Recruitment Strategy

UMSL Department of (Name) Faculty Search (Year)

*Title of Position*

The department’s plan for recruiting an excellent new member of the faculty begins with casting wide advertising net, in order to reach the largest possible number of highly qualified candidates. The job will be advertised in the (dates) issues of *(Journal name)* a publication which is read by nearly all members of the (name) research and teaching community.

In addition, ads will be placed in publications such as *Diverse Issues* and *The Hispanic Outlook in Higher Education*, in order to reach a national audience of excellent minority candidates. In addition, the ad will be placed in the online career services section of the (minority and/or women association names) websites. A copy of the advertisement will be emailed directly to the (name) department chairs of historically black colleges and universities with graduate programs and the chairs will be asked personally to alert the best of their recent graduates to the UMSL position. The same will be done for the department chairs of Hispanic-serving institutions. Department chairs of excellent women’s colleges will be contacted for their suggestions of previous graduates who may have continued their studies through graduate and postdoctoral work, and may currently be on the academic job market.

Finally, all members of the committee will personally forward the job ad to colleagues and department chairs of their acquaintance, to ask for suggestions for excellent candidates, including minority and women candidates.