

Resources for Recruiting a Diverse Faculty

>General Resources & Pool Data

National Science Foundation Survey of Earned Doctorates

<http://www.nsf.gov/statistics/srvydoctorates/>

Though NSF does not list individual doctorate recipients, it does provide information which can help you determine how many women and underrepresented scholars will be available in various fields. This information, in turn, can help you determine whether the composition of the applicant pool you have created reflects the reality of available candidates. Published yearly.

Annual "U.S. Medical School Faculty"

<https://www.aamc.org/data/facultyroster/reports/367218/usmsf13.html>

Set of 20 data tables about the national distribution of faculty including specialty, department, rank, degree, sex, and race/Hispanic origin.

Annual Survey of the Mathematical Sciences (AMS-ASA-IMS-MAA-SIAM)

<http://www.ams.org/profession/data/emp-survey>

Computing Research Association's annual Taulbee Survey

<http://www.cra.org/resources/taulbee>

Provides information on the production and employment of PhDs in computer science and computer engineering (CS & CE) and in providing salary and demographic data for faculty in CS & CE in North America.

Trends in the Demographics of Humanities Faculty from the 2012–13 survey

<http://www.humanitiesindicators.org/content/indicatordoc.aspx?i=461>

MLA's Report on Survey of Earned Doctorates

http://www.mla.org/sed_report

The MLA's report of findings for English and other modern languages from the 2008–09 Survey of Earned Doctorates.

MLA's Data on Humanities Doctorate Recipients and Faculty Members by Race and Ethnicity

http://www.mla.org/data_humanities

This report from the MLA Office of Research responds to a request by members of the MLA Committee on the Literatures of People of Color in the United States and Canada for systematic national data on the status of faculty members of color in English and foreign languages.

The National Academies

<http://sites.nationalacademies.org/PGA/cwsem/ViewbyDiscipline/index.htm>

A search-by-discipline directory of organizations encouraging women in science and engineering.

AAAS Minority Scientists Network

<http://community.sciencecareers.org/myscinet/>

(MySciNet) is a place for scientists and students from diverse backgrounds to network and build the personal and professional connections needed to succeed in the sciences.

Professional Disciplinary Associations

Many professional associations maintain data and produce research briefs on the status of women and minorities in the discipline. Also there are listservs for minority and women caucuses.

>Candidate Databases

Future Faculty Database (FFDB) Rice University/Northeastern University ADVANCE (free)

<http://www.futurefacultydb.org/>

National Database of over 1300 Underrepresented PhD Students and Postdocs.

CIC Doctoral Directory (free)

<http://www.cic.net/Home/Students/DoctoralDirectory/Introduction.aspx>

A listing of doctoral degree recipients from CIC member universities who are members of groups underrepresented in higher education. The Directory is designed to increase the visibility of alumni who bring diverse perspectives and experiences to higher education. The Directory includes a free, online database available to the public.

Faculty for the Future (free)

<http://www.engr.psu.edu/fff/>

The only website dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country.

Ford Foundation Fellows Directory (free)

<http://nrc58.nas.edu/FordFellowDirect/Main/Main.aspx>

An on-line directory of minority PhDs in the fields of education, EMP Sciences, history, philosophy, languages, literature, humanities, life sciences, psychology and social sciences. Administered by the National Research Council (NRC). The directory contains information on Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and Ford Foundation Predoctoral and Dissertation fellowship recipients awarded since 1986.

University of California President's Postdoctoral Fellowship Program Directory (free)

<http://ppfp.ucop.edu/info/fellowship-recipients/fellows-2013/fellows-2013-name/index.html>

Established in 1984 to encourage outstanding female and minority doctoral recipients to pursue academic careers. The directory allows for searching by year (1995-present) and field/discipline.

>College of Arts and Sciences Recruitment and Diversity Services (RDS) Purchased Resources (candidate databases and position posting)

National Registry of Diverse & Strategic Faculty (ASC RDS has a subscription)

<https://www.theregistry.ttu.edu/>

Formerly known as the National Minority Faculty Identification Program. A service designed to help connect current and prospective faculty members from underrepresented groups with institutions of higher education seeking to hire qualified candidates for open faculty positions. Access includes searching candidate database and posting positions.

SREB Compact for Faculty Diversity Scholars Directory (ASC RDS has a subscription)

<http://dspdirectory.sreb.org/Default.aspx>

The Scholar Directory is a database that showcases more than 1,000 accomplished doctoral students and successful Ph.D. recipients and postdoctoral scholars who are committed to pursuing careers in the professoriate. It consists of scholars from: The Southern Regional Education Board (SREB), The National Institutes of Health (Bridges to the Professoriate NIGMS-MARC), The National Science Foundation Alliances for Graduate Education and the Professoriate (AGEP), The National Science Foundation Directorate for Social, Behavioral & Economic Sciences (SBE); The Alfred P. Sloan Foundation Minority Ph.D. Program (SLOAN), and The Alfred P. Sloan Indigenous Graduate Partnership (SIGP).

Minority Faculty Applicant Database (MFAD) (ASC RDS has a subscription and will upload all 32 approved faculty searches)

<http://www.tandiversity.com/diversity-jobs-uniapp.html>

Provides unlimited position postings with circulation to 12,100 faculty, staff and administrators in higher education and 1,320 minority academic and professional organizations.

Minority Postdoc DiverseScholar Directory (ASC RDS has a subscription)

<http://www.minoritypostdoc.org/directory.html>

RDS membership includes both the online directory as well as the directories print edition with full CVs.

>Job Posting Sites

Southern Regional Education Board Compact for Faculty Diversity (free)

<http://home.sreb.org/dsp/zone/jobs/joblistings.aspx>

Association for Women in Science Job Bank (fee; \$300 per position)

<http://awis.associationcareernetwork.com/Common/HomePage.aspx>

American Indian Science & Engineering Society (AISES) Job Board (fee: \$250 per position)

<http://www.aises.org/careers>

Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) Job Board (fee-based, \$ varies)

<http://sacnas.org/professionals/opportunities>

Academic Careers Online (fee: \$195 per position)

<http://www.academiccareers.com/>

A diversity package is included at no additional cost to provide email notification of new job postings to diverse candidates and cross-posting of ads on partner job sites. Can also review candidate resumes by discipline.

The Society of Mexican American Engineers and Scientists (MAES) Job Board (fee: \$100/position)

<http://maes.ihispano.com/>

Center for the Advancement of Hispanics in Science & Engineering Education (fee, varies)

<http://www.cahsee.org/6resources/latpro.asp.htm>

The National Consortium for Graduate degrees for Minorities in Engineering and Science (GEM)

<http://www.gemfellowship.org/>

Has an online portal allowing job posts to GEM alumni.

JustGarciaHill, A Virtual Community for Minorities in Science links to ScienceJobs.com

<http://justgarciahill.newscientist.com/>

Compiled by College of Arts and Sciences Recruitment and Diversity Services