Recommendations for obtaining a diverse applicant pool include the following:

1. Consider advertising not only in the Chronicle and Inside Higher Ed., but also in publications with high women and minority readership such as:
   - Women in Higher Education [http://wihe.com](http://wihe.com)
   - Diverse Issues in Higher Education [http://diversejobs.net](http://diversejobs.net)
   - The Hispanic Outlook in Higher Education [http://www.hispanicoutlook.com](http://www.hispanicoutlook.com)

2. Call or write to ABDs at other universities.

3. Call or write to experienced faculty members as other universities who may not be actively looking for a position.

4. Search for senior scholars outside of higher education who are well-accomplished in their fields.

5. Get contact information for potential applicants at conferences and then follow up by emailing a posting.

6. Contact career or placement and alumni offices at minority-serving institutions:
   - 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.collegescholarships.com/women_colleges.htm](http://www.collegescholarships.com/women_colleges.htm)

7. Notify women and minority groups at your alma mater

8. Notify women and minority groups in your field:
   - Soc. For the Advancement of Chicanos and Native Americans in Science [http://sacnas.org/professionals/opportunities](http://sacnas.org/professionals/opportunities)

9. Send job announcements to social organizations:
   - League of United Latin American Citizens(LULAC) [http://lulac.org/?gclid=COGkiufvn8ECFTQQ7Aodlw4Abg](http://lulac.org/?gclid=COGkiufvn8ECFTQQ7Aodlw4Abg)
   - National Association for the Advancement of Colored People (NAACP) [http://www.naacc.org/?source=BSDAds_GoogleSearch_NAACP%20Name__NAACP_Exact&gclid=CPbkplDwn8ECFQ8R7AodIAIAqw](http://www.naacc.org/?source=BSDAds_GoogleSearch_NAACP%20Name__NAACP_Exact&gclid=CPbkplDwn8ECFQ8R7AodIAIAqw)

10. Contact national and state caucus organizations:
    - Florida Hispanic Legislative Caucus [https://www.facebook.com/FloridaHispanicLegislativeCaucus](https://www.facebook.com/FloridaHispanicLegislativeCaucus)
For further information, please contact:

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