directories of Potential Candidates for Faculty Positions

Below are some of the most popular directories and organizations that search committee members might consider in identifying potential and diverse candidates for faculty positions.

- Committee on Institutional Cooperation (CIC) Doctoral Directory. The CIC Doctoral Directory is a listing of doctoral degree recipients who are members of groups underrepresented in higher education and who are alumni of the universities of the Committee on Institutional Cooperation.)
<http://www.cic.net/students/doctoral-directory/introduction>
- American Association of University Women Directory of AAUW Fellows and Grantees
<http://www.aauw.org/what-we-do/educational-funding-and-awards/directory-of-recipients-and-sponsors/>
- The National Academies Ford Foundation Fellows
<http://nrc58.nas.edu/FordFellowDirect/Main/Directory.aspx?Report=4>
- Gates Millennium Scholars Program
<http://www.gmsp.org/>
- Mellon Mays Fellowship Directory
<http://www.mmuf.org/>
- National Science Foundation Graduate Research Fellowships Program
<http://www.nsfgrfp.org/>
- Preparing Future Faculty Institutions (run by the Council of Graduate Schools, these programs promote diversity and inclusiveness in graduate education.)
<http://www.cgsnet.org/inclusiveness>

- Faculty for the Future (a GE Foundation initiative designed to increase the number of women and URM faculty in engineering, science, and business.)
<http://www.engr.psu.edu/fff/>
- Southern Regional Education Board (SREB) Doctoral Scholars Directory
<http://dspdirectory.sreb.org/default.aspx>
- The Leadership Alliance Consortium's Doctoral Scholars
<http://www.theleadershipalliance.org/>
- The Black Doctoral Network, Incorporated
<http://www.blackphdnetwork.com>
- University of California Presidents' Postdoctoral Fellows Program
<http://grad.berkeley.edu/news/announcements/funding/uc-ppfp/>
- Diverse Scholar and Minority Postdoc Directories
<http://www.minoritypostdoc.org/>
- American Association of Hispanics in Higher Education
<http://www.aahhe.org/Programs/FacFellowsProgramDescription.aspx>
<http://www.aahhe.org/Programs/GradStudent.aspx>
- Women in Engineering Proactive Network (WEPAN)
<https://www.wepan.org/>

Associations Oriented Towards Women and Minority Scholars

Advertising the position as widely as possible with the major relevant professional associations and publications, websites, listservs or other media will increase outreach to more diverse groups of scholars. Faculty—regardless of gender or ethnicity—tend to look to their field-specific associations, journals, listservs and websites for job postings.

Many of these associations also have subgroups for women or people of color in the field, including:

- Association of American Medical Colleges (and its diversity initiatives)
<https://www.aamc.org/initiatives/diversity/>
- National Medical Association (for physicians and patients of African descent)
<http://www.nmanet.org/>

- Association for Women in Science
<http://www.awis.org/>
- American Chemical Society- Women Chemists Committee
<http://womenchemists.sites.acs.org/>
- American Physical Society- Roster of Women and Minorities in Physics
<http://www.aps.org/programs/roster/>
- Society of Women Engineers
<http://societyofwomenengineers.swe.org/>
- National Society of Black Engineers
<http://www.nsbe.org/>
- Society for the Advancement of Chicanos and Native Americans in Science
<http://sacnas.org>
- Annual Biomedical Research Conference for Minority Students (managed by the American Society for Microbiology)
<http://www.abrcms.org>
- Association of American Indian Physicians
<http://aaip.org/>
- Association for Women in Mathematics
<https://sites.google.com/site/awmmath/>
- COACH- Committee on the Advancement of Women Chemists (also promotes success of women scientists and engineers)
<http://coach.uoregon.edu/coach/>
- Institute of Electrical and Electronics Engineers Job site
http://www.ieee.org/education_careers/index.html
- National Organization of Minority Architects
<http://www.noma.net/>

Publications Designed to Target Women and Minority Scholars

Enhance your outreach efforts by also advertising your search in diversity publications and with diversity-focused associations, including some of the following sources:

- New England HERC
Harvard faculty postings on ARIES are automatically posted to the New England HERC and central HERC websites. HERC participates in outreach efforts, including conference attendance and job fairs, with organizations focused on women and minority scholars. Many diversity organizations, including those listed below, provide discounts to HERC members (Harvard is a member and the host institution for the New England HERC). The full list of organizations that provide discounts can be found on the HERC website.
http://www.hercjobs.org/member_institutions/member_discounts/

A comprehensive list of diversity-related organizations and resources can also be found on the HERC website.

http://www.hercjobs.org/jobseeker_tools/diversity_resources/

- Diverse: Issues in Higher Education
<http://diverseeducation.com/>
- Latinos in Higher Ed
<https://www.latinosinhighered.com/>
- The Hispanic Outlook in Higher Education
<http://www.hispanicoutlook.com/>
- Insight into Diversity (formerly the Affirmative Action Register)
<http://www.insightintodiversity.com/>
- HBCU Connect
<http://www.hbcuconnect.com/>

Outreach Efforts to Individuals with Disabilities

To enhance your efforts to reach individuals with disabilities, consider advertising your open faculty positions in some of the following sources. These resources also provide helpful information on employing people with disabilities.

- New England HERC
Harvard faculty postings on ARIES are automatically posted to the New England HERC and central HERC websites. HERC participates in outreach efforts, including conference attendance and job fairs, with organizations focused on individuals with disabilities. Some disability-related organizations, including those listed below, also provide discounts to HERC members (Harvard is a member and the host institution for the New England HERC). The full list of

organizations that provide discounts can be found on the HERC website.
http://www.hercjobs.org/member_institutions/member_discounts/

A comprehensive list of diversity-related organizations and resources can also be found on the HERC website.
http://www.hercjobs.org/jobseeker_tools/diversity_resources/

- Ability Jobs and Job Access
<http://abilityjobs.com/>
- Getting Hired
<http://www.gettinghired.com/Employers.aspx>
- Career and Job Resources for Disabled Americans Job-Seekers
http://www.quintcareers.com/disabled_career_resources.html
- DisabledPerson, Inc
<https://www.disabledperson.com/>
- Job Opportunities for Disabled Veterans
<https://www.jofdav.com/>
- Hire Heroes USA
<https://www.hireheroesusa.org/>

Additional Resources Related to Individuals with Disabilities

- New England ADA Center
<http://www.newenglandada.org/>
- Work Without Limits
<http://www.workwithoutlimits.org/>
- The Carroll Center for the Blind
<http://carroll.org/>
- Association on Higher Education and Disability
<http://www.ahead.org/>
- American Association of People With Disabilities
<http://www.aapd.com/>

- Office of Disability Employment Policy
<http://www.dol.gov/odep/index.htm>
- Employer Assistance and Resource Network
<http://askearn.org/>
- National Organization on Disability
<http://www.nod.org/>
- Job Accommodation Network
<http://askjan.org/indiv/index.htm>

Outreach Efforts to Veterans

To enhance your outreach efforts to veterans, consider advertising your open faculty positions in some of the following sources.

- New England HERC
Harvard faculty postings on ARIES are automatically posted to the New England HERC and central HERC websites. HERC participates in outreach efforts, including conference attendance and job fairs, with organizations focused on veterans. Some veterans organizations, including those listed below, also provide discounts to HERC members (Harvard is a member and the host institution for the New England HERC). The full list of organizations that provide discounts can be found on the HERC website.
http://www.hercjobs.org/member_institutions/member_discounts/

A comprehensive list of diversity-related organizations and resources can also be found on the HERC website.

http://www.hercjobs.org/jobseeker_tools/diversity_resources/

- MilitaryVetJobs
<http://www.MilitaryVetJobs.com>
- RallyPoint
<https://www.rallypoint.com/>
- Job Opportunities for Disabled Veterans
<https://www.jofdav.com/>
- Hire Heroes USA
<https://www.hireheroesusa.org/>

- Military Hire
<https://www.militaryhire.com/index.servlet>
- Careers for Transitioning Military
<http://www.taonline.com/>
- Military Connection
<http://www.militaryconnection.com/>
- Vet Jobs
<http://www.vetjobs.com/>
- Veteran Employment
<http://www.military.com/veteran-jobs>

Additional Resources on Building a Diverse Applicant Pool

- AAUP Resources on Diversity and Affirmative Action
<http://www.aaup.org/issues/diversity-affirmative-action>
- How to Diversify Faculty (AAUP)
<http://www.aaup.org/issues/diversity-affirmative-action>