

Resources for Recruitment of Diverse Post Docs and Faculty

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Post Doc and Faculty Recruitment

This document provides resources for advertising post doc and faculty positions to diverse candidates or those interested in promoting diversity. Following the University of Michigan's LSA Collegiate Fellows and similar programs, I am defining diversity as applicants with the potential to bring to their academic and research careers the perspective that comes from their non-traditional educational background or understanding the experiences of members of groups historically underrepresented in higher education.

There are numerous recruitment resources—some free and some fee-based—posted on the ISR intranet in the Recruiting and Hiring Toolkit in the Diversity Recruitment Resources tab. There are subsections of this list that include:

- Diversity Resources at UM
- External Diversity Resources
- Faculty Diversity Recruitment Resources
- Resources for Women, People with Disabilities, and Veterans

In addition, I wanted to pass along these resources for recruiting diverse postdocs:

- Outreach to the attendees at **the Institute on Teaching and Mentoring** Conference
<http://www.instituteonteachingandmentoring.org/>
- Participants in the Meyerhoff PhD Program
- Professional societies and listservs such as the Ford Foundation
- The Leadership Alliance
- Publications including The Chronicle of Higher Education, Diverse: Issues in Higher Education

The Institute on Teaching and Mentoring:

<https://instituteonteachingandmentoring.org/>

There are several ways to recruit postdocs and junior faculty via the Institute on Teaching and Mentoring.

The first strategy involves attending the Institute on Teaching and Mentoring four-day conference that has become the largest gathering of minority doctoral scholars in the country. From the website:

“Now in its 26th year, the Institute gives the issue of faculty diversity a national focus and provides minority scholars with the strategies necessary to survive the rigors of graduate school, earn the doctoral degree and succeed as a member of the professorate.

The purpose of the Institute is to provide scholars with the skills necessary to succeed in graduate study and to prepare them for success as faculty members at colleges and universities. In addition, the Institute provides scholars and their faculty mentors with opportunities to share knowledge about research and academia, to meet other scholars and faculty from throughout the country, and to link to a larger community of scholars and faculty in various academic fields.

The Institute focuses on mentoring and teaching preparation, community insights and scholar networking. Workshops are scheduled to provide doctoral scholars opportunities to share insights and tips in graduate work. Scholars can network with faculty representatives and other doctoral scholars to share information on teaching, mentoring, research and building a career in higher education. The hope is that these methods will also increase faculty diversity at the nation's campuses."

The second way of recruiting via the Institute is by advertising postdoctoral opportunities and faculty positions through subscription to the Institute's doctoral scholars program directory:

<https://dspdirectory.sreb.org/default.aspx?ReturnUrl=%2f&AspxAutoDetectCookieSupport=1>

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. It consists of scholars from:

The Southern Regional Education Board (SREB)

The National Institutes of Health (Bridges to the Professoriate NIGMS-MARC)

The Alfred P. Sloan Indigenous Graduate Partnership (SIGP)

NASA Harriett Jenkins Pre-doctoral Fellowship (JPPF)

National Science Foundation Alliances for Graduate Education and the Professoriate (AGEP)

The National Science Foundation Directorate for Social, Behavioral & Economic Sciences (SBE)

The Alfred P. Sloan Foundation Minority Ph.D. Program (SLOAN)

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.Ds. and Ph.D. candidates in the nation.

The scholar directory is available only through subscription. Password-protected subscriptions are available for \$500 per year/per campus to individuals who recruit faculty for institutions of higher learning. The Office of Diversity, Equity, and Inclusion in the Provost's Office does not currently subscribe to this directory.

Finally, you may recruit by posting jobs online for free through the Southern Regional Education Board:

<https://www.sreb.org/search-job-postings>

The sponsoring partners of the Institute include:

The National Center for Faculty Development and Diversity (UM has a free membership to this organization):

The National Center for Faculty Development and Diversity is a community of 40,000 graduate students, post-docs, and faculty members that support each other through professional development opportunities, training, and mentoring. The organization offers on-campus workshops, professional development training, and intensive mentoring programs to those who join.

Website: <http://www.facultydiversity.org/>

Vitae (an online career hub):

Vitae is an online career hub that provides exemplary professional resources for faculty and administrators. Vitae supports an online community for participants to connect with peers, colleagues and mentors. Its advice column reveals candid tips for those who are seeking employment or presenting research at conferences. Vitae provides professional tools that include a free dossier service to manage research documents and letters of recommendations, and a comprehensive database of academic and administrative jobs.

Website: <https://chroniclevitae.com/>

HERC—Higher Education Recruitment Consortium

HERC is a nonprofit consortium of over 600 colleges and universities seeking to recruit and retain the most talented and diverse faculty, staff and executives. The partnership encourages you to utilize its excellent, free resources for your academic job search process: access to more than 21,000 higher education job opportunities, webinars, a jobseeker blog, and many more helpful tools.

Website: <http://hercjobs.org/>

The Programs who support the Institute on Teaching and Mentoring Conference through attendance include:

Alfred P. Sloan Foundation Minority PhD Program

<https://sloan.org/programs/higher-education/education-underrepresented-groups/minority-phd-program>

The Alfred P. Sloan Foundation scholars began attending the Institute on Teaching and Mentoring in 1998. Their first cohort was 22 students, and participation has grown to approximately 150.

Through the funding of University Centers of Exemplary Mentoring, the Foundation partners with select universities with proven track records of successfully recruiting and graduating minority Ph.D. candidates in STEM fields. Funds provide scholarships to underrepresented minority students and support for recruitment and retention activities. Over 2000 doctoral students have received support through the MPhD Program since 1995.

Gates Millennium Scholars Program

www.gmsp.org

The Institute's partnership with the Gates Millennium Scholars Program began in 2007. Over 440 GMS members have experienced the Institute. The goal of GMS is to promote academic excellence and provide an opportunity for outstanding minority students with significant financial need to reach their highest potential.

The GMS program was established in 1999 by a \$1 billion grant from the Bill and Melinda Gates Foundation. The program provides support for the cost of education by covering unmet need and self-help aid: graduate school funding for continuing scholars in the areas of computer science, education, engineering, library science, mathematics, public health or science, and leadership development programs with distinctive personal, academic and professional growth opportunities.

National Aeronautics and Space Administration Harriett-Jenkins Pre-doctoral Fellowship Project

www.nasa.gov

The Jenkins Pre-doctoral Fellowship Project is supported by NASA. The program seeks to increase the number of graduate degrees awarded to underrepresented persons (women, minorities and persons with disabilities) in the science, technology, engineering and mathematics, or STEM, disciplines. The ultimate goal is to increase the U.S. talent pool by developing a more inclusive, multicultural and sustainable STEM workforce. The JPPF provides up to three years of support and includes a Mentor-Protégé Initiative, Fellows Orientation, a Technical Exchange Symposium and the competitive Mini Research Award Program. NASA began attending the conference in 2013 in Arlington, VA.

Ronald E. McNair Post baccalaureate Achievement Program

www.ed.gov

The McNair Program seeks to increase the attainment of Ph.D. degrees by students from underrepresented segments of society. Through a grant competition, funds are awarded to institutions of higher education to prepare eligible participants for doctoral studies through involvement in research and other scholarly activities. McNair scholars are given opportunities for research, summer internships, seminars, tutoring, academic counseling, and other activities that are meant to solidify their path to graduate school. McNair began attending the Institute in 2000, and over 1,200 scholars have attended the Institute.

The Southern Regional Education Board

www.sreb.org

The SREB developed the Doctoral Scholars Program in 1993 to address the shortage of minority Ph.D. students in faculty positions. The Doctoral Scholars Program provides multiple layers of support including financial assistance, academic/research funding, career counseling and job postings, scholar counseling and advocacy, a scholar directory for networking and recruiting, invitation to the annual Institute on Teaching and Mentoring, and continued early career support. SREB has supported all of their scholars to attend the Institute at some point in their doctoral career. Over 1,300 scholars have attended their Institute at least once in their doctoral career.

Evaluation of Attending the Institute on Teaching and Mentoring as an Effective Faculty Diversity Strategy:

<https://www.sreb.org/instituteevaluation>

A study funded by the National Science Foundation now confirms the Institute on Teaching and Mentoring's effectiveness in its mission of increasing the diversity of faculty on U.S. campuses, proving it an excellent complement to university doctoral training. This publication summarizes results of the full study, which surveyed nearly 2,000 participants of the Institute from 2011 to 2016 and compared the results against data from the Survey of Doctorate Recipients for a national benchmark of Ph.D. graduates.

October 2020 Institute on Teaching and Mentoring:

The 2020 Institute on Teaching and Mentoring will be held October 29 - November 1 in Tampa, Florida. Registration for the 27th annual Institute will be announced at a later date. Institute attendance is by invitation only. Members from the following groups are eligible for invitation: SREB-State Doctoral Scholars Program, Alfred P. Sloan Foundation Minority Ph.D. Program, National Science Foundation Alliances for Graduation and the Professoriate Program, National Aeronautics and Space Administration Harriett-Jenkins Predoctoral Fellowship Project, Gates Millennium Scholars Program, Louis Stokes Alliance for Minority Participation, Ronald E. McNair Post baccalaureate Achievement Program, and the Student Support Services Program. In addition, Ph.D. scholars and faculty mentors from institutions not associated with any of the aforementioned groups can be recommended by their deans and department chairs to attend the Institute. All potential attendees will be issued an ID by SREB to be able to register for attendance at the Institute.

Another resource for diverse faculty recruiting is offered by the UM Office of Diversity, Equity, and Inclusion:

The UM Office of Diversity, Equity & Inclusion (ODEI) has purchased a 1-year subscription (expires at end of October but will likely be renewed) to The National Registry of Diverse & Strategic Faculty through Texas Tech University. This is an additional resource you can use to develop a diverse pool of faculty candidates. As a member of a subscribing institution, you have access to the following:

Unlimited job postings

Tracking job openings and closures

Unlimited access to over 1,700 diverse candidates registered in the database. As long as you post jobs widely in a variety of outlets, you are permitted to also use targeted directories.

A new RESOURCES tab with information and links to websites to aid you in your search.

New Candidate Alerts to receive notification when a new candidate who meets your specifications has uploaded their information on the database.

Personal assistance when you have a question. Just email or call for assistance.

You may access The Registry by visiting the website: www.theregistry.ttu.edu and using the login information below to search candidates or post a job:

Account Login Information

Institution Name University of Michigan - Office of Diversity Equity & Inclusion

Account Type Institution (Limited Access)

Account UserName UM-ODEI

Password for Searching Candidates search

Password for Posting Jobs post

Registry Website www.theregistry.ttu.edu