Recommendations for obtaining a diverse applicant pool include the following:

- 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)

- Call or write to ABDs at other universities.
- Call or write to experienced faculty members as 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:
  - 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)

- Notify women and minority groups at your alma mater
- 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)

- Send job announcements to social organizations:
  - League of United Latin American Citizens(LULAC) [http://lulac.org/?gclid=COGkufvn8ECFTQQ7Aodw4Abg](http://lulac.org/?gclid=COGkufvn8ECFTQQ7Aodw4Abg)
  - National Association for the Advancement of Colored People (NAACP) [http://www.naaccp.org/?source=BSDAds_GoogleSearch_NAACP%20Name__NAACP_Exact&gclid=CPbkpIDwn8ECFQ8R7AodIAIAqw](http://www.naaccp.org/?source=BSDAds_GoogleSearch_NAACP%20Name__NAACP_Exact&gclid=CPbkpIDwn8ECFQ8R7AodIAIAqw)

- 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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