

**University of Central Florida**  
**Office of Equal Opportunity and Affirmative Action Programs**  
Recommendations for obtaining a diverse applicant pool include the following

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- Consider advertising not only in the *Chronicle* and *Inside Higher Ed.*, but also in publications with high women and minority readership such as:
  - American Indian Higher Education Consortium <http://www.aihec.org/>
  - The Journal of Blacks in Higher Education; print and on-line <http://www.jbhe.com/>IMDiversity, Inc. <http://imdiversity.com/>
  - Asian American Village <http://imdiversity.com/asian-american-village/>
  - Women in Higher Education <http://wihe.com>
  - Diverse Issues in Higher Education <http://diversejobs.net>
  - The Hispanic Outlook in Higher Education <http://www.Hispanicoutlook.com>
  - Insight Into Diversity; print and on-line <http://www.insightintodiversity.com/>
  - Blacks in Higher Education <http://blacksinhighered.com/>
  - Hispanics in Higher Education <http://hispanicsinhighered.com/>
- Call or write to ABDs at other universities.
- Call or write to experienced faculty members at other universities who may not be actively looking for a position.
- Search for senior scholars outside of higher education who are well-accomplished in their fields.
- Get contact information for potential applicants at conferences and then follow up by emailing a posting.
- Contact career or placement and alumni offices at minority-serving institutions:
  - Historically Black Colleges and Universities (HBCUs): <http://hbcuconnect.com/>
  - Hispanic-Serving Institutions (HSIs): [http://www.hacu.net/assnfe/companydirectory.asp?STYLE=2&COMPANY\\_TYPE=1,5](http://www.hacu.net/assnfe/companydirectory.asp?STYLE=2&COMPANY_TYPE=1,5)
  - Women's Colleges and Universities: [http://www.college-scholarships.com/women\\_colleges.htm](http://www.college-scholarships.com/women_colleges.htm)
- Notify women and minority groups at your *alma mater*
- Notify women and minority groups in your field:
  - Association for Women in Science <http://www.awis.org/>
  - Soc. For the Advancement of Chicanos and Native Americans in Science <http://sacnas.org/professionals/opportunities>.
- Send job announcements to social organizations:
  - League of United Latin American Citizens(LULAC) <http://lulac.org/?gclid=COGkiufvn8ECFTQQ7Aodlw4Abg>
  - National Association for the Advancement of Colored People (NAACP) [http://www.naacp.org/?source=BSDAds\\_GoogleSearch\\_NAACP%20Name\\_NAACP\\_Exact&gclid=CPbkpIDwn8ECFQ8R7AodlAIAqw](http://www.naacp.org/?source=BSDAds_GoogleSearch_NAACP%20Name_NAACP_Exact&gclid=CPbkpIDwn8ECFQ8R7AodlAIAqw).
- Contact national and state caucus organizations:
  - National Black Caucus of State Legislators <http://www.nbcsl.org/>
  - Florida Black Caucus <http://fcbsl.org/>
  - National Hispanic Caucus of State Legislators <http://www.nhcsl.org/>
  - Florida Hispanic Legislative Caucus <https://www.facebook.com/FloridaHispanicLegislativeCaucus>.

For further information, please contact:

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