

# Recruiting a Diverse Faculty

A Guide to Readings, Web Sites, and Organizations

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Pathfinder:

[Related Readings](#)

[Web Sites and Strategies](#)

[Organizations](#)



## Related Readings: Background information

American Association of University Professors. (2001). *Affirmative-Action plans: Recommended procedures for increasing the number of minority persons and women on college and university faculties*. (AAUP Policy Documents & Reports, 201). Washington, DC: American Association of University Professors.

Alger, J. (1999). [When color-blind is color-bland: Ensuring faculty diversity in higher education](#). *Stanford Law & Policy review* 191(10).

Bernal, M. E. (1996). [Valuing diversity in faculty: A guide](#). Washington, DC: American Psychological Association.

Caldwell-Corbert, A. T. et al (1996). [How to recruit and hire ethnic minority faculty](#). Washington DC: American Psychological Association.

American Council on Education and American Association of University Professors. (2000). [Does diversity make a difference? Three research studies on diversity in college classrooms](#). *Academe* 86(5), p. 54.

Dumas-Hines, F. (2001). [Promoting diversity: Recommendations for recruitment and retention of minorities in higher education](#). *College Student Journal* 35(3), p. 433.

Hamilton, K. (2003). [Mission possible](#). *Black Issues in Higher Education* 20(18), p. 24.

American Council on Education. (2003). *Minorities in higher education 2002-2003: Twentieth annual status report*. Washington, DC: American Council on Education.

Smith, D. G., Wolf, L. E., & Busenberg, B. E. (1996). *Achieving faculty diversity: Debunking the myths*. Washington DC: Association of American Colleges and Universities.

Smith, D. (2000). [How to diversify the faculty](#). *Academe* 86(5), p. 48.

Trover, C. A. & Chait, R. P. (2002). [Faculty diversity: Too little for too long](#). *Harvard Magazine*.

Turner, C. S. V. (2002). *Diversifying the faculty: A guidebook for search committees*. Washington, DC: Association of American Colleges and Universities.

Turner, C. S. V. (2000). [New faces, new knowledge](#). *Academe* 86(5), p. 34.

Zamboanga, B. (2001). [The diversity challenge: Recruiting prospective faculty of color](#). *Black Issues in Higher Education* 18(11), p. 160.

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## Web Sites: Practical Suggestions

- [Diversity web](#)  
University of Maryland and Association of American Colleges and Universities. (2002)  
Resources, research, and position posting opportunity.
- [Guidelines for Recruiting and Appointing Academic Personnel. Appendix A: Recruiting a Diverse, Qualified Pool of Applicants](#).  
Office of Human Resources, University of Minnesota. (1998)  
Advice on active recruitment, national strategies, evaluation of the pool, and reopening or continuing a search.
- [Media Advertising Sources for Recruiting Diverse Faculty](#)  
Diversity Committee. College of Education, Idaho State University.  
A useful chart of specialty advertising sources and resources facilitating the generation of diverse faculty application pools.
- [Recruiting a Diverse Faculty](#)  
Academic Affairs, Kennesaw University. (2002)  
Useful strategies for writing and advertising positions, search process and interviewing suggestions. Extensive appendices for contacts with "Preparing Future Faculty Programs", "Leading Ph.D. Institutions of Minority Ph.D's", and "Professional Organizations".
- [Resources for Diversity](#)

Faculty Recruitment Toolkit, University of Washington. (2003)  
Section IV: Resources for Diversity provides overview of professional organizations, readings, and possible contacts (science-oriented).

- [Resources for Recruiting a Diverse Faculty](#)  
Diversity Policy Institute, Ball State University.  
A brief bibliography of print and electronic resources.
  - [Strategies for successfully recruiting and hiring minority faculty members](#)  
Office of Equal Employment Opportunity/Affirmative Action Services, Virginia Commonwealth University.  
Cancel logon request and continue, outline of strategies.
  - [Tips for Recruiting a Diverse Faculty](#)  
Equal Opportunity and Affirmative Action Office, University of Arizona. (2001)  
Practical suggestions for enlarging the pool and screening candidates.
  - [Tips on Recruiting a Diverse Staff](#)  
Human Resources and Affirmative Action. Recruiting and Employment Services, University of Michigan.  
Suggestions for inclusive searches.
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## Organizations: Related Diversity Initiatives

- [American Indian Higher Education Consortium.](#)
  - [Association on Higher Education and Disability.](#)
  - [Black Issues in Higher Education Magazine.](#)
  - [Center for Advancement of Racial and Ethnic Equity.](#) American Council on Education.
  - [Diversity.](#) Association of American Colleges and Universities.
  - [Diversity and Affirmative Action in Higher Education.](#) American Association of University Professors.
  - [Diversity Web.](#) Association of American Colleges and Universities.
  - [Enhancing Diversity.](#) Center for American Studies and Ethnicity, University of Southern California.
  - [Hispanic Outlook in Higher Education Magazine.](#)
  - [National Consortium of Directors of LGBT Resources in Higher Education.](#)
  - [Office of Women in Higher Education.](#) American Council on Education.
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M. Tomeo, 2004

Gender Issues and Social Justice Committee, APSCUF