

# **Western Washington University**

## **Recruitment Outreach Resources**

*The Equal Opportunity Office will assist with proactive efforts to create a diverse workforce of faculty and staff in order to redress imbalances and enrich the University experience.*

-Equal Opportunity Office's Mission Statement

Equal Opportunity Office  
Old Main 345  
360-650-3307  
[www.wvu.edu/eoo](http://www.wvu.edu/eoo)

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## NATIONAL PROFESSIONAL AND TECHNICAL RESOURCES:

Resource	Web address	Price	Description
Academic Careers	<a href="http://www.academiccareers.com">www.academiccareers.com</a>	<p>\$195 for Special Offer online posting. Posting will be for 3 months.</p> <p>\$165 for Standard online posting. Positions are actively posted for 30 days.</p> <p><b>The Diversity Package is free with both options</b></p>	<p>Academic Careers is an online global academic job site for teaching jobs, education jobs, research jobs, and professional jobs in education and academia.</p> <p>The Diversity Package is included in every posting package, which includes automatic notifications to Diversity/Affirmative Action applicants.</p>
Academic Keys	<a href="http://www.academickeys.com">www.academickeys.com</a>	<p>\$195 for online job posting. Posting will be for 4 months</p> <p>\$295 online job posting with e-flier</p>	<p>AcademicKeys.com is comprised of 15 discipline-specific websites (<i>Administration, Agriculture, Business, Dentistry, Education, Engineering, Fine Arts, Health Sciences, Humanities, Law, Medicine, Pharmacy, Sciences, Social Sciences, Veterinary Medicine</i>) which display higher education jobs for fields within the discipline. There is no charge for faculty or administrators to view university job openings on the website or to receive higher education job notifications via e-mail.</p> <p>For an additional \$100, Academic Keys e-Fliers are sent regularly to over 400,000 Deans, Department Heads and Faculty at top tier universities throughout North America.</p>
Insight into Diversity	<a href="http://www.aar-eeo.com">www.aar-eeo.com</a>	\$425 for 1/6 of a page for a 30-day posting	Now in their 33rd year of service, the AAR has assisted more than 3,000 academic institutions recruit advertisement to targeted organizations, departments, placement offices and other locations identified as centers of concentrations of female, minority, disabled and veteran individuals with professional or managerial skills.

## NATIONAL PROFESSIONAL AND TECHNICAL RESOURCES:

Resource	Web address	Price	Description
DiversityWeb	<a href="http://www.diversityweb.org">www.diversityweb.org</a>	Free	<p>DiversityWeb is a project of AACU's Office of Diversity, Equity, and Global Initiatives (ODEGI). Central to the office's mission is the belief that diversity and global knowledge are essential elements of any effort to foster civic engagement among today's college students.</p> <p><b><u>DiversityWeb's Diversity Postings is an online recruitment resource for higher education institutions with job announcements that have an explicit focus on diversity, multiculturalism, area studies, global education, etc.</u></b></p>
DiversityInc. Careers	<a href="http://www.diversityinc.com">www.diversityinc.com</a>	\$250 for 30-day posting online	<p>The leading national publication on diversity and business, Diversity.com was established in 2002, out of the monthly magazine publication.</p> <p>Today, DiversityInc.com has the largest dedicated, on-line career center for diverse professionals.</p>
Employer Assistance Recruiting Network	<a href="http://www.EARNworks.com">www.EARNworks.com</a>	Free	<p>EARNworks.com is a free recruitment source for employers interested in finding qualified individuals with disabilities available for employment.</p> <p>EARNworks.com also provides consultation for employers regarding recruitment, placement and retention of people with disabilities.</p>
Higher Ed Jobs	<a href="http://www.higheredjobs.com">www.higheredjobs.com</a>	<p>\$155 for online posting. Posting will be for 60 days.</p> <p><b>\$230 for online posting and the Affirmative Action Listserv</b></p>	<p>HigherEdJobs.com was founded in 1996 to list open positions at colleges and universities. Today, over 1,098,910 faculty and staff visit HigherEdJobs.com each month.</p> <p>HigherEdJobs.com offers an Affirmative Action email package for an additional \$75. The email proactively notifies over 60,000 candidates who have asked to receive announcements from schools that recruit according to affirmative action or diversity plans.</p>

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Hispanic Outlook	<a href="http://www.hispanicoutlook.com">www.hispanicoutlook.com</a>	1/12 page is \$405 (per column inch rate is \$140 available by request)  Full page is \$3,600  All print ads are included online at no additional charge for 6 weeks.  Online only ad is \$195 for 4 weeks (500 words max.)	With a readership of 28,000, Hispanic Outlook is one of the primary recruitment sources for Hispanics in higher education.
IMDiversity.com	<a href="http://www.imdiversity.com">www.imdiversity.com</a>	\$75 for a 30-day posting \$140 for a 60-day posting \$200 for a 90-day posting	Conceived by the Black Collegian magazine, IMDiversity.com is dedicated to providing career and self-development information to minorities, specifically African American, Native American, Latino/Hispanic American, Asian American and Pacific Islanders and women.
Inside Higher Ed	<a href="http://www.insidehighered.com">www.insidehighered.com</a>	\$165 for a 30-day posting \$300 for a 60-day posting	With over 350,000 readers, Inside Higher Ed invites forward-looking educators who seek a regular news source to stay on top of the trends and issues affecting higher education.  Inside Higher Ed readers appeal to a diverse audience (25% are underrepresented minorities).
Latinos In Higher Education	<a href="http://www.latinosinhighered.com">www.latinosinhighered.com</a>	\$150 for a 90-day posting online	LatinosinHigherEd.com is the first Latino professional employment web site designed specifically for the higher education community.  This site helps employers connect with the largest pool of Latino professionals in higher education in the United States, Puerto Rico and internationally by disseminating employment opportunities to registered candidates and a national network of Latino based organizations and listservs.

## NATIONAL PROFESSIONAL AND TECHNICAL RESOURCES:

Resource	Web address	Price	Description
National Association of Black Accountants, Inc.	<a href="http://www.nabainc.org">www.nabainc.org</a>	\$285 for 30-day posting online – resume search included.	<p>NABA 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.</p> <p>NABA's Career Center confidentially links jobs with job seekers, providing a powerful tool for all levels of staffing and professional development.</p>
National Society of Black Engineers	<a href="http://www.nsbe.org">http://www.nsbe.org</a>	\$250 for a 60-day posting online	<p>Posting jobs on National Society of Black Engineers (NSBE) On-line is a cost effective solution for employers to reach a diverse group of engineering college students, graduates, and technical professionals.</p> <p>With over 26,000 active members, job postings are a great way attract top qualified candidates.</p>
Society of Women Engineers	<a href="http://societyofwomenengineers.swe.org">http://societyofwomenengineers.swe.org</a>	\$150 for 30-day posting online – a seven-day resume search for \$350	<p>Founded in 1950 as a non-profit educational and service organization, the Society of Women Engineers strives to establish engineering as a highly desirable career aspiration for women.</p> <p>The online Career Center is a targeted web portal for employers, students and professionals to post and learn of employment opportunities across the nation.</p>
Women In Higher Education	<a href="http://www.wihe.com">www.wihe.com</a>	\$195 for 30-day online posting, \$540 for 1/6 page print ad includes web posting	<p>Women In Higher Education is a monthly publication that provides news, career opportunities and perspectives that highlight opportunities and issues affecting women in higher education.</p>
Women In Technology International	<a href="http://www.witi.com">www.witi.com</a>	\$295 for 60-day posting online	<p>WITI is the premier global organization helping women in technology attain their professional goals. With a market reach exceeding 2 million, WITI has established powerful strategic alliances and programs to provide connections, resources, and opportunities within a supportive environment of women committed to helping each other.</p>

## REGIONAL PROFESSIONAL AND TECHNICAL RESOURCES:

Resource	Web address	Price	Description
Association for Women in Computing – Puget Sound	<a href="http://www.awcps.org">www.awcps.org</a>	Free	<p>The Association For Women In Computing (AWC) is a national, nonprofit, professional organization for individuals with an interest in information technology.</p> <p>The Puget Sound Chapter works to promote awareness on issues affecting women in the computing industry, further the professional development and advancement of women in computing, and encourage women to enter computing as a career.</p>
ColorsNW Careers	<a href="http://www.colorsnwcareers.com">www.colorsnwcareers.com</a>	\$149 for 30-day posting	<p>Conceived by ColorsNW Inc., a Seattle-based, diversity multi-media publishing and training consulting company, Colorsnwcareers.com is a web portal, developed to assist professionals-of-color seeking employers interested in recruiting a diversified workforce.</p>
NW Asian Weekly	<a href="http://www.nwasianweekly.com">www.nwasianweekly.com</a>	1/18 page \$86 1/12 page \$149 1/8 page \$214 1/6 page \$259	<p>For over 25 years, the NW Asian Weekly provides announcements, news, and resources to Puget Sound Asian-Americans.</p> <p>To post a position announcement, call or email NW Asian Weekly.</p>
Washington Women in the Trades	<a href="http://www.wawomenintrades.com">www.wawomenintrades.com</a>	Free 30-day posting	<p>Founded in 1978, Washington Women in the Trades was established as a way for women in the trades to gather and share information.</p>

**DISCIPLINE-SPECIFIC FACULTY RECRUITMENT RESOURCES:**  
***Business & Economics***

Resource	Web address	Price	Description
American Society of Women Accountants	<a href="http://www.aswa.org">www.aswa.org</a>	\$150 for online 30-day posting for the first 50 words; \$2 per word additional copy; a link and a logo can be added for an additional \$50 per month	Selected by <b>CareerXroads</b> as one of the "500 Best" websites for job, resume and career management information for employers seeking to recruit women in the accounting field.  Established as a professional organization to advance women in the field of accounting and finance, ASWA gets over 15,000 web visitors per month reaching over 4,000 decision makers and leaders in the accounting and finance industry.
National Association of Black Accountants, Inc.	<a href="http://www.nabainc.org">www.nabainc.org</a>	\$285 for 30-day posting online	NABA 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.  NABA's Career Center confidentially links jobs with job seekers, providing a powerful tool for all levels of staffing and professional development.
The PhD Project	<a href="http://www.phdproject.org">www.phdproject.org</a>	Free contact: Marie Zara Development Manager, The PhD Project <a href="mailto:mzara@kpmg.com">mzara@kpmg.com</a> 201-307-8660	The PhD Project's Doctoral Student Association Message Board allows employers to reach minorities in pursuit of a Business PhD or employment.  WWU is a partnering university.



**DISCIPLINE-SPECIFIC FACULTY RECRUITMENT RESOURCES:**  
***Sciences & Technology***

Resource	Web address	Price	Description
American Indian Science and Engineering Society	<a href="http://www.aises.org">www.aises.org</a>	\$250 for 90-day posting online (Post position under "programs")	<p>AISES' membership is comprised of professionals, students, educators, and others in science, engineering and related technical fields.</p> <p>With over 3,000 active members, and many others that visit the website, AISES assists Native American professionals and employers seeking diverse personnel reach their employment goals.</p>
Associations for Women in Science	<a href="http://www.awis.org">www.awis.org</a>	\$300 for a 30-day posting online	<p>The Association for Women in Science is dedicated to achieving equity and full participation for women in science, mathematics, engineering and technology.</p> <p>With the potential to reach 4,000 women scientists, mathematicians and engineers, AWIS provides academic institutions a valuable resource to recruit highly qualified candidates.</p>
The Black Graduate Engineering and Science Students of UC Berkeley	<a href="http://ucbessa.org">http://ucbessa.org</a>	Free	<p>BGESS' faculty database provides a library of PhD graduates in the fields of science and engineering seeking employment in academia.</p> <p>Graduates provide their contact information to better enable employers and academic institutions to advertise job postings.</p>
Society for Advancement of Chicano and Native Americans in Science	<a href="http://www.sacnas.org">www.sacnas.org</a>	\$475 for a 45-day posting online	<p>With a circulation of over 17,000, SACNAS explores current issues within the minority scientific community, celebrates the achievements and contributions of members, and provides resources for academic and professional development.</p> <p>More than 1,000 individuals view the SACNAS job opportunities online each week and over 8,000 SACNAS members receive bi-weekly email bulletins of those job opportunities.</p>

**DISCIPLINE-SPECIFIC FACULTY RECRUITMENT RESOURCES:**  
***Sciences & Technology***

<b>Resource</b>	<b>Web address</b>	<b>Price</b>	<b>Description</b>
Society of Women Engineers	<a href="http://www.swe.org">www.swe.org</a>	\$250 for 60-day posting online	<p>Founded in 1950 as a non-profit educational and service organization, the Society of Women Engineers strives to establish engineering as a highly-desirable career aspiration for women.</p> <p>The online Career Center is a targeted web portal for employers, students and professionals to post and learn of employment opportunities across the nation.</p>