Diversity Resources and Contacts to Expand Recruitment Efforts for Faculty and Graduate Students

(Last updated Spring 2017)

In addition to consulting with your department and college or university office of diversity and inclusion, here is a list of additional suggested organizations and resources, including APSA and External References, that may aid in expanding your outreach efforts for faculty recruitment and reducing implicit bias in candidate searches and job postings, especially as it pertains to women and individuals from under-represented backgrounds. (Blue-boxes denote links to undergraduate programs for the purposes of graduate student recruitment outreach).

Reducing the Impact of Bias in the STEM Workforce Report (New)
Read the 2016 report by the Office of Science and Technology Policy (OSTP) and the Office of Personnel Management's (OPM) Interagency Policy Group. The “Interagency Policy Group makes recommendations to increase diversity in the STEM workforce in both the Federal Government and academia by reducing the impact of bias.”


APSA Resources

- APSA Diversity & Inclusion Programs Resource Page (New): http://www.apsanet.org/diversityresources Check out the Program Spotlight of political science departments’ recruitment & retention efforts. Add your department’s information!

- APSA E-jobs Service and Interview Service
  Submit job postings and seek out candidates:
  - http://www.apsanet.org/CAREERS/Careers-In-Political-Science
  - http://www.apsanet.org/eJobs

- APSA Diversity and Inclusion Programs
  - Take advantage of opportunities for your department, faculty, and students to participate in and/or seek out alumni from APSA diversity and inclusion programs: http://www.apsanet.org/PROGRAMS/Diversity-Inclusion
  - APSA Ralph Bunche Summer Institute www.apsanet.org/rbsi
  - APSA Minority Student Recruitment Program (MSRP) http://www.apsanet.org/msrp
Organized Sections: [http://www.apsanet.org/sections](http://www.apsanet.org/sections). Submit job postings to Organized Section Listservs and/or newsletters
- Ex. Race Ethnicity and Politics, Women and Politics, Sexuality and Politics

APSA Status Committees
Review Status committees reports/resources on professional development and pipeline issues [http://www.apsanet.org/status-committees](http://www.apsanet.org/status-committees)
- Committee on the Status of Asian Pacific Americans in the Profession
- Committee on the Status of Blacks in the Profession
- Committee on the Status of First Generation Scholars in the Profession (New!)
- Committee on the Status of Latinos Y Latinas in the Profession
- Committee on the Status of Lesbian, Gay, Bisexual & Transgender Individuals in the Profession
- Committee on the Status of Women in the Profession

APSA Departmental Services Committee [http://bit.ly/1Kf0Se7](http://bit.ly/1Kf0Se7)

Data on the Profession: Review data on diversity, placement, pedagogy, access, and the professoriate: [http://www.apsanet.org/RESOURCES/Data-on-the-Profession](http://www.apsanet.org/RESOURCES/Data-on-the-Profession)


Political Science Caucuses: [http://www.apsanet.org/RESOURCES/For-the-Public/Caucuses-in-Political-Science](http://www.apsanet.org/RESOURCES/For-the-Public/Caucuses-in-Political-Science)

APSA Brochures and Publications
Order brochures to educate students on careers in political science and majoring in political science, getting a PhD in political science: [http://www.apsanet.org/CAREERS/Professional-Development](http://www.apsanet.org/CAREERS/Professional-Development) and review the journal offerings: [http://www.apsanet.org/PUBLICATIONS/Journals](http://www.apsanet.org/PUBLICATIONS/Journals)

APSA-related Social Media: Linked-In—American Political Science Association Group, Facebook—American Political Science Association Page; Twitter (@APSATweets)
### External Resources

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<thead>
<tr>
<th><strong>Summer Research Programs for Students from Under-represented backgrounds</strong></th>
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<tr>
<td>o APSA RBSI (held at Duke University) see above link and <a href="http://www.apsanet.org/rbsi">www.apsanet.org/rbsi</a></td>
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<td>o McNair Scholars Program: <a href="http://mcnairscholars.com/">http://mcnairscholars.com/</a></td>
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<td>o IBP-- Institute for Broadening Participation <a href="http://www.ibparticipation.org/">http://www.ibparticipation.org/</a></td>
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<tr>
<td>o Native American Political Leadership Program <a href="http://semesterinwashington.gwu.edu/naplp">http://semesterinwashington.gwu.edu/naplp</a></td>
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- **Political Science Regional and sub-field conferences:**
  - Contact political science associations for contact info for listservs, caucus and committee/section chairs. E.g., the Western, Midwest, IPSA, National Conference of Black Political Scientists—(NCOBPS), Northeast, New England and Southern political science associations, etc.
  - Contact representatives to affiliated groups and area studies, [http://www.apsanet.org/ABOUT/Leadership-Governance/Representatives-To-Affiliated-O rganizations](http://www.apsanet.org/ABOUT/Leadership-Governance/Representatives-To-Affiliated-Orga nizations)

- **Advertise in newsletters, journals, and job listings/bulletins aimed at women and individuals from under-represented groups, or which have featured sections on diversity and inclusion.**
  - American Indian Higher Education Consortium [http://www.aihec.org](http://www.aihec.org)
• New England Board of Higher Education http://www.nebhe.org/

• Women in Higher Education http://www.wihe.com/

**Historically Black Colleges and Universities** (HBCU’s), The Hispanic Association of Colleges and Universities (HACU), Hispanic Serving Colleges and Universities, and similar agencies.

- Historically Black Colleges and Universities http://www.hbcunetwork.com/
- Hispanic Association of Colleges and Universities (HACU) http://www.hacu.net/
- Hispanic Serving Institutions http://www.hacu.net/hacu/InformationRates.asp
- National Black Grad Student Association http://www.nbgsa.org/
- Black Greek Letter Organizations -- http://www.blackgreek.com/divinenine/

**Recruitment Sources for People with Disabilities**

- American Disability Association www.adanet.org
- Association of Disabled Professionals http://www.adp.org.uk/
- Association on Higher Education and Disability http://www.ahead.org/
- Job Accommodation Network http://www.jan.wvu.edu/
- National Organization on Disability http://www.nod.org/
- United Cerebral Palsy Association http://www.ucp.org
- National Easter Seals Society http://www.easterseals.com/site/PageServer
- Abilities! http://www.ncds.org

**Gay-Lesbian-Bisexual-Transgendered (GLBT) community**

- Human Rights Campaign http://www.hrc.org/resources/entry/lgbt-recruitment

**Seek mailing lists from diversity-related organizations** that focus on women, minority, or disability professional associations or from women and minority caucuses within traditional professional bodies for disseminating current or anticipated faculty openings.

- American Association of University Women http://www.aauw.org
- Tribal College Journal of American Indian Higher Education http://www.tribalcollegejournal.org/
- National Association of Asian American Professionals http://www.naaap.org/
- Hispanic Student and Faculty Recruitment
  - Outlook in Higher Education https://www.hispanicoutlookjobs.com/
- Society for Advancement of Chicanos & Native Americans in Science (SACNAS) https://sacnas.org/
- National Organization for Women (NOW) [www.now.org](http://www.now.org)
- Minority Executive Search for Women & Minorities [http://www.minorityexecsearch.com](http://www.minorityexecsearch.com)
- CIC Doctoral Directory [http://www.cic.net/home/students/doctoraldirectory/introduction.aspx](http://www.cic.net/home/students/doctoraldirectory/introduction.aspx)
- Association for Women in Science [http://www.awis.org](http://www.awis.org)
- Women Employed (WE) [www.womenemployed.org](http://www.womenemployed.org)

**Disclaimer:** This page contains information and links to resources relevant to diversity recruitment. APSA makes no warranty, guarantee or representation to the accuracy of the information posted here nor the accuracy or compliance with applicable laws of sites external to the APSA website. APSA does not in any way endorse services or products promoted by sponsoring organizations or websites listed here. We encourage users to verify the legitimacy of information and organizations cited here. Please send any questions to: Kimberly Mealy, APSA, at kmealy@apsanet.org Director, Diversity and Inclusion Programs, APSA [http://www.apsanet.org/diversityinclusion](http://www.apsanet.org/diversityinclusion).
You may also email us at diversityprograms@apsanet.org.