

Resources for Diversity

According to the St. Olaf College Voluntary Affirmative Action Plan adopted by the Board of Regents in September 1997, "The College recognizes that mere prohibition of discriminatory practices is insufficient to remedy the effects of past societal beliefs and practices. ... Consequently, St. Olaf College adopted a Voluntary Affirmative Action Plan to ensure that aggressive and imaginative continuing efforts are taken to attain an equitable representation of women and minorities within the College's work force."

When it comes to actually recruiting diverse faculty members, many search committees report that they cannot find qualified women or people of color to apply for their open positions. Research, however, has shown that committees succeed in hiring women and people of color when they transform the search process, are committed to diversity, and are proactive about building a diverse applicant pool.

Transforming the search process may require that the committee do more than simply place ads and wait for applicants to express interest. Search committees can use the personal and professional networks of existing faculty and staff, use discipline-based organizations, and take advantage of publications and web sites that specialize in the recruitment of diverse faculty members. The following tips can help committees transform to the search process.

- **Existing Faculty and Students**

Use existing faculty and staff to market open positions. Ask faculty and staff to take along copies of the job announcement when they travel to academic conferences and meetings. Further, ask that they contact their colleagues and inquire about promising graduate students or new scholars from underrepresented groups. When using faculty and staff in this manner it is important to encourage them to seek candidates beyond those who are most like themselves.

- **Discipline-based organizations**

All academic disciplines have professional organizations associated with them. Many have subcommittees on women and/or people of color. In addition, most have both national and regional meetings, newsletters, email mailing lists, and web sites. These organizational resources can be key in departmental recruiting efforts. Poll faculty members to determine which organizations are active in the discipline area related to the open faculty position. Distribute job announcements to regional contacts or committee chairs. Follow-up with phone calls to discuss the department's needs and how best to identify promising scholars in the field. Examples of discipline-based organizations include:

- American Educational Research Association – Special Interest Groups 1) Research on Women and Education, 2) Research on Black Americans, 3) Research on the Education of Asian & Pacific Americans, 4) Hispanic Research Issues, 5) Critical Examination of Race, Ethnicity, Class, & Gender in Education <http://www.aera.net>
- American Physical Society – Committee on the Status of Women in Physics, Committee on Minorities in Physics <http://www.aps.org>
- American Political Science Association – Sections on Women & Politics, and Race, Ethnicity & Politics <http://www.apsanet.org>

- Engineering – Society of Women Engineers (<http://www.swe.org>), Society of Hispanic Professional Engineers (<http://www.shpe.org>), American Indian Science & Engineering Society (<http://www.aises.org/>), National Society of Black Engineers (<http://www.nsbe.org>).

- **Publications/Web Sites**

National Science Foundation, Survey of Earned Doctorates
<http://www.norc.uchicago.edu/issues/sed-2001.pdf>

Each year the National Science Foundation, the national Institutes of Health, the National Endowment for the Humanities, the U.S. Department of Education and the U.S. Department of Agriculture issue the results of their Survey of Earned Doctorates (SED). Their report includes data on the number and characteristics of individuals receiving research doctoral degrees from U.S. institutions. It is used frequently to determine the availability of new scholars in a specific field. The data is listed by gender and field, and by race/ethnicity and field.

Nemnet <http://www.nemnet.com>

Nemnet is a national minority recruitment firm committed to helping schools and organizations in the identification and recruitment of minority candidates. Since 1994 it has worked with over 200 schools, colleges and universities and organizations. It posts academic jobs on its web site and gathers vitas from students and professionals of color.

IMDiversity.com <http://www.imdiversity.com/>

Formerly known as the Minorities' Job Bank, IMDiversity.com was established by the *Black Collegian Magazine*. The site is dedicated to providing career and self-development information to all minorities, specifically African Americans, Asian Americans, Hispanic American, Native Americans, and Women. It maintains a large database of available jobs, candidate resumes, and information on workplace diversity.

Minority and Women Doctoral Directory <http://www.mwdd.com>

The directory serves as a registry which maintains up-to-date information on employment candidates who have recently received, or are soon to receive, a Doctoral or Master's degree in their respective fields from one of approximately two hundred major research universities in the United States. The Office of Community Life and Diversity purchases the directory, and when applicable, sends the search committee a list of recent minority and women Ph.D. recipients in their respective disciplines. The search committee is encouraged to send a letter and job announcement to those on the list.

The WISE Directory <http://www.public.asu.edu/~aqrmi/wise/>

The WISE directory is an on-line directory of women students and postdocs in the science, engineering, and mathematics disciplines at schools that are a part of the Committee on Institutional Cooperation (CIC). This directory is a valuable resource for those looking to hire women from these fields. Women interested in being included need to have completed the Ph.D. within the last two years, expect to complete the degree within a year, or are currently in a postdoctoral position at one of the CIC institutions.