

BGSU

DIVERSE RECRUITMENT RESOURCES

It is becoming increasingly evident that to give our students a full educational experience, we must work to broaden the racial, cultural, and ethnic base of our faculty and staff. The broader based the search, the more likely you are to develop a diverse pool of applicants. To assist you in successfully achieving this goal HR strongly recommends that you expand your recruitment by utilizing the following resources (In order to open the PDF links, you will need Acrobat 6): Look to some of these sources for additional candidates.

Ability Links: <http://www.abilitylinks.org//employers/forms.aspx?PageID=508>

As the job opportunity website for people with disabilities and inclusive employers, the AbilityLinks mission is to increase employment of qualified persons with disabilities. Non profits, businesses and government agencies join the AbilityLinks Consortium to demonstrate support for this mission and gain access to disability employment networking opportunities.

Academic Careers Online: <http://www.academiccareers.com>

Includes faculty, research, post doc, adjunct, administrative, and senior management positions at (community) colleges, universities, and research institutes.

American Institute of Chemical Engineering (AIChE): <http://www.aiche.org/>

Professional information in addition to a Careers & Employment section. AIChE is a premier technical and professional society and global leader of the chemical engineering profession for over 100 years.

Association for Women in Science (The): www.awis.org

Premiere leadership organization advocating the interests of women in science and technology.

Career Women: <http://www.careerwomen.com/>

This site has been “positioned as the best targeted niche-market career resources for women/diversity candidates.” It seeks to provide women with diverse job opportunities.

Chronicle of Higher Education (The): <http://chronicle.com/jobs/>

Recognized nationally as THE newspaper for the world of academe, its “Bulletin Board” section is the “world’s principle academic-job marketplace.” In addition to printing your job ad, the job is also posted to their Career Network Website free of charge for 30 days.

College Recruiter: <http://www.collegerecruiter.com/>

This site accepts full-time and part-time jobs for posting. The site is and is searchable by location and category. Categories range from Accounting to Telecommunications.

Computer Jobs: www.computerjobs.com

Assists in finding applicants seeking computer related jobs. Online postings are available.

Directory of Ford Fellows (The): <http://nrc58.nas.edu/FordFellowDirect/Main/Main.aspx>

Contains information on Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and Ford Foundation Pre-doctoral and Dissertation fellowship recipients awarded since 1986. The directory was created to serve as a resource for university officials seeking to diversify their faculty, minority students looking for mentors and role models, and scholars interested in establishing collaborative projects.

Directory of Minority Ph.D. Candidates & Recipients:

<http://www.cic.net/Home/Students/DoctoralDirectory/Introduction.aspx>

The Committee on Institutional Cooperation (CIC) Directory of Minority, Ph..D, M.F.A., and M.L.S Candidates and Recipients is published on-line in an effort to increase the professional opportunities of minority graduate students and

to aid colleges, universities, and other potential employers in the recruitment of highly educated underrepresented minorities. *The Directory* includes Native Americans, African Americans, Mexican Americans, Puerto Ricans, Hispanic Americans, and Asian Americans (in humanities and social sciences) who are United States citizens or permanent residents and who have completed (or expected to complete within one year) the Ph.D., M.F.A., and M.L.S Degrees.

Diverse Issues in Higher Education: <http://diversejobs.net/>

The job site of Diverse: Issues In Higher Education, the flagship publication of a leading publisher of higher education news. This is a leading resource site for careers in academia. Colleges, universities, and higher education recruitment agencies in the US, Canada, and across the globe have turned to diversejobs.net for over 25 years to reach a larger pool of qualified candidates.

Employer Assistance And Resource Network (EARN): <http://askearn.org/>

EARN supports employers to recruit, hire, and retain qualified individuals with disabilities. This free resource provides online resources and is funded by the U.S. Department of Labor.

EDUCAUSE: <http://www.educause.edu/Jobs>

EDUCAUSE is a nonprofit association whose mission is to advance higher education by promoting the intelligent use of information technology. It has a large membership, annual conferences, and publications. Any position related to IT in education (including faculty, librarians) could be posted here.

Engineering News Record: <http://www.enr.com/>

This site provides access to the McGraw-Hill Construction Information Group magazine online classifieds database through their Career Site. Many facilities job titles are included. Job posting requires registration with the site.

Health E Careers Network: <http://www.medhunters.com/>

Contains a job board for healthcare professionals. HeCN is helpful for healthcare recruitment needs, bringing unmatched ability to reach across the entire healthcare audience and target specific types of job seekers. Fees are required for job posts.

Higher Ed Jobs: <http://www.higheredjobs.com/>

Is a website for posting administrative OR faculty jobs in academe. BGSU administrative staff and classified staff positions are automatically posted. Departments/schools/programs may post faculty positions. Contact HR for information on how to post your faculty opening.

Hispanic Outlook: <https://www.wdhstore.com/hispanic/listing/index.htm>

For 20 years, *The Hispanic Outlook in Higher Education Magazine*, has been a top information news source and the sole Hispanic educational magazine for the higher education community, and those involved in running our institutions of higher learning. All ads placed in the magazine are also placed on the Web site under "Employment & Other Opportunities" for six weeks, free of charge, giving you double exposure for your ad. *H/O* also has web only package availability, and single web postings for those immediate needs.

Historically Black Colleges and Universities: <http://hbcuconnect.com/cgi-bin/jobs/rates.cgi>

HBCU Connect is dedicated to providing resources for graduates of Historically Black Colleges and Universities. The site provides a job posting function which reaches its diverse membership.

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

This site dedicated to providing career and self-development information to all minorities, specifically African Americans, Asian Americans and Pacific Islanders, Latino/Hispanic Americans, Native Americans and women.

Inside Higher Ed: <https://www.insidehighered.com/career/employers>

Nearly 600,000 higher ed professionals from every academic discipline and every administrative area read *Inside Higher Ed Magazine*. About 40% of their readers are academics, about 35% are line administrators, and nearly 20% are

executives. Readers are very diverse: nearly 20% are minorities and more than 50% are women. Approximately 75,000 individuals receive their daily news update email. A Premium Posting Option includes highlighting your position in the daily news update email.

International Society for Technology in Education: <http://www.iste.org/connect/career-center.aspx>

ISTE is the premier membership association for educators and education leaders engaged in improving learning and teaching by advancing the effective use of technology in PK-12 and teacher education. ISTE represents more than 100,000 education leaders and emerging leaders throughout the world and informs its members regarding educational issues of national and global scope.

Job Accommodation Network (JAN): <http://askjan.org/index.html>

JAN provides assistance to employers regarding all aspects of job accommodations for people with disabilities. The service offers free guidance on how to ensure recruitment and interviewing processes are accessible to people with disabilities.

Job Solutions: <http://www.jobsolutions.net/>

This free employment resource service system is designed to be customer-focused, and to supply the Northwest Ohio region's residents the tools they need to manage their careers. In addition, the system helps area employers post jobs and utilize the system's employment services.

Medzilla: <http://www.medzilla.com/>

Posts medical positions and those related to medical fields. Your job posting can be emailed to selected candidates whose qualifications fit your requirements.

Monster: <http://www.monster.com/>

Popular with job seekers on the internet. Single job postings are simple and quick to complete. Posting is viewable within minutes and available 24/7. Searchable categories range from Accounting/Auditing to Transportation/Warehousing. Location and keyword searches are also available.

National Association of Black Accountants (The): www.nabainc.org/

Has an online service that represents the interests of over 100,000 African-American professionals in the fields of accounting and auditing, finance, consulting, and management information systems, as well as a host of other career tracks relating to finance functions.

National Association of Hispanic Journalists (The): <http://www.nahj.org/>

NAHJ is committed to serving Latino professionals in journalism related careers. Job postings are available to thousands of NAHJ members.

National Black MBA Association (The): <http://www.nbmbaa.org/>

Website allows for posting of position openings. Jobs will be posted for 60 days. Posting your available position means you will reach a web audience of over 10,000 people.

National Resource Directory: <https://www.nationalresourcedirectory.gov/>

Provides resources to help employers find qualified veterans and supporting them in the workplace.

National Society For Hispanic Professionals: www.nshp.org/jobs.php

A main site for advertising to Latino professionals of all types. One job posting here will be distributed automatically to 80 other sites where Hispanic professionals look. Registration and fees are required for job postings.

National Society For Professional Engineers (NSPE): <http://www.nspe.org/>

Geared towards the engineering community. Categories of positions range from Civil Engineering to Structural Engineering. No word limit to postings. Posting form is simple and straight forward. Online resume database search is supplied free of charge with job posting. Job seekers can search postings by category, region/state and keyword(s).

Ohio Rehabilitation Services Commission: <http://www.rsc.ohio.gov/index/employers/recruitment>

A Vocational Rehabilitation Counselor will review your job descriptions, analyze the job qualifications and tasks involved in doing the jobs and perform an onsite job analysis if necessary. The RSC Counselor then refers the most suitable candidates to the positions.

Registry (The): <http://www.theregistry.ttu.edu/>

(Formerly known as The National Minority Faculty Identification On-line Program)_BGSU has an institutional membership that allows anyone on campus to access the site for posting openings. Please contact the Office of the Senior Vice President for Academic Affairs and Provost at 2-2915 for the current initial user name and password. You may search for candidates by discipline and specialty.

Saludos: <http://www.saludos.com/>

Specializes in joining Hispanic bilingual professionals with companies looking for diversity in the workplace.

Society for the Advancement of Chicanos and Native Americans in Science (The) (SACNAS): <http://www.sacnas.org/>

Allows for posting of job and post doc openings at colleges and universities. Membership and fees required for posting positions.

Society of Women Engineers (The): <http://www.societyofwomenengineers.org>

Electronic recruiting resource for the engineering community. Actively connects companies to qualified female engineers.

Source (The): <http://www.thesourcenwo.com/>

The Source provides quality-driven employment solutions that assist companies of all sizes attract and hire the best workers available. The Source provides business opportunities and employment solutions for a diverse clientele in Northwest Ohio.

Southern Regional Education Board (SREB) Doctoral Scholars Directory:

<http://home.sreb.org/dsp/scholardirectory2.0/>

The Scholar Directory is a database that showcases more than 1,000 accomplished doctoral scholars and successful Ph.D. recipients who are committed to pursuing careers in the professoriate. The database offers faculty and research recruiters an economical way to reach a diverse group of people. It includes access to: vitae, profiles, research and scholarship areas, as well as other information for all doctoral scholars and Ph.D. recipients who have attended the Institute on Teaching and Mentoring, the largest gathering of minority Ph.D.s and Ph.D. candidates in the nation.

University Job Bank Website: <http://www.ujobbank.com/>

This site is a partner of CUPA, the College and University Professional Association for Human Resources.

University of New Mexico: <http://www.unm.edu/~oeounm/posting.html>

Check out the website following the link to the OEO—Office of Equal Opportunity for more links to places to post where you will reach African American, Asian, Hispanic, Native American, Women, Persons with Disabilities and Veteran applicants.

Urban League (The): www.diversityconnect.com

As the Career Center for the Urban League, this site recognizes and embraces employee diversity as an asset within the workplace. They seek to bring qualified, diverse candidates to employers and companies with diversity and inclusion initiatives at the forefront. Registration and subscription fees are required for job postings.

Veterans of Foreign Wars (The): <http://www.vetjobs.com>

“VetJobs makes it easy to reach transitioning military, National Guard, Reserve Component Members and veterans that have separated over the last several decades and are now productive members of the civilian work force in all disciplines, and their family members.”

Veterans Hiring Toolkit: <http://www.americasheroesatwork.gov/forEmployers/HiringToolkit/>

A Step-by-step guide for proactively including transitioning veterans in recruitment and hiring initiatives.

Washington State University's Recruitment Resources: <http://oeo.wsu.edu/default.asp?PageID=927>

Some universities carry extensive suggestions for recruitment outlets on their websites. For example, this site suggests how to reach general as well as diverse audiences online.

Wood County Job and Family Services: <http://www.woodcountyjfs.com/>

Offers assistance to residents of Wood County including a job posting site for employment advertisements.

Women in Higher Education: <http://www.wihe.com>

Publication is monthly and reaches thousands of women leaders on campuses all over the U.S. and Canada. They also have a website which reaches international audiences. The publication has a readership of approximately 12, 000 each month through subscription, libraries, etc. The website lists all job ads by title and school.

Workforce Recruitment Program (WRP): <http://askearn.org/refdesk/Recruitment/WRP>

This program connects employers with pre-screened, motivated college students and recent graduates with disabilities seeking internships or permanent employment.