

Innovative Recruiting Strategies

Outreach	
<ul style="list-style-type: none"> ✓ Contact candidates not currently in academia—government, military, private sector ✓ Seek organizations and web sites targeting diverse members of the profession ✓ Contact historically Black, Hispanic, Asian & Tribal colleges for new Ph.D. lists ✓ Use the Minorities & Women Doctoral Directory, and others like it ✓ Use author names in journals to identify possible candidates of color and women ✓ 	
Nominations	Non-traditional postings
<ul style="list-style-type: none"> ✓ Ask colleagues around the country to nominate women and people of color ✓ Contact colleagues at institutions with high populations of color for nominations ✓ 	<ul style="list-style-type: none"> ✓ Use government job placement agencies ✓ Send announcements to companies that employ people of color, women and people with disabilities in the discipline ✓
Advertising	Early candidate development
<ul style="list-style-type: none"> ✓ Advertise in journals that serve women, people of color, and people with disabilities ✓ 	<ul style="list-style-type: none"> ✓ Contact Ph.D. candidates about a year before degree is awarded ✓ Create pipeline programs in the discipline
Going places	Ongoing candidate contact
<ul style="list-style-type: none"> ✓ Send faculty/students/ administrators to campuses serving students of color, highlight upcoming job opportunities ✓ Market position openings (present and future) at conferences ✓ Attend minority/women caucuses at conferences to recruit candidates ✓ 	<ul style="list-style-type: none"> ✓ Keep in close touch with candidates throughout the process ✓ Follow up to obtain missing materials ✓ If candidates haven't given you enough detail, ask for it! ✓
Referral	Other
<ul style="list-style-type: none"> ✓ Seek referrals from people of color and women ✓ Contact officers of professional organizations that serve women and people of color ✓ Contact the minority caucuses of your discipline's professional organization(s) 	<ul style="list-style-type: none"> ✓ ✓ ✓