

ISU ADVANCE
IOWA STATE UNIVERSITY
ADVERTISING SOURCES FOR RECRUITING DIVERSE FACULTY
Updated July 2012 (web version)

Places to Post Academic Jobs

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

The **National Registry of Diverse & Strategic Faculty** is 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. **At no charge**, candidates may enter their name and relevant information into the database and then search for available jobs posted by our subscribing institutions. For an annual subscription fee, institutions and their designated personnel have access to search The REGISTRY database for qualified candidates and to post open faculty positions. ISU is a member and Departments can post positions using these credentials for 2012-13:

To obtain the Username and Password, contact the Provost's office.

<http://www.academic360.com/>

This site is really a service for the job-seeker, as it collects academic job postings at HR websites across the country. A position posted on the ISU website should end up here.

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

Academic Employment Network allows employers to post jobs (30 days) and/or review resumes of jobseekers.

<http://www.academickeys.com>

AcademicKeys.com has 16 discipline-focused sites with information about faculty, educational resources, research interests, and professional activities pertinent to institutions of higher education. Job postings are for 3 months and are separated by academic discipline and candidate level of expertise. Candidates can also post resumes.

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

Job postings on Academic Careers.com can be for 1 or 3 months. A diversity package includes email notification of new job postings to diverse candidates and cross-posting of ads on partner job sites. Employers can also review candidate resumes.

<http://chronicle.com/>

The Chronicle of Higher Education is the standard place to post faculty positions, but is quite expensive. Web-only ads can be placed at Chronicle Careers at a lower advertising rate.

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

HigherEdJobs.com allows jobs to be posted with unlimited text. Employers can also review posted resumes.

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

Inside Higher Ed is an online source for news, opinion and jobs in higher education. News and opinion content is free; most services are free to job seekers and reasonably priced for employers.

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

PostdocJobs.com focuses on hiring postdocs, research associates and scientists. Jobs posted here also appear on the career network sites UniversityJobs.com and ScienceJobs.Org.

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isu-advance

ISU ADVANCE started with a five-year grant (2006-2011) from the National Science Foundation to improve the university for women in science, technology, engineering and math. Following the initial grant, Iowa State University continues to expand the program for underrepresented people in all areas of the institution. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s), not of any current or past funding organization.

Developed by
Bonita Glatz,
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Places to Post Academic Jobs (continued)

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

Jobs posted on Science Jobs.org can also be posted on PostdocJobs.com, UniversityJobs.com, and AmericanScience.org.

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

Ted Jobs.com job postings cost \$29.95 after June 1, 2008 (before that they are free). Postdoc job postings and resume searching are free.

<http://www.universityjobs.com>

Jobs posted on UniversityJobs.com can also be posted on PostdocJobs.com and ScienceJobs.Org with no additional fee. Specific job categories can be selected under Science Jobs.

Places to Post Jobs to Increase Diversity of Pool

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

Academic Diversity Search, Inc. specializes in connecting women and minorities with academic institutions. Single job postings are for 30 days. The university can also pay for “featured employer status” for 30 days that provides a hyperlink to the university’s profile and current open positions.

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

Ads can be placed in Insight into Diversity magazine, which is distributed free of charge, and also on the website. Fee.

<http://www.diversejobs.net/>

Employers can post jobs for a fee and check resumes of registered job seekers. The site has Faculty – STEM fields as a job category.

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

DiversityWeb is a project of the Association of American Colleges and Universities’ Office of Diversity, Equity, and Global Initiatives. They provide links to a variety of diversity-related resources, including their periodical.

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

Equal Opportunity Publications (EOP) provides advertising in several national recruitment magazines (Equal Opportunity, Woman Engineer, Minority Engineer, CAREERS & the disABLED, Workforce Diversity For Engineering And IT Professionals, Hispanic Career World and African-American Career World) as well as website advertising.

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

Ads can be placed on the American Association of University Women Career Corner website and remain there for 90 days.

<http://www.awis.org>

Association for Women in Science maintains a job listings page.

Places to Post Jobs to Increase Diversity of Pool (continued)

<http://www.swe.org>

Society of Women Engineers online career center allows job postings for various lengths of time. Resume database can also be searched (large fee).

<http://www.nsbe.org/Membership/Job-Search.aspx>

National Society of Black Engineers maintains an online job posting service (fee).

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

Ads placed in the Hispanic Outlook in Higher Education biweekly magazine are also listed for 6 weeks on their website.

<http://onshpe.shpe.org/wps/portal/national>

Society of Hispanic Professional Engineers allows registered employers to post jobs or search resumes that have been posted by job-seekers.

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

Society for Advancement of Chicanos and Native Americans in Science provides several programs to encourage Latinos and Native Americans to pursue advanced degrees in science. Ads for positions may be posted on this website for various lengths of time.

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

American Indian Science and Engineering Society offers different job posting packages of 3-months duration.

Databases of Potential Candidates

<http://www.advance.rice.edu/database>

The **Rice University ADVANCE database** contains applications received from across the nation for the NSF-sponsored workshop on "Negotiating the Ideal Faculty Position" hosted by the ADVANCE Program at Rice University, most recently in September 2011. The database contains information from over 1,000 female graduate students and postdocs. It is searchable by science and engineering department or research interest keyword.

Login username is *facultysearch*.

Password for 2011-12 is *database11*.

<http://www.instituteonteachingandmentoring.org/Institute/index.html>

The Compact for Faculty Diversity jobs link and a directory of scholars (access to the directory is by fee) may be useful to advertise faculty openings as well as identify potential STEM faculty members and/or postdocs earlier in their careers.

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

Faculty for the Future is dedicated to linking a diverse pool of women and minorities from engineering, science, and business with faculty and research positions. Login is required at this site.

Databases of Potential Candidates (continued)

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

Diversityemployers.com, established by *IMDiversity* and *Black Collegian* magazine, is dedicated to providing career and self development information to all minorities and women. Resources include a resume database.

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

Ph.D.org is a clearinghouse of information for graduate students and job-seekers. It has links to various job placement and resume posting sites, but does not seem to post jobs or resumes on its own site.

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

This directory is open to minority Ph.D. candidates and recipients in any fields from a Committee on Institutional Cooperation (CIC) university (Big Ten plus the University of Chicago). Potential employers may search the directory by disciplinary field.

http://sites.nationalacademies.org/PGA/FordFellowships/PGA_046611

Ford Foundation Fellows recipients include underrepresented minorities in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and Ford Foundation Predoctoral and Dissertation fellowship recipients awarded since 1986.

Compiled Lists of Places to Advertise Positions (lists might not be up-to-date).

http://www.hrs.iastate.edu/r&e/outreach_contents.shtml

Human Resource Services provides lists of print and electronic media, associations, directories, and schools where positions can be posted to reach underrepresented groups.

<http://www.uri.edu/advance/recruitment.html>

Appendix E of the University of Rhode Island recruitment manual noted above is called "Resources for Broadening the Applicant Pool" and contains a list of programs that seek to increase the numbers of women and minorities in faculty positions.

<http://ed.isu.edu/aboutCOE/documents/RecruitAdvertRescour.pdf>

From the College of Education, Idaho State University, a chart of specialty advertising resources to generate a diverse pool of faculty applicants.

<http://www.psu.edu/dept/aaoffice/>

Pennsylvania State University Affirmative Action office site, in the Searches and Recruitment section, has both PowerPoint and PDF versions of briefings for search committees, a list of outreach sites to post open positions, and a search handbook (downloadable PDF). This site also provides tables with hot links, addresses, phone numbers for: Hispanic-serving colleges/universities (http://www.psu.edu/dept/aaoffice/hispanic_universities.html) historically/predominantly black colleges/universities (http://www.psu.edu/dept/aaoffice/aa_universities.html) tribal-serving colleges/universities (http://www.psu.edu/dept/aaoffice/tribal_universities.html) women's colleges/universities (http://www.psu.edu/dept/aaoffice/women_universities.html)