Recruitment Strategy

**Position Title:**

**Department/College**

Search Committee:

*Names*

The division’s plan for recruiting an outstanding new faculty member reflects our commitment to diversity. First, in an effort to attract the largest number possible of highly qualified and diverse candidates, the search committee will focus on advertising in a wide variety of forums and with numerous educational institutions. The job will be advertised in the Chronicle of Higher Education which is touted as one of the premier job-information sources for college and university faculty members, administrators, teachers, and doctoral candidates. The Chronicle’s employment listings are one of the first places educators seeking a faculty position will turn.

To supplement advertising in the Chronicle of Higher Education, ads will be placed specifically to target minority and women candidates. First we will advertise the position on Academic Careers Online, subscribing to the diversity package offered by this organization. The diversity package allows us to not only post the add but, using push-technology, they will immediately notify minority applicants in their database about our position. Moreover, this package allows us to post a permanent job listing in which our division describes its commitment to diversity, invites minority candidates to review its current faculty and staff job openings, and encourages minority applicants to apply. In addition to the online add at Academic Careers, a copy of the advertisement will be emailed directly to the education departments of historically black colleges and universities with graduate programs. The same will be done for the department chairs of Hispanic-serving institutions and prominent women’s colleges such as Bryn Mawr. Finally, in an effort to reach all corners of the academic job market we will post flyers and send email announcements to [Name] organizations such as [Name] and [Name] all of which appeal to a huge array of diverse and highly qualified educators.

Members of the search committee will personally forward the search ad to educational organizations and list serves they are personally involved in, and colleagues and department chairs they know to ask for suggestions for highly qualified candidates including women and minority candidates.

Finally, relevant articles from the journal *Diverse Issues in Higher Education* will be distributed to all members of the search committee. This journal publishes thought provoking articles detailing issues related to recruiting and maintaining minority faculty. This will be done in an effort to challenge the committee’s thinking about diversity and to give the committee common ground from which to engage in meaningful conversation.

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