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

- The National Academies Ford Foundation Fellows

- 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/
Sources for Outreach to Potential Faculty Candidates

- 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  

- 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.jofdag.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  

• RallyPoint  
  https://www.rallypoint.com/

• Job Opportunities for Disabled Veterans  
  https://www.jofday.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