



W I S E L I

Women in Science & Engineering Leadership Institute  
University of Wisconsin-Madison

## Searching for Excellence & Diversity<sup>®</sup>: Recruiting Resources for Search Committees

This webpage supplements and updates the recruiting and networking resources listed in our publication, [Searching for Excellence and Diversity: A Guide for Search Committees](#). The resources listed below target publications and organizations that will help you to recruit women and underrepresented minority applicants for your open positions.

We recommend that you use these resources to supplement your advertisements in key journals of specific disciplines and in general academic publications such as *The Chronicle of Higher Education* or *Science* and *Science Careers*. Though women and members of minority groups will undoubtedly see your advertisements in the standard journals for your field, you can increase the likelihood that they will apply for your open positions by also advertising in publications for women and minorities. Advertising in these publications demonstrates your commitment to conducting a diverse search and may encourage women and minorities to regard your institution as place in which they would be welcome.

In addition to advertising, you can use these resources to post job openings in online career centers, search for qualified candidates in online databases, and strive to increase the diversity of your own professional networks by relying on contact information provided for various societies and organizations, and in some cases for their leaders and members.

Please [contact us](#) to make suggestions for additions and notify us of corrections and/or broken links.

For general advice and discussion about recruiting for excellent and diverse faculty members, please see "Element II: Actively Recruit An Excellent and Diverse Pool of Candidates" in [Searching for Excellence and Diversity: A Guide for Search Committees](#).

# Online Sources of Information, Research, and Advice

**Please note:** Before adopting any advice supplied by off-campus organizations, we recommend that you consult with an appropriate campus resource/official to check that your actions are consistent with your institutions policies and procedures. Appropriate resources might include: the campus-wide Office of Human Resources, your school/college's Human Resources Department, the campus Office for Equity and Diversity and/or Affirmative Action, your legal counsel or Office of Legal Services.

- [AAUP — American Association of University Professors](#)  
"The AAUP has a longstanding commitment to increasing diversity in higher education." Its website provides policy statements on diversity, advice, and resources. Documents that are particularly pertinent to efforts to increase faculty diversity include:
  1. [Recommended Procedures for Increasing the Number of Minority Persons and Women on College and University Faculty](#)
  2. [Resources on Diversity & Affirmative Action in Higher Education](#)  
This page links to documents describing the AAUP's policies, research, and analysis on issues of diversity and affirmative action, including:
    - [How to Diversify Faculty: The Current Legal Landscape \(2006\)](#)
    - [Sources on the Educational Benefits of Diversity](#)
    - [Diversity Bibliography](#)
- [AAC&U — Association of American Colleges and Universities](#)  
The AAC&U provides national leadership "to advance diversity and equity in higher education." Its web page, "[Diversity and Inclusive Excellence](#)" lists initiatives, research publications, and resources relevant to campus diversity initiatives.
- [AAMC - — Association of American Medical Colleges](#)  
The AAMC's [Diversity and Inclusion Initiative](#) provides reports and data on fostering faculty diversity in medical education as well as a variety of educational materials.
- [NSF — National Science Foundation: Science and Engineering Doctorate Awards](#)  
This series of annual reports, based on results from the NSF's Survey of Earned Doctorates, presents data and trends on doctorates awarded in science and engineering. Information is also available on characteristics of doctorate recipients, institutions awarding doctorates, and post-graduation plans of doctorate recipients. Characteristics of doctoral recipients for which data is available include field of study, sex, race/ethnicity, citizenship status, and disability status. Other NSF reports and resources which may be useful to search committees include:
  1. [Doctoral Scientists and Engineers Profiles](#)
  2. [Characteristics of Doctoral Scientists and Engineers in the United States](#)
  3. [WebCASPAR](#)  
"The WebCASPAR database provides easy access to a large body of statistical data resources for science and engineering (S&E) at U.S. academic institutions. WebCASPAR emphasizes S&E, but its data resources also provide information

on non-S&E fields and higher education in general." Search committees can use this database to learn about the diversity of potential applicant pools.

## Directories of Women and Minority Faculty and PhD Candidates/Recipients

- [CIC Doctoral Directory](#)  
The Committee on Institutional Cooperation (CIC) is "a consortium of the Big Ten universities plus the University of Chicago." It publishes the CIC Doctoral Directory online in an effort "to increase the visibility of doctoral alumni who bring diverse perspectives and experiences to higher education." The searchable directory can help colleges, universities, and other potential employers to recruit underrepresented graduates of CIC institutions. The directory lists "American Indians, African Americans, and Latina/Latinos in any field of study [and] Asian Americans in social science and humanities fields." To be eligible for inclusion, "registrants must be a U.S. citizen or Permanent Resident who completed a PhD, MLS, or MFA degrees at one of the CIC member universities [or] who expect to complete the degree within one year."
- [Faculty for the Future](#)  
Sponsored by the GE Foundation and administered by WEPAN (Women in Engineering ProActive Network), this website aims to link women and under-represented minority job candidates in engineering, science, and business with academic employers. Employers may post positions and search for qualified candidates registered in the resume database. (UW-Madison search committee members can find login information [here](#).)
- [Future Faculty Database](#)  
This database provides a searchable collection of prospective PhDs and postdoctoral scholars who are interested in academic careers. Provided by Rice University and Northeastern University, with funding from the National Science Foundation's ADVANCE program, this database includes women and minorities who have participated in Rice and Northeastern Universities' Future Faculty Workshops that are designed to encourage women and minorities to consider and pursue academic careers. This database is intended to assist universities in their efforts to actively recruit diverse applicants for faculty positions.
- [Ford Fellows Directory](#)  
The Ford Foundation Fellowship Program seeks "to increase the diversity of the nation's college and university faculties by increasing their ethnic and racial diversity, to maximize the educational benefits of diversity, and to increase the number of professors who can and will use diversity as a resource for enriching the education of all students." The Fellowships Office of the National Resource Council maintains a searchable directory of Ford Fellowship recipients. "The directory is searchable by key words including fellowship award year, field of study, fellowship institution and other data that Ford Fellows elect to share. To date, there are over 2,700 Ford Fellows. This database ... allows universities and other institutions to conduct employment and expertise searches for highly trained and talented academics from diverse backgrounds."

- [MIT Provost's Office, Directory of Science & Engineering Faculty in Selected Institutions of Higher Education](#)  
This directory "profiles some of the achievements of science and engineering faculty of Black/African-American, Native American, and Spanish-speaking heritage." It can be used to enhance "opportunities for professional contact" and to expand professional networks. Faculty are listed alphabetically and by institution.
- [Compact for Faculty Diversity Institute on Teaching and Mentoring Scholar Directory](#)  
"The 'Scholar Directory' is a database that showcases more than 1,000 accomplished doctoral scholars and successful Ph.D. recipients who are committed to pursuing careers in the professoriate. It consists of scholars from: the Southern Regional Education Board (SREB), the National Institutes of Health (Bridges to the Professoriate NIGMS-MARC), the National Science Foundation Alliances for Graduate Education and the Professoriate (AGEP), the National Science Foundation Postdoctoral Fellows Program and the Alfred P. Sloan Foundation (SLOAN). The database ... includes access to: vitae, profiles, research and scholarship areas, as well as other information for all doctoral scholars and Ph.D. recipients who have attended the Institute on Teaching and Mentoring, the largest gathering of minority Ph.D.s and Ph.D. candidates in the nation." Access to the database is available by purchasing an annual subscription.
- [The National Registry of Diverse & Strategic Faculty — "The Registry"](#)  
This registry aims to be a "resource for tenure track/academic ladder faculty members from underrepresented groups and for institutions of higher education seeking to hire highly accomplished and qualified candidates for open faculty positions." Institutions pay an annual membership fee to post positions and gain access to the registry. A list of institutions that subscribe to this registry is listed [here](#). If your institution is listed, you can email ["The Registry"](#) to determine who to contact for userid and password information.

## Resources for All Academic Disciplines

- [Diverse: Issues in Higher Education](#)  
Published every two weeks, *Diverse: Issues in Higher Education* provides "coverage, commentary, and analysis of higher education for and about underrepresented and historically excluded groups." This "premier news source" for information on issues of diversity in higher education is available in print and online. The "job site" of *Diverse: Issues on Higher Education*, ["DiverseJobs"](#) enables employers to post job openings for faculty and university/college administrative positions.
- [HERC — The National Higher Education Recruiting Consortium](#)  
As collaborative associations of universities and colleges, HERCs aim to help member institutions work together in "addressing faculty and staff dual career and employment outreach challenges on their campuses." HERCs exist in many regions of the United States and "maintain regional, web-based search engines that include listings for all job openings, both faculty and staff, at all member institutions. The services at the websites are available at no charge to anyone seeking employment in higher education. The centrality of job postings and regional resources as well as the website's ability to accommodate dual career searches distinguishes HERC from other employment

websites." Member institutions can "post an unlimited number of faculty, staff and executive job listings on the website, and all HERC jobs are cross-posted on the National HERC website and two leading job boards; Indeed.com and Simplyhired.com." A listing of the regional HERCs and links to their websites is available [here](#).

- [Hispanic Outlook in Higher Education](#)

The *Hispanic Outlook in Higher Education* is "a top information news source and the sole Hispanic educational magazine for the higher education community, and those involved in running our institutions of higher learning. ... Each issue brings forth the significance of communication in academic circles, the importance of positive learning experiences, role models, and the contributions of both Hispanic and non-Hispanic writers with constructive observations on policies and procedures in academia. Working with an influential editorial board made up of accomplished academic professionals, H/O presents progressive feature articles that provide constructive discussion of issues confronted by Hispanics and others on the college campus and in industry." Advertising position openings in H/O allows employers to reach a highly multicultural audience.

- [INSIGHT into Diversity](#)

*INSIGHT into Diversity*, formerly the *Affirmative Action Register*, aims to connect "professionals with institutions and businesses that embrace a workforce that reflects our world." Their free magazine and online recruitment site serves employers and job seekers in the fields of "higher education, healthcare, government, and business." Employers can post job openings online and/or advertise in print editions. Job seekers can search for job openings and post their résumés online.

- [Journal of Blacks in Higher Education](#)

"The *Journal of Blacks in Higher Education* is dedicated to the conscientious investigation of the status and prospects for African Americans in higher education." Employers may post job openings online or advertise in the print edition of the journal.

- [Latinos in Higher Ed](#)

This web site aims to "promote career opportunities in higher education for the growing Latino population." It connects employers "with the largest pool of Latino professionals in higher education in the United States, Puerto Rico and internationally by disseminating employment opportunities to registered candidates and a national network of Latino-serving organizations and listservs."

- [Women in Higher Education](#)

*Women in Higher Education* is a monthly news journal that focuses on issues of gender in higher education. It reaches "thousands of talented women leaders on campuses all over the USA, Canada, and worldwide on the internet." Employers can list position openings in the print and/or online editions.

## Resources for General Science and Engineering Disciplines

- [AISES — American Indian Science and Engineering Society](#)

AISES strives "to substantially increase the representation of American Indian and Alaskan Natives in engineering, science, mathematics, and other related technology

disciplines." The AISES website offers a [job board](#) where employers can post job opportunities. AISES also publishes a quarterly magazine, *Winds of Change*. As "the premier nationally distributed magazine published with a single-minded focus on career and educational advancement for American Indian and Alaska Native people in STEM," *Winds of Change* can be a "valuable recruitment tool for corporations, government agencies, tribal and non-tribal businesses, and colleges and universities across the US."

- [AWIS — Association for Women in Science](#)  
"Dedicated to achieving equity and full participation for all women in science, technology, engineering and mathematics," AWIS provides an online [job bank](#) in which employers can list job openings and view posted résumés. Job announcements can also be advertised in the AWIS Magazine.
- [Faculty For The Future](#)  
Faculty for the Future aims to increase the number of women and underrepresented minority faculty in engineering, science, and business. Its website is "dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country." Administered by WEPAN (Women in Engineering Programs and Advocates Network), the website allows members of academic institutions to post positions and search submitted résumés. No fee is charged for this service.
- [On-Ramps into Academia](#)  
Funded by the National Science Foundation's ADVANCE Program, On-Ramps into Academia is conducted by the University of Washington's ADVANCE Center for Institutional Change. It provides resources and workshops for women scientists and engineers who currently hold PhDs; work in consulting, industry, and/or national research laboratories; and are considering future careers in academia. To post academic jobs on their online job listings site, [complete the following form](#).
- [SACNAS](#)  
"SACNAS is a society of scientists dedicated to advancing Hispanics/Chicanos and Native Americans in ... science, technology, engineering, and mathematics (STEM) research, teaching, leadership, and policy." Institutions may post job announcements [online](#) and/or in the [SACNAS News Magazine](#).

## Discipline-Specific Resources for Science, Technology, Engineering, Mathematics, and Medicine

### Agricultural Sciences — General

- [MANRRS — Minorities in Agriculture, Natural Resources, and Related Sciences](#)  
With membership open to people of all racial and ethnic groups, the mission of MANRRS is to promote "academic and professional advancement by empowering minorities in agriculture, natural resources, and related sciences."

## **Agricultural and Applied Economics**

- [COSBAE — Committee on the Opportunities and Status of Blacks in Agricultural Economics](#)  
A section of the AAEA Agricultural and Applied Economics Association, COSBAE promotes "the welfare of Black agricultural economists by representing their interests and by engaging in activities that encourage their professional advancement." COSBAE publishes a Newsletter in which job announcements can be posted. Its website includes a list of COSBAE leaders and links to information about speakers and events it sponsors at the AAEA Annual Meeting.
- [CWAE — Committee on Women in Agricultural Economics](#)  
This section of the AAEA Agricultural and Applied Economics Association aims to "promote the welfare of women and other underrepresented groups in the profession of agricultural economics by representing their interests and by engaging in activities that encourage their professional advancement through networking and leadership opportunities." The CWAE publishes a newsletter in which job openings can be posted. Its website lists committee officers, highlights women who have been elected as Fellows of the AAEA, and provides information about speakers and events the committee sponsors at the AAEA Annual Meeting.

## **Agronomy, Crops, Soils, and Environmental Sciences**

- [Diversity in Agronomy, Crops, Soils, and Environmental Sciences Committee](#)  
This committee of the American Society of Agronomy (ASA), the Crop Science Society of America (CSSA), and the Soil Science Society of America (SSA) serves "to promote the status of minorities in the three societies, to encourage minorities to achieve professional excellence, to establish networks of minorities in agricultural science, to sponsor meetings to address issues of special concern to minorities in agriculture, and to foster the informal exchange of information and contacts in support of professional activities of minorities." The committee's website provides a list of current and past members.
- [Women in Agronomy, Crops, Soils, and Environmental Sciences Committee](#)  
This committee of the American Society of Agronomy (ASA), the Crop Science Society of America (CSSA), and the Soil Science Society of America (SSA) serves "to promote the status of women in the three societies, to encourage women to achieve professional excellence, to establish networks of women in agricultural science, to sponsor meetings to address issues of special concerns to professional women in agriculture, and to foster the informal exchange of information and contacts in support of professional activities of women." The committee's website provides a list of current and past members.

## **Entomology**

- [Entomological Society of American — Black Entomologists](#)  
"Black Entomologists serves the professional, scientific, social, and cultural interests of black men and women in entomology and related disciplines. The term 'black' is inclusive and refers to minorities of different origins and nationalities."

- [Entomological Society of America — LGBT and Ally Network](#)  
This network provides "a source for support, information and general community interaction for LGBT individuals and their allies."
- [Women-in-Entomology Network](#)  
"This network provides an opportunity to mentor and encourage the participation of women working in the area of entomology. It is open to anyone seeking to promote career and leadership opportunities for women in the field of entomology."

## Nutrition

- [American Society of Nutrition Minority Affairs Committee](#)  
"The committee enhances the participation of scientists from minority groups in the activities of ASN by sponsoring special events and symposia." Committee members are listed [here](#).

## Plant Biology

- [ASPB — American Society of Plant Biologists: Women in Plant Biology Committee](#)  
The charge of this committee of the American Society of Plant Biologists(ASPB), is "to maintain and enhance the status of women plant physiologists and to address issues of particular concern to women and plant physiology in general." This committee hosts career workshops and other events at the annual ASPB Plant Biology meeting.
- [ASPB — American Society of Plant Biologists: Committee on Minority Affairs](#)

## Rural Sociology

- [Rural Sociology Society Diversity Committee](#)  
"The Diversity Committee oversees the efforts that will increase participation and development of under represented individuals and social categories within the Society. It recommends programs and policies to the council that affect diversity in the Society." Committee members are listed on this webpage.

## Astronomy and Astrophysics

- [AAS — American Astronomical Society: Committee on the Status of Minorities](#)  
The mission of this committee is "to enhance the participation of underrepresented minorities in Astronomy and Astrophysics at all levels of experience." In order to accomplish this mission, the committee strives to "strengthen interactions amongst minorities in the field, and provide connections to specific programs and job opportunities. This includes fostering mentoring and networking, which will connect junior members to more senior members in aid of moving people into programs or jobs." The committee's website lists committee members and provides links to the *Spectrum Newsletter* and other resources.
- [AAS — American Astronomical Society: Committee on the Status of Women](#)  
The charge of this committee "is to recommend to the AAS Council practical measures

that can be taken to improve the status of women in astronomy and encourage their entry into this field." The committee produces "several print and electronic publications," and holds "two international meetings about the status of women in astronomy." The committee's website includes links to its publications, meetings, resources, and information. It also maintains the [Women in Astronomy database](#). This database "can be used to search for colloquium or conference speakers and job applicants."

- [AURA — Association of Universities for Research in Astronomy: Workforce and Diversity Committee](#)

This committee's goal "is to strengthen AURA's role in increasing the participation from underrepresented groups as well as institutions and geographic areas that have not had the opportunity to contribute to AURA's mission and the overall field of astronomy."

Committee members are listed on this website.

- [Astronomers of the African Diaspora](#)

This list profiles PhD astronomers and astrophysicists of African descent. Women included in this listing are identified with a "W" placed adjacent to their name. Search committee can use this listing to expand professional networks and request referrals to potential job applicants.

## Biological Sciences

- [AAI — American Association of Immunologists: Minority Affairs Committee](#)

The mission of the AAI's Minority Affairs Committee (MAC) "is to generate and promote programs that assure equal treatment of all professional immunologists on the basis of merit. [It] focuses on activities that advance the scientific development and career opportunities for minority scientists." The MAC maintains a List of Minority Members. The members included on this list range "from established investigators to trainees." Search committee members can rely on this list as a resource for expanding professional networks, seeking assistance in disseminating information about job openings, and requesting referrals to potential job applicants.

- [APS — American Physiological Society: Porter Physiology Development and Minority Affairs Committee](#)

"APS Minority Programs are designed to increase the overall participation of minorities from those racial and ethnic groups which are currently underrepresented in science, technology, engineering, and mathematics (STEM) fields in the United States."

Resources most helpful to search committees seeking to increase the diversity of their applicant pool include lists of recipients of [The Porter Physiology Development Fellowship](#) and [Minority Travel Fellowships](#). The [Manager of Diversity Programs](#) and/or [members of the Porter Physiology Development and Minority Affairs Committee](#) may help disseminate information about job openings to past and current award recipients and/or refer search committee members to qualified applicants.

- [APS — American Physiological Society: Women in Physiology Committee](#)

The APS Women in Physiology Committee administers a mentoring program for junior physiologists and manages an award honoring excellence in both research and mentoring. The committee also monitors the representation of women in the society and among nominees and recipients of the "Excellence in Science Award" administered by the Federation of American Societies for Experimental Biology's (FSAEB). Members of this

committee are listed [here](#). They may serve as a valuable resource for search committee members seeking to expand professional networks, disseminate information about job openings, and obtain referrals to potential job applicants.

- [ASCB — American Society for Cell Biology: Minority Affairs Committee](#)  
As part of its goal "to increase the number of underrepresented minority scientists," the ASCB's Minority Affairs Committee works to promote the professional development of minority scientists by mentoring minority scientists at all levels, from undergraduate students through junior faculty members, and to "establish a network involving minority scientists and minority science students." The committee offers a number of programs including a Visiting Professorship Award that provides "research support for professors at minority-serving institutions to work in the laboratories of members of the American Society for Cell Biology" during the summer, a Poster Session held during the ASCB annual meeting and the E.E. Just Lectureship and Award presented at the ASCB Annual Meeting "to acknowledge an outstanding minority life scientist." Participating in the Visiting Professorship Award program and attending the E.E. Just Lecture and the Minority Affairs Committees' Poster Session can help departmental and search committee members expand the diversity of their professional networks. In addition, search committee members can contact members of the Minority Affairs Committee (listed on their website) to ask for referrals to potential job applicants and for assistance in publicizing job openings.
- [ASCB — American Society for Cell Biology: Women in Cell Biology \(WICB\)](#)  
A longstanding committee of the ASCB, WICB addresses issues of "underrepresentation of women in academia in general and in cell biology in particular." WICB produces monthly columns for the ASCB Newsletter, provides several professional development programs for women scientists, and presents career recognition awards at the ASCM Annual Meeting. The Junior Award recognizes exceptional scientific contributions by "a woman in an early stage of her career" and the Senior Award recognizes "a woman or man in a later career stage" who combines "outstanding scientific achievement [with] a long-standing record of support for women in science." Recipients of these awards are listed on the WICB webpage. Search committee members can rely on this listing as well as on the list of the WICB's committee leadership to expand their professional networks, seek referrals to potential job applicants, and publicize position openings.
- [FSAEB — Federation of American Societies for Experimental Biology: Resources to Enhance Diversity in Science](#)  
As "the nation's largest coalition of biomedical researchers," FSAEB represents "23 scientific societies and over 100,000 researchers from around the world." Its Minority Access to Research Careers (MARC) Program supports "the training and advancement of underrepresented minority students, postdoctoral fellows, junior faculty and research scientists." Several of the [resources FSAEB provides](#) for underrepresented minority students and scientists may be useful to members of search committees. These include contact information for [MARC program staff](#) and for representatives of the [minority affairs/diversity affairs committees of FASEB member societies](#). These individuals may help disseminate information about job openings to participants in their programs and/or provide advice on recruiting underrepresented faculty applicants. In addition, the FASEB MARC Program maintains a "Peer Mentors Network." Members of this network are "graduate students, postdoctoral fellows and junior faculty members who serve as peer

mentors for the many minority undergraduate students" who attend the Annual Biomedical Research Conference for Minority Students (ABRCMS) meeting. Search committee members seeking to expand the inclusivity of their professional networks and actively recruit underrepresented scholars can find [biographies and contact information for members of the Peer Mentors Network on FSAEB's website](#).

## Chemistry

- [ACS — American Chemical Society](#)  
The ACS provides an online listing of job openings and a searchable résumé database through [ACS Career Services](#). In addition, faculty members seeking to expand the diversity of their discipline may find additional resources and networking opportunities by contacting the following ACS committees:
  1. [Chemists with Disabilities](#)
  2. [Committee on Minority Affairs](#)
  3. [Women Chemists Committee](#)
- [COACh — Committee on the Advancement of Women Chemists](#)  
COACh aims to foster "gender equity in academia in the chemical sciences." With a membership of over 300 individuals committed to "supporting and promoting the careers of women in the chemical sciences," it encourages search committees to post [Job Listings](#) section of its website.
- [NOBCChE — National Organization for the Professional Advancement of Black Chemists and Chemical Engineers](#)  
NOBCChE initiates and supports "programs that assist people of color in fully realizing their potential in academic, professional, and entrepreneurial pursuits in chemistry, chemical engineering, and related fields." In addition to promoting "careers in science and technology ... NOBCChE encourages college students to pursue graduate degrees in the science, technology, engineering, and mathematics (STEM) disciplines." Employers can post job openings and gain access to NOBCChE's [database of résumés](#).

## Engineering

- [AISES — American Indian Science and Engineering Society](#)  
AISES strives "to substantially increase the representation of American Indian and Alaskan Natives in engineering, science, mathematics, and other related technology disciplines. The AISES website offers a [Career Services section](#) where employers can post job opportunities and view a searchable résumé database. AISES also publishes a quarterly magazine, *Winds of Change*. As "the premier nationally distributed magazine published with a single-minded focus on career and educational advancement for American Indian and Alaska Native people in STEM," *Winds of Change* can be a "valuable recruitment tool for corporations, government agencies, tribal and non-tribal businesses, and colleges and universities across the US."
- [NOBCChE — National Organization for the Professional Advancement of Black Chemists and Chemical Engineers](#)  
NOBCChE initiates and supports "programs that assist people of color in fully realizing

their potential in academic, professional, and entrepreneurial pursuits in chemistry, chemical engineering, and related fields." In addition to promoting "careers in science and technology ... NOBCCChE encourages college students to pursue graduate degrees in the science, technology, engineering, and mathematics (STEM) disciplines." Employers can post job openings and gain access to NOBCCChE's [database of résumés](#).

- [NSBE — National Society of Black Engineers](#)

NSBE's mission is "to increase the number of culturally responsible Black Engineers who excel academically, succeed professionally and positively impact the community." NSBE maintains a Job Placement Center that enables members to post resumes. Employers can post job openings in this online [Job Placement Center](#) and can advertise in [NSBE's publications](#): *NSBE Magazine* and *Career Engineer*.

- [SHPE — Society of Hispanic Professional Engineers](#)

As a national network of professional engineers and student chapters, SHPE aims to "enhance and achieve the potential of Hispanics in engineering, math and science." Its [career center](#) allows employers to post online job openings and jobseekers to post résumés. Employers can also place advertisements in the [SHPE Magazine](#).

- [SWE — Society of Women Engineers](#)

SWE seeks to "empower women to succeed and advance in the field of engineering, and to be recognized for their life-changing contributions as engineers and leaders." SWE maintains a career center where employers can list open positions and search a [database of résumés](#) submitted by SWE members. Employers can also advertise positions in the *SWE Magazine*.

- [WEPAN — Women in Engineering ProActive Network](#)

WEPAN, a national network of more than 600 members from 150 college and university campuses, works "to transform culture in engineering education to attract, retain, and graduate women." WEPAN's annual conferences and its lists of award recipients provide opportunities for expanding professional networks and actively recruiting job applicants.

## Mathematics

- [AWM — Association for Women in Mathematics](#)

The purpose of AWM "is to encourage women and girls to study and to have active careers in the mathematical sciences, and to promote equal opportunity and the equal treatment of women and girls in the mathematical sciences." AWM's website "receives over 10,000 visitors per month. These visitors are primarily female mathematicians and statisticians, both students and practitioners." Search committees can advertise open positions and/or post links to job announcements on AWM's [job-site](#). In addition, faculty members can take advantage of recruiting and networking opportunities presented by the AWM [Workshop for Women Graduate Students and Recent PhDs](#). Usually held in conjunction with major mathematical association meetings, the AWM workshop encourages all mathematicians, male and female, to view posters presented by selected women graduate students and to attend talks presented by selected post-docs. Similar networking opportunities are available by attending other events, lectures, and receptions that AWM hosts at mathematical association meetings.

- [Mathematicians of the African Diaspora](#)

This website highlights "the accomplishments of the peoples of Africa and the African

Diaspora within the Mathematical Sciences." It includes a listing that profiles approximately "[300 mathematicians holding PhDs](#)." Women included in this listing are identified with a "W" placed adjacent to their name and in a separate listing, "[Black Women in Mathematics](#)." Search committee members can use these listings to expand professional networks and solicit referrals to potential job applicants.

- [NAM — National Association of Mathematicians](#)  
NAM's main objectives are "the promotion of excellence in the mathematical sciences and the promotion of the mathematical development of African Americans and other underrepresented American minorities. It also aims to address the issue of the serious under-representation of minorities in the workforce of mathematical scientists." NAM maintains a database of recent PhD recipients that search committee can use to recruit applicants. Search committees can also advertise job openings in NAM's [quarterly newsletter](#). Jobs advertised in the newsletter are also posted on NAM's website. NAM provides opportunities for recruiting and networking by hosting lectures and events at the Joint Mathematical Societies Meetings.
- [SUMMA — Strengthening Underrepresented Minority Mathematics Achievement](#)  
A program of the Mathematics Association of America (MAA), SUMMA aims "to increase the representation of minorities in the fields of mathematics, science and engineering and improve the mathematics education of minorities." It maintains an [archival record](#) of American Ph.D.s in mathematics and mathematics education who are members of minority groups. Search committees can use this archive to expand professional networks and solicit referrals to potential job applicants.

## Medicine and Medical Sciences

- [Medicine and Medical Sciences — All areas](#)
- [Specialty Societies](#)

### Medicine and Medical Sciences — All areas

- [AAMC — Association of American Medical Colleges: Group on Diversity and Inclusion](#)  
The AAMC's Group on Diversity and Inclusion aims "to unite expertise, experience, and innovation to inform and guide the advancement of diversity and inclusion throughout academic medicine." Its website provides useful resources and its meetings and professional development conferences provide opportunities for expanding professional networks.
- [AAMC — Association of American Medical Colleges: Group on Women in Medicine and Sciences](#)  
The mission of the AAMC Group on Women in Medicine and Sciences includes advancing "the full and successful participation of women in all roles within academic medicine." It addresses issues of gender equity, recruitment and retention, awards and recognition, and career advancement." The groups website provides valuable resources, identifies recipients of its award programs, and links to professional development events that provide opportunities for expanding professional networks."
- [AAIP — Association of American Indian Physicians](#)  
The AAIP is an organization of American Indian and Alaska Native physicians. "A major

goal of AAIP is to motivate American Indian and Alaskan Native students to remain in the academic pipeline and to pursue a career in the health professions and/or biomedical research, thereby increasing the number of American Indian and Alaskan Native medical professionals in the workforce." Position openings can be posted on AAIP's [Online Job Center](#).

- [AMWA — American Medical Women's Association](#)  
AMWA is a "multispecialty organization dedicated to advancing women in medicine and improving women's health." Members of its Board of Directors and chairs of its committees, listed on their website, may provide assistance in disseminating announcements of job openings or refer you to potential applicants. AMWA's annual meetings may provide valuable networking opportunities.
- [ELAM — Executive Leadership in Academic Medicine](#)  
"ELAM offers an intensive one-year program of leadership training with extensive coaching, networking and mentoring opportunities aimed at expanding the national pool of qualified women candidates for leadership in academic medicine, dentistry and public health." [A directory of ELAM alumnae](#) is available on this website. ELAM will post position announcements for free in a weekly email, *ELAM Edge*, that they send to "nearly 700 ELAM program alumnae and current fellows, all senior-level women at over 100 academic health centers in the U.S. and Canada." They will also post these announcements on their website for four weeks. ELAM accepts only postings for "senior-level positions, i.e., ... department chair or major division chief, associate dean or higher." Submit job announcements to: [elamjobs@drexelmed.edu](mailto:elamjobs@drexelmed.edu).
- [NMA — National Medical Association](#)  
"The NMA promotes the collective interest of physicians and patients of African descent" and maintains a [job registry](#) that allows employers to post positions and search résumés.
- [Office of Minority Health](#)  
The Office of Minority Health of the U.S. Department of Health and Human Services "is dedicated to improving the health of racial and ethnic minority populations through the development of health policies and programs that will help eliminate health disparities." It posts announcements for job openings from academic institutions, nonprofits, and government entities on the [employment section of its website](#). To place an announcement, send an email to: [info@minorityhealth.hhs.gov](mailto:info@minorityhealth.hhs.gov), and enter "employment" in the subject line.

## Specialty Societies

### Anesthesiology

- [ASA — American Society of Anesthesiologists: Committee on Professional Diversity](#)  
Members of the ASE Committee on Professional Diversity may refer you to potential applicants and help publicize your job opening.

### Cardiology

- [ACC — American College of Cardiology: Women in Cardiology Section](#)  
The Women in Cardiology section of the ACC "offers women cardiologists opportunities

to strengthen their professional support system and skills through networking events, professional development and mentoring programs." The section's "Visiting Professor Program" and events hosted at the ACC Annual Scientific Session and the AHA (American Heart Association) Annual Scientific Session provide valuable opportunities for expanding professional networks.

### **General Internal Medicine**

- [SGIM — Society of General Internal Medicine: Minorities in Medicine Interest Group](#)  
Open to all SGIM members and meeting attendees interested in diversity issues in General Internal Medicine, the Minorities in Medicine Interest Group provides valuable networking and mentoring opportunities. Its members may refer you to potential applicants and help you publicize your position openings.
- [SGIM — Society of General Internal Medicine: Women's Caucus](#)  
With their focus on career development and networking opportunities for women physicians, members of the SGIM Women's Caucus may help disseminate information about your job opening and refer you to potential applicants.

### **Hematology**

- [ASH — American Society of Hematology: Committee on Promoting Diversity](#)  
Members of the ASH Committee on Promoting Diversity may refer you to potential applicants and help publicize your job opening.
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### **Immunology**

- [AAI — American Association of Immunologists: Minority Affairs Committee](#)  
The mission of the AAI's Minority Affairs Committee (MAC) "is to generate and promote programs that assure equal treatment of all professional immunologists on the basis of merit. [It] focuses on activities that advance the scientific development and career opportunities for minority scientists." The MAC maintains a List of Minority Members. The members included on this list range "from established investigators to trainees." Search committee members can rely on this list as a resource for expanding professional networks, seeking assistance in disseminating information about job openings, and requesting referrals to potential job applicants.

### **Surgery**

- [ACS — American College of Surgery: Committee on Diversity Issues](#)  
"The mission of the Committee on Diversity Issues is to study the educational and professional needs of underrepresented surgeons and surgical trainees and the impact [their] work may have on the elimination of health disparities among diverse population

groups." Members of the committee may help disseminate information about your job openings and refer you to potential applicants.

- [ACS — American College of Surgery: Women in Surgery Committee](#)  
The Women in Surgery Committee aims "to promote recruitment and retention of Fellowship within the American College of Surgeons among women in the surgical specialties." It also strives to develop and enhance leadership roles for women surgeons in the ACS and other surgical and medical organizations. Committee leaders and [members](#) may help you publicize your job announcements and direct you to potential applicants.

## Physics

- [AIP — American Institute of Physics: Liaison Committee on Under-Represented Minorities](#)  
As a consortium of ten member societies, the AIP's aims include "promoting the advancement and diffusion of the knowledge of physics." A representative of each member society serves on the Liaison Committee on Under-Represented Minorities. This committee "facilitates exchange of information and fosters Member Society collaboration on efforts to improve career opportunities in physics for under-represented minorities." The committee members and AIP staff liason listed [here](#) may be resources search committees can rely on to expand professional networks, disseminate information about position openings, and solicit recommendations of potential applicants.
- [APS — American Physical Society: Roster of Women and Minorities in Physics](#)  
The APS Committee on the Status of Women in Physics maintains a searchable Roster of Women and Minorities in Physics that contains "contact, educational and employment information for several hundred women and minority physicists. It is widely used by prospective employers to identify women and minority physicists for job openings."
- [NSBP — National Society of Black Physicists](#)  
The NSBP serves to promote "the professional well-being of African American physicists and physics students within the international scientific community and within society at large." The society maintains an online [Jobs Board](#) where employers can post position openings and job seekers can post résumés.
- [NSHP — National Society of Hispanic Physicists](#)  
The purpose of the NSHP "is to promote the professional well-being and recognize the accomplishments of Hispanic physicists within the scientific community of the United States and within society at large." The society maintains on online [Jobs Board](#) where employers can post position openings and job seekers can post résumés.
- [Physicists of the African Diaspora](#)  
This list profiles approximately 100 PhD physicists of African descent. Women included in this listing are identified with a "W" placed adjacent to their name. Search committees can use this listing to expand professional networks and solicit referrals to potential job applicants.

## Veterinary Medicine

- [Iverson Bell Symposium](#)  
Hosted biannually at the annual conference of The Association of American Veterinary Medical Colleges (AAVMC), the Iverson Bell Symposium promotes diversity in veterinary medicine and recognizes "outstanding leadership and contributions in promoting opportunities for underrepresented minorities in veterinary medical education." Attending this symposium and establishing professional connections with symposium organizers, presenters, and award recipients can assist search committee members with their efforts to recruit diverse applicants for position openings.
- [AAVMC Diversity Committee](#)  
The mission of the AAVMC includes developing and participating "in activities which create greater awareness of educational and employment opportunities in veterinary medicine among underrepresented and disadvantaged groups." Leaders of this committee, listed on the committee's webpage, may provide you with valuable advice and referrals to potential job applicants.

## Resources for the Arts, Humanities, Social Sciences and other Professional Schools

### Anthropology

- [ABA — Association of Black Anthropologists](#)  
A section of the American Anthropological Association, the ABA's mission includes establishing "firmer connections and scholarly exchange among Black anthropologists." Links to association officers, member publications, and *Transforming Anthropology*, the journal of the ABA, are available on this website.
- [AFA — Association for Feminist Anthropology](#)  
A section of the American Anthropological Association, the AFA website provides a listing of job and postdoctoral position openings, biographical and contact information of AFA officers, and links to members' publications and *VOICES*, the AFA Journal.
- [AQA — Association for Queer Anthropology \(formerly SOLGA – The Society of Lesbian and Gay Anthropologists\)](#)  
A section of the American Anthropological Association, AQA "promotes communication, encourages research, develops teaching materials, and serves the interests of gay and lesbian anthropologists within the association." The AQA/SOLGA website provide links to the AQA's facebook page, a listing of board members, and information about conference panels sponsored by AQA at the annual meetings of the American Anthropological Association.

## Art

- [College Art Association — Committee on Diversity Practices](#)  
The goals of this committee include promoting "artistic, curatorial, scholarly, and institutional practices that deepen appreciation of political and cultural heterogeneity as educational and professional values." The committee sponsors sessions at the College Art Associations annual meetings and plans to provide "a central listing of multicultural artists who could be called on by CAA members and their institutions as resources, whether as visiting artists, exhibitors, or guest speakers, or for research."
- [College Art Association — Committee on Women in the Arts](#)  
"The Committee on Women in the Arts promotes the scholarly study and recognition of the contributions by women to the visual arts; ... monitors the status of women in the visual-arts professions; and researches and provides historic and current resources on feminist issues." Its website lists members, sponsored conference sessions, and other resources.
- [Women's Caucus for Art](#)  
The goals of the Women's Caucus for Art include "recognizing the contributions of women in the arts; providing women with leadership opportunities and professional development; expanding networking and exhibition opportunities for women; [and] advocating for equity in the arts for all." Their website includes links to member's webpages and publications, information about annual conferences, and lists of recipients of annual achievement awards.

## Economics

- [CSWEP — Committee on the Status of Women in the Economics Profession](#)  
The AEA Committee on the Status of Women in the Economics Profession is "charged with serving professional women economists in academia, government agencies and elsewhere by promoting their careers and monitoring their progress." Members of the committee may provide useful recruiting advice and referrals to potential applicants. Recipients of the Committee's [Carolyn Shaw Bell Award](#), "given to a person for their outstanding work to promote the careers of women economists," might be particularly helpful in referring you to potential applicants. In addition the committee maintains [a job listings webpage](#).
- [CSMGEP — American Economics Association \(AEA\) Committee on the Status of Minority Groups in the Economics Profession](#)  
The AEA Committee on the Status of Minority Groups in the Economics profession works "to increase the representation of minorities in the economics profession, primarily by broadening opportunities for the training of underrepresented minorities ... and engages in other efforts to promote the advancement of minorities in the economics profession." It maintains a list of "minority PhD candidates who would like to be considered for professional opportunities" and conducts a mentoring program that aims to "increase the number of under-represented racial/ethnic minorities who complete doctorate degrees in economics; and diversify the racial/ethnic demographic composition of the economics profession, including the professorate." Those involved in the

committee and in the mentoring program, as mentors or as mentees, might be helpful in the process of recruiting applicants.

## Law

- [AALS – The Association of American Law Schools](#)
  1. [AALS Directory of Law Teachers](#)

Provided annually to the Dean's office of all member law schools, "the Directory lists, by school, the full-time faculty and professional staff of all member and fee-paid law schools." It includes biographical sketches, lists full-time teachers by subject taught, and provides separate listings of minority group law teachers and gay and lesbian law teachers." The directory can help search committee expand professional networks and solicit recommended applicants.
  2. [A list of AALS Sections](#), interest groups composed of faculty and professional staff of AALS member schools, is available on the AALS website. These sections present programs at the AALS Annual Meeting, provide newsletters for their membership, maintain listservs, and more. The sections on [Minority Groups](#), [Sexual Orientation and Gender Identity Issues](#), and [Women in Legal Education](#) can be valuable resources for faculty and search committees seeking to expand professional networks and diversify applicant pools.
  3. [Women and Minority Deans Databanks](#)

In order to foster diversity throughout the academy, the AALS compiles databanks of women interested in deanship positions. The AALS solicits "current deans of all ABA approved Law Schools ... for the names of senior women and minority faculty members who possess the qualifications to be considered for positions of deanship. Law school faculty members are also encouraged to nominate deserving peers and individuals may self-nominate if they are inclined to do so." Once the nominee lists are compiled, the AALS contacts nominees and invites them to authorize release of their names to dean search committees.

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