



UNIVERSITY OF HARTFORD

DIVERSITY TOOLKIT

Compiled by the Faculty Senate Diversity Committee
Last Update November, 2012

In keeping with the charge of this committeeⁱ, we have created this document to help the University of Hartford hire faculty members who reflect the diversity of our student population. We have compiled a list of websites that search committees should consider when planning their hiring process. As part of the committee's annual responsibilities, we will continue to update the list by increasing the number of disciplines covered each year.

General Sites:

1. Journal of Blacks in Higher Education: <http://www.jbhe.com/jobs.html>
2. American Association of Blacks in Higher Ed, <http://www.blacksinhighered.org/>
3. American Association of Hispanics in Higher Education: <http://www.aahhe.org/>
4. American Association for University Women: <http://www.aauw.org/about/career/jobmarket.cfm>
5. Diverse Issues in Higher Education <http://diverseeducation.com/page/16/1.php>
6. Hispanic Outlook in Higher Education <http://www.hispanicoutlook.com/>
7. Minority Higher Education Jobs <http://www.minorityhighereducationjobs.com/>
8. <http://www.higheredjobs.com/faculty/search.cfm?JobCat=126>

CETA:

1. Academic Keys has a "KeyVersity" option, where schools can choose to specify that they are looking for diverse applicants, and applicants who sign up for the email newsletters ("e-Fliers") can choose to identify themselves as a minority so that they receive the e-newsletters at http://engineering.academickeys.com/all/landing_client.php
2. Society for Women Engineers <http://careers.swe.org/post.cfm>
3. National Society of Black Engineers <http://www.nsbe.org/>
4. National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE) <http://www.nobcche.org/>

Barney:

1. The PhD Project: www.phdproject.org

A&S:

1. Cave Canem listserv, A writer's center with a focus on African American poets and writers. <http://www.cavecanempoets.org/>
2. The Professional Organization MLA (Modern Language Association) suggests e-mail discussion lists and newsletters for recipients of Ford, Mellon, and Javits dissertation and postdoctoral fellowships. These can sometimes be more effective in recruiting faculty members of color than traditional media.
3. National Association of Mathematicians, a nonprofit professional organization, has always had as its main objective, the promotion and mathematical development of under-represented minority

mathematicians and mathematics students. One issue advertising: One-fourth page is \$200

<http://www.nam-math.org/>

4. The Association for Women in Mathematics (AWM) Classified: Classified ads are \$116 for the first four lines; each additional line is \$14 per line. www.awm-math.org/
5. National Society of Black Physicists <http://www.nsbp.org/>
6. National Society of Hispanic Physicists <http://www.hispanicphysicists.org/index.html>
7. Society to Advance Hispanics/Chicanos and Native Americans in Science (includes all STEM fields) <http://sacnas.org/>
8. <http://JustGarciaHill.org> (Virtual community celebrating the contributions of minority scientists)
9. National Organization for the Professional Advancement of Black Chemists and Chemical Engineers (NOBCChE) <http://www.nobcche.org/>
10. Association for Computing Machinery <http://www.acm.org/>
11. Women in Cancer Research. They post ads on their web site for no charge. <http://www.aacr.org/home/membership-/association-groups/women-in-cancer-research.aspx>
12. Minorities in Cancer Research. They post ads on their web site for no charge. <http://www.aacr.org/home/membership-/association-groups/minorities-in-cancer-research.aspx>
13. Women in Cell Biology (WICB). They send e-mail newsletters to members. http://www.ascb.org/index.php?option=com_content&view=article&id=86&Itemid=12
14. Minorities Affairs Committee of the American Society for Cell Biology. They send e-mail newsletters to members. http://www.ascb.org/index.php?option=com_content&view=article&id=234&Itemid=6
15. Association for Women in Science <http://www.awis.affiniscap.com/index.cfm>

ENHP:

1. PhDs.org 11% and above minority graduate degree recipients <http://graduate-school.phds.org/find/programs/teacher-education>
2. [Arizona State University, Teacher Education, Tempe, AZ](#)
3. [Barry University, Teacher Education, Miami, FL](#)
4. [Capella University, Teacher Education, Minneapolis, MN](#)
5. [Concordia University, Teacher Education, River Forest, IL](#)
6. [Florida State University, Teacher Education, Tallahassee, FL](#)
7. [Georgia State University, Teacher Education, Atlanta, GA](#)
8. [Jackson State University, Teacher Education, Jackson, MS](#)
9. [Mississippi State University, Teacher Education, Mississippi State, MS](#)
10. [New York University, Teacher Education, New York, NY](#)
11. [Teachers College at Columbia University, Teacher Education, New York, NY](#)
12. [Texas A & M University-Commerce, Teacher Education, Commerce, TX](#)
13. [University of Alabama at Birmingham, Teacher Education, Birmingham, AL](#)
14. [University of Nevada-Las Vegas, Teacher Education, Las Vegas, NV](#)
15. [University of South Carolina-Columbia, Teacher Education, Columbia, SC](#)

Hartford Art School:

1. <http://careercenter.collegeart.org/jobs>
2. <http://www.simplyhired.com/a/jobs/list/q-art+teacher>

As mandated by the Constitution of the University Faculty Senate, Rev. May 8, 2008.

11.c. The Diversity Committee: The Faculty Diversity Committee shall advise the University on and make recommendations regarding issues of diversity (along the dimensions of race, ethnicity, disabilities, sexual orientation, and gender) in the academic life of the University. Typical activities of the Committee may include, but shall not be limited to, the following: 1) promote and advocate that the principles of diversity are incorporated into all faculty hiring and promotion decisions; 2) collect and monitor data to identify and promote best practices for faculty development, mentoring, and creation of a nurturing work environment in order to facilitate faculty success at all career levels; 3) promote dialogue within and across colleges regarding the inclusion of diverse perspectives in the curriculum; and 4) encourage the development of programs and events that address issues of diversity. The Committee shall be chaired by a Faculty Senator and there shall be a representative from each college.