Diversity Recruiting Resources

This compendium of diversity resources has been compiled for the campuses participating in the Higher Education Recruitment Consortium.

www.theacademicnetwork.org
THE ACADEMIC NETWORK
The Academic Network is a consulting firm that conducts regional or campus workshops on minority recruitment, provides a database for unlimited academic postings, publishes diversity directories, and provides competitive rates for academic travelers. Since 2005, over 5,300 academic professionals from 622 institutions in 46 states have used their services.

www.aapd-dc.org
AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES
AAPD is the largest nonprofit, nonpartisan, cross-disability organization in the United States. Among the organization's purposes are furthering the productivity, independence, full citizenship, and total integration of people with disabilities into all aspects of society. AAPD publishes a quarterly newsletter.

www.aau.org
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS
A website for the national association who assists in assuring the freedom and standards of teaching in higher education. Very interested in diversity and equal opportunity, the website has listings of committees devoted to underrepresented faculty issues, articles and news on diversifying campuses.

www.aauw.org
AMERICAN ASSOCIATION OF UNIVERSITY WOMEN
A membership based society promoting equal education for women and girls and professional educators. They do have links to other related sites including several that contain job postings, databases and other career related resources. There is advertising available in the AAUW publications, information given on their website. Posting on their website page, Jobmarket, in the Marketplace section is also an option.

www.acenet.edu
AMERICAN COUNCIL ON EDUCATION
An organization uniting 1,800 colleges and universities with an overall objective to promote equal opportunity within the higher education system. Site also maintains resume banks for top administrative positions.

www.acenet.edu/AM/Template.cfm?Section=OWHE
AMERICAN COUNCIL ON EDUCATION'S OFFICE OF WOMEN IN HIGHER EDUCATION
The Office of Women in Higher Education (OWHE) provides information and counsel to many constituencies within the higher education community concerning policies, issues, and strategies that affect women’s education and advancement.

www.aimd.org
THE AMERICAN INSTITUTE FOR MANAGING DIVERSITY, INC.
Founded in 1984, the American Institute for Managing Diversity (AIMD) is a nonprofit organization created for the study of diversity issues. The site provides an information resource center, a diversity store, links to AIMD research and educational services, as well as profiles of those leading the field of diversity management and awareness.

www.diversityweb.org
ASSOCIATION OF AMERICAN COLLEGES AND UNIVERSITIES
This AACU site, at the University of Maryland, offers an “interactive hub” for those in post secondary education institutes looking for diversifying their faculties and students or who want diversity information. Provides a resources/links list of organizations interested in promoting diversity, discussion boards, member profiles, and digest.
www.ahead.org
ASSOCIATION ON HIGHER EDUCATION AND DIVERSITY
AHEAD is a professional membership organization for individuals involved in the development of policy and in the provision of quality services to meet the needs of persons with disabilities involved in all areas of higher education.

www.black-collegian.com
THE BLACK COLLEGIAN ONLINE
A career site/online journal targeting minority graduates seeking professional positions. An offshoot of the Black Collegian Magazine.

www.newsreel.org
CALIFORNIA NEWSREEL
Offers a variety of diversity training videos, including Ethnic Notions: Black People in White Minds, the 58-minute video which provides a historical examination of racial stereotypes, with scholarly commentary to explain how these images have been used to fuel anti-black prejudice and justify black oppression; “a disturbing voyage through American history.”

www.careersnow-online.com
CAREERS NOW ONLINE
CareersNow-Online.com currently publishes three diversity job journals; Hispanic Hotline, Black Careers Now and Asian Pacific Careers. Print circulation for Hispanic Hotline is 8,000, Black Careers Now 5,000 and Asian Pacific Careers 5,000. The job journals are published monthly and circulate in California, Oregon, Washington, Nevada and Arizona.

www.acenet.edu/AM/Template.cfm?Section=CAREE
CENTER FOR ADVANCEMENT OF RACIAL AND ETHNIC EQUITY (CAREE) supervises ACE's Minority Initiative, which was launched in 1981 in response to declining rates of minority participation in higher education. Through such publications as the Minorities in Higher Education 2002-2003, Twentieth Annual Status Report (2003) and others, CAREE has become one of the nation's major sources of information on the educational status of minorities, exemplary programs aimed at improving the campus climate for persons of color, and the challenges faced by academe in its efforts to continue to increase participation rates and degree attainment by U.S. ethnic minorities.

www.civilrights.org
CIVILRIGHTS.ORG
Civilrights.org is a collaboration of the Leadership Conference on Civil Rights and the Leadership Conference on Civil Rights Education Fund. Its mission: to serve as the site of record for relevant and up-to-the minute civil rights news and information.

www.cic.uiuc.edu
COMMITTEE FOR INSITUTIONAL COOPERATION
A Midwest consortium of universities that promotes programs and activities throughout the University system. Encourages collaboration between colleges. Site has a directory of Minority Ph.D., MFA, and MLS recipients who wish to increase their professional opportunities as well as offering a recruitment source for the universities. There is also a similar directory for women and science and engineering. Committee also uses Senior Diversity Officers connecting through conferences/forums linking campuses in sharing tips on diversity.

www.corporatediversitysearch.com
CORPORATE DIVERSITY SEARCH, INC.
A nationwide executive search firm specializing in the placement of women and minorities.

www.corvision.com/
COVISION MEDIA, INC.
Distributes several diversity related videos and resources, including DIVERSE TEAMS AT WORK: CAPITALIZING ON THE POWER OF DIVERSITY and DIVERSITY UNPLUGGED.

http://nrc58.nas.edu/FordFellowDirect/Main/Main.aspx
DIRECTORY OF FORD FELLOWS
An online directory of those minority postdoctoral fellowship recipients awarded since 1980.

www.diverseeducation.com
DIVERSE ISSUES IN HIGHER EDUCATION
An academic online and print journal that is directed towards minorities in academia, both faculty, student and administrative. It publishes positions in postsecondary schools 26 times a year. Since its founding in 1984, Black Issues In Higher Education (which is now Diverse) has been America’s premier news source for information concerning diversity issues in higher education.
www.diversity.com
DIVERSITY: A WORLD OF CHANGE
An online source for recruiting job seekers from diverse ethnic cultures, life styles, life stages, creative persuasions, abilities, religious affiliations and gender.

www.diversityinc.com
DIVERSITY, INC.
Diversity Inc.’s editorial mission is to provide education and clarity on the business benefits of diversity.

www.diversitycentral.com
DIVERSITY CENTRAL
The online site for the Cultural Diversity at Work newsletter and related resources.

www.diversityjournal.com
DIVERSITY JOURNAL
Forum for business diversity.

www.diversityresources.com
DIVERSITY RESOURCES
Information and training materials about diversity in the workforce.

www.diversitysearch.com
DIVERSITY SEARCH
Career development and job search site, with searchable database with extensive links.

http://diversityworking.com
DIVERSITY WORKING
A career opportunity resource and job search engine for the cultural diversity marketplace. Employer members use the site to promote, attract and recruit a high performing and in some cases underrepresented employee.

www.eop.com
EQUAL OPPORTUNITY PUBLICATION, INC.
Publishers of Equal Opportunity, Woman Engineer, Minority Engineer, CAREERS & the disABLED and WD-Workforce Diversity, career magazines for affirmative action and workforce diversity.

http://bgess.berkeley.edu/faculty
FUTURE BLACK FACULTY DATABASE, THE
Known as the “registry of tomorrow teacher’s” this site contains records or doctoral candidates, recent graduates and professional seeking jobs in academia. All are of African American decent and want to obtain tenure-track faculty positions within five to seven years. It is a free search engine for potential applicants.

www.hacu.net
HISPANIC ASSOCIATION OF COLLEGES AND UNIVERSITIES
HACU represents 400 higher education schools with 2/3 of Hispanic students attending them. Useful for creating outreach and contacts links with institutions that educate a higher percentage of minority students. Those schools who do not qualify as a member, can become partners in the goals of advancement of Hispanic students.

www.hispanicoutlook.com
HISPANIC OUTLOOK IN HIGHER EDUCATION
The sole Hispanic journal for today’s college campuses. The website and journal reach a broad cultural audience of educators, students, administrators, student services, community-based organizations plus corporations. Includes tips, articles, advertisement, etc.

www.htiprogram.org/
HISPANIC THEOLOGICAL INITIATIVE
An organization that runs programs, networking and resource development for Hispanic scholars in order to increase their numbers in seminary and universities. Useful towards the goal of faculty recruitment is the HIT placement service that connects these students with access to employers and the employers with the students.

http://jobs.hbcuconnect.com/
ABOUT HBCUCAREERCENTER.COM
Dedicated to serving the Students and Alumni of Historically Black Colleges & Universities, HBCUCareerCenter.com delivers the Internet’s largest job collection specifically for HBCU Students and Graduates, all direct from the hiring companies and organizations that recruit HBCU talent. Using creative web development techniques, and input from leading Human Resources
executives, we bring to the web the most effective system for connecting HBCU talent with the employer’s that seek to recruit them.

www.h-net.org/jobs/home.php  
H-NET JOB GUIDE  
A free website service (posting) and resource for those seeking employment/employees in the Histories, Humanities and Social Sciences.

www.imdiversity.com  
IMDIVERSITY.COM  
This site is concerned with “connecting America’s employers with multicultural job seekers.” Provides access to open jobs via the Internet that are offered by the Employer members. To become a member, must see their sales department.

www.insightintodiversity.com  
INSIGHT INTO DIVERSITY (Formerly the Affirmative Action Register)  
An online representation of the printed publication that advertises institutional, academic, professional, etc. jobs looking for qualified candidates especially in under represented population groups. No added charge for online ad when purchasing ads in the journal.

www.latpro.com  
LATPRO.COM  
LatPro created the first Hispanic / Latino and bilingual professional employment web site in 1997 and has deepened its market leadership every year with consistent innovation and recognition. Today, LatPro is by far the largest diversity employment web site in the United States and is the leading source for Spanish/English and Portuguese/English bilinguals throughout the Americas.

www.latinosinhighered.com  
LATINOS IN HIGHER ED  
LatinosinHigherEd.com is the first Latino professional employment web site designed specifically for the higher education community. It was launched in response to a growing concern about the need to promote career opportunities in higher education for the growing Latino population.

www.gardenswartrowe.com/booklist.html  
MANAGING DIVERSITY: A COMPLETE DESK REFERENCE AND PLANNING GUIDE BY LEE GARDENSWARTZ AND ANITA ROWE  
The latest edition of the guide (which first appeared in 1992) reflects the rapidly changing demography of the American workforce. A blend of theory and practice, the guide offers approximately 100 charts, checklists, suggested activities, worksheets, systems audits, exercises, sample interview questions, and tip sheets to promote systemic diversity implementation. The authors show how to recruit, retain, mentor, and promote diverse employees to eliminate high turnover rates and build cohesive, productive, cross-cultural work teams.

www.minorityexecsearch.com  
MINORITY EXECUTIVE SEARCH  
Specializing in women and minority job placement nationwide.

www.multiculturaladvantage.com  
THE MULTICULTURAL ADVANTAGE  
An online community for people of color with extensive links to information resources for career and recruitment, healthy living, family unity, life long learning and more. It also maintains a job bank.

www.nafeo.org  
NATIONAL ASSOCIATION FOR EQUAL OPPORTUNITY IN HIGHER EDUCATION  
An organization associated with Black Colleges and Universities, this organization promotes the advancement of minority students and minority educators and their issues. Their website offers job posting online and a Career Fair page where the postings are viewed along with other information.

www.nbmbaa.org  
NATIONAL BLACK MBA ASSOCIATION, INC.  
EMPLOYMENT NETWORK HOTLINE  
The NBMBAA is a non-profit organization of minority MBA’s, business professionals, business students and entrepreneurs in both the private and public sectors throughout the country. Members share a commitment to education and business-the two keys to the economic development of the African American community. Advertisements will be electronically posted, and listings are sent to all chapters for distribution to members. Job postings are viewable online for 30 days.
www.grad.washington.edu/nne/index.html

NATIONAL NAME EXCHANGE, THE
A program that serves member institutions and undergrad minority students, connecting those students interested in graduate study with schools looking for interested underrepresented students pursuing a graduate degree and who can potentially contribute to academia.

www.naaap.org

NATIONAL ASSOCIATION OF ASIAN AMERICAN PROFESSIONALS
The NAAAP Vision provides a broad range of Asian American professional and educational services that meets the needs of individuals, corporations and government through the efforts, experiences, talents and dedication of our volunteers.

www.nadohe.org

NATIONAL ASSOCIATION OF DIVERSITY OFFICERS IN HIGHER EDUCATION
NADOHE serves as the preeminent voice for diversity officers in higher education by supporting their collective efforts to lead their institutions toward the attainment of the following goals: produce and disseminate empirical evidence through research to inform diversity initiatives; identify and circulate exemplary practices; provide professional development for current and aspiring diversity officers; inform and influence national and local policies; and create and foster networking opportunities.

www.ncbi.org

NATIONAL COALITION BUILDING INSTITUTE
The National Coalition Building Institute (NCBI) is a nonprofit leadership training organization based in Washington, D.C. Founded in 1984, NCBI has been working to eliminate prejudice and intergroup conflict in communities throughout the world. Information on discussion groups, campus programs, training programs and more are available on the web site.

www.ncore.ou.edu

NATIONAL CONFERENCE ON RACE AND ETHNICITY IN HIGHER EDUCATION (NCORE)
The NCORE conference series constitutes the leading and most comprehensive national forum on issues of race and ethnicity in American higher education. The conference is a vital national resource for higher education institutions, providing an annual multicultural forum that attracts Black/African Americans, American Indians, Asian/Pacific Islanders, Latino/as, and European Americans representing campuses across the United States.

www.nmci.org

NATIONAL MULTICULTURAL INSTITUTE
The National Multicultural Institute (NMCI) was founded in 1983 to increase communication, understanding and respect among people of different racial, ethnic and cultural backgrounds, and to provide a forum for discussion of the critical issues of multiculturalism facing our society. The web site includes program and services information (including diversity training and consulting services), job and internship opportunities, and a catalog of publications.

www.nod.org

NATIONAL ORGANIZATION ON DISABILITY
The National Organization on Disability was founded in 1982 at the conclusion of the United Nations International Year of Disabled Persons. As well as providing information on the organization and their programs, this site includes Frequently Asked Questions, an ADA Fact Sheet, Employment Resources, and lists of publications, press releases, contact information and links to related sites.

www.nsbe.org

NATIONAL SOCIETY OF BLACK ENGINEERS
The National Society of Black Engineers (NSBE) with more than 10,000 members is the largest student-managed organization in the country. NSBE's mission is to increase the number of culturally responsible Black engineers who excel academically, succeed professionally and positively impact the community. The organization stimulates and develops student interest in the various engineering disciplines and to encourage and advise minority youth in their pursuit of an engineering career.

www.nul.org

NATIONAL URBAN LEAGUE
One of the oldest national organizations promoting the advancement of African Americans. The website offers a career center where jobs may be posted and viewed.

www.dol.gov/dol/odep

OFFICE OF DISABILITY EMPLOYMENT POLICY
In the FY 2001 budget, Congress approved a new Office of Disability Employment Policy for the Department of Labor. Programs and staff of the former President’s Committee on Employment of People with Disabilities have been integrated in this new office. The mission of ODEP will be to bring a heightened and permanent long-term focus to the goal of increasing employment of persons with disabilities.
The PhD Project’s mission is to increase the diversity of corporate America by increasing the diversity of business school faculty. They attract African-Americans, Hispanic-Americans and Native Americans to business Ph.D. programs, and provide a network of peer support on their journey to becoming professors. As faculty, they serve as role models attracting and mentoring minority students while improving the preparation of all students for our diverse workplace and society.

A cooperative program involving 43 doctoral institutions and other partners interested in the promotion of doctoral students pursuing faculty positions. They offer a free listserv, where job positions can be posted, (see PFF Job Listserv) and sent to doctoral student in the PFF program.

This is an easy to navigate site designed to help the gay and lesbian job seeker or consultant find the perfect positive work environment with a company committed to diversity.

The Society for Advancement of Chicanos and Native Americans in Science (SACNAS) has drawn its ranks primarily from science professors. The encouragement of Chicano, Latino, and Native American students to pursue graduate studies in the fields of research and science teaching has become the society's mission. The SACNAS Web site features employment listings and other recruitment resources.

Designed for businesses creating a workplace diversity initiative, this site is updated regularly and includes information on diversity training, selecting consultants, affirmative action, recruitment retention, and more. Also included are links to a diversity reading room, bulletin board, toolkit, SHRM's diversity committee, Mosa/ics, SHRM's bi-monthly diversity publication, and other diversity resources.

The Society of Women Engineers (SWE) encourages women to achieve full potential in careers as engineers and leaders, expands the image of the engineering profession as a positive force in improving the quality of life, and demonstrates the value of diversity. Its bimonthly magazine publishes openings for faculty positions in higher education as well in a variety of industries. The Society maintains a mailing list for electronic job postings. Individual members, as well as companies, are encouraged to post their available jobs. The service is free.

This site provides a nationwide job bank directed at Native American Indians looking for employment. Also publishes the Tribal Employment Newsletter to help increase the effectiveness for advertising institutions diversity recruiting. For a fee, institutions can post ads, banners, etc. with job vacancies.

Women’s and diversity career recruitment specialist, offers comprehensive products and services exclusively for top employers in every field that support and enhance employers’ commitment to diversity.

A monthly news journal concerning women’s issues on campuses. Reaches 12,000 readers. Includes a career link for job posting (including online).

WorkplaceDiversity.com - The Source For Diversity Talent is a career web site for corporate and executive recruiters who want to reach experienced, high caliber diversity candidates. Advanced search technology, insider company research, and award winning career content combine to make this site a long-term professional resource.