

Appendix B

University of Massachusetts, Lowell Recruitment Sources – Faculty Positions

Regional Job Search

1. Chronicle of Higher Ed/ www.chroniclecareers.com(Category: Faculty)
2. www.higheredjobs.com (Category: Faculty)
3. www.insidehighered.com (Category: Faculty)
4. Boston Globe/ www.bostonworks.com (Category: Higher Education)

Diversity/ Equal Opportunity:

1. www.IMDiversity.com
2. Diverse Issues in Higher Education
3. Affirmative Action Register/ <http://aar-eeo.com/>
4. Hispanic Outlook in Higher Education
5. Women in Higher Education: <http://www.wihe.com>

Nationwide Job Search

1. Chronicle of Higher Ed/ www.chroniclecareers.com
2. www.higheredjobs.com (Category: Faculty)
3. www.insidehighered.com (Category: Faculty)
4. Academic Careers online/ www.academiccareers.com (Category: Faculty)

Diversity/ Equal Opportunity:

1. www.IMDiversity.com
2. Diverse Issues in Higher Education
3. Affirmative Action Register/ <http://aar-eeo.com/>
4. Hispanic Outlook in Higher Education.
5. Women in Higher Education: <http://www.wihe.com>
6. The Faculty for The Future Project : <http://www.engr.psu.edu/fff/>(Administered by WEPAN -The Women in Engineering Program and Advocates Network, the website offers a forum for employers to post positions and search for candidates. The website focuses on linking women and underrepresented minority candidates from engineering, science, and business with faculty and research positions at universities.)

Additional Resources for Science/Research/ Post Doc Positions:

1. Science Magazine/sciencecareers.org
2. Sciencejobs.com
3. PostdocJobs.com
4. The Scientist Careers: <http://careers.the-scientist.com>
5. PhD's.org

Diversity focused Publications/Web Sites:

- **IMDiversity.com** (www.imdiversity.com/)
Formerly known as the Minorities' Job Bank, IMDiversity.com was established by the Black Collegian Magazine. The site is dedicated to providing career and self-development information to all minorities, specifically African Americans, Asian Americans, Hispanic Americans, Native Americans and women. It maintains a large database of available jobs, candidate resumes and information on workplace diversity.
- **The WISE Directory**
([www.cic.uiuc.edu/programs/DirectoriesOfWomenInScienceAndEngineering/](http://www.cic.uiuc.edu/programs/Directories/DirectoriesOfWomenInScienceAndEngineering/))
An on-line directory of women students and postdocs in the science, engineering, and mathematics disciplines at schools that are a part of the Committee on Institutional Cooperation (CIC). This directory is a valuable resource for those looking to hire women from these fields. Women interested in being included need to have completed the Ph.D. within the last two years, expect to complete the degree within a year, or currently be in a postdoctoral position at one of the CIC institutions.
- **The Directory of Minority Candidates**
([www.cic.uiuc.edu/programs/DirectoriesOfMinorityCandidates/](http://www.cic.uiuc.edu/programs/Directories/DirectoriesOfMinorityCandidates/))
An on-line directory of minority PhD, M.F.A., and M.L.S. candidates and recipients at schools that are a part of the Committee on Institutional Cooperation (CIC). The Minority Directory, which is open to Native Americans, African Americans, and Hispanic Americans in all fields and Asian Americans in humanities and social science, is a valuable resource for those looking to hire minorities from these fields. Those listed have completed the Ph.D. within the last year or expect to complete the degree within a year at one of the CIC institutions.
- **Ford Foundation Fellows**
(www7.nationalacademies.org/fordfellowships/)
Ford Foundation Fellows recipients include Alaskan Natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or Micronesian) and Puerto Ricans 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 Pre-doctoral and Dissertation fellowship recipients awarded since 1986. This database only includes those awards administered by the National Research Council.
- **The Faculty for The Future Project** (www.engr.psu.edu/fff/)
Administered by WEPAN (The Women in Engineering Program and Advocates Network), the website offers a forum for students to post resumes and search for positions and for employers to post positions and search for candidates. The website focuses on linking women and underrepresented minority candidates from engineering, science, and business with faculty and research positions at universities.
- **NORC Career Outcomes of Doctoral Recipients**. (A National organization for Research at the University of Chicago)
(<http://www.norc.uchicago.edu/issues/docdata.htm>)
Each year the National Science Foundation, the National Institutes of Health, the

National Endowment for the Humanities, the US Department of Education and the US Department of Agriculture issues the results of their Survey of Earned Doctorates (SED). Their report includes data on the number and characteristics of individuals receiving research doctoral degrees from U.S. institutions. It is used frequently to determine the availability of new scholars in a specific field. The data is listed by gender and field, and by race/ethnicity and field.

Discipline-based organizations

All academic disciplines have professional organizations associated with them. Many have subcommittees on women and/or minorities. In addition, most have both national and regional meetings, newsletters, email mailing lists and web sites. These organizational resources can be key in departmental recruiting efforts. Distribute job announcements to regional contacts or committee chairs. Follow-up with phone calls to discuss the department's needs and how best to identify promising scholars in the field. Examples of discipline-based organizations include:

- **American Educational Research Association** (www.aera.net):
Special Interest Groups: 1) Research on Women and Education, 2) Research on Black Americans, 3) Research on the Education of Asian & Pacific Americans, 4) Hispanic Research Issues, 5) Critical Examination of Race, Ethnicity, Class, & Gender in Education
- **American Physical Society:** (www.aps.org) Committee on the Status of Women in Physics, Committee on Minorities in Physics
- **Society of Women Engineers** (<http://www.swe.org>)
- **Society of Hispanic Professional Engineers**(<http://www.shpe.org>)
- **National Society of Black Engineers** (<http://www.nsbe.org>)