



# ADVANCE

## Investing in Faculty Success and Inclusive Work Environments

### Faculty Recruitment Resources

This document provides recruitment resources for faculty search committees. Below, committees can find general resources, directories, publications, and associations where they can submit their job postings in an effort to diversify their applicant pool.

<b>GENERAL</b>		
<p>Many institutions have compiled lists of associations, publications, and directories that search committees can use to identify recruitment resources. We recommend the following institutional websites as resources for search committees.</p>		
<p>UNC Charlotte ADVANCE – Resources for Search Committees</p>	<p>This website includes directories, especially ones related to faculty diversity in regard to race, ethnicity, and gender identity. Many of these directories focus on STEM fields.</p>	<p><a href="https://advance.uncc.edu/programming/programs/faculty-recruitment/where-find-under-represented-minority-faculty-candidates">https://advance.uncc.edu/programming/programs/faculty-recruitment/where-find-under-represented-minority-faculty-candidates</a></p>
<p>Women in Science and Engineering Leadership Institute’s (WISELI) Recruiting Resources for Search Committees</p>	<p>This website lists recruiting resources for the following disciplines: general STEM fields, agricultural sciences, biological sciences, computer sciences and information technology, engineering, mathematics and statistics, social sciences, physical sciences, arts and humanities, law, medical sciences and medicine, nursing, and veterinary medicine.*</p>	<p><a href="https://wiseli.wisc.edu/workshops/hiring-diverse-excellent-faculty/faculty-recruiting-resources/-pubs">https://wiseli.wisc.edu/workshops/hiring-diverse-excellent-faculty/faculty-recruiting-resources/-pubs</a></p>

\*The WISELI website does not include specific resources for the field of education. Thus, some of the websites listed in the Social Science Associations table below might be helpful to those departments looking to recruit in the education field.



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### DIRECTORIES

These directories focus on women and underrepresented minority candidates in a number of disciplines, including STEM, engineering, medicine, law, and social sciences.

<p>American Association of University Women (AAUW) Directory of Fellowship Recipients</p>	<p>This directory features women who received fellowships or grants from AAUW from a large number of disciplines, including engineering, medicine, physical sciences, biological sciences, STEM, law, business, and medicine. Through this directory, committees can search by several factors, including discipline and fellowship or grant received from AAUW. Users can access biographies about the research of various fellowship recipients.</p>	<p><a href="https://www.aauw.org/what-we-do/educational-funding-and-awards/directory-of-recipients-and-sponsors/">https://www.aauw.org/what-we-do/educational-funding-and-awards/directory-of-recipients-and-sponsors/</a></p>
<p>Big Ten Academic Alliance Directory of Big Ten Professorial Advancement Initiative Participants</p>	<p>This directory contains Professorial Advancement Initiative participants, who are underrepresented minority postdoctoral scholars in STEM disciplines. Users can access PAI participants' research profiles and CVs through this directory.</p>	<p><a href="http://www.btaa.org/leadership/pai/se-arch-committees">http://www.btaa.org/leadership/pai/se-arch-committees</a></p>
<p>Ford Fellows Directory</p>	<p>This directory contains contact information for Ford Foundation Fellows who held awards administered by the National Academies of Sciences, Engineering, and Medicine, as well as information on fellows' current institutions, departments, and academic rank.</p>	<p><a href="https://nrc58.nas.edu/FordFellows20/Directory_Ford30/ModulePage.aspx?Nav=Home">https://nrc58.nas.edu/FordFellows20/Directory_Ford30/ModulePage.aspx?Nav=Home</a></p>
<p>Mathematical Association of America – SUMMA Archival Record</p>	<p>This archival record features biographies of PhDs in mathematics and mathematics education who are members of minority groups and American citizens.</p>	<p><a href="https://www.maa.org/programs-and-communities/outreach-initiatives/summa/summa-archival-record">https://www.maa.org/programs-and-communities/outreach-initiatives/summa/summa-archival-record</a></p>
<p>Compact for Faculty Diversity Institute on Teaching and Mentoring Scholar Directory (SREB) (Membership Fee Associated)</p>	<p>This directory consists of doctoral scholars and PhD recipients who are pursuing careers in the professoriate. The disciplines covered in this directory are medical, STEM, social sciences, behavioral sciences, and economic sciences. This resource provides institutional members with candidates' CVs and contact information.</p>	<p><a href="https://dspdirectory.sreb.org/default.aspx?ReturnUrl=%2f">https://dspdirectory.sreb.org/default.aspx?ReturnUrl=%2f</a></p>
<p>The National Registry of Diverse &amp; Strategic Faculty – “The Registry” (Membership Fee Associated)</p>	<p>This registry contains faculty positions for diverse faculty candidates whom institutions can search based on various demographics. This resource provides institutional members with candidates' CVs and contact information.</p>	<p><a href="https://www.theregistry.ttu.edu/">https://www.theregistry.ttu.edu/</a></p>



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### PUBLICATIONS/POSTING SITES

Many of these publications discuss diversifying higher education in general. However, the more specific publications listed relate to STEM fields.

Association for Women in Science (AWIS) Career Center	<a href="https://awis.associationcareernetwork.com/">https://awis.associationcareernetwork.com/</a>
Diverse: Issues in Higher Education	<a href="https://diverseeducation.com/">https://diverseeducation.com/</a>
HERC — The National Higher Education Recruiting Consortium	<a href="https://www.hercjobs.org/">https://www.hercjobs.org/</a>
Hispanic Outlook in Higher Education	<a href="https://www.hispanicoutlook.com/">https://www.hispanicoutlook.com/</a>
INSIGHT into Diversity	<a href="https://www.insightintodiversity.com/">https://www.insightintodiversity.com/</a>
Journal of Blacks in Higher Education	<a href="https://www.jbhe.com/">https://www.jbhe.com/</a>
Latinos in Higher Ed	<a href="https://www.latinosinhighered.com/">https://www.latinosinhighered.com/</a>
NSBE – NSBE Magazine; Career Engineer	<a href="http://www.nsbe.org/News-Media/Magazines.aspx">http://www.nsbe.org/News-Media/Magazines.aspx</a>
Women in Higher Education	<a href="https://www.wihe.com/">https://www.wihe.com/</a>
AISES – Paths to Opportunities; Winds of Change (Fee Associated)	<a href="https://woc.aises.org/about/newsletters">https://woc.aises.org/about/newsletters</a>
SWE – SWE Magazine (Fee Associated)	<a href="https://mediakit.swe.org/">https://mediakit.swe.org/</a>



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SOCIAL SCIENCE ASSOCIATIONS*	
AAA – Association of Black Anthropologists	<a href="http://aba.americananthro.org/">http://aba.americananthro.org/</a>
AAA – Association for Queer Anthropology	<a href="https://queeranthro.org/">https://queeranthro.org/</a>
ACPA – Indigenous Student Affairs Network (ISAN)	<a href="http://www.myacpa.org/coalitions/naic/isan">http://www.myacpa.org/coalitions/naic/isan</a>
AEA – Committee on the Status of Minority Groups in the Economics Profession	<a href="https://www.aeaweb.org/about-aea/committees/csmgep">https://www.aeaweb.org/about-aea/committees/csmgep</a>
AERA – Multicultural/Multiethnic Education Special Interest Group	<a href="http://www.aera.net/SIG162-Multicultural-Multiethnic-Education-Theory-Research-and-Practice-SIG-162">http://www.aera.net/SIG162-Multicultural-Multiethnic-Education-Theory-Research-and-Practice-SIG-162</a>
ASHE – Council on Ethnic Participation	<a href="https://www.ashe.ws/cep">https://www.ashe.ws/cep</a>
Association for Women in Mathematics	<a href="https://awm-math.org/">https://awm-math.org/</a>
Association for Women in Science	<a href="https://www.awis.org/">https://www.awis.org/</a>
Association of Black Sociologists	<a href="http://www.associationofblacksociologists.org/">http://www.associationofblacksociologists.org/</a>
CSWEP – Committee on the Status of Women in the Economics Profession	<a href="https://www.aeaweb.org/about-aea/committees/cswep">https://www.aeaweb.org/about-aea/committees/cswep</a>
NASPA – Center for Women	<a href="https://www.naspa.org/constituent-groups/groups/center-for-women">https://www.naspa.org/constituent-groups/groups/center-for-women</a>
National Women’s Studies Association	<a href="https://www.nwsa.org/">https://www.nwsa.org/</a>
NIH – Fellows of All Abilities	<a href="https://www.training.nih.gov/you_are_not_alone#FAAb">https://www.training.nih.gov/you_are_not_alone#FAAb</a>
NIH – Lesbian, Gay, Bisexual, Transgender – Fellows and Friends	<a href="https://www.training.nih.gov/you_are_not_alone#FAAb">https://www.training.nih.gov/you_are_not_alone#FAAb</a>
Society for the Advancement of Chicanos/Hispanics and Native Americans in Science	<a href="https://www.training.nih.gov/you_are_not_alone#FAAb">https://www.training.nih.gov/you_are_not_alone#FAAb</a>
Sociologists for Women in Society	<a href="https://socwomen.org/">https://socwomen.org/</a>
American Association of Blacks in Higher Education (Price Associated)	<a href="https://jobs.blacksinhighered.org/">https://jobs.blacksinhighered.org/</a>
NAFSA: Association of International Educators (Price Associated)	<a href="https://www.nafsa.org/">https://www.nafsa.org/</a>

\*Some of these websites might be listed on the WISELI website. This list might be useful for those looking to hire in the field of education, in addition to the social sciences