

RECRUITMENT PLAN

SECTION A: Unit Goals (established by Human Resources and Office of Institutional Equity) for this vacancy include the following:

- Female Black Asian/PI American Indian Hispanic/Latino

SECTION B: Enlarging the Pool of Applicants

In an effort to achieve a diverse applicant pool to help reach above goals, the following strategies will be undertaken:

- 1. Announce vacancy within department.
- 2. Place advertisements in local/regional news media. (See Section C Below)
- 3. Advertise in appropriate professional journals, newsletters, and job registries. (See Section C Below)
- 4. Undertake community outreach activities.
- 5. Contact departments at other institutions who may have qualified staff or degree candidates who are interested.
- 6. Contact potential candidates at professional meetings.
- 7. Contact women and minorities presently on the staff for help in identifying potential candidates.
- 8. Utilize personal or professional contacts to identify candidates from targeted underrepresented groups specifically.
- 9. Contact members of the targeted groups who are presently candidates for degrees.
- 10. Utilize lists of names from previous searches for a similar position in the department.
- 11. Utilize relevant organizations, associations, and agencies in soliciting individual referrals.
- 12. Other

SECTION C:

Please specify resources you plan to use for advertising.