

## Diversity Resources and Contacts to Expand Recruitment Efforts for Faculty and Graduate Students

(Last updated Spring 2017)

In addition to consulting with your department and college or university office of diversity and inclusion, here is a list of additional suggested organizations and resources, *including APSA and External References*, that may aid in expanding your outreach efforts for faculty recruitment and reducing implicit bias in candidate searches and job postings, especially as it pertains to women and individuals from under-represented backgrounds. (Blue-boxes denote links to undergraduate programs for the purposes of graduate student recruitment outreach).

### **Reducing the Impact of Bias in the STEM Workforce Report (New)**

Read the 2016 report by the Office of Science and Technology Policy (OSTP) and the Office of Personnel Management's (OPM) Interagency Policy Group. The "Interagency Policy Group makes recommendations to increase diversity in the STEM workforce in both the Federal Government and academia by reducing the impact of bias."

**StratEGIC Toolkit - NSF ADVANCE Best Practices**: Review a collection of evidence-based NSF-ADVANCE Grant Best Practices, tools, and briefings for departments and institutions seeking strategies on diverse and inclusive recruitment and hiring practices. (See: [Lauren, S.L. & Austin, A.E. \(2014\). Strategic Intervention Brief #5: Inclusive Recruitment and Hiring. In StratEGIC Toolkit: Strategies for Effecting Gender Equity and Institutional Change. Boulder, CO, and East Lansing, MI.](#))

### **APSA Resources**

- **APSA Diversity & Inclusion Programs Resource Page (New):**  
<http://www.apsanet.org/diversityresources> Check out the Program Spotlight of political science departments' recruitment & retention efforts. Add your department's information!
- **APSA E-jobs Service and Interview Service**  
Submit job postings and seek out candidates:
  - <http://www.apsanet.org/CAREERS/Careers-In-Political-Science>  
<http://www.apsanet.org/eJobs>

### **APSA Diversity and Inclusion Programs**

- Take advantage of opportunities for your department, faculty, and students to participate in and/or seek out alumni from APSA diversity and inclusion programs:  
<http://www.apsanet.org/PROGRAMS/Diversity-Inclusion>
- APSA Ralph Bunche Summer Institute [www.apsanet.org/rbsi](http://www.apsanet.org/rbsi)
- APSA Minority Student Recruitment Program (MSRP) <http://www.apsanet.org/msrp>

- **Organized Sections:** <http://www.apsanet.org/sections>. Submit job postings to Organized Section Listservs and/or newsletters
  - Ex. Race Ethnicity and Politics, Women and Politics, Sexuality and Politics
- **APSA Status Committees**  
Review Status committees reports/resources on professional development and pipeline issues <http://www.apsanet.org/status-committees>
  - Committee on the Status of Asian Pacific Americans in the Profession
  - Committee on the Status of Blacks in the Profession
  - **Committee on the Status of First Generation Scholars in the Profession (New!)**
  - Committee on the Status of Latinos Y Latinas in the Profession
  - Committee on the Status of Lesbian, Gay, Bisexual & Transgender Individuals in the Profession
  - Committee on the Status of Women in the Profession
- **APSA Departmental Services Committee** <http://bit.ly/1Kf0Se7>
- **Data on the Profession:** Review data on diversity, placement, pedagogy, access, and the professoriate: <http://www.apsanet.org/RESOURCES/Data-on-the-Profession>
- **Task Force on Political Science in the 21<sup>st</sup> Century** <http://www.apsanet.org/21stcentury>
- **Political Science Caucuses:** <http://www.apsanet.org/RESOURCES/For-the-Public/Caucuses-in-Political-Science>
- **APSA Brochures and Publications**  
Order brochures to educate students on careers in political science and majoring in political science, getting a PhD in political science: <http://www.apsanet.org/CAREERS/Professional-Development> and review the journal offerings: <http://www.apsanet.org/PUBLICATIONS/Journals>
- **APSA-related Social Media:** Linked-In—American Political Science Association Group, Facebook—American Political Science Association Page; Twitter (@APSATweets)

## External Resources

- **Summer Research Programs for Students from Under-represented backgrounds**
  - APSA RBSI (held at Duke University) see above link and [www.apsanet.org/rbsi](http://www.apsanet.org/rbsi)
  - Council on Undergraduate Research <http://www.cur.org/>
  - McNair Scholars Program: <http://mcnairscholars.com/>
  - IBP-- Institute for Broadening Participation <http://www.ibparticipation.org/>
  - Native American Political Leadership Program <http://semesterinwashington.gwu.edu/naplp>
  
- **Political Science Regional and sub-field conferences:**
  - Contact political science associations for contact info for listservs, caucus and committee/section chairs. E.g., the Western, Midwest, IPSA, National Conference of Black Political Scientists—(NCOBPS), Northeast, New England and Southern political science associations, etc.
  - Contact representatives to affiliated groups and area studies, <http://www.apsanet.org/ABOUT/Leadership-Governance/Representatives-To-Affiliated-Organizations>
  
- **Advertise in newsletters, journals, and job listings/bulletins aimed at women and individuals from under-represented groups, or which have featured sections on diversity and inclusion.**
  - Diverse Issues: In Higher Education <http://diverseeducation.com/>
  - Insight <http://www.insightintodiversity.com/>
  - American Indian Higher Education Consortium <http://www.aihec.org>
  - Diversity Employers <http://www.diversityemployers.com/>
  - The Chronicle of Higher Education <http://chronicle.com/>
  - Education Week <http://www.edweek.org/ew/index.html>
  - Equal Opportunity Journal <http://www.blackoejournal.com/>
  - Hispanic-American Village [http://www.imdiversity.com/villages/hispanic/village\\_hispanic\\_american.asp](http://www.imdiversity.com/villages/hispanic/village_hispanic_american.asp)
  - The Hispanic Outlook in Higher Education <http://www.hispanicoutlook.com/>
  - The Journal of Blacks in Higher Education <http://www.jbhe.com/>

- New England Board of Higher Education <http://www.nebhe.org/>
- Women in Higher Education <http://www.wihe.com/>

- **Historically Black Colleges and Universities (HBCU's)**, The Hispanic Association of Colleges and Universities (HACU), Hispanic Serving Colleges and Universities, and similar agencies.

- Historically Black Colleges and Universities <http://www.hbcunetwork.com/>
- Hispanic Association of Colleges and Universities (HACU) <http://www.hacu.net/>
- Hispanic Serving Institutions <http://www.hacu.net/hacu/InformationRates.asp>
- National Black Grad Student Association <http://www.nbgsa.org/>
- Black Greek Letter Organizations -- <http://www.blackgreek.com/divinenine/>

- **Recruitment Sources for People with Disabilities**

- American Disability Association [www.adanet.org](http://www.adanet.org)
- Association of Disabled Professionals <http://www.adp.org.uk/>
- Association on Higher Education and Disability <http://www.ahead.org/>
- Job Accommodation Network <http://www.jan.wvu.edu/>
- National Organization on Disability <http://www.nod.org/>
- United Cerebral Palsy Association <http://www.ucp.org>
- National Easter Seals Society <http://www.easterseals.com/site/PageServer>
- Abilities! <http://www.ncds.org>

- **Gay-Lesbian-Bisexual-Transgendered (GLBT) community**

- Human Rights Campaign <http://www.hrc.org/resources/entry/lgbt-recruitment>

- **Seek mailing lists from diversity-related organizations** that focus on women, minority, or disability professional associations or from women and minority caucuses within traditional professional bodies for disseminating current or anticipated faculty openings.

- American Association of University Women <http://www.aauw.org>
- Tribal College Journal of American Indian Higher Education
  - <http://www.tribalcollegejournal.org/>
- National Association of Asian American Professionals <http://www.naaap.org/>
- Hispanic Student and Faculty Recruitment
  - Outlook in Higher Education <https://www.hispanicoutlookjobs.com/>
  - American Association of Hispanics in Higher Ed. <http://www.aahhe.org/>
- Society for Advancement of Chicanos & Native Americans in Science (SACNAS) <https://sacnas.org/>



- National Organization for Women (NOW) [www.now.org](http://www.now.org)
- Black Issues in Higher Education <http://www.diverseeducation.com/>
- The Brothers of the Academy: Up and Coming Male Black Scholars <http://www.brothersoftheacademy.org/>
- The Sisters of the Academy: Up and Coming Women Scholars <http://www.sistersoftheacademy.org/>
- Minority Executive Search for Women & Minorities <http://www.minorityexecsearch.com>
- CIC Doctoral Directory <http://www.cic.net/home/students/doctoraldirectory/introduction.aspx>
- Association for Women in Science <http://www.awis.org>
- Association for Women in Mathematics <http://www.awm-math.org/>
- Women Employed (WE) [www.womenemployed.org](http://www.womenemployed.org)

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