



RECRUITING & RETAINING FACULTY OF COLOR

April 25, 2007

RESOURCES

Public Health

- American Public Health Association (e.g., Career Mart, AJPH classified ads) [www.apha.org]
- American Schools of Public Health (e.g., PublicHealthJobs.net, a post-doctoral database is currently under development) [www.asph.org]
- Emory University's Public Health Employment Connection [<http://cfusion.sph.emory.edu/PHEC/phec.cfm>]
- Listservs, e.g., Community-Campus Partnerships for Health [www.ccph.info], Spirit of 1848 [www.spiritof1848.org], Kellogg Community Health Scholars Program (private, contact administrator to post job) [www.kellogghealthscholars.org], Robert Wood Johnson Health & Society Scholars Program (private, contact administrator to post job) [www.healthandsocietyscholars.org]
- Existing Networks

General Directories (\$fee)

- The Minority & Women Doctoral Directory^{\$} [<http://www.mwdd.com/>]
- The Committee on Institutional Cooperation (CIC) Directory of Minority, PhD, MFA., and MLS Candidates and Recipients [<http://www.cic.uiuc.edu/programs/DirectoryOfMinorityCandidates/>]
- Future of Black Faculty Database <http://bgess.berkeley.edu> [http://bgess.berkeley.edu/index.php/component/option,com_wrapper/Itemid,46/index.php?option=com_wrapper&Itemid=46]
- National Minority Faculty ID Program^{\$} [<http://www.southwestern.edu/natfacid/>]

Professional Associations

- Association of American Colleges and Universities [<http://www.aacu-edu.org>]
- American Association of University Professors [<http://www.aaup.org>]
- Hispanic Association of Colleges and Universities [<http://www.hacu.net>]
- Tribal Colleges and Universities [<http://www.aihec.org/>]
- Sisters of the Academy* (SOTA) [<http://www.sistersoftheacademy.org/>]
- Brothers of the Academy* (BOTA) [<http://www.brothersoftheacademy.org/>]

*SOTA AND BOTA offer mentoring for doctoral and junior faculty of color

Publications

- The Hispanic Outlook in Higher Education [<http://www.HispanicOutlook.com>]
- Black Issues in Higher Education [<http://www.blackissues.com>]

The Engaged Institutions Initiative (EII) supports sustained efforts by schools and graduate programs of public health to eliminate racial and ethnic health disparities in partnership with communities. It is coordinated by Community-Campus Partnerships for Health (CCPH) with core funding from the WK Kellogg Foundation. For more information, visit www.ccph.info



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Recruitment Tips

Where to recruit

- Use existing networks. One suggestion is for the dean or other administrator to identify where the best faculty recruitments have come from over the last 10-15 year. Use this as a core recruitment source. Network with these sources to ask who's in the pipeline, and then ascertain if any of these individuals are academics of color.
- A successful mid-career faculty of color hire can help attract junior faculty wanting to work with this person.

How to recruit

- Faculty position descriptions should indicate an interest or commitment to faculty of color, diversity, or underrepresented minorities. The content of the ad will be most successful if it includes an interest in racial and ethnic health disparities, racial diversity, or communities of color.
- Identify future candidates while these individuals are still in doctoral and postdoctoral programs. Make a point to meet at association conferences, etc. Invite these individuals to visit your campus for an event (e.g., symposium, seminar).
- Coordinate a recruitment visit to showcase activities and faculty across campus, as well as community partners.

Funding Recruitment

- Develop a small salary pool to add to salaries of faculty who's initiatives are leading to positive outcomes around diversity, health disparities scholarship, etc.
- University (Office of the President) or School (Office of Dean) secure 3-year base salary for diversity (broadly defined) hires to encourage departments to recruit faculty of color.
- Generate recruitment funds and salaries through health disparities and community engagement grants.

Retention Tips

- Establish a faculty mentoring program
- Develop promotion and tenure processes which support community engagement, health disparities scholarship, etc (see www.communityengagedscholarship.info)
- Limit administrative activities of junior faculty to ensure time spent on developing a successful tenure portfolio.

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