

Recruitment Strategies

Intentional recruitment for a diverse candidate pool requires casting a wide net.

- Summary of innovative recruitment strategies: [Recruitment Strategies](#)
- Use the Equity Consultants to brainstorm recruitment sources.
- Here are some advertising sources and pricing information (HR Excel file – I know there is one floating around).
- A comprehensive list of recruitment sources, particularly to reach underrepresented populations, are provided in this document.
- This [University of Wisconsin-Madison Inclusion in Science & Engineering Leadership Institute](#) page provides resources for various disciplines.
- Recruit at HBCUs. Harris-Stowe is our nearest HBCU.
- Guide to Recruit at HBCUs
- Post in organizations that support underrepresented minorities in your discipline (for example: National Black Nurses Association).
- Make efforts to attend/advertise in conferences or meetings attended primarily by women and minorities in the field.
- All academic disciplines have professional organizations and most of these have subcommittees for women and/or specific minority groups. Reach out to these subcommittee resources.
- In Person Recruitment
 - Local career fairs can be great places to recruit and be visible to populations of interest.
 - Career Fairs where intended population is minority
 - Ex: Save Our Sons – Urban League of Metropolitan St. Louis
 - Veterans Career Fair – Scott Air Force Base (Currently designing)
- Discussion with Madison and Saint Clair County high schools regarding the possibility of CO-OP for seniors can be facilitated by our Human Resources department; working part-time with the university while preparing to enter college.
- Direct contact – contact program directors and colleagues from universities that produce graduates in the discipline(s) you are seeking; IPEDS data can be used to identify the institutions for outreach.
- Share and advertise job postings in Facebook and social media; look for specific zip code and metropolitan job groups.
- Review [SIUE's Recruitment Packet Form](#) (open in new tab).
- Here are some advertising sources and pricing information (HR Excel file – I know there is one floating around).
- Seek SIUE funding for additional recruitment expenses.
 - Submit a Job Post Funding Request
 - Purpose: to diversify the applicant pool by reaching women and underrepresented minorities.
 - Process: The chair of the search committee will send an email to the Equity Consultants (equityConsultants@siue.edu) with the following:
 - Location of posting

- Cost
 - Anticipated date of posting
 - Length of time posting will be up
 - Priority deadline to begin the review of applications
 - Justification
 - The Equity Consultants and the Assistant Director of EOA/Title IX Coordination will review the request.
- The search committee should consider re-opening or intensifying the search if the candidate pool does not reflect the availability estimate for the job category.