

## **EXTERNAL COMMUNICATION AND RECRUITMENT STRATEGIES**

(Section 46a-68-80)

March 2024

This section was found to be in compliance in the previous filing with no proposals or recommendations:

### **Subsection (a)**

The University of Connecticut has developed means of recruiting goal candidates for current positions.

- 1) To foster consistency and ease of application the University of Connecticut posts all available employment opportunities on the [UConn Jobs website](#). This readily identifiable point of access allows all applicants to search for positions and provides instructions to applicants on how to submit applications for University employment. This user-friendly website boasts extensive information about the University and its commitment to equal employment opportunity and the University's commitment to diversity and inclusion. This website includes comprehensive information related to working at the University, a breakdown of faculty, staff, and executive positions as well as instructions for creating applicant profiles to enhance and simplify the application process. The University is continuously trying to improve this site to improve prospective candidates' experiences.
- 2) Individual hiring departments, responsible for their own recruitment activities, circulated job advertisements to 762 unique recruiting sources during the *Plan* year. Please see **EXHIBIT 1** in this section for the list of recruitment sources. Sources utilized by search committees included organizations, field specific associations, list serves, conferences, and print and on-line media targeted to women, diverse groups, and other members of protected classes. In addition, search committees made use of other contacts through professional networks and other universities. These contacts are also included in the recruitment process with internal searches to offer opportunities for growth to UConn's valued pool of employees.
- 3) The University continuously reviews the faculty job openings landing page for enhancements and improvements to attract outstanding candidates. This initiative is dedicated to faculty recruitment and growth. It is a visible indication of the University's effort to attract outstanding candidates, including those from underrepresented populations. This website included specialized descriptions of each school and college and the open positions available. Language is included in job advertisements intended to attract under-represented applicant populations by highlighting the University's commitment and compliance to Affirmative Action/Equal Employment Opportunity in its hire process and educational mission.

- 4) The University continues to use PageUp as its Applicant Tracking System, and routinely reviews system functionality to determine if improvements can be made to streamline the application process. The system has the capability to read resumes and curriculum vitae, so applicants do not have to enter profile information manually; and the system can parse information from applicant resumes. Integrations with key recruitment sources continued, including HERC, Diverse, and Inside Higher Ed. The University also posts all job openings to the CT Hires Website.

**Subsection (b)**

The University has put itself on public record as an Affirmative Action and Equal Employment Opportunity Employer. The following is consistent with that posture:

- 1) Written expression of the University's commitment to affirmative action and notice of job availability are sent regularly to recruiting sources and organizations, which are capable of referring qualified applicants for employment. All job postings and advertisements include a statement that the University is an Equal Employment Opportunity/Affirmative Action Employer. The statement is also included on job postings on the UConn Jobs website where applicants apply for current positions.

The UConn Jobs website, where all applicants are directed when applying for positions, also clearly displays the University's commitment to be an EEO/AA employer. In addition to job openings, this page continues to display the University's statement on record as an Affirmative Action and Equal Employment Opportunity Employer. Other compliance statements include the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act; commitment to Diversity, Inclusion, and a Respectful workplace, accommodations for applicants with disabilities; and the recruitment of veterans. Please see **EXHIBIT 2** of this section for a copy of the website page.

Additionally, the faculty-landing page described in Subsection (a) number 4 provides compliance language related to the University's status as an Affirmative Action/Equal Employment Opportunity Employer.

- 2) Notice that the agency is an affirmative action and equal employment opportunity employer was sent to all unions that represent agency employees for collective bargaining purposes. This notice contained an invitation to review and comment upon the agency's affirmative action plan. The communication was sent to contacts at the eight bargaining units represented at UConn. Please see **EXHIBIT 3** of this section for the letter and attached policies.

### **Subsection (c)**

The University initiates and undertakes vigorous, positive relationship-building activities to ensure that affirmative action is more than a paper commitment. The University has worked to secure ongoing relationships and develop additional recruiting sources while cultivating outreach recruitment programs and maintaining contact with protected class members and resource agencies. Consistent with that effort:

- 1) Protected class audiences in the labor market/area(s) most relevant for filling a vacant office, position, or position classification are aggressively solicited to by an outreach media focused campaign utilized by University publication sources. In addition to the individual recruitment efforts made by departments, listed in **EXHIBIT 1** of this section, communications firm Graystone, managed the advertisement program for searches throughout the University, utilizing numerous recruitment sources. Graystone provided access to advertisements in various diversity trade publications to support the University's particular emphasis on under-represented group publications and websites. Graystone provided demographic information on publication and website audiences on request, with particular emphasis on under-represented group publications and websites.

Graystone and the current vendors on contract with the University can also provide upon request the latest higher education demographics on under-represented group enrollment to assist with diversity recruitment efforts. This *Plan* year, Human Resources (HR) continued to encourage departments to utilize innovative recruitment strategies to connect with more diverse populations regarding vacant positions. Graystone had facilitated these efforts and continues to provide additional services upon request, including branding, messaging, copywriting, market-to-market recruitment, job board reporting, and niche recommendations for diversity and specific job markets. Please see **EXHIBIT 4** of this section for a listing of sources utilized by Graystone with the diversity trade publications highlighted.

- 2) The University actively encourages search committees to engage in proactive and non-traditional recruiting to target goal applicants. Specifically, search committees are encouraged to recruit amongst existing professional networks as well as research new recruiting sources they may not have traditionally considered. A high emphasis is placed on direct professional networking and recruiting of promising applicants, particularly those from goal applicant populations.
- 3) The Office of Institutional Equity (OIE) continues to provide guidance and resources to assist search committees in developing recruitment strategies to target underrepresented groups. This oversight includes reviewing recruitment efforts in searches and ensuring that the efforts include sources such as professional contacts, professional associations and resources targeting protected

classes. Continual search training throughout the recording period reinforced the search committee's obligation to engage in robust external recruitment efforts.

- 4) The Office of Institutional Equity website helps facilitate networking potential by offering a list of Suggested Recruitment Sources with direct links to the websites of organizations in discipline and profession-specific categories. This information assists search committees in focusing advertising and recruiting activities in areas that have the greatest potential for providing qualified and under-represented applicants. OIE publishes on its website the comprehensive [Faculty Recruitment and Outreach Guide](#), an 80 page web-based interactive listing of race/gender sources specific to individual schools and higher education. Please see **EXHIBIT 5** of this section for the Recruitment Guide.
- 5) The diversity publication, *Diverse: Issues in Higher Education* along with *Inside Higher Education* and the *Higher Education Recruitment Consortium* are contracted online publications that HR utilizes for recruiting and advertising resources. There is a collaborative goal setting agenda with HR, the Office of the Provost, and the Office of Institutional Equity to ascertain other potential recruitment sources that may merit annual contracts.
- 6) External search firms are hired to facilitate senior executive searches, when appropriate. These firms are mandated by contractual guidelines to verify compliance with state and federal affirmative action reporting requirements and other legal obligations. Search firm personnel meet with representatives from OIE and HR at the initiation of a search to review the guidelines, ensure Affirmative Action statements are included in all external correspondence, and that University statutory obligations are achieved. Guidelines are distributed to search firms prior to initiating the search to ensure compliance with state and federal affirmative action reporting requirements and other legal obligations. Please see **EXHIBIT 6** of the section for the Search Firm Guidelines.
- 7) HR provides employment counseling and referrals to unclassified and classified applicants (phone and walk-in), which include information on the application and hiring process at the University. Workforce Solutions team members continued to provide career counseling and guidance to applicants seeking employment in classified and unclassified positions at the University. This year, four (4) potential applicants were counseled individually. Please see **EXHIBIT 7**.

The University reaffirms that it has initiated and undertaken the steps necessary to engage in positive relationship-building activity to ensure that affirmative action is more than just a paper commitment. OIE views networking and collaborating with minority organizations and associations as essential in developing a pipeline for qualified minority and diverse populations. The University is committed to a policy of equal opportunity/affirmative action for all qualified persons and does not discriminate in any employment practice, education program, or educational activity on the basis of race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including,

but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), genetic information, or any other basis prohibited by Connecticut state and/or federal nondiscrimination laws.

During the Affirmative Action Plan reporting period, the University successfully achieved several of its goals in many of the categories/classifications, thereby upholding its commitment toward achieving parity in the workforce. The University supports affirmative action and diversity in the workplace and actively seeks applicants from all sectors of the population and takes seriously the commitment to develop a workforce that reflects the diversity of the client population it serves.

Recruitment Sources	Count of Recruitment Sources
1890 Listserv- Historically black land-grant institutions ( <a href="https://www.aplu.org/members/jobs-at-aplu-and-memb">https://www.aplu.org/members/jobs-at-aplu-and-memb</a> )	7
AACP	1
AACRAO	4
AAHHE	1
AALAS	1
AALS	4
AASHE - <a href="https://bulletin.aashe.org/posts/job/">aashe.org - https://bulletin.aashe.org/posts/job/</a> (should be free as University member)	1
Ability Jobs Online	4
Ability Links Online	4
ACA job board <a href="http://www.counseling.org/careers/aca-career-central">www.counseling.org/careers/aca-career-central</a>	1
Academic Careers	6
Academic Diversity Search	3
Academic Jobs Online	31
Academic Keys	13
Academic Keys for Health Sciences	1
<a href="http://academicplacement.ama.org">Academicplacement.ama.org</a>	1
ACCCCS	1
ACCED-I	1
Accounting & Financial Women's Alliance	1
ACHA - American College Health Assn	1
ACHA Listservs	1
ACPA	3
ACR Listserv	1
ACRL New England Chapter job board	1
ACRL Science & Technology Section Listserv	1
ACS C&E (chemistry and engineering) ( <a href="https://employer.chemistryjobs.acs.org/">https://employer.chemistryjobs.acs.org/</a> ).	2
ACUHO-I Listserv	2
ACUI	1
AdministrationJobs.com	1
ADVANCECT (forwarded ad with request to share)	1
Advising Council	1
Advising Network	1
AEESP	1
AEMA	1
AERA jobs board	1
AERGC (Association of Research Greenhouse Curators)	1
Affinity Bar Associations	2
African American Job Search	1
AfricanAmericanJobsite	2
Ag careers	1
Ag hires	1
Agricultural & Applied Economics Association	1
Agricultural and Applied Economics Association Website - AAEA	1
AHA	2
AHEAD	5
AIGA DESIGN JOBS	1
AIHA	2
ALA	2
AllDiversity	1
Alternate Roots	2
Alumni networks	3
American Academy of Family Physicians (AAFP)	1
American Academy of Pediatrics (AAP)	1
American Alliance of Museums	1
American Anthropological Association	2
American Association for Hispanics in Higher Education	1
American Association of Blacks in Higher Education	1
American Association of Colleges and Universities	1
American Association of Colleges for Teacher Education	1
American Association of Colleges of Pharmacy	1

Recruitment Sources	Count of Recruitment Sources
American Association of Immunologists	2
American Association of Immunologists, Inc.	1
American Association of Law Libraries	1
American Association of University Professors (AAUP)	3
American Association of Veterinary Laboratory Diagnosticians	2
American Chemical Society- Connecticut Valley Section listserv	1
American College Health Association	2
American College of Healthcare Executives (ACHE)	1
American College of Physicians (ACP)	1
American college of sports med	1
American College of Veterinary Pathologists	2
American College Personnel Association	2
American Community Gardening Association	1
American Dairy Science Association job board	2
American Educational Research Association	1
American Industrial Hygiene Association (AIHA)	1
American Institute of Chemical Engineers (AIChE)	1
American Jobs Online	1
American Library Association	4
American Marketing Association	1
American Marketing Association	1
American Meat Science Association (AMSA)	1
American Medical Group Assn (AMGA)	1
American Physical Society, Women in Physics	1
American Physical Therapy Association (APTA)	2
American Physiological Society	1
American Phytopathological Society	2
American Phytopathological Association	1
American Psychological Association (APA)	2
American Psychological Society (APS) Monitor	1
American Public Health Association	1
American Purchasing Society	3
American Sign Language Teachers Association (ASLTA)	1
American Society for Enology and Viticulture	1
American Society for Horticultural Science	1
American Society for Microbiology	2
American Society for Nutrition	1
American Society for Virology	2
American Society of Administrative Professionals	1
American Society of Animal Science	2
American Society of Animal Science (asas.org)	1
American Society of Civil Engineers (ASCE)	1
American Society of Mechanical Engineers (ASME)	1
American Sociological Association	3
American Thoracic Society Career Center  Find Your Career Here	1
American Veterinary Medical Association	2
American Volleyball Coaches Association	1
Americans for the Arts/NAMP - National Arts Marketing Project	1
America's SBDC jobs page	1
Animal Science Alumni List	1
Animal Science Website	1
ANSADM Listserv	2
Anthropology website	1
AOTA OT Job Link	1
APA	1
APA Division 45 (Study of Culture, Ethnicity & Race)	1
APA job board <a href="https://www.apa.org/careers">https://www.apa.org/careers</a>	1
APLU Listserv	3
APS	1
APSA	1

Recruitment Sources	Count of Recruitment Sources
APTA Neuro Section	1
Archives Gig	1
ARHE <a href="https://collegiaterecovery.org/">https://collegiaterecovery.org/</a> Assoc of Recovery in Higher Education	1
ArmedServicesJobs	1
ARNOVA	1
Art Jobs	1
ArtSearch	4
ASCA	2
ASEE Educational Research Methods Division Listserv	1
ASEE HUB - American Society of Engineering Education Central Hub	2
ASHA	2
Asian Inclusion Jobs	1
Asian Job Search	1
AsianAmericanJobsite	2
Asians in Higher Ed	3
ASM International (Materials Science)	1
Asociación Latino americana de Antropología.	1
ASPET Career Center	1
Associate Dean listserv	4
Association for Environmental Studies and Sciences (AEISS)	1
Association for Feminist Anthro	1
Association for Information Systems	1
Association for Institutional Research	2
Association for Women in Science	1
Association of American Theatre Educators (AATE)	1
Association of Black Anthropologists	1
Association of Black Anthropologists listserv	1
Association of Black Sociologists	2
Association of Black Women Band Directors	1
Association of College and Research Libraries New England Chapter Listserv	3
Association of College Unions International	1
Association of Latina and Latino Anthropologists	1
Association of Latina/Latino Anthropologists	1
Association of Public & Land Grant Universities	1
Association of Queer Anthropology	1
Association of Title IX Administrators job board	1
ASSP	2
ATHE LGBTQ Focus group	1
AUCCCD	1
AUCCCO	1
Avery Point faculty listserv	1
AVIXA	1
AWIS Career Center	1
Bar Association listserv	4
BCALA	1
BCALA Connecticut Affiliate	1
BioCT	4
Biology departments listservs	1
Biology Jobs	2
Biomedical Engineering Society (BMES)	1
BIPOC in Public Health List serv	1
Black Acting Methods Studio	1
Black Career Women's Network ( <a href="http://bcwnetwork.com">bcwnetwork.com</a> )	5
Black Careers Network	2
Black Caucus American Library Association	5
Black Doctoral Network	1
Black in Jobs	1
Black Theatre Association	2
Blacks in Higher Education	10
BLC Announce listserv	1



Recruitment Sources	Count of Recruitment Sources
BLC Careers page	1
BLC Listserv	1
BLKSAP (Black Student Affairs Professionals)	1
Blue Fish	1
BOLD Foundation networking sources	1
Boston Library Consortium	1
British Ecological Society: <a href="https://www.britishecologicalsociety.org/learning-and-resources/career-development">https://www.britishecologicalsociety.org/learning-and-resources/career-development</a>	1
BSC ListServ	1
C&EN online	3
CAA	1
CACR	1
CAEP	1
CAHNR Communications	2
CAHNR Faculty/Staff Digest	7
CALAHE	8
Campus Advocacy & Prevention Professional Association listserv	1
Campus Cultural Center Directors	1
Campus Safety, Health and Environmental Management Association (CSHEMA)	1
CAPCSD	2
Career Builder	14
Carnegie Mellon Drama Alumni	2
CAROP Listserv	1
CCPG	1
CEE website	1
CEFMA	1
Central CT State University	1
CESE website	1
Chamber of Commerce of Eastern CT	1
Chemistry Department website	3
Chronicle of Higher Education	68
CIVSA	1
CLAS Listserv	1
CLEAR Listserv	1
CMP AMO Rumor Mill	1
Code4Lib Job board	2
Collective Impact Forum	1
College Band Directors National Association	1
College Central Network	3
College Music Society	1
Community College Network	2
compact.org	1
Connect Extension	2
Connecticut Association of Diversity & Equity Professionals	1
Connecticut Association of Educational Opportunity Programs (CAEOP)	1
Connecticut Clearinghouse	1
Connecticut Colleges Purchasing Group (CCPG)	2
Connecticut Department of Labor Employment Exchange	1
Connecticut Libraries listserv	1
Connecticut Library Association	3
Connecticut Library Consortium	1
Connecticut local and affinity bar associations	6
Connecticut Nursery and Landscaping Association	1
Connecticut Physician Assistant	1
Connecticut River Valley (CRV) Chamber	1
Connecticut State Library Listserv	2
Connecticut Technical Education and Career System	4
Connecticut Weekly Agricultural Report by CT Department of Agriculture	1
CoSIDA	1
Council on Honors Education	2
Council On Social Work Education	3

Recruitment Sources	Count of Recruitment Sources
CPSDA	1
CREC	1
CRT/Drama/SFA Pages	1
CSE Website	1
CSHA	2
CSMNH website	1
CT Academy of Nutrition and Dietetics	1
CT AHEAD	4
CT American Society for Public Administration (ASPA) local listserv	1
CT Arts Alliance	1
CT Clearinghouse listserv	1
CT Community Colleges Jobs Consortium	1
CT Conference of Municipalities	1
CT Consortium of Library Directors	1
CT Council of Small Towns	1
CT DECD - Department of Economic Community Development	1
CT GIS Listserv	1
CT Jobs	4
CT Jobs	6
CT League of History Orgs	1
CT Listserv	1
CT Mirror	1
CT NASW	3
CT Office of the Arts	1
CT Parks (CRPA)	1
CT Public Health Association (CPHA)	1
CT Seagrant ListServ	1
CT State Library listserv	1
CT Training and Development Network	1
CTHires	18
Ctlibrarians.org	1
CTVTA	2
Culinary Agents	4
Cultural Center Directors	3
Cultural Centers	3
CUPA	3
Cupid listserv	1
CUR job listserv/site	1
D1.ticker	8
DataLibs listserv	1
DCF Director for distribution	1
Deaf Job Wizard	1
Department faculty networking	1
Department ListServ	4
Department Website	2
Dice Diversity.com	22
Dice.com	22
Digital Humanities Slack Workspace	1
Disabilities Inclusion Jobs	1
DisabilityConnectHispanicDiversity	1
DisabilityJobSite	1
DisabledInHigherEd.com	2
DisabledPerson	2
Diverse Creatives	1
Diverse Issues in Higher Education	6
Diverse Job Boards	2
Diverse Jobs	4
Diversity	1
Diversity in Higher Education	3
Diversity in Jobs	1

Recruitment Sources	Count of Recruitment Sources
Diversity job board	1
Diversity Jobs (DiversityJobs.com)	8
Diversity Network	4
Diversity.com	6
DiversityWorkers	1
Division of Student Affairs Website	5
Division website	1
Divisional Page	1
Drama Website	1
Dribbble	1
DSSHE (Disable Student Services in Higher Education)	5
Earth Science Womens Network	1
Earthworks	1
Eastern CT State University	1
Ecological Society of America	1
Ecological Society of America	1
econjobmarket.com	1
ECSU	1
EdSurge	1
Educause	2
EEB Dept ListServ	3
EEB website	1
EHS Careers	1
ELMAR	1
Engineering Digest	1
Engineering Weekly Digest	1
Equine Extension listserv	2
Equine Science Society job board	2
ERM Listserv	1
Evaluation Jobs - American Evaluation Association	1
Ex Libris ALMA Listserv	1
Ex Libris Eluna Listserv	1
Ex Libris PRIMO Listserv	1
Extension Listserv	4
Extension Website	3
Fabula	2
Facebook	39
Facilities Operations Website	16
Facility Dogs	1
Faculty website	1
Fastenal	1
Federation of American Societies for Experimental Biology (FASEB)	1
First Nations Theater Guild	2
FlexJobs	1
Ford Foundation Fellowship Network	1
Geological Society of America	1
Gerontological Society of America	1
GIS Connecticut Listserv	1
Glassdoor	4
Global Museum	1
globaljobs.org	1
Grainger	1
Granite Group	1
Grant Professionals Association	1
Green Jobs New England	1
Group for the Advancement of Doctoral Education (GADE)	3
Handshake	1
Hartford Business Journal	1
Hartford Courant	13
HBCU Connect	2

Recruitment Sources	Count of Recruitment Sources
HCCA	1
HDFS website	1
Health Promoting Universities	1
Healthcare Educator Job Postings	2
HECAOD (Higher Education Center for Alcohol and Drug Misuse Prevention)	1
HEJ	1
HHC	1
Higher Ed	2
Higher Ed Job Boards	1
Higher Ed Jobs	70
Higher Education Legal Managers Listserv	1
Higher Education Legal Matters listserv	1
Hire Black	1
Hire-Ed Jobs	1
Hispanic and American Indians serving institutions in agriculture	1
Hispanic Association of Colleges and Universities (HSIs)	1
Hispanic in Jobs	1
Hispanic Job Exchange	1
Hispanic Job site	2
Hispanic Outlook	1
Hispanic Outlook in Higher Ed Magazine	1
Hispanics in Higher Ed	6
HistPress twitter	1
H-Net	2
<a href="https://careercenter.eop.com">https://careercenter.eop.com</a>	1
<a href="https://careers.faseb.org/">https://careers.faseb.org/</a>	1
Idealist	3
IEEE	2
InCHIP Listserv	2
InCHIP website	1
Indeed	103
INFORMS	2
Instagram	17
Institute for Public Procurement	3
Institute of Electrical and Electronic Engineers (IEEE)	1
Institute of Food Technologists (IFT)	2
Internal Listservs	1
International Association for Landscape Ecology	1
International Centre for the Study of the Preservation and Restoration of Cultural Property	1
International Embryo Technology Society listserv	2
International Institute for Conservation of Historic and Artistic Works	1
International Society for the Study of Xenobiotics	1
International Studies Association	1
IoE website	1
IPB Website	3
ISSP Listserv	1
ITE	1
ITS-CT	1
IUPLR-Inter-University Program for Latino Research	1
Job Openings for Economics - JOE (by the American Economics Association)	1
Job Spider	1
JobAps	2
Jobs Board: The Student Affairs Networking Group	1
Jobs4Women	2
JOE	2
JOFDAV	2
Journal of Blacks in Higher Education	3
Journal of Extension Job Board	1
Journal of Extension Jobs	1
Jumpstart	1

Recruitment Sources	Count of Recruitment Sources
Latin American Studies Association, Latinx Studies Section	2
Latina Social Work Organization (LSWO)	3
Latinos in Higher Education	8
Latinx in Student Affairs	1
Latinx Studies Association	2
Latinx Theatre Commons	2
Latinx, Indigenous, and the Americas ATHE Focus Group	1
Law School Alumni Association Board	4
LBGT Consortium of Higher Education	1
Lead 1	2
Leadership Institute for Academic Librarians listserv	1
LGBT in Higher Ed	2
LGBT Job Search	1
LGBTConnect	1
LGBTQ in Jobs	1
Library JobLine	1
Library Marketing and Communications Group	1
Lifeline	1
LinkedIn	142
Listserv for Vegetable Extension Specialists in New England and New York	1
Listserv HERC	1
Listserv: Black British Studies	1
Listserv: Caribbean Philosophical Association	1
Listserv: Committee on the Status of Black Philosophers	2
Listserv: Feminist Ethics and Social Theory	1
Listserv: Minorities and Philosophy	1
Listserv: Society for Women in Philosophy	1
Listserv: The American Philosophical Association Committee on Latin American Philosophy	1
Listserv: The American Philosophical Association Committee on Native American Philosophy	1
Listserv: The American Philosophical Association Committee on Public Philosophy	1
Listserv: The American Philosophical Association Committee on the Status of Black Philosophers	1
Listserv: Workshop on Gender and Philosophy	1
Local Nutrition educators email listservs	1
LSAC Listserv	5
MA Board of Library Commissioners (MBLC)	1
MA Listserv	1
MA NASW	3
Mailing to 1810 Schools	2
Maine Maritime	1
Manchester Journal Inquirer	10
MANNRRS Minorities in Agriculture, Natural Resources and Related Sciences	4
Maritimejobs.com	1
Massachusetts Maritime	1
MCB Listservs	2
MCB Website	3
Mellon Mays Fellows Network	1
Minority Band Directors National Association	1
Minority jobs network	1
Minority Nurse	5
MLA	4
Monster	20
MRS Bulletin (Materials Research Society)	1
MSC	1
Mycology Society of America	1
MyJobHelper	1
N4A	2
NAAC listserv	1
NACA	4
NACAC	3
NACADA	4

Recruitment Sources	Count of Recruitment Sources
NACDA	1
NACE	1
NACUA (National Association of College & University Attorneys)	1
NACUA website	1
NACUFS	5
NACUFS☐	1
NAFSA Region XI listserv	1
NAGAP	1
NALP Listserv	5
NALSAP Listserv	5
Naosmm Listwerv	2
NAPE	1
NASFAA	1
NASPA	4
NASPA Wellness & Health Promotion Knowledge Community	1
NASW – National Association of Social Workers	4
NASW listserv	1
National Association for Law Placement	1
National Association of Advisors for the Health Professions	2
National Association of Asian American Professionals	1
National Association of Black Geoscientists	1
National Association of Black Social Workers (NABSW)	3
National Association of Collegiate Directors of Athletics Listserv	2
National Association of Diversity Officers in Higher Education (NADOHE)	2
National Association of Educational Procurement	3
National Association of Latino Arts and Cultures	1
National Association of Student Affairs Professionals	1
National Association of University Fish and Wildlife Resources Programs (NAUFWP)	1
National Association of University Forest Resources Programs (NAUFRP)	1
National Black Association for Speech Pathology	2
National Center For Faculty Development & Diversity	1
National Cheer Association	1
National College Advising Association	1
National Commission for Health Education Credentialling	1
National Communication Association job sites	1
National Conference of Black Political Scientists	1
National Conference of State Legislatures	1
National Conference on Race & Ethnicity in American Higher Education	1
National Council of University Research Administrators	5
National Council on Family Relations	1
National Council on Public History	1
National Dance Association	1
National Forum of Black Public Administrators	1
National Grants Management Association	3
National Latina/o Psychological Association (NLPA)	1
National Paralegal Association (NALA)	1
National Plant Diagnostic Network (NPDN)	1
National Society for Histotechnology	1
National Society of Black Engineers (NSBE)	1
National Society of Black Physicists	1
National Society of Hispanic Physicists	1
Native American and Indigenous Studies Association	1
Native Americans In Higher Education	2
Nature Jobs	2
NCAA	13
NCFA	1
NCHC	3
NCHEC	1
NCURA	3
NCURA ListServ	1

Recruitment Sources	Count of Recruitment Sources
NE AHEAD	2
NEAACRO	1
NEACAC	2
NEACRAO	3
NEACUHU Listserv	1
Neag News	1
NEARC Listserv	1
NEERS ListServ	1
NEOA Listserv	1
NERRSALL ListServ	1
NeuroJobs Career Center	1
New England Archivists Listserv	1
New England College Health Association	1
New England Council of Latino Studies	2
New England Educational Assessment Network	1
New England Journal of Medicine (NEJM)	1
New England Museum Association (NEMA)	1
New Haven Register	1
New London Day	2
New York Black Caucus Roundtable	1
New York Foundation for the Arts	1
New York Library Association	1
NJCAA website	1
NODA	2
Nonprofit Academic Centers Council (NACC)	1
Nordap listserv	1
North American Association for Environmental Education (NAAEE)	1
North American Society for Sport Management	1
North American Society for the Sociology of Sport	1
Northeast Ag and Feed Alliance	1
Northeast Association for Institutional Research (NEAIR) Job Board	1
Northeast Association of Advisors for the Health Professions	2
Northeast Association of Pre-Law Advisors	2
Northeast Extension Directors	1
Norwich Bulletin	10
Office of Institutional Equity staff listserv	1
Office of the Provost - Academic Leader Searches	1
OIE Diversity Listserv	2
OIE Listserv	5
OIE Staff Listserv	1
Oodle	1
OSC	1
Other science department Listservs	1
OVPR	2
OVPR Careers Page	10
OVPR Website	5
Parker Executive Search Website	1
Payroll Office	1
Payroll website	1
Pennsylvania Black Librarians Caucus	1
Peterson School	1
PhD Project Job Board	2
Philjobs.org	1
Physics Today	1
Phytobiomes	1
Pink Jobs	2
PNB Listservs	2
Poached Jobs	3
Pod Network	1
PoliceApp	4

Recruitment Sources	Count of Recruitment Sources
POST Recruitment Efforts	1
Post University	1
Poultry Science Association	1
Practice Area listserv	4
Preservation Director email newsletter	1
Preservation Director social media	1
Preservation Director website	1
PRIM&R	1
Production and Operations Management Society	1
Professional association listservs	1
Professional Education Advisory Board Committee	1
Professional Education Faculty Committee	1
Professional Hockey Athletic Trainers Society and the Society of Professional Hockey Equipment Managers	1
Professional Networking	205
Professional society listservs	1
Professional Women in Construction	1
Providence Journal	1
PRSA (Puerto Rican Studies Association)	1
Psychology Job Wiki	1
Public Service Careers	2
QTPOC Student Affairs Professionals	1
RDAP Listserv	1
Recruit website	1
Reforma NE	2
RESADM-L Listserv	5
Retired Stars	1
Rhode Island Cornucopia	1
Rhode Island School of Design	1
SACNAS	1
SAIC Compass	1
SCAD	1
SCCE	1
School of Business	2
School of Business job board	1
School of Business Listserv	1
Science Careers	2
Scientific community listservs	1
Scientific Organization listservs	2
Secuss-L Listserv	1
SEGD	1
Senior Jobs Network	1
Seniors in Jobs	1
Seniors to Work	1
SFA Social Media Channels	1
SHRM	2
Simmons COCIS JobLine	1
Simmons GSLIS listserv	3
Skullsparks	1
SNEAALAS	2
SNEALAAS	1
Social Media	38
Society for Advancement of Chicanos/Hispanics & Native Americans in Science (SACNAS)	4
Society for Black Anthropologists	1
Society for East Asian Anthropology	1
Society for Social Work and Research (SSWR)	3
Society for the Study of Reproduction job board	1
Society of East Asian Anthropology	1
Society of Medical Anthropology	1
Society of Toxicology - Job Listing	1
Society of Women Engineers	1



Recruitment Sources	Count of Recruitment Sources
Soil and Water Conservation Society	1
Soil and Water Conservation Society	2
SON listserv	1
SON website	3
Southeastern Museums Conference	1
Southern CT State University	1
Southern Regional Education Board	1
SPS RESADM-L	1
SRCD Latino Caucus	1
SREE	1
SSEA (Society for the Study of Emerging Adulthood)	1
SSTI (State Science and Technology Institute)	1
State of CT DAS Website	1
State of CT Office of Education and Data Management (OEDM) listserv	1
Student Affairs Daily Newsletter	2
Student Affairs News	1
Student Affairs Newsletter	3
Student Affairs Professionals	1
Student Affairs Website	3
SUNY	1
SVA	1
Symplicity	5
T2 Center Listservs	1
Teamworks	1
The Day	1
The PhD Project – Marketing	1
The Placement Exchange	1
Theatre Artists of Color	2
Theatre Network	1
TMS/JOM job site	1
Transportation Association Job Posting Websites	1
Tri-Societies (ASA-CSSA-SSSA) Career Center	3
Trovit	1
Twitter	29
TYA/USA	1
U.S. Health Promoting Campuses Network	1
UCEA - University Council for Educational Administration Job Board	1
UConn and UConn Health staff/admin listservs	3
UConn CAHNR Comm	1
UConn Chemistry Website	1
UConn Community Resource Team listserv	1
UConn Cultural Center Directors	5
UConn Cultural Centers	4
UConn Cultural Centers listservs	1
UConn Culture listserv	1
UConn Culture newsletter	1
UConn Daily Digest	46
UConn diversity and equity listserv through OIE	1
UConn Fire Department website	1
UConn Grad School	1
UConn Health Careers Website	1
UConn Health Lifeline	2
UConn Huskies website	32
UConn Listservs	1
UConn Newsletters	1
UConn OEM website	1
UConn OIE Diversity Site	1
UConn Rec Social Media Platforms	1
UConn School of Business	1
UConn Student Affairs news	1

<b>Recruitment Sources</b>	<b>Count of Recruitment Sources</b>
UConn UCIS listserv	1
UConn's SMST listserv	1
United Latino Job Bank	2
United States Animal Health Association	2
United States Institute for Theatre Technology: Queer Theatre Network	2
United States Institute for Theatre Technology: Women in Theatre Network	2
University Counseling Jobs	1
University Jobs	1
University Materials Council	1
University of Alabama listserv	1
University of Delaware	1
University-Industry Demonstration Partnership	1
URI listserv	1
US National Labor Exchange Network	1
USC Listserv	1
USDA Nutrition listserv	1
Vet Jobs	2
Veteran Job Center	1
Veteran Job Site	2
Veterans Connect	1
Veterans Enterprise	10
Veterans in Higher Education	2
Voice Link (Designated Linklater Teachers)	1
Vouce and Speech Trainers Association Listserv	1
Wellness Council of America	1
Western CT State University	1
Wiley	1
Willimantic Chronicle	11
Windham Chamber	1
Wingspace	2
Women and Higher Ed	2
Women Band Directors Association	1
Women in Government Relations	1
Women in Higher Education	14
Women in Jobs	1
Women in Theatre Program	2
Women in Transportation Symposium	1
Worcester Telegram and Gazette	1
Workplace Diversity	5
Yale School of Drama Listserv	2
Zippia	1
ZipRecruiter	16
(blank)	
<b>Grand Total</b>	<b>2225</b>
<b>Number of Unique Recruitment Sources</b>	<b>762</b>

## Human Resources



UConn is committed to fostering a multicultural and inclusive workplace that recognizes and embraces the unique talents and contributions of our diverse workforce.

Diversity, one of UConn's core values, is embedded in all aspects of the employment process.

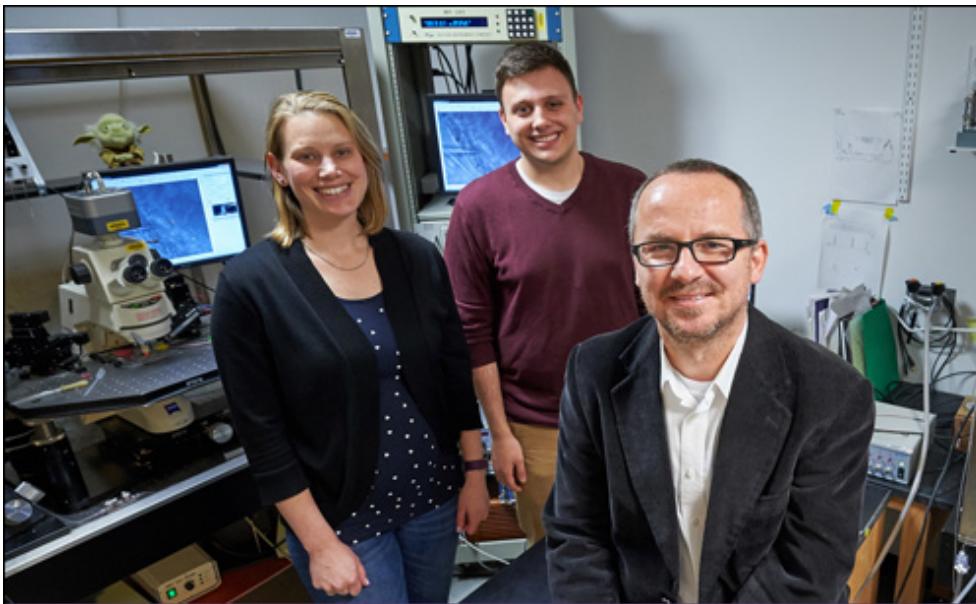
***Please review the required notices and policy statements below prior to searching UConn job listings.***



## FACULTY OPENINGS



## STAFF OPENINGS



## FACULTY & STAFF OPENINGS



## EXECUTIVE OPENINGS





OTHER OPPORTUNITIES



UConn HEALTH OPENINGS



## LABOR CONDITION APPLICATIONS

# GET TO KNOW US!

*UConn is one of the top public research universities in the nation, with more than 30,000 students pursuing answers to critical questions in labs, lecture halls, and the community. Knowledge exploration throughout the University's network of campuses is united by a culture of innovation. An unprecedented commitment from the state of Connecticut ensures UConn attracts internationally renowned faculty and the world's brightest students. A tradition of coaching winning athletes makes UConn a standout in Division I sports and fuels our academic spirit. As a vibrant, progressive leader, UConn fosters a diverse and dynamic culture that meets the challenges of a changing global society.*

## Benefits Beyond Pay



## Benefits Videos



*The University of Connecticut is an AA/EEO Employer, and encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.*

## CLERY COMPLIANCE STATEMENT

### **The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)**

The University of Connecticut Police Department invites all prospective University employees, current employees and students to read the Annual Security and Fire Safety Report and the compilation of criminal incidents charged or alleged on campus grounds "crime log". These reports are prepared in cooperation with many departments throughout the university along with local law enforcement agencies. These entities



provide updated information on their educational efforts and programs to comply with the Clery Act. Written copies of the report may be requested from the UConn Police Department. Visit [clery.uconn.edu](http://clery.uconn.edu) for additional information.

## NON-DISCRIMINATION POLICY

### **Commitment to Diversity, Inclusion and a Respectful Workplace**

UConn is committed to providing equal employment opportunities to all its employees and applicants for employment. All applicants will receive consideration for employment without regard to race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), prior conviction of a crime (or similar characteristic), workplace hazards to reproductive systems, gender identity or expression, or other factors which cannot lawfully be the basis for employment actions.

### **Accommodations for Applicants with Disabilities**

Applicants with disabilities may request reasonable accommodations under the American with Disabilities Act (ADA). Accommodations are available to help applicants complete application materials and also during the interview and hiring process itself. The University engages in an interactive process with each person making a request for accommodations and reviews the requests on an individualized, case-by-case basis. Please contact ADA Case Management at 860-486-2598 or via e-mail at Tiffanie Roback to request an accommodation.

### **Recruiting Veterans**

UConn respects the commitment of applicants and employees who have served in the armed forces and values their skills and abilities. The University has dedicated efforts to actively recruit, employ and support veterans as members of the UConn community. The University of Connecticut is committed to the recruitment of veterans for employment and promotion throughout the University and ensures accommodation for veterans with disabilities.

For questions related to the University's non-discrimination policies, please contact: the Department of Human Resources at 860-486-3034 or via e-mail at [hr@uconn.edu](mailto:hr@uconn.edu) or the Office of Veteran Affairs and Military Programs at 860-486-2442 or via e-mail at [veterans@uconn.edu](mailto:veterans@uconn.edu).

## AMERICANS WITH DISABILITIES ACT COMPLIANCE & ACCOMMODATIONS

The Department of Human Resources Americans with Disabilities Act (ADA) Accommodations Case Manager is charged with processing and facilitating requests for employee ADA accommodations. If you believe you may need an accommodation, or if you are a supervisor or manager who has been presented with a request for an accommodation, please contact the ADA Case Manager, Ryan Bangham, and/or visit our page on Employee Accommodations. See the guide to HR's Reasonable Accommodations Process .pdf . Students who require an accommodation in the academic setting should contact the Center for Students with Disabilities. Please feel free to contact ADA Case Management at 860-486-2598 or via e-mail at Tiffanie Roback for further assistance.

When in doubt, please do not hesitate to contact ADA Case Management for advice.

### **Tiffanie Roback**

ADA Case Management  
(860) 486-2598

**Download a PDF copy of:**

Policy Statement: People with Disabilities

Request for Reasonable Accommodations Form .pdf

Release of Medical Information Form .pdf

Important Changes to the ADA .pdf

ADA Accommodations Process Flowchart .pdf

**University of Connecticut Committee on Access and Accommodations**

The University of Connecticut is committed to providing equal educational and employment opportunities and achieving full participation for all members of the University community, including persons with disabilities. The University of Connecticut Committee on Access and Accommodations will focus on assuring that the University as a whole is positioned to meet this goal, including regional campuses, the School of Law, and the School of Social Work. The Committee's primary focus is to promote ongoing assessment and awareness of goals, needs, and requirements related to access and accommodations at the University. It will consider a range of compliance issues with the Americans with Disabilities Act (ADA) and its amendments and other legislation related to disabilities and accommodations. It serves to facilitate coordination across all of the units and offices that have a role in assuring appropriate access and accommodation in University services and activities. The Committee also serves to continuously improve the University's efforts to ensure equal access and provide reasonable accommodations to persons with disabilities by identifying best practices and developing approaches to implement them, and devising and facilitating solutions to problems.

**Discrimination Complaint Procedures**

OIE encourages all members of the University community to partner in ensuring an environment free of discrimination at all University-related activities and in the working and learning environment. The University forbids all forms of disability discrimination, including the failure to provide reasonable accommodations and discrimination or harassment based on physical or mental disabilities. To that end, incidents of discrimination or discriminatory harassment (including disability discrimination, and failure to provide a reasonable accommodation) by University employees should be reported to OIE at (860) 486-2943 or via e-mail at [equity@uconn.edu](mailto:equity@uconn.edu). To facilitate the internal resolution of complaints, OIE encourages persons needing to file a complaint to complete a Discrimination and/or Discriminatory Harassment Complaint Form .pdf as soon as possible. For information regarding the discrimination complaint process, please review OIE's complaint procedures and flow chart regarding its process. Additionally information about reporting complaints of discrimination and/or discriminatory harassment can be obtained by calling a member of OIE at (860) 486-2943 or by contacting the University's ADA Coordinator:

**Letissa Reid**

Associate Vice President, Title IX Coordinator and ADA Coordinator

Office of Institutional Equity (OIE)

241 Glenbrook Rd., Unit 4175

Storrs, CT 06269

Tel: (860) 486-2943

Website: [www.equity.uconn.edu](http://www.equity.uconn.edu)

**Civil Rights Enforcement Agencies**

The U.S. Department of Education, Office for Civil Rights (OCR) enforces several Federal civil rights laws that prohibit discrimination in programs or activities that receive financial assistance from the U.S. Department of Education. OCR is also responsible for Title II of the Americans with Disabilities Act (ADA) of 1990 which prohibits disability discrimination by all public entities.

The Equal Employment Opportunity Commission (EEOC) enforces Federal laws prohibiting discrimination in employment on the basis of race, color, sex, pregnancy, genetic information, religion, national origin, age, or disability, as well as retaliation protections for persons complaining of discrimination or participating in the

investigation of discriminatory activity. These laws prohibit discrimination in the job application and hiring process, and in the context of terminations, promotions, trainings, wages, or any other terms, privileges or conditions of employment.

The Connecticut Commission on Human Rights and Opportunities (CHRO) enforces state laws prohibiting discrimination in employment, housing, public accommodations, and credit transactions. The mission of the CHRO is to eliminate discrimination through the enforcement of civil and human rights laws and to further the goals of equal opportunity and justice for all persons within the state through advocacy and education. Connecticut law provides protections against discrimination on the basis of age, ancestry, color, race, criminal record, genetic information, disability, national origin, religion, sex, pregnancy, sexual orientation, gender identity or expression, or workplace hazards to reproductive systems, as well as retaliation protections for whistleblowers and persons complaining of discrimination or participating in the investigation of discriminatory activity.

The U.S. Department of Labor administers a variety of federal labor laws including those that guarantee workers' rights to safe and healthful working conditions, a minimum hourly wage, and overtime pay. The Department of Labor is also responsible for enforcing comprehensive federal labor laws in areas such as record keeping, youth and special employment, family and medical leave, migrant workers, lie detector tests, protections in certain temporary worker programs, and the prevailing wages for government service and construction contracts. The Connecticut Department of Labor is responsible for a number of state labor programs, including unemployment insurance, wage and workplace standards, and the Connecticut Family and Medical Leave Act.

For more information about other entities that enforce state and federal non-discrimination laws, please go to the Connecticut Commission on Human Rights and Opportunities, the U.S. Department of Justice or to the U.S. Commission on Civil Rights.

## CONTACT HR

**Phone: 860.486.3034**

**Fax: 860.486.0378**

**Email: [hr@uconn.edu](mailto:hr@uconn.edu)**

**Monday-Friday 8:00 am - 5:00 pm**

**Allyn Larabee Brown Building**

**9 Walters Ave.**

**(Depot Campus - Unit 5075)**

**Storrs, CT 06269-5075**

**[Link to Google Map](#)**

## RELATED SITES

**[UConn Jobs](#)**

**[Benefits Overview](#)**

**[New Employee Orientation](#)**

Employee Self Service (CORE-CT)

Payroll

UConn Health HR

Applicant Privacy Notice

Higher Education Opportunity Act (HEOA)

## DATA AND FORMS

Employment Verifications

HR Workforce Data

Online Forms

Personal Information Changes

Request Changes to University's Organizational Structure



**UConn Human Resources**

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**UConn Human Resources** 12 May



Have you registered for the Healthy Huskies Summer Walking Challenge? Designed for faculty and staff members of all abilities and activity levels! Challenge dates: May 29th- July 4th. Register as an individual or a team

### Healthy Huskies Walking Challenge | Human Resources

Text here is just a placeholder. Kick off the New Year with UConn and UConn Health Human Resources for a 5-wee...

[hr.uconn.edu](http://hr.uconn.edu)



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**CONTACT LIST FOR UNCLASSIFIED BARGAINING UNITS**

<p style="text-align: center;"><b><u>American Association of University Professors</u></b> <b><u>(AAUP)</u></b></p> <p style="text-align: center;">American Association of University Professors 1875 Storrs Road Storrs, CT 06268 UBOX: 6028</p> <p><b>Phone:</b> 860-487-0450 <b>Fax:</b> 860-487-0341 <b>Website:</b> <a href="http://www.uconnaaup.com">www.uconnaaup.com</a></p> <p><b>President:</b></p> <ul style="list-style-type: none"><li>• Mary Ellen Junda <a href="mailto:mary.junda@uconn.edu">mary.junda@uconn.edu</a> 860-486-1175</li></ul> <p><b>Executive Vice President:</b></p> <ul style="list-style-type: none"><li>• Jeffrey Ogbar <a href="mailto:jeffrey.ogbar@uconn.edu">jeffrey.ogbar@uconn.edu</a> 860-486-3603</li></ul> <p><b>Secretary/Treasurer:</b></p> <ul style="list-style-type: none"><li>• Oskar Harmon <a href="mailto:oskar.harmon@uconn.edu">oskar.harmon@uconn.edu</a> 203-251-8415</li></ul> <p><b>Executive Director:</b></p> <ul style="list-style-type: none"><li>• Michael Bailey <a href="mailto:MichaelBailey@uconnaaup.org">MichaelBailey@uconnaaup.org</a></li></ul> <p><b>Associate Director:</b></p> <ul style="list-style-type: none"><li>• David Amdur <a href="mailto:DavidAmdur@uconnaaup.org">DavidAmdur@uconnaaup.org</a></li></ul> <p><b>Sr. Admin Asst:</b></p> <ul style="list-style-type: none"><li>• Barbara Kratochvil <a href="mailto:BarbaraK@uconnaaup.org">BarbaraK@uconnaaup.org</a></li></ul> <p><b>Sr. Financial Mgr/Membership Admin:</b></p> <ul style="list-style-type: none"><li>• Debra Reynolds <a href="mailto:DebraR@uconnaaup.org">DebraR@uconnaaup.org</a></li></ul>	<p style="text-align: center;"><b><u>University of Connecticut Professional Employees</u></b> <b><u>Assoc. (UCPEA)</u></b></p> <p style="text-align: center;">University of Connecticut Professional Employees Assoc. 18 Dog Lane Storrs, CT 06268</p> <p><b>Phone:</b> 860-487-0850 <b>Fax:</b> 860-487-0050 <b>Website:</b> <a href="http://www.ucpea.org">www.ucpea.org</a></p> <p><b>President (as of 7/1/2021):</b></p> <ul style="list-style-type: none"><li>• Kathy Fischer <a href="mailto:kathy.fischer@uconn.edu">kathy.fischer@uconn.edu</a></li></ul> <p><b>First VP for Collective Bargaining:</b></p> <ul style="list-style-type: none"><li>• Fiona De Merell <a href="mailto:Fiona.demerrell@uconn.edu">Fiona.demerrell@uconn.edu</a> <a href="mailto:collectivebargaining@ucpea.org">collectivebargaining@ucpea.org</a></li></ul> <p><b>VP for Professional Issues:</b></p> <ul style="list-style-type: none"><li>• Jen Morenus <a href="mailto:Jennifer.morenus@uconn.edu">Jennifer.morenus@uconn.edu</a></li></ul> <p><b>VP Political Action:</b></p> <ul style="list-style-type: none"><li>• Peter Morenus <a href="mailto:Peter.morenus@uconn.edu">Peter.morenus@uconn.edu</a></li></ul> <p><b>VP for Communications:</b></p> <ul style="list-style-type: none"><li>• Justin Kyle Tanner <a href="mailto:jkt@uconn.edu">jkt@uconn.edu</a></li></ul> <p><b>VP Membership Services:</b></p> <ul style="list-style-type: none"><li>• Nisha Hardnett <a href="mailto:Nisha.hardnett@uconn.edu">Nisha.hardnett@uconn.edu</a></li></ul> <p><b>VP for Social Justice:</b></p> <ul style="list-style-type: none"><li>• Nishelli Ahmed <a href="mailto:nishelli.ahmed@uconn.edu">nishelli.ahmed@uconn.edu</a></li></ul> <p><b>Treasurer:</b></p> <ul style="list-style-type: none"><li>• David Paquette <a href="mailto:treasurer@ucpea.org">treasurer@ucpea.org</a> David.m.paquette@uconn.edu 860-486-2664</li></ul> <p><b>Chief Union Representative:</b></p> <ul style="list-style-type: none"><li>• Rosemary Marcellino <a href="mailto:chiefunionrep@ucpea.org">chiefunionrep@ucpea.org</a> 860-570-5321</li></ul> <p><b>Secretary:</b></p> <ul style="list-style-type: none"><li>• Donald Babcock <a href="mailto:Donald.babcock@uconn.edu">Donald.babcock@uconn.edu</a></li></ul> <p><b>Executive Director:</b></p> <ul style="list-style-type: none"><li>• Elizabeth Sullivan <a href="mailto:esullivan@ucpea.org">esullivan@ucpea.org</a></li></ul> <p>AFT-CT 35 Marshall Road Rocky Hill, CT 06067 Field Rep: 860-257-9782 Fax: 860-257-8214</p>
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CONTACT LIST FOR UNCLASSIFIED BARGAINING UNITS

<b><u>Graduate Employee Union (GEU-UAW)</u></b>	<b><u>Postdocs</u></b>
<p><b>GEU-UAW Local 6950</b> 1734 Storrs Rd. Storrs, CT 06268</p>	<p><b>Local 6950</b> 1734 Storrs Rd. Storrs, CT 06268</p>
<p><b>Phone:</b> 617-426-1515 <b>Fax:</b> 617-426-1653 617-997-6069 <b>Website:</b> <a href="http://uconngradunion.org/">http://uconngradunion.org/</a></p>	<p><b>Phone:</b> 617-426-1515 <b>Fax:</b> 617-426-1653 617-997-6069 <b>Website:</b> <a href="https://uconnpostdocunion.org/">https://uconnpostdocunion.org/</a></p>
<p><b>President: (as of July 1, 2021)</b></p> <ul style="list-style-type: none"><li>• Lauren Dougher <a href="mailto:geulauren@gmail.com">geulauren@gmail.com</a> 570-702-3033</li></ul>	<p><b>President:</b></p> <ul style="list-style-type: none"><li>• Lauren Dougher <a href="mailto:geulauren@gmail.com">geulauren@gmail.com</a> 570-702-3033</li></ul>
<p><b>Vice President: (as of July 1, 2021)</b></p> <ul style="list-style-type: none"><li>• Cara Jackson <a href="mailto:Cara.geu@gmail.com">Cara.geu@gmail.com</a></li></ul>	<p><b>Vice President:</b></p> <ul style="list-style-type: none"><li>• Cara Jackson <a href="mailto:Cara.geu@gmail.com">Cara.geu@gmail.com</a></li></ul>
<p><b>Recording Secretary:</b></p> <ul style="list-style-type: none"><li>• Sara Ailshire <a href="mailto:sara.ailshire@gmail.com">sara.ailshire@gmail.com</a></li></ul>	<p><b>Recording Secretary:</b></p> <ul style="list-style-type: none"><li>• Luke Johnson</li></ul>
<p><b>Financial Secretary:</b></p> <ul style="list-style-type: none"><li>• Amy Lawton <a href="mailto:financialsecretary@uconngradunion.org">financialsecretary@uconngradunion.org</a></li></ul>	<p><b>Financial Secretary:</b></p> <ul style="list-style-type: none"><li>• Amy Lawton <a href="mailto:financialsecretary@uconngradunion.org">financialsecretary@uconngradunion.org</a></li></ul>
<p><b>International Representative – UAW Region 9A</b></p> <ul style="list-style-type: none"><li>• Mikayla Robinson <a href="mailto:marobinson@uaw.net">marobinson@uaw.net</a> 616-260-0381</li></ul>	<p><b>International Representative – UAW Region 9A</b></p> <ul style="list-style-type: none"><li>• Mikayla Robinson <a href="mailto:marobinson@uaw.net">marobinson@uaw.net</a> 616-260-0381</li></ul>
	<p><b>Sergeant at Arms:</b></p> <ul style="list-style-type: none"><li>• Kimberly Soby</li></ul>
	<p><b>Guide:</b></p> <ul style="list-style-type: none"><li>• William Biel</li></ul>
	<p><b>Trustees:</b></p> <ul style="list-style-type: none"><li>• Amy Fehr</li><li>• Louvins Pierre</li><li>• Kitty O’Riordan</li></ul>
	<p><b>GA Unit Reps:</b></p> <ul style="list-style-type: none"><li>• Angela Pitassi</li><li>• Amita Aasaavari</li></ul>

To: All University Faculty, Staff, and Union Representatives

From: Letissa C. Reid, J.D., Associate Vice President, Office of Institutional Equity

Date: February 7, 2024

Subject: Affirmative Action Plan Update and Distribution of Policy Statements

The University of Connecticut's 2023 Affirmative Action Plan for Employment (also Plan) was approved by the Commission on Human Rights and Opportunities on March 30, 2023. The Plan reports the University's good faith efforts towards diversifying the workforce of the University, attaining goals, and achieving equal employment opportunity.

All employees are invited to review and comment on the 2023 Plan until February 28, 2024. A copy of the 2023 Plan is available for review and comments in the following locations:

- [The Office of Institutional Equity \(OIE\)](#)  
Wood Hall, 241 Glenbrook Road  
Storrs, CT 06269
- The Connecticut Commission on Human Rights (CHRO)  
450 Columbus Boulevard  
Hartford, CT 06103

All comments or questions are welcome and may be sent to:

[Letissa C. Reid, J. D.](#)

Associate Vice President, Office of Institutional Equity  
Wood Hall, Unit Box 4175  
241 Glenbrook Road  
Storrs, CT 06269-4175  
860.486.2943

The following policies and procedures are included in the Plan, distributed to every employee through OIE's webpage and the University's policy website, and posted throughout the University:

- [Affirmative Action and Equal Employment Opportunity](#)
- [Policy Against Discrimination, Harassment and Related Interpersonal Violence](#)
- [Policy Statement: People with Disabilities](#)
- [University of Connecticut Discrimination Complaint Procedures](#)

## **Policy Posting Obligation**

As in previous years, OIE satisfies the statutory requirement of policy distribution to employees via this notification and mail distribution as necessary. Additionally, policies are posted in visible locations throughout the University.

## **Employee Demographic Data**

As a federal contractor, the University is required to annually report demographic data about the workforce, which includes disability and veteran data. To ensure the most accurate demographic profile of the current employee population is reported, all employees are requested to voluntarily provide their demographic information including race/ethnicity, gender, disability, and veteran status.

In January 2022, to fulfill the University's compliance obligation to periodically provide an opportunity for employees to update their demographic information OIE, in collaboration with the Office of Human Resources, invited employees to voluntarily update race/ethnicity, veteran status and disability status. Employees can update their demographic data, at any time, in the Core-CT Self-Service System ([ess.uconn.edu](http://ess.uconn.edu)) in the Personal Information Section. Detailed instructions can be found at [Personal Information Job Aid](#). All demographic information is kept confidential and only used in accordance with applicable laws and regulations, utilized for federal and state aggregate reporting only, and does not affect current employment status.

## **Recruitment, Compliance, and Diversification**

As a federal contractor and state agency, the University's recruiting and hiring activities are audited regularly by government enforcement and other external units. Vice Presidents, Deans, Directors, Department Heads, Hiring Managers, and Search Committee Chairs are accountable for ensuring compliance with state and federal regulations and record-keeping requirements concerning recruitment and applicant evaluation activities, as well as progressive and proactive recruitment programs.

To assist search committees and hiring departments, OIE is available for consultation about the search process, compliance obligations, best practices in building diverse pools of qualified applicants, and objective evaluation techniques.

## **Compliance Obligations for Searches**

Training: Search committee members are required to complete search committee training before serving on a search committee. OIE facilitates training workshops by providing information about conducting an AA/EEO compliant search and hiring process. Search Committee Training is currently available as a web-based training course. Search committee training completion status is verified prior to interview approval of all searches. To enroll in a training session please visit OIE's [website](#).



**OIE Search Review:** OIE’s Employment Equity staff substantively reviews search files for faculty and staff (classified and unclassified) at the pre-interview and pre-offer stages of the search process for compliance with AA/EEO regulations. At the pre-interview stage, OIE’s review ensures that proactive recruitment strategies were implemented by search committees and hiring departments. Additionally, the review ensures that disposition reasons for applicant ranking are qualification-related, objective, and specific. Following a recommendation from the CHRO in its Affirmative Action Plan evaluation, OIE staff works to ensure that applicant evaluations at all phases of the search include more detailed explanations of the search committee’s qualification-based rationale for rejecting and selecting applicants for interview or hire.

### **Diversity and Sexual Harassment Prevention Training**

Sexual Harassment Prevention and Diversity Awareness Trainings are important components of the University’s commitment to maintaining safe, inclusive, and non-discriminatory learning and working environments for all members of our community. OIE offers Sexual Harassment Prevention Training (SHPT). Also, OIE, in partnership with the Office of Diversity and Inclusion (ODI), developed a Diversity Awareness Training (DAT). Both training courses are incorporated as part of the New Employee Orientation at UConn and UConn Health during the first and second day of hire. Both trainings are presented bi-monthly on WebEx. Additionally, the SHPT Training is also accessible as a self-paced fully online course to accommodate varied employment schedules and is accessed by logging into [Learning at Work](#).

### **Discrimination Complaint Management**

OIE’s staff investigators address concerns regarding employee conduct pursuant to UConn’s [non-discrimination policies](#). These policies are constructed to provide the same or similar protections as those contained in state and federal law and regulation regarding discrimination and discriminatory harassment. OIE reviews, and where applicable, objectively investigates complaints of discrimination and harassment to determine whether employee conduct violates the University’s non-discrimination policies and makes recommendations designed to mitigate the effects of discriminatory conduct.

OIE also assists with the development and implementation of the University’s non-discrimination and affirmative action policies, procedures, and programs and offers information, consultation, and training to the University community on these areas of focus. More information about how to report discrimination and [OIE’s complaint process](#) can be found online at [www.equity.uconn.edu](http://www.equity.uconn.edu). If you have a specific question regarding the complaint process or need further assistance, please do not hesitate to contact a member of OIE at 860.486.2943 or by email at [equity@uconn.edu](mailto:equity@uconn.edu).

### **Americans with Disabilities Act (ADA) Compliance Activities**

OIE monitors the University’s compliance with the Americans with Disabilities Act (ADA) requirements. In this regard, OIE resolves allegations of discrimination based on disability by

ensuring University compliance with all laws and regulations related to the ADA. OIE also provides consultation, information, and referral to appropriate resources for disability-related issues. More information can be found online at [www.accessibility.uconn.edu](http://www.accessibility.uconn.edu) or by contacting OIE at 860.486.2943 or by email at [equity@uconn.edu](mailto:equity@uconn.edu).

The Office of Human Resources processes and facilitates requests for employee workplace accommodations. If you believe that you may need an accommodation, or if you are a supervisor or manager who is presented with an employee request for an accommodation, please contact the ADA Case Manager at 860.486.2598 or via email at [tiffanie.roback@uconn.edu](mailto:tiffanie.roback@uconn.edu).

## **Policy Statement: Affirmative Action & Equal Employment Opportunity**

### **Equal Employment Opportunity**

The University of Connecticut is an equal employment opportunity/affirmative action employer. In order to ensure that employees and job applicants are not subjected to unlawful discrimination, it is the University's policy to comply with all State and Federal laws and regulations that prohibit employment discrimination and mandate specific actions for the purpose of eliminating the present effects of past discrimination. Equal employment opportunity is the purpose and goal of affirmative action. The University has established equal employment opportunity and affirmative action as immediate and necessary objectives because we are committed to its concepts, principles and goals.

At the University equal employment opportunity (EEO) means nondiscrimination in employment policies and practices. The University is committed to ensuring that individual employees and applicants are not excluded from participation in the employment process based on an individual's legally protected status which includes race, color, ethnicity, religious creed, age, sex (including pregnancy and sexual harassment), marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), prior conviction of a crime (or similar characteristic), veteran status, workplace hazards to reproductive systems, gender identity or expression, or other factors which cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification.

Affirmative action is a positive program of purposeful activity undertaken with conviction and effort to overcome the present effects of past practices, policies and barriers to equal employment opportunity. Affirmative action plans and programs are designed to achieve the full and fair participation of all protected class members found to be underutilized in the workforce or adversely affected by past policies and practices.

### **Affirmative Action**

Affirmative action plays a role at all stages of the employment process, including, but not limited to: recruitment, evaluation, interview, selection, hire, promotion, demotion, transfer, discipline, layoff, termination, benefits, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all University sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity or age limitations will be adhered to by the University where appropriate. Accordingly, the University pledges to regularly reexamine all policies and procedures to identify and eliminate barriers to access, and to change practices that may have a discriminatory impact.

The University's commitment to affirmative action requires that we make the good faith efforts that may be necessary in all aspects of personnel administration to ensure that the recruitment and hire of underrepresented individuals reflect their availability in the job market; that the causes of underutilization are identified and eliminated; that alternative approaches are explored when personnel practices have a negative impact on protected classes; and that the terms,

conditions, and privileges of employment, including upward and lateral mobility, are equitably administered.

The University recognizes the employment difficulties experienced by individuals with disabilities and by many older persons. Therefore, the University will take necessary steps to identify and overcome areas of underutilization of such persons in the workforce and to achieve their full participation in all University programs, processes and services.

The University is committed to ensuring that all services and programs are provided in a fair and impartial manner and thus has established affirmative action and equal employment opportunity as immediate and necessary agency objectives.

As a Connecticut state agency, the University prepares its *Affirmative Action Plan* each year. The *Plan* is a detailed, results-oriented set of procedures, which blueprints a strategy to combat discrimination and implement affirmative action. The objectives of the *Plan* are to set both quantitative and non-quantitative goals, which promote affirmative action and/or eliminate any policy or employment practice that adversely affects protected class members.

A complete version of the University's current *Affirmative Action Plan* is available at the Office of Institutional Equity (OIE) and may also be found [online](#) on the OIE website.

### **Procedure:**

For more information and advice regarding rights and responsibilities under the *Plan*, the University's Equal Employment Opportunity Officer can be contacted by telephone, email or in person during regular office hours. All comments are welcome.

#### **Elizabeth A. Conklin**

Associate Vice President, Office of Institutional Equity  
Equal Employment Opportunity Officer  
Wood Hall, Unit 4175,  
241 Glenbrook Road  
Storrs, Connecticut 06269-4175  
elizabeth.conklin@uconn.edu  
860-486-2943.

The University's [policies against discrimination and harassment](#) are included in the *Plan* along with [complaint procedures](#). Employees and others wishing to file complaints of discrimination or of affirmative action policy violations may do so by contacting the Office of Institutional Equity by telephone, email or in person during regular office hours:

Office of Institutional Equity  
Wood Hall, First Floor  
241 Glenbrook Road  
Storrs, Connecticut 06279  
860-486-2943

[equity@uconn.edu](mailto:equity@uconn.edu)  
[www.equity.uconn.edu](http://www.equity.uconn.edu)

Employees and others shall not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

**Accountability:**

As President, I commit the University and myself to make every effort to implement an effective *Affirmative Action Plan* within timetables set forth in the *Plan*. I fully expect my managerial and supervisory staff to treat compliance with Federal and State of Connecticut affirmative action statutes as a top priority and take positive steps to ensure the successful implementation of the policies, procedures and objectives of affirmative action and equal opportunity at the University.

In issuing the University's affirmative action policy, I reiterate the need for affirmative action and attest to the University's determination to identify strengths and weaknesses in our employment system, resolve problems when they appear, recruit employees vigorously and affirmatively, and retain current employees while also helping them prepare for advancement.

UNIVERSITY OF CONNECTICUT POLICY AGAINST  
DISCRIMINATION, HARASSMENT, AND RELATED  
INTERPERSONAL VIOLENCE

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*Including Sexual and Gender-Based Harassment, Sexual  
Assault, Sexual Exploitation, Intimate Partner Violence,  
Stalking, Complicity, Retaliation and Inappropriate Amorous  
Relationships*

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## I. STATEMENT OF POLICY

The University of Connecticut (the “University”) is committed to maintaining a safe and non-discriminatory learning, living and working environment for all members of the University community – students, employees, and visitors. Academic and professional excellence can exist only when each member of our community is assured an atmosphere of safety and mutual respect. All members of the University community are responsible for the maintenance of an environment in which people are free to learn and work without fear of discrimination, discriminatory harassment or interpersonal violence. Discrimination diminishes individual dignity and impedes equal employment and educational opportunities.

The University does not unlawfully discriminate in any of its education or employment programs and activities on the basis of an individual’s race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disability (including learning disabilities, intellectual disabilities, and past or present history of mental illness), veteran’s status, prior conviction of a crime, workplace hazards to the reproductive system, gender identity or expression, or membership in any other protected classes as set forth in state or federal law. To that end, this Policy Against Discrimination, Harassment and Related Interpersonal Violence, Including Sexual and Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, Retaliation and Inappropriate Amorous Relationships (the “Policy”) prohibits specific forms of behavior that violate state and federal laws, including but not limited to Title VII of the Civil Rights Act of 1964 (“Title VII”), Title IX of the Education Amendments of 1972 (“Title IX”), the Violence Against Women Reauthorization Act of 2013 (“VAWA”), and related state and federal anti-discrimination laws. Such behavior may also require the University to fulfill certain reporting obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”), as amended by VAWA, and Connecticut state law regarding reporting suspected child abuse and neglect.

The University prohibits discrimination, as well as discriminatory harassment, sexual assault, sexual exploitation, intimate partner violence, stalking, sexual or gender-based harassment, complicity in the commission of any act prohibited by this Policy, retaliation against a person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under this Policy (collectively, “Prohibited Conduct”<sup>1</sup>). These forms of Prohibited Conduct are unlawful and undermine the mission and values of our academic community. In addition, inappropriate amorous relationships with employees in positions of authority can undermine the University’s mission when those in positions of authority abuse or appear to abuse their authority.

The University adopts this Policy with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering a safe and respectful University community; (3) cultivating a climate where all individuals are well-informed and supported in reporting Prohibited Conduct; (4) providing a fair and impartial process for all parties in the investigation and resolution of such reports; and (5) identifying the standards by which violations of this Policy will be evaluated

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<sup>1</sup> Definitions for all forms of Prohibited Conduct can be found in Section IX of this Policy.

and disciplinary action may be imposed. In addition, the University conducts ongoing prevention, awareness, and training programs for employees and students to facilitate the goals of this Policy.

A student or employee determined by the University to have committed an act of Prohibited Conduct is subject to disciplinary action, up to and including separation from the University. Third Parties who commit acts of Prohibited Conduct may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn.

It is the responsibility of every member of the University community to foster an environment free of Prohibited Conduct. All members of the University community are encouraged to take reasonable and prudent actions to prevent or stop an act of Prohibited Conduct. The University will support and assist community members who take such actions.

Retaliation against any individual who, in good faith, reports or participates in the reporting, investigation, or adjudication of Prohibited Conduct is strictly forbidden.

This Policy applies to all reports of Prohibited Conduct occurring on or after the effective date of this Policy. Where the date of the Prohibited Conduct precedes the effective date of this Policy, the definitions of misconduct in effect at the time of the alleged incident(s) will be used. The procedures under this Policy, however, will be used to investigate and resolve all reports made on or after the effective date of this Policy, regardless of when the incident(s) occurred.

## **II. TO WHOM THIS POLICY APPLIES**

This Policy applies to: students as defined in UConn's Responsibilities of Community Life: The Student Code ("Students"); University employees, consisting of all full-time and part-time faculty, University Staff (including special payroll employees), UConn Health employees, professional research staff, and post-doctoral fellows ("Employees"); and contractors, vendors, visitors, guests or other third parties ("Third Parties"). This Policy pertains to acts of Prohibited Conduct committed by or against Students, Employees and Third Parties when:

1. the conduct occurs on campus or other property owned or controlled by the University;
2. the conduct occurs in the context of a University employment or education program or activity, including, but not limited to, University-sponsored study abroad, research, on-line, or internship programs; or
3. the conduct occurs outside the context of a University employment or education program or activity, but has continuing adverse effects on or creates a hostile environment for Students, Employees or Third Parties while on campus or other property owned or controlled by the University or in any University employment or education program or activity.

### III. APPLICABLE PROCEDURES UNDER THIS POLICY

The specific procedures for reporting, investigating, and resolving Prohibited Conduct are based upon the nature of the respondent's relationship to the University (Student, Employee, or Third Party). Each set of procedures referenced below is guided by the same principles of fairness and respect for complainants and respondents. "Complainant" means the individual who presents as the victim of any Prohibited Conduct under this Policy, regardless of whether that person makes a report or seeks action under this Policy.<sup>2</sup> "Respondent" means the individual who has been accused of violating this Policy.

The procedures referenced below provide for prompt and equitable response to reports of Prohibited Conduct. The procedures designate specific timeframes for major stages of the process, provide for thorough and impartial investigations that afford the Complainant and Respondent notice and an opportunity to present witnesses and evidence, and assure equal and timely access to the information that will be used in determining whether a Policy violation has occurred. The University applies the Preponderance of the Evidence standard when determining whether this Policy has been violated. "Preponderance of the Evidence" means that it is more likely than not that a Policy violation occurred.

#### A. WHERE THE RESPONDENT IS A STUDENT

The procedures for responding to reports of Prohibited Conduct committed by Students are detailed in Responsibilities of Community Life: The Student Code ("Student Code") (<http://community.uconn.edu/the-student-code-preamble/>).

#### B. WHERE THE RESPONDENT IS AN EMPLOYEE

The procedures for responding to reports of Prohibited Conduct committed by Employees are detailed in OIE's Complaint Processes (<http://www.equity.uconn.edu/discrimination/complaint-procedures/>).

#### C. WHERE THE RESPONDENT IS BOTH A STUDENT AND AN EMPLOYEE

- The Student-Respondent procedures will apply if the Respondent's primary status is as a Student;
- The Employee-Respondent procedures will apply if the Respondent's primary status is as an Employee.
- If there is a question as to the predominant role of the Respondent, the University

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<sup>2</sup> UConn recognizes that an individual may choose to self-identify as a victim or a survivor. For consistency in this Policy, the University uses the term Complainant to maintain the neutrality of the Policy and procedures.

will determine which of the procedures applies based on the facts and circumstances (such as which role predominates in the context of the Prohibited Conduct). The Student-Respondent procedures typically will apply to graduate students except in those cases where the graduate student's assistantship role predominated in the context of the Prohibited Conduct. Further, where a Respondent is both a Student and an Employee (including but not limited to graduate students), the Respondent may be subject to any of the sanctions applicable to Students or Employees.

D. WHERE THE RESPONDENT IS A THIRD PARTY

The University's ability to take appropriate corrective action against a Third Party will be determined by the nature of the relationship of the Third Party to the University. The University will determine the appropriate manner of resolution consistent with the University's commitment to a prompt and equitable process under federal law, federal guidance, and this Policy.

E. WHERE THE RESPONDENT IS A UCONN HEALTH STUDENT, EMPLOYEE OR THIRD PARTY

Parties should contact the UConn Health Office of Institutional Equity by calling (860) 679-3563 or email: [equity@uconn.edu](mailto:equity@uconn.edu).

**IV. TITLE IX COORDINATOR**

Under Title IX:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

The Title IX Coordinator is charged with monitoring the University's compliance with Title IX, ensuring appropriate education and training, coordinating the University's investigation, response, and resolution of all reports under this Policy and ensuring appropriate actions to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. The Office of Institutional Equity oversees reports involving Students, Employees and Third Parties. The University has also designated Deputy Title IX Coordinators who may assist the Title IX Coordinator in the discharge of these responsibilities. The Title IX Coordinator and Deputy Title IX Coordinators receive ongoing appropriate training to discharge their responsibilities.

Concerns about the University's application of Title IX may be addressed to the Title IX Coordinator. Additionally, concerns about the University's application of Title VII and/or other federal and state anti-discrimination laws may be addressed to the Office of Institutional Equity.

The Title IX Coordinator and Deputy Title IX Coordinators can be contacted by telephone, email, or in person during regular office hours:

**Elizabeth A. Conklin**

Associate Vice President, Office of Institutional Equity  
Title IX Coordinator  
Wood Hall, First Floor  
[elizabeth.conklin@uconn.edu](mailto:elizabeth.conklin@uconn.edu)  
(860) 486-2943

**Sarah Chipman**

Director of Investigations, Office of Institutional Equity  
Deputy Title IX Coordinator  
Wood Hall, First Floor  
[sarah.chipman@uconn.edu](mailto:sarah.chipman@uconn.edu)  
(860) 486-2943

External reporting options include the United States Department of Education, Clery Act Compliance Team (at [clery@ed.gov](mailto:clery@ed.gov)); the United States Department of Education, Office for Civil Rights (at [OCR@ed.gov](mailto:OCR@ed.gov) or (800) 421-3481); the Equal Employment Opportunity Commission (at [info@eeoc.gov](mailto:info@eeoc.gov) or (800) 669-4000); and/or the Connecticut Commission on Human Rights and Opportunities ((800)-477-5737).

**V. UNDERSTANDING THE DIFFERENCE BETWEEN PRIVACY AND CONFIDENTIALITY**

The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of a report under this Policy. The University also is committed to providing assistance to help Students, Employees and Third Parties make informed choices. With respect to any report under this Policy, the University will take reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

Privacy and confidentiality have distinct meanings under this Policy.

**Privacy:** Privacy means that information related to a report of Prohibited Conduct will be shared with a limited circle of University Employees who “need to know” in order to assist in support of the Complainant and in the assessment, investigation, and resolution of the report. All Employees who are involved in the University’s response to reports of Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law.

The privacy of Student education records will be protected in accordance with the Family Educational Rights and Privacy Act (“FERPA”), as outlined in the University’s FERPA policy. (<http://policy.uconn.edu/2011/05/24/ferpa-policy/>) The privacy of an individual’s medical and related records generally is protected by the Health Insurance Portability and Accountability Act (“HIPAA”) and/or state laws governing protection of medical records. Access to an Employee’s personnel records may be restricted in accordance with Connecticut law and applicable collective bargaining agreements.

**Confidentiality:** Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of whom may engage in confidential communications under Connecticut law. The University has designated individuals who have the ability to have privileged communications as “Confidential Employees.” When information is shared by an individual with a Confidential Employee or a community professional with the same legal protections, the Confidential Employee (and/or such community professional) cannot reveal the information to any third party except where required or permitted by law. For example, information may be disclosed when: (i) the individual gives written consent for its disclosure; (ii) there is a concern that the individual will likely cause serious physical harm to self or others; or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18.

## **VI. EMPLOYEE REPORTING RESPONSIBILITIES**

### **A. TITLE IX REPORTING OBLIGATIONS**

Most University employees are required to immediately report information about certain types of Prohibited Conduct involving any Student to the University’s Office of Institutional Equity.<sup>3</sup> An Employee’s responsibility to report under this Policy is governed by his/her role at the University. The University designates every Employee as either a Confidential Employee or a Responsible Employee.

**Confidential Employee:** Any Employee who is entitled under state law to have privileged communications. Confidential Employees will not disclose information about Prohibited Conduct to the University without the permission of the Student or Employee (subject to the exceptions set forth in the Confidentiality section of this Policy). Confidential Employees at the University of Connecticut include:

- Student Health Services
- Counseling and Mental Health Services

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<sup>3</sup> Although this Policy is directed primarily to disclosures by Students, as explained herein certain supervisory employees are obligated to report disclosures about all types of Prohibited Conduct involving a University employee.

- Employee Assistance Program

**Responsible Employee:** Any Employee who is not a Confidential Employee, and certain categories of student employees. Responsible Employees are required to immediately report to the University’s Office of Institutional Equity all relevant details (obtained directly or indirectly) about an incident of Sexual Assault, Intimate Partner Violence and/or Stalking (as defined in Section IX, below) that involves any Student as a Complainant, Respondent, and/or witness, including dates, times, locations, and names of parties and witnesses.<sup>4</sup> Reporting is required when the Responsible Employee knows (by reason of a direct or indirect disclosure) or should have known of such Sexual Assault, Intimate Partner Violence, and/or Stalking. Responsible Employees include (but are not necessarily limited to) Faculty and Staff, Resident Assistants, Graduate Teaching Assistants, Graduate Research Assistants, and any student-employees serving as Campus Security Authorities (CSAs) when disclosures are made to any of them in their capacities as Employees. This manner of reporting may help inform the University of the general extent and nature of Prohibited Conduct on and off campus so the University can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses.

Responsible Employees are not required to report information disclosed (1) at public awareness events (*e.g.*, “Take Back the Night,” candlelight vigils, protests, “survivor speak-outs” or other public forums in which Students may disclose incidents of Prohibited Conduct; collectively, “Public Awareness Events”); (2) during a Student’s participation as a subject in an Institutional Review Board-approved human subjects research protocol (“IRB Research”); or (3) as part of coursework submitted to an instructor in connection with a course assignment. Even in the absence of such obligation, all Employees are encouraged to contact the Title IX Coordinator if they become aware of information that suggests a safety risk to the University community or any member thereof. The University may provide information about Students’ Title IX and/or other civil rights and about available University and community resources and support at Public Awareness Events, however, and Institutional Review Boards may, in appropriate cases, require researchers to provide such information to all Student subjects of IRB Research.

**Dean, Director, Department Head and Supervisor Responsibility to Report Prohibited Conduct Where Either the Complainant or the Respondent is an Employee.** Under this Policy, Deans, Directors, Department Heads and Supervisors are required to report to the Office of Institutional Equity all relevant details about an incident of Prohibited Conduct<sup>5</sup> where either the Complainant or the Respondent is an

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<sup>4</sup> While Employees are encouraged to report any form of Prohibited Conduct, only Sexual Assault, Intimate Partner Violence and Stalking **must** be reported under this Policy.

<sup>5</sup> These supervisory employees are required to report **all** forms of Prohibited Conduct where the



Employee. Reporting is required when such Deans, Directors, Department Heads and Supervisors know (by reason of direct or indirect disclosure) or should have known of such Prohibited Conduct.

All University Employees are strongly encouraged to report to the law enforcement any conduct that could potentially present a danger to the community or may be a crime under Connecticut law.

#### B. CLERY REPORTING OBLIGATIONS

Under the Clery Act, certain University employees are designated as Campus Security Authorities. CSAs generally include individuals with significant responsibility for campus security or student and campus activities. Based on information reported to CSAs, the University includes statistics about certain criminal offenses in its annual security report and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals involved in an incident. The Clery Act also requires the University to issue timely warnings to the University community about certain reported crimes that may pose a serious or continuing threat to Students and Employees. Consistent with the Clery Act, the University withholds the names and other personally identifying information of Complainants when issuing timely warnings to the University community.

#### C. CHILD ABUSE REPORTING OBLIGATIONS

All University Employees except student employees are **mandated reporters** of child abuse or neglect as defined by Connecticut General Statutes Section 17a-101(b) and must comply with Connecticut's mandated reporting laws. See Connecticut General Statutes Sections 17a-101a to 17a-101d. All University Employees should refer to UConn's Protection of Minors and Reporting of Child Abuse and Neglect Policy (<http://policy.uconn.edu/?p=6754>) for detailed definitions and reporting information.

### VII. COMPLAINANT OPTIONS FOR REPORTING PROHIBITED CONDUCT

There are two channels for reporting Prohibited Conduct. A Complainant may choose to report to the University and/or to law enforcement. These two reporting options are not mutually exclusive. Therefore, Complainants may choose to pursue both the University process and the criminal process concurrently. The University will support Complainants in understanding, assessing and pursuing these options.

**The first priority for any individual should be personal safety and well-being. In addition to seeking immediate medical care, the University encourages all individuals to seek immediate**

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Complainant or Respondent is an Employee.



assistance from 911, UConn Police, and/or local law enforcement. This is the best option to ensure preservation of evidence. The University also strongly urges that law enforcement be notified immediately in situations that may present imminent or ongoing danger.

#### A. REPORTING TO LAW ENFORCEMENT

Conduct that violates this Policy may also constitute a crime under the laws of the jurisdiction in which the incident occurred. For example, the State of Connecticut criminalizes and punishes some forms of Sexual Assault, Intimate Partner Violence, Sexual Exploitation, Stalking, and Physical Assault. See Title 53a of the Connecticut General Statutes for the State of Connecticut's Penal Code (<https://www.cga.ct.gov/2011/pub/chap950.htm>). Whether or not any specific incident of Prohibited Conduct may constitute a crime is a decision made solely by law enforcement. Similarly, the decision to arrest any individual for engaging in any incident of Prohibited Conduct is determined solely by law enforcement and not the University. Such decisions are based on a number of factors, including availability of admissible evidence.

Complainants have the right to notify or decline to notify law enforcement. In keeping with its commitment to take all appropriate steps to eliminate, prevent, and remedy all Prohibited Conduct, the University urges Complainants (or others who become aware of potential criminal conduct) to report Prohibited Conduct immediately to local law enforcement by contacting:

- i. 911 (for emergencies)
- ii. University Police (for non-emergencies):
  1. **Storrs** (860) 486-4800
  2. **Avery Point** (860) 405-9088
  3. **Greater Hartford** (860) 570-5173
  4. **Law School** (860) 570-5173
  5. **Stamford** (203) 223-4270
  6. **Torrington** (860) 236-9950
  7. **Waterbury** (203) 236-9950
  8. **UConn Health** (860) 679-2121
- iii. State Police (for conduct occurring off campus in Connecticut) (800) 308-7633

Police have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking protective and restraining orders. Although a police report may be made at any time, Complainants should be aware that delayed reporting may diminish law enforcement's ability to take certain actions, including collecting forensic evidence and making arrests. The University will assist Complainants in notifying law enforcement if they choose to do so. Under limited circumstances posing a threat to health or safety of any University community member, the University may independently notify law enforcement.

## B. REPORTING TO THE UNIVERSITY

Complainants (or others who become aware of an incident of Prohibited Conduct) are encouraged to report the incident to the University through the following reporting options:

By contacting the Office of Institutional Equity by telephone, email, or in person during regular office hours (8am-5pm, M-F):

Office of Institutional Equity (Storrs and Regionals)  
Wood Hall, First Floor  
241 Glenbrook Road  
Storrs, Connecticut  
(860) 486-2943  
[equity@uconn.edu](mailto:equity@uconn.edu)  
[www.titleix.uconn.edu](http://www.titleix.uconn.edu)  
[www.equity.uconn.edu](http://www.equity.uconn.edu)

Office of Institutional Equity (UConn Health)  
16 Munson Road, 4th Floor  
Farmington, Connecticut  
(860) 679-3563  
[equity@uconn.edu](mailto:equity@uconn.edu)  
<http://equity.uconn.edu>

There is no time limit for a Complainant to report Prohibited Conduct to the University under this Policy;<sup>6</sup> however, the University's ability to respond may diminish over time, as evidence may erode, memories may fade, and Respondents may no longer be affiliated with the University. If the Respondent is no longer a Student or an Employee, the University will provide reasonably appropriate remedial measures, assist the Complainant in identifying external reporting options, and take reasonable steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

The University will not pursue disciplinary action against Complainants or witnesses for disclosure of illegal personal consumption of drugs or alcohol where such disclosures are made in connection with a good faith report or investigation of Prohibited Conduct.

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<sup>6</sup> This statement does not relieve Responsible Employees of their obligation to report Sexual Assault, Intimate Partner Violence and/or Stalking involving a Student immediately to the Office of Institutional Equity.

## VIII. ACCESSING CAMPUS AND COMMUNITY RESOURCES

The University offers a wide range of resources for all Students and Employees to provide support and guidance in response to any incident of Prohibited Conduct. Comprehensive information on accessing University and community resources is contained online at the following sites:

- Sexual assault, sexual exploitation, intimate partner violence, sexual or gender-based harassment, and stalking: [www.titleix.uconn.edu](http://www.titleix.uconn.edu)
- Discrimination and discriminatory harassment where the Respondent is an Employee or Third Party: [www.equity.uconn.edu](http://www.equity.uconn.edu)
- Related Student Code violations where the Respondent is a Student: [www.community.uconn.edu](http://www.community.uconn.edu)

Available resources include: emergency and ongoing assistance; health, mental health, and victim-advocacy services; options for reporting Prohibited Conduct to the University and/or law enforcement; and available support with academics, housing, and employment.

### A. REMEDIAL AND PROTECTIVE MEASURES

The University offers a wide range of resources for Students and Employees, whether as Complainants or Respondents, to provide support and guidance throughout the initiation, investigation, and resolution of a report of Prohibited Conduct. The University will offer reasonable and appropriate measures to protect a Complainant and facilitate the Complainant's continued access to University employment or education programs and activities. These measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) or protective (designed to reduce the risk of harm to an individual or community). Remedial and protective measures, which may be temporary or permanent, may include no-contact directives, residence modifications, academic modifications and support, work schedule modifications, suspension from employment, and pre-disciplinary leave (with or without pay). Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under this Policy.

The University will maintain the privacy of any remedial and protective measures provided under this Policy to the extent practicable and will promptly address any violation of the protective measures. The University has the discretion to impose and/or modify any interim measure based on all available information, and is available to meet with a Complainant or Respondent to address any concerns about the provision of interim measures.

The University will provide reasonable remedial and protective measures to Third

Parties as appropriate and available, taking into account the role of the Third Party and the nature of any contractual relationship with the University.

## B. INTERIM ACTIONS

In addition to remedial and protective measures, an interim action may be imposed on a Student or student organization in accordance with The Student Code prior to the resolution of an investigation. Such action may be taken when, in the professional judgment of a University official, a threat of imminent harm to persons or property exists. Interim administrative action is not a sanction. It is taken in an effort to protect the safety and well-being of the Complainant and/or Respondent, of others, of the University, or of property. Interim administrative action is preliminary in nature; it is in effect only until there is a resolution of the student conduct matter.

University officials designated to impose an interim action through The Student Code include, but are not limited to, staff in Community Standards, Residential Life, and the Office of Institutional Equity.

## IX. PROHIBITED CONDUCT UNDER THIS POLICY<sup>7</sup>

Conduct under this Policy is prohibited regardless of the sex, sexual orientation and/or gender identity/expression of the Complainant or Respondent. Prohibited Conduct includes the following specifically defined forms of behavior: Discrimination, Discriminatory Harassment, Sexual or Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, and Retaliation.

### A. DISCRIMINATION

**Discrimination** is any unlawful distinction, preference, or detriment to an individual that is based upon an individual's race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law and that: (1) excludes an individual from participation; (2) denies the individual the benefits of; (3) treats the individual differently; or (4) otherwise adversely affects a term or condition of an individual's employment, education, living environment or participation in a University program or activity.

Discrimination includes failing to provide reasonable accommodation, consistent with state

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<sup>7</sup> These definitions may overlap with Connecticut criminal statutes in some cases, and provide greater protection in other instances. Connecticut's Penal Code may be found in Title 53a of the Connecticut General Statutes. (<https://www.cga.ct.gov/2011/pub/chap950.htm>)

and federal law, to persons with disabilities. The University of Connecticut is committed to achieving equal educational and employment opportunity and full participation for persons with disabilities. See Policy Statement: People with Disabilities (<http://policy.uconn.edu/2011/05/24/people-with-disabilities-policy-statement/>).

## B. DISCRIMINATORY HARASSMENT

**Discriminatory Harassment** consists of verbal, physical, electronic or other conduct based upon an individual's race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disability, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law that interferes with that individual's educational or employment opportunities, participation in a University program or activity, or receipt of legitimately-requested services under either *Hostile Environment Harassment* or *Quid Pro Quo Harassment*, as defined below.

*Hostile Environment Harassment*: **Discriminatory Harassment** that is so severe, persistent or pervasive that it unreasonably interferes with, limits, deprives, or alters the conditions of education (*e.g.*, admission, academic standing, grades, assignment); employment (*e.g.*, hiring, advancement, assignment); or participation in a University program or activity (*e.g.*, campus housing), when viewed from both a subjective and objective perspective.

In evaluating whether a hostile environment exists, the University will consider the totality of known circumstances, including, but not limited to:

- The frequency, nature and severity of the conduct;
- Whether the conduct was physically threatening;
- The effect of the conduct on the Complainant's mental or emotional state;
- Whether the conduct was directed at more than one person;
- Whether the conduct arose in the context of other discriminatory conduct;
- Whether the conduct unreasonably interfered with the Complainant's educational or work performance and/or University programs or activities; and
- Whether the conduct implicates concerns related to academic freedom or protected speech.

A hostile environment can be created by persistent or pervasive conduct or by a single or isolated incident, if sufficiently severe. The more severe the conduct, the less need there is to show a repetitive series of incidents to prove a hostile environment, particularly if the conduct is physical. An isolated incident, unless sufficiently serious, does not amount to

Hostile Environment Harassment.

*Quid Pro Quo Harassment*: **Discriminatory Harassment** where submission to or rejection of unwelcome conduct is used, explicitly or implicitly, as the basis for decisions affecting an individual's education (*e.g.*, admission, academic standing, grades, assignment); employment (*e.g.*, hiring, advancement, assignment); or participation in a University program or activity (*e.g.*, campus housing).

**Discriminatory Harassment** may take many forms, including verbal acts, name-calling, graphic or written statements (including the use of cell phones or the Internet), or other conduct that may be humiliating or physically threatening.

#### C. SEXUAL OR GENDER-BASED HARASSMENT

**Sexual Harassment** is any unwelcome sexual advance, request for sexual favors, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, or otherwise, when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

**Sexual Harassment** also may include inappropriate touching, acts of sexual violence, suggestive comments and public display of pornographic or suggestive calendars, posters, or signs where such images are not connected to any academic purpose. A single incident of Sexual Assault (as defined below) may be sufficiently severe to constitute a hostile environment.

**Gender-Based Harassment** includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, or otherwise, even if the acts do not involve conduct of a sexual nature, when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

#### D. SEXUAL ASSAULT

**Sexual Assault** consists of (1) Sexual Contact and/or (2) Sexual Intercourse that occurs without (3) Consent.

1. **Sexual Contact** (or attempts to commit) is any intentional touching of the breasts, buttocks, groin or genitals, whether clothed or unclothed, with any object(s) or body part, or, any intentional bodily contact in a sexual manner, even where the touching does not involve contact with/of/by breasts, buttocks, groin, genitals, mouth or other orifice.

2. **Sexual Intercourse** (or attempts to commit) is any penetration, however slight, of a bodily orifice with any object(s) or body part. Sexual Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, or any contact between the mouth of one person and the genitalia of another person.
3. **Consent** is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs both voluntarily or involuntarily consumed may not give consent. Past consent of sexual activity does not imply ongoing future consent.

**Consent** cannot be given if any of the following are present: Force, Coercion or Incapacitation.

**Force** is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and/or coercion that overcome resistance.

**Coercion** is unreasonable pressure for sexual activity. Coercion is more than an effort to persuade, entice, or attract another person to have sex. Conduct does not constitute coercion unless it wrongfully impairs an individual's freedom of will to choose whether to participate in the sexual activity.

**Incapacitation** is a state where an individual cannot make rational, reasonable decisions because of mental or physical helplessness, sleep, unconsciousness, or lack of awareness that sexual activity is taking place. A person may be incapacitated due to the consumption of alcohol or other drugs, or due to a temporary or permanent physical or mental health condition. A person who is incapacitated lacks the capacity to give Consent because they cannot understand the "who, what, when, where, why, or how" of their sexual interaction.

**The University offers the following guidance on Consent and assessing Incapacitation:**

A person who wants to engage in a specific sexual activity is responsible for obtaining Consent for that activity. The lack of a negative response or protest does not constitute Consent. Lack of resistance does not constitute Consent. Silence and/or passivity also do not constitute Consent. Relying solely on non-verbal communication before or during sexual activity can lead to misunderstanding and may result in a violation of this Policy. It is important not to make assumptions about whether a potential partner is consenting. In order to avoid confusion or ambiguity, participants are encouraged to talk with one

another before engaging in sexual activity. If confusion or ambiguity arises during sexual activity, participants are encouraged to stop and clarify a mutual willingness to continue that activity.

Consent to one form of sexual activity does not, by itself, constitute Consent to another form of sexual activity. For example, one should not presume that Consent to oral-genital contact constitutes Consent to vaginal or anal penetration. Consent to sexual activity on a prior occasion does not, by itself, constitute Consent to future sexual activity. In cases of prior relationships, the manner and nature of prior communications between the parties and the context of the relationship may have a bearing on the presence of Consent.

Once Consent has been given, it may be withdrawn at any time. An individual who seeks to withdraw Consent must communicate, through clear words or actions, a decision to cease the sexual activity. Once Consent is withdrawn, the sexual activity must cease immediately.

In evaluating Consent in cases of alleged incapacitation, the University asks two questions: (1) *Did the person initiating sexual activity know that the other party was incapacitated?* and if not, (2) *Should a sober, reasonable person in the same situation have known that the other party was incapacitated?* If the answer to either of these questions is “YES,” Consent was absent and the conduct is likely a violation of this Policy.

Incapacitation is a state beyond drunkenness or intoxication. A person is not necessarily incapacitated merely as a result of drinking or using drugs. A person could be incapacitated due to other reasons which may include: sleep, prescribed or over the counter medication, mental or physical disability. Alcohol-related incapacity results from a level of alcohol ingestion that is more severe than impairment, being under the influence, drunkenness or intoxication. The impact of alcohol and other drugs varies from person to person.

One is not expected to be a medical expert in assessing incapacitation. One must look for the common and obvious warning signs that show that a person may be incapacitated or approaching incapacitation. Although every individual may manifest signs of incapacitation differently, evidence of incapacity may be detected from context clues, such as:

- Slurred or incomprehensible speech;
- Bloodshot eyes;
- The smell of alcohol on their breath;
- Shaky equilibrium or unsteady gait;
- Vomiting;
- Incontinence;
- Combativeness or emotional volatility;
- Unusual behavior; and/or



- Unconsciousness.

Context clues are important in helping to determine incapacitation. These signs alone do not necessarily indicate incapacitation. A person who is incapacitated may not be able to understand some or all of the following questions: “Do you know where you are?” “Do you know how you got here?” “Do you know what is happening?” “Do you know who is here with you?”

One should be cautious before engaging in Sexual Contact or Sexual Intercourse when either party has been drinking alcohol or using other drugs. The introduction of alcohol or other drugs may create ambiguity for either party as to whether Consent has been sought or given. If one has doubt about either party’s level of intoxication, the safe thing to do is to forego all sexual activity.

**Being impaired by alcohol or other drugs is no defense to any violation of this Policy.**

#### E. SEXUAL EXPLOITATION

**Sexual Exploitation** is purposely or knowingly doing or attempting to do any of the following:

- Recording or photographing private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Disseminating or posting images of private sexual activity and/or a person’s intimate parts (including genitalia, groin, breasts or buttocks) without consent;
- Allowing third parties to observe private sexual activity from a hidden location (e.g., closet) or through electronic means (e.g., Skype or livestreaming of images);
- Prostituting another person; or
- Exposing another person to a sexually transmitted infection or virus without the other’s knowledge.

#### F. INTIMATE PARTNER VIOLENCE

**Intimate Partner Violence** includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship.<sup>8</sup> Intimate Partner Violence may include any form of Prohibited Conduct under this Policy, including Sexual Assault, Stalking, and Physical Assault (as defined herein). Intimate Partner Violence may involve a pattern of

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<sup>8</sup> Intimate Partner Violence includes “dating violence” and “domestic violence,” as defined by VAWA. Consistent with VAWA, the University will evaluate the existence of an intimate relationship based upon the Complainant’s statement and taking into consideration the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.

behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional and/or physical. Examples of Intimate Partner Violence include, but are not limited to:

- Slapping;
- Pulling hair;
- Punching;
- Damaging one's property;
- Driving recklessly to scare someone;
- Name calling;
- Humiliating one in public;
- Harassment directed toward a current or former partner or spouse; and/or
- Threats of abuse such as threatening to hit, harm, or use a weapon on another (whether Complainant or acquaintance, friend, or family member of the Complainant), or other forms of verbal threats.

Harming Behavior that includes, but is not limited to, the true threat of or actual physical assault or abuse and also includes harassment, is prohibited pursuant to The Student Code. Harming Behavior will be addressed under this Policy if it involves Discriminatory Harassment, Sexual or Gender-Based Harassment, Intimate Partner Violence, or is part of a course of conduct under the Stalking definition.

#### G. STALKING

**Stalking** occurs when a person engages in a course of conduct directed at a specific person under circumstances that would cause a reasonable person to fear for the person's safety or the safety of others, or to experience substantial emotional distress.

"Course of conduct" means two or more acts, including but not limited to acts in which a person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about another person, or interferes with another person's property.

"Substantial emotional distress" means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

"Reasonable person" means a person under similar circumstances and with similar identities to the Complainant.

Stalking includes "cyber-stalking," a particular form of stalking in which a person uses

electronic media, such as the internet, social networks, blogs, phones, texts, or other similar devices or forms of contact.

Stalking may include, but is not limited to:

- Non-consensual communications (face to face, telephone, e-mail);
- Threatening or obscene gestures;
- Surveillance/following/pursuit;
- Showing up outside the targeted individual's classroom or workplace;
- Sending gifts (romantic, bizarre, sinister, or perverted); and/or
- Making threats.

#### H. RETALIATION

**Retaliation** means any adverse action taken against a person for making a good faith report of Prohibited Conduct or participating in any proceeding under this Policy. Retaliation includes threatening, intimidating, harassing, coercing or any other conduct that would discourage a reasonable person from engaging in activity protected under this Policy. Retaliation may be present even where there is a finding of "no responsibility" on the allegations of Prohibited Conduct. Retaliation does not include good faith actions lawfully pursued in response to a report of Prohibited Conduct.

Retaliation can include, but is not limited to, actions taken by the University, actions taken by one Student against another Student, actions taken by an Employee against another Employee or Student, or actions taken by a Third Party against a Student or Employee. See the University's Non-Retaliation Policy [<http://policy.uconn.edu/2011/05/24/non-retaliation-policy/>].

#### I. COMPLICITY

**Complicity** is any act taken with the purpose of aiding, facilitating, promoting or encouraging the commission of an act of Prohibited Conduct by another person.

#### X. INAPPROPRIATE AMOROUS RELATIONSHIPS

For the purposes of this Policy, "amorous relationships" are defined as intimate, sexual, and/or any other type of amorous encounter or relationship, whether casual or serious, short-term or long-term.

##### A. INSTRUCTIONAL/STUDENT CONTEXT

All faculty and staff must be aware that amorous relationships with students are likely to lead to difficulties and have the potential to place faculty and staff at great personal and

professional risk. The power difference inherent in the faculty-student or staff-student relationship means that any amorous relationship between a faculty or staff member and a student is potentially exploitative or could at any time be perceived as exploitative and should be avoided. Faculty and staff engaged in such relationships should be sensitive to the continuous possibility that they may unexpectedly be placed in a position of responsibility for the student's instruction or evaluation. In the event of a charge of Sexual Harassment arising from such circumstances, the University will in general be unsympathetic to a defense based upon consent when the facts establish that a faculty-student or staff-student power differential existed within the relationship.

### 1. Undergraduate Students

Subject to the limited exceptions herein, all members of the faculty and staff are prohibited from pursuing or engaging in an amorous relationship with any undergraduate student.

### 2. Graduate Students

With respect to graduate students (including but not limited to Master's, Law, Doctoral, and any other post-baccalaureate students), all faculty and staff are prohibited from pursuing or engaging in an amorous relationship with a graduate student under that individual's authority. Situations of authority include, but are not limited to: teaching; formal mentoring or advising; supervision of research and employment of a student as a research or teaching assistant; exercising substantial responsibility for grades, honors, or degrees; and involvement in disciplinary action related to the student.

Students and faculty/staff alike should be aware that pursuing or engaging in an amorous relationship with any graduate student will limit the faculty or staff member's ability to teach, mentor, advise, direct work, employ and promote the career of the student involved with him or her in an amorous relationship.

### 3. Graduate Students in Positions of Authority

Like faculty and staff members, graduate students may themselves be in a position of authority over other students, for example, when serving as a teaching assistant in a course or when serving as a research assistant and supervising other students in research. The power difference inherent in such relationships means that any amorous relationship between a graduate student and another student over whom they have authority is potentially exploitative and should be avoided. All graduate students currently or previously engaged in an amorous relationship with another student are prohibited from serving in a position of authority over that student. Graduate students also should be sensitive to the continuous possibility that they may unexpectedly be placed in a position of responsibility for another student's instruction or evaluation.

#### 4. Pre-existing Relationships with Any Student

The University recognizes that an amorous relationship may exist prior to the time a student enrolls at the University or, for amorous relationships with graduate students, prior to the time the faculty or staff member is placed in a position of authority over the graduate student. The current or prior existence of such an amorous relationship must be disclosed to the Office of Institutional Equity and/or the Office of Faculty and Staff Labor Relations by the employee in a position of authority immediately if the student is an undergraduate, and prior to accepting a supervisory role of any type over any graduate student.

All faculty and staff currently or previously engaged in an amorous relationship with a student are prohibited from the following unless effective steps have been taken in conjunction with Labor Relations and the applicable dean or vice president to eliminate any potential conflict of interest in accordance with this Policy: teaching; formal mentoring or advising; supervising research; exercising responsibility for grades, honors, or degrees; considering disciplinary action involving the student; or employing the student in any capacity - including but not limited to student employment and internships, work study, or as a research or teaching assistant.

Similarly, all graduate students currently or previously engaged in an amorous relationship with another student are prohibited from serving in a position of authority over that student.

#### 5. If an Amorous Relationship Occurs with Any Student

If, despite these warnings, a faculty member, staff member, or graduate student becomes involved in an amorous relationship with a student in violation of this Policy, the faculty member, staff member, or graduate student must disclose the relationship immediately to the Office of Institutional Equity or the Office of Faculty and Staff Labor Relations. Absent an extraordinary circumstance, no relationships in violation of this Policy will be permitted while the student is enrolled or the faculty or staff member is employed by the University. In most cases, it will be unlikely that an acceptable resolution to the conflict of interest will be possible, and the faculty or staff member's employment standing or the graduate student's position of authority may need to be adjusted until s/he no longer has supervisory or other authority over the student.

In addition to the amorous relationship itself, a faculty, staff or graduate student's failure to report the existence of an inappropriate amorous relationship with a student is also a violation of this Policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

### B. EMPLOYMENT CONTEXT

Amorous relationships between supervisors and their subordinate employees often adversely affect decisions, distort judgment, and undermine workplace morale for all employees, including those not directly engaged in the relationship. Any University employee who participates in supervisory or administrative decisions concerning an employee with whom s/he has or has had an amorous relationship has a conflict of interest in those situations. These types of relationships, specifically those involving spouses and/or individuals who reside together, also may violate the State Code of Ethics for Public Officials as well as the University's Policy on Employment and Contracting for Service of Relatives.

Accordingly, the University prohibits all faculty and staff from pursuing or engaging in amorous relationships with employees whom they supervise. No supervisor shall initiate or participate in institutional decisions involving a direct benefit or penalty (employment, retention, promotion, tenure, salary, leave of absence, etc.) to a person with whom that individual has or has had an amorous relationship. The individual in a position of authority can be held accountable for creating a sexually hostile environment or failing to address a sexually hostile environment and thus should avoid creating or failing to address a situation that adversely impacts the working environment of others.

#### 1. Pre-existing Amorous Relationships Between Supervisors and Subordinate Employees

The University recognizes that an amorous relationship may exist prior to the time an individual is assigned to a supervisor. Supervisory, decision-making, oversight, evaluative or advisory relationships for someone with whom there exists or previously has existed an amorous relationship is unacceptable unless effective steps have been taken to eliminate any potential conflict of interest in accordance with this Policy. The current or prior existence of such a relationship must be disclosed by the employee in a position of authority prior to accepting supervision of the subordinate employee to the Office of Institutional Equity and/or the Office of Faculty and Staff Labor Relations. Working with the Office of Faculty and Staff Labor Relations, the relevant managers will determine whether the conflict of interest can be eliminated through termination of the situation of authority. The final determination will be at the sole discretion of the relevant dean or vice president.

#### 2. If an Amorous Relationship Occurs or has Occurred between a Supervisor and his/her Subordinate Employee

If, despite these warnings, a University employee enters into an amorous relationship with someone over whom s/he has supervisory, decision-making, oversight, evaluative, or advisory responsibilities, that employee must disclose the existence of the relationship immediately to the Office of Institutional Equity and/or the Office of Faculty and Staff Labor Relations. In consultation with appropriate University administrators, the relevant dean or vice president will determine whether the conflict of interest can be eliminated. The final determination will be at the sole discretion of the relevant

dean or vice president. In most cases, it will be unlikely that an acceptable resolution to the conflict of interest will be possible. If the conflict of interest cannot be eliminated, the supervisor's employment standing may need to be adjusted. In addition to the amorous relationship itself, a supervisor's failure to report the existence of the relationship with a subordinate employee is also a violation of this Policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

## **XI. PREVENTION, AWARENESS AND TRAINING PROGRAMS**

The University is committed to the prevention of Prohibited Conduct through regular and ongoing education and awareness programs. Incoming Students and new Employees receive primary prevention and awareness programming as part of their orientation, and returning Students and current Employees receive ongoing training and related education and awareness programs. The University provides training, education and awareness programs to Students and Employees to ensure broad understanding of this Policy and the topics and issues related to maintaining an education and employment environment free from harassment and discrimination.

For a description of the University's Prohibited Conduct prevention and awareness programs, including programs on minimizing the risk of incidents of Prohibited Conduct and bystander intervention, see the University's annual Clery reports (found online at: <http://publicsafety.uconn.edu/police/clery/about-clery/uconn-and-the-clery-act/>).

## **XII. OBLIGATION TO PROVIDE TRUTHFUL INFORMATION**

All University community members are expected to provide truthful information in any report, investigation, or proceeding under this Policy. Submitting or providing false or misleading information in bad faith or with a view to personal gain or intentional harm to another in connection with an incident of Prohibited Conduct is prohibited and subject to disciplinary sanctions under The Student Code (for Students), The Code of Conduct (for Employees), and any other applicable and appropriate University policy or policies. This provision does not apply to reports made or information provided in good faith, even if the facts alleged in the report are not later substantiated.

## **XIII. RELATED POLICIES**

### **A. STUDENTS**

Responsibilities of Community Life: The Student Code:  
[http://www.community.uconn.edu/student\\_code.html](http://www.community.uconn.edu/student_code.html)

### **B. EMPLOYEES AND THIRD PARTIES**

Policy Statement: People With Disabilities: <http://policy.uconn.edu/?p=419>

Protection of Minors and Reporting of Child Abuse and Neglect Policy:

<http://policy.uconn.edu/?p=6754>

Non-Retaliation Policy: <http://policy.uconn.edu/?p=415>

Policy Statement: Affirmative Action and Equal Employment Opportunity:

<http://policy.uconn.edu/?p=102>

Age Act Policy: <http://policy.uconn.edu/?p=2007>

Code of Conduct (employees): <http://policy.uconn.edu/?p=140>

Code of Conduct for University of Connecticut Vendors: <http://policy.uconn.edu/?p=2718>

Policy on Employment and Contracting for Service of Relatives:

<http://policy.uconn.edu/?p=357>

#### **XIV. POLICY REVIEW**

This Policy is maintained by the Office of Institutional Equity (OIE). The University will periodically review and update this Policy and will evaluate, among other things, any changes in legal requirements, existing University resources, and the resolution of cases from the preceding year (including, but not limited to, timeframes for completion and sanctions and remedies imposed).



# Policy Statement: People with Disabilities

<b>Policy Owner:</b>	Office of Diversity & Equity
<b>Applies to:</b>	Faculty, Staff, Students, Others
<b>Campus Applicability:</b>	All University departments at all campuses except UConn Health
<b>Effective Date:</b>	November 15, 2011
<b>For More Information, Contact:</b>	Office of Diversity and Equity
<b>Contact Information:</b>	(860) 486-2943
<b>Official Website:</b>	<a href="http://www.ode.uconn.edu/">http://www.ode.uconn.edu/</a>

The University of Connecticut is committed to achieving equal educational and employment opportunity and full participation for persons with disabilities. It is the University's policy that no qualified person be excluded from consideration for employment, participation in any University program or activity, be denied the benefits of any University program or activity, or otherwise be subjected to discrimination with regard to any University program or activity. This policy derives from the University's commitment to nondiscrimination for all persons in employment, academic programs, and access to facilities, programs, activities, and services.

A person with a disability must be ensured the same access to programs, opportunities, and activities at the University as all others. Existing barriers, whether physical, programmatic, or attitudinal must be removed. Further, there must be ongoing vigilance to ensure that new barriers are not erected.

The University's efforts to accommodate people with disabilities must be measured against the goal of full participation and integration. Services and programs to promote these benefits for people with disabilities shall complement and support, but not duplicate, the University's regular services and programs.

Achieving full participation and integration of people with disabilities requires the cooperative efforts of all of the University's departments, offices, and personnel. To this end, the University will continue to strive to achieve excellence in its services and to assure that its services are delivered equitably and efficiently to all of its members.

Anyone with questions regarding this policy is encouraged to consult the Office of Diversity and Equity (ODE). The office is located in Wood Hall, Unit 2175, 241 Glenbrook Road, Storrs, Connecticut 06269-2175, telephone, 860-486-2943.

*Faculty Recruitment &*

*Outreach*

*Resources*

Office of Institutional Equity



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# College of Agriculture & Natural Resources

## Discipline/Subject Specific

### ACADEMIC KEYS, HEALTH SCIENCES

Academic Keys for Health Sciences provides resources to further academic careers and find jobs. This higher education job site for academics offers 17 discipline focused sites with compressive information about faculty, educational resources, research interests and relevant professional activities. More than 89% of the top 120 universities (as ranked by US news and World Report) contribute job postings and ads to this site.

### AGCAREERS.COM

Agcareers.com posts over 2400 jobs on its site each month. Posting on AgCareers.com can assist employers in selectively targeting only candidates from specific industry sectors. Employers can post their new openings and search a database of almost ten thousand applicant resumes.

### AMERICAN AGRICULTURAL AND APPLIED ECONOMICS ASSOCIATION

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and extension/outreach activities. A career opportunities page hosts employment ads of interest to members and a resume bank is available.

### AMERICAN ASSOCIATION OF VETERINARY LABORATORY DIAGNOSTICIANS

The American Association of Veterinary Laboratory Diagnosticians (AAVLD) is a not-for-profit professional organization which seeks to disseminate information relating to the diagnosis of animal diseases, coordinate diagnostic activities of regulatory, research and service laboratories, establish uniform diagnostic techniques, improve existing diagnostic techniques, develop new diagnostic techniques, and to establish accepted guidelines for the improvement of diagnostic laboratory organizations relative to personnel qualifications and facilities Act as a consultant to the [United States Animal Health Association](#) on uniform diagnostic criteria involved in regulatory animal disease programs. The career center connects job seekers with prospective employers in the veterinary diagnostics industry.

### AMERICAN FISHERIES SOCIETY

The mission of the American Fisheries Society is to improve the conservation and sustainability of fishery resources and aquatic ecosystems by advancing fisheries and aquatic science and promoting the development of fisheries professionals. The job board posts openings for six months.

### AMERICAN SOCIETY FOR HORTICULTURAL SCIENCE

ASHS supports science for specialty crops: global solutions for nutritious food sources and healthy, beautiful environments. ASHS members (researchers, faculty and other educational personnel,

extension agents, Federal and state experiment station representatives, and growers and distributors of horticultural products) continue to make significant advances in these areas, and are well-positioned to lead the rapid evolution of horticultural science through the 21st century.

#### **AMERICAN SOCIETY FOR NUTRITION**

The American Society for Nutrition is an excellent resource for nutrition research and practice for those looking to acquire and extend knowledge of nutrition across all species. Goals of the ASN include multidisciplinary and clinical research, contact among investigators of the nutritional sciences, generate interest in medicine and related fields, support of education and training to improve public health, and provide nutritional information to those in need.

#### **AMERICAN SOCIETY OF AGRICULTURE AND BIOLOGICAL ENGINEERS**

The American Society of Agricultural and Biological Engineers is an educational and scientific organization dedicated to the advancement of engineering applicable to agricultural, food, and biological systems. Agricultural, Food and Biological Engineers develop efficient and environmentally sensitive methods of producing food, fiber, timber, and renewable energy sources for an ever-increasing world population.

#### **AMERICAN SOCIETY OF AGRONOMY**

The American Society of Agronomy (ASA) is a prominent international scientific society headquartered in Madison, Wisconsin. Because of their common interests, ASA, the Crop Science Society of America (CSSA), and the Soil Science Society of America (SSSA) share a close working relationship as well as the same headquarters office staff.

#### **ASSOCIATION OF ENVIRONMENTAL RESOURCE ECONOMICS**

AERE was founded as a means for exchanging ideas, stimulating research, and promoting graduate training in environmental and resource economics. AERE currently has over 900 members from more than thirty nations, coming from academic institutions, the public sector, and private industry. AERE provides many forums for exchanging ideas relevant to the management of natural and environmental resources.

#### **THE ASSOCIATION OF PUBLIC AND LAND GRANT UNIVERSITIES**

The Association of Public and Land Grant Universities (APLU) includes more than 100 universities including all land grant institutions (which includes a number of historically black, tribal and Hispanic Sciences serving institutions).

#### **FEDERATION OF ANIMAL SCIENCES SOCIETIES**

The Federation of Animal Sciences Societies is a service organization representing animal agriculture. FASS unites individuals through a science-based voice that supports animal agriculture, animal products, and food systems globally through effective and innovative management services. Currently, FASS serves over 10,000 professionals from animal agriculture. There are also many opportunities individuals of FASS to represent FASS in Congress on a national scale.

## **INSTITUTE OF FOOD TECHNOLOGY**

The Institute of Food Technology is a resource for anyone looking to further their career in food science and the food industry. IFT provides insight about food science jobs by creating a space to discuss the latest salary figures, employment outlook data and workplace issues with peers. In addition, the institute offers online mentoring services to match up mentors and mentees who have similar academic interests.

## **JOURNAL OF ANIMAL SCIENCE**

The Journal of Animal Science (JAS) is the premier journal for animal science and serves as the leading source of new knowledge and perspective in this area. JAS publishes more than 400 fully reviewed research articles, invited reviews, technical notes, and letters to the editor each year.

## **JOURNAL OF DAIRY SCIENCE**

The Journal of Dairy Science is a leading dairy research journal in the world, representing education, industry, and government groups from over 70 countries. This journal provides information from various interests including biochemistry, breeding, economics, engineering, environment, food science, genetics, microbiology, nutrition, pathology, physiology, processing, public health, quality assurance, and sanitation.

## **JOURNAL OF EXTENSION**

The Journal of Extension (JOE) is the official refereed journal of the U.S. Cooperative Extension System. JOE expands and updates the research and knowledge base for Extension professionals and other adult educators to improve their effectiveness. In addition, JOE serves as a forum for emerging and contemporary issues affecting Extension education.

## **NATUREJOBS**

Naturejobs is the worldwide career resource for scientists, providing a wide range of career advice and information across Nature Publishing Group journals as well as centrally at [naturejobs.com](http://naturejobs.com).

## **NATIONAL INSTITUTE OF FOOD AND AGRICULTURE**

The National Institute of Food and Agriculture (NIFA) is an agency within the U.S. Department of Agriculture (USDA), part of the executive branch of the Federal Government. Congress created NIFA through the Food, Conservation, and Energy Act of 2008. NIFA replaced the former Cooperative State Research, Education, and Extension Service (CSREES), which had been in existence since 1994.

## **POULTRY SCIENCE**

Poultry Science is an international publication offering original papers, research notes, symposium papers, and elementary science as applied to poultry. Poultry science is at the forefront of poultry oriented research and seeks to educate about breeding, genetics, immunology, metabolism, and physiology amongst other topics.

## **SOCIETY FOR NUTRITION EDUCATION**

The Society for Nutrition Education (SNE) represents the unique professional interests of nutrition educators in the United States and worldwide. SNE is dedicated to promoting effective nutrition

education and communication to support and improve healthful behaviors and has a vision of healthy communities through nutrition education and advocacy. SNE provides forums for sharing innovative strategies for nutrition education, expressing a range of views on important scientific, pedagogic and policy issues, and disseminating research findings.

## **Race/Gender Specific**

### **ASSOCIATION FOR WOMEN IN SCIENCE**

The Association for Women in Science is composed of both men and women who support equality for women in science, technology, engineering, and mathematics. AWIS strives to advocate for women looking to embrace these career goals by outlining public policy objectives, position statements, and advocacy for females in these disciplines.

### **COMMITTEE ON THE OPPORTUNITIES AND THE STATUS OF BLACKS IN AGRICULTURAL ECONOMICS**

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and extension/outreach activities.

### **COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS**

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and extension/outreach activities.

### **LATINOS IN AGRICULTURE**

LIA is committed to providing resources to better educate and inform Latinos of the opportunities afforded to them in agriculture in order to stay competitive in the marketplace. Lia reaches out to students from under-represented groups that will impact the future of agriculture in the US.

### **MINORITIES IN AGRICULTURE AND NATURAL RESOURCES AND RELATED SCIENCES**

MANRRS is a national society that welcomes membership of people of all racial and ethnic group participation in agricultural and related sciences careers. MANRRS attempts to provide networks to support professional development of minorities. It is a springboard for their entry into and advancement in careers where they otherwise could be lost in the sheer number and established connections of mainstream participants. MANRRS also serves employers in the broader agricultural sector. It provides them a locus to identify prospective well qualified employees who are members of ethnic groups.



#### SOCIETY OF WOMEN ENVIRONMENTAL PROFESSIONALS

Membership is composed of a diverse and dynamic network of professionals who regularly come together to share their knowledge and work experiences and to promote the professional development and achievement of women in the environmental field.

#### WOMEN IN NATURAL RESOURCES

Women in Natural Resources (WiNR) is a unique, high quality e-journal in the field of natural resources. It combines the best elements of a technical journal, the informal style of a newsletter, and the reader-friendly format of a magazine. It is designed and written by women at all levels in forestry, fisheries, wildlife, range, recreation, soils, and the environmental and social sciences as they relate to natural resources.

## School of Business

### Discipline/Subject Specific

#### ACADEMY OF MANAGEMENT

The Academy of Management (the Academy; AOM) is a leading professional association for scholars dedicated to creating and disseminating knowledge about management and organizations. Their central mission is to enhance the profession of management by advancing the scholarship of management and enriching the professional development of its members. The Academy is also committed to shaping the future of management research and education.

#### AMERICAN MARKETING ASSOCIATION

The American Marketing Association (AMA) is the largest marketing association in North America. It is a professional association for individuals and organizations involved in the practice, teaching, and study of marketing worldwide. AMA members are connected to a network of leading marketing academics and, researchers and practitioners from every industry.

#### AMERICAN PURCHASING SOCIETY

The American Purchasing Society is an organization of buyers, purchasing managers, executives, and others interested in the purchasing profession whose main objective is to improve the business purchasing function through education and a certification program. The American Purchasing Society's educational objectives are achieved through training programs and educational publications of interest to business and the purchasing community.

#### AMERICAN REAL ESTATE SOCIETY

The objectives of the American Real Estate Society are to encourage research and promote education in real estate, improve communication and exchange of information in real estate and allied matters among college/university faculty and practicing professionals, and facilitate the association of academic, practicing professional, and research persons in the area of real estate.

#### ASSOCIATION TO ADVANCE COLLEGIATE SCHOOLS OF BUSINESS

AACSB International - The Association to Advance Collegiate Schools of Business is an association of educational institutions, businesses, and other organizations devoted to the advancement of higher education in management education. It is also the premier accrediting agency of collegiate business schools and accounting programs worldwide.

#### MARKETING NEWS

The American Marketing Association (AMA) is the professional association for individuals and organizations who are leading the practice, teaching, and development of marketing worldwide

#### UNITED STATES ASSOCIATION FOR SMALL BUSINESS AND ENTREPRENEURSHIP

The United States Association for Small Business and Entrepreneurship (USASBE) is the largest independent, professional, academic organization in the world dedicated to advancing the discipline of entrepreneurship. With over 1000 members from universities and colleges, for-profit businesses,

nonprofit organizations, and the public sector, USASBE is a diverse mix of professionals that share a common commitment to fostering entrepreneurial attitudes and behaviors.

## **Race/Gender Specific**

### **ACCOUNTING & FINANCIAL WOMEN'S ALLIANCE**

The Accounting & Financial Women's Alliance (formerly American Society of Women Accountants or ASWA) was formed in 1938 to increase the opportunities for women in all fields of accounting and finance. The mission of the Accounting & Financial Women's Alliance is to enable women in all accounting and related fields to achieve their full personal, professional and economic potential and to contribute to the future development of their profession.

### **AMERICAN BUSINESS WOMEN'S ASSOCIATION**

The mission of the American Business Women's Association is to bring together business women of diverse occupations and to provide opportunities for them to help themselves and others grow personally and professionally through leadership, education, networking support and national recognition.

### **AMERICAN SOCIETY OF WOMEN ACCOUNTANTS**

The American Society of Women Accountants (ASWA) was formed to increase the opportunities for women in all fields of accounting and finance. ASWA members tap into an extensive knowledge base of accounting and finance professionals with technical expertise to provide solutions for the most complex issues.

### **ASCEND**

Ascend is a non-profit professional association that enables its members, corporate partners and the community to realize the leadership of Pan-Asians in global corporations. Ascend reaches 20,000 people with 28 student chapters and 16 professional chapters located in the U.S and Canada around major business hubs and educational institutions.

### **ASIAN FINANCIAL SOCIETY**

Asian Financial Society (AFS) is a globally oriented non-profit organization of business people and professionals in the financial community, sharing common professional, educational and philanthropic interests. Founded in 1984, AFS draws its membership from the many fields of finance including: international trade and finance, commercial banking, investment banking, securities research and trading, insurance, law, real estate, taxation, regulation, accounting, information services and entrepreneurship.

### **ASIAN MBA INTERNATIONAL**

Asian MBA International (AsianMBA.org) is a social venture powered by Asian Diversity, Inc., which has been empowering Asian professionals since 1987. Asian MBA (AMBA) is the largest group of Asian professionals in the U.S. which comprises either MBA students or working professionals with equivalent

work experiences in various industries. AMBA's programs include organizing the flagship event, "Annual Asian MBA Leadership Conference & Career Expo," which is the largest career event for Asians in the U.S. with over 3,000 attendees, managing the largest Asian professional online community, operating the most comprehensive job board to connect top talent with top global companies in both U.S. and Asia, and providing leadership training, network building, and delivering the information that is critical to success

#### **ASIAN WOMEN IN BUSINESS**

Founded in 1995, Asian Women in Business (AWIB) is the only non-profit, tax-exempt organization in the country with the primary mission of assisting Asian women entrepreneurs. Over the years, AWIB, a dynamic organization, has expanded its mission to address issues affecting Asian Americans on the corporate level; and has established a scholarship program for undergraduates which promotes and rewards demonstrated leadership. AWIB also serves on various task forces and boards to promote the inclusion of minority and women owned businesses and professionals.

#### **ASSOCIATION OF LATINO PROFESSIONALS IN FINANCE AND ACCOUNTING**

ALPFA is the premier Latino organization for professionals and students in business, finance, accounting, and related professions. ALPFA has active members, committed business partners, and quality programs.

#### **BLACK MBA WOMEN**

Black MBA Women is a diversified media platform offering content, community, and career development for black women from top business schools. The network consists of established and emerging women business leaders, top-tier MBA candidates and alumnae, organizational and corporate partners.

#### **FACULTY FOR THE FUTURE**

FacultyForTheFuture.org is the only website dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country. It was developed by Barbara Bogue and [College of Engineering](#) of The Pennsylvania State University as part of the Penn State GE Foundation Faculty for the Future Project and was merged into the capstone FFF WEPAN grant as part of multi institution/organization collaboration.

#### **HISPANIC BUSINESS**

This site targets the Hispanic business population. Candidates can search job postings by Occupation, keyword and/or state. Occupation choices range from Accounting to Writing/Journalism.

#### **LATIN BUSINESS ASSOCIATION**

The Latin Business Association (LBA) is recognized as the nation's largest and most-active Latino business trade organization. Its commitment is not merely to maintain, but to further build upon that position. By serving as a leading advocate and unifying voice for the small business community, and providing services, opportunities and the tools to business owners that equip them to successfully compete in

today's challenging environment, the LBA contributes to the overall wellness of our community, and prosperity as a nation.

#### **NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS**

the mission of NABA, Inc. is to address the professional needs of its members and to build leaders that shape the future of the accounting and finance profession with an unfaltering commitment to inspire the same in their successors. The Association unites through membership accountants, finance and business related professionals and students who have similar interests and ideals, are committed to professional and academic excellence, possess a sense of professional and civic responsibility, and are concerned with enhancing opportunities for minorities in the accounting, finance and business related professions.

#### **NATIONAL BLACK MBA ASSOCIATION**

The National Black MBA Association® is the most powerful social network of individuals dedicated to increasing corporate diversity and access to capital. The National Black MBA Association leads in the creation of educational opportunities and economic growth for African Americans. The NBMBA Employment Network™ links employers with NBMBA members, diverse MBA holders, and job seeking candidates through the National Black MBA Association's on-line job board. Employers can post positions and search one of the largest professional résumé databases in the country.

#### **NATIONAL SOCIETY OF HISPANIC MBAS**

The National Society of Hispanic MBAs (NSHMBA) is a non-profit organization serving 32 chapters and 8,000 members in the U.S. and Puerto Rico. It exists to foster Hispanic leadership through graduate management education and professional development. NSHMBA works to prepare Hispanics for leadership positions throughout the U.S., so that they can provide the cultural awareness and sensitivity vital in the management of the nation's diverse workforce.

#### **MBA WOMEN INTERNATIONAL**

MBAWI is a not-for-profit organization dedicated to empowering female business professionals, to assisting women into leadership positions in business, and to enhancing the diversity of the workforce worldwide. MBAWI serves four related client groups: female MBA students, female business professionals and MBA-level entrepreneurs, universities and corporate partners.

#### **THE PhD PROJECT**

The PhD Project's mission is to increase the diversity of corporate America by increasing the diversity of business school faculty. We attract African-Americans, Hispanic-Americans and Native Americans to business Ph.D. programs, and provide a network of peer support on their journey to becoming professors. As faculty, they serve as role models attracting and mentoring minority students while improving the preparation of all students for our diverse workplace and society.

#### **SOUTH ASIAN MBA ASSOCIATION**

SAMBAA is the premier association that connects South Asian MBAs and business professionals worldwide; the organization was founded to help develop and mentor a future leadership that

understands South Asian business. SAMBAA membership is open to all MBAs and business professionals with interest in South Asia.

#### **WOMEN IN FINANCE**

AFP's Women in Finance initiative focuses on professional development by providing research, publications, training and networking events. The Association for Financial Professionals (AFP) serves a network of more than 16,000 treasury and finance professionals.

#### **WOMEN IN MANAGEMENT**

The mission of Women in Management, Inc. is to promote the professionalism of members through education, development, encouragement and mentoring; to promote the growth of the organization to bring these services to other women throughout the nation and to encourage growth, networking and quality within existing chapters. Women in Management, Inc. is dedicated to the process of developing long-term, mutually beneficial relationships and cultivating new opportunities for collaboration through a supportive exchange of ideas and resources.

#### **WOMEN IN PROJECT MANAGEMENT SPECIFIC INTEREST GROUP**

While the types of services we provide are standard, we try to gear them with a female twist. Although our name and logo implies "women only," that's not the case--we also have men who are members. From the male perspective, WPM provides a unique opportunity to learn first-hand about both the similarities and differences in gender as applied to our field.

## School of Education

### Discipline/Subject Specific

#### AMERICAN COUNCIL ON EDUCATION

The American Council on Education represents the presidents of the United States accredited, degree-granting institutions, including two and four year colleges, private and public universities, as well as nonprofit and for profit groups. This knowledge base includes over 1,800 institutions with representatives to tackle challenges regarding higher education and improving access and preparation of students desiring higher learning opportunities.

#### AMERICAN EDUCATIONAL RESEARCH ASSOCIATION

The American Educational Research Association is a national research society, founded in 1916, that looks to extend knowledge of education, encourage scholarly inquiry related to education, and to promote the use of research to improve education and serve the public good.

#### AMERICAN SOCIETY FOR ENGINEERING EDUCATION

The American Society for Engineering Education is a nonprofit organization of individuals and institutions committed to furthering education in engineering and engineering technology. ASEE accomplishes this mission by promoting excellence in instruction, research, public service, and practice, exercising worldwide leadership, fostering the technological education of society, and providing quality products and services to members.

#### ASSOCIATION OF AMERICAN EDUCATORS

The Association of American Educators (AAE) is the largest national, non-union, professional educators' organization, advancing the profession by offering a modern approach to teacher representation and educational advocacy, as well as promoting professionalism, collaboration and excellence without a partisan agenda.

#### CARNEGIE FOUNDATION FOR THE ADVANCEMENT OF TEACHING

Carnegie Foundation gathers researchers, teachers, designers, practitioners, students, and policymakers, organized as Networked Improvement Communities. These communities of thinkers and doers invent new knowledge and approaches. Carnegie inspires these innovators to design, develop, evaluate and refine tools, materials, roles, procedures, data and other artifacts and information that will improve teaching and learning.

#### COUNCIL FOR AID TO EDUCATION

CAE (the Council for Aid to Education) is a national nonprofit organization based in New York City. CAE was established in 1952 to conduct policy research on higher education and to promote corporate support of education. CAE offers the Collegiate Learning Assessment (CLA) and the College and Work Readiness Assessment (CWRA). To date more than 1,000 colleges and high schools have participated in the CLA and CWRA. Delivered on-line, the assessments use real-world problem solving tasks to measure student critical thinking skills.

### [COUNCIL FOR EXCEPTIONAL CHILDREN](#)

The Council for Exceptional Children (CEC) is the largest international professional organization dedicated to improving the educational success of individuals with disabilities and/or gifts and talents. CEC advocates for appropriate governmental policies, sets professional standards, provides professional development, advocates for individuals with exceptionalities, and helps professionals obtain conditions and resources necessary for effective professional practice.

### [DIRECTORY OF MINORITY CANDIDATES](#)

This is an on-line directory of minority Ph.D., M.F.A., and M.L.S. candidates and recipients at schools that are a part of the Committee on Institutional Cooperation (CIC). The Minority Directory, which is open to Native Americans, African Americans, and Hispanic Americans, in all fields and Asian Americans in humanities and social science, is a valuable resource for those looking to hire minorities from these fields. Those listed have completed the Ph.D. within the last year or expect to complete the degree within a year at one of the CIC institutions.

### [HOLMES PARTNERSHIP WEBSITE](#)

The Holmes Partnership is a consortium of universities, public school districts, teachers associations, and local as well as national organizations. Holmes partnerships serve as a major vehicle to reform teaching and learning whether in a public school or a higher education setting.

### [NATIONAL COUNCIL ON MEASUREMENT IN EDUCATION](#)

The National Council on Measurement in Education (NCME) is a professional organization for individuals involved in assessment, evaluation, testing, and other aspects of educational measurement. Members are involved in the construction and use of standardized tests; new forms of assessment, including performance-based assessment; program design; and program evaluation.

### [NATIONAL NETWORK FOR EDUCATIONAL RENEWAL NEWSLETTER](#)

The NNER is a membership network dedicated to the simultaneous renewal of schools and the institutions that prepare our teachers. NNER's work is based on the four-part mission of providing equal access to quality learning for all students, promoting responsible stewardship of our schools and universities, improving teaching and learning through pedagogy that nurtures and challenges all learners, and providing students with the knowledge, skills, and dispositions to become fully engaged participants in our democratic society.

### [NATIONAL SCIENCE TEACHERS ASSOCIATION](#)

The National Science Teachers Association (NSTA), founded in 1944 and headquartered in Arlington, Virginia, is the largest organization in the world committed to promoting excellence and innovation in science teaching and learning for all. NSTA's current membership of 60,000 includes science teachers, science supervisors, administrators, scientists, business and industry representatives, and others involved in and committed to science education.

### [NEW ENGLAND ASSOCIATION OF CHEMISTRY TEACHERS](#)

NEACT was founded in 1898 by a group of high school and college teachers meeting at Malden, MA High School, and incorporated in Massachusetts in 1910. Today, its [membership](#) also includes middle school



teachers, administrators, and industrial associates interested in chemical education. The aim of NEACT is to promote the teaching and learning of chemistry.

#### **SPENCER FOUNDATION**

The Spencer Foundation, established in 1962, investigates how education can be improved around the world, through their dedication to research. The foundation provides fellowships and training programs to strengthen educational research. Major areas of focus include relations between education and social opportunity, organizational learning in schools, school systems and higher education institutions, instructional resources, as well as the true purposes and values of education.

#### **UNIVERSITY COUNCIL FOR EDUCATION ADMINISTRATION**

The [University Council for Educational Administration](#) is a consortium of higher education institutions committed to advancing the preparation and practice of educational leaders for the benefit of schools and children.

### **Race/Gender Specific**

#### **ASSOCIATION OF LATINO ADMINISTRATORS AND SUPERINTENDENTS**

ALAS was formally established in the summer of 2003, and as an affiliate of the American Association of School Administrators (AASA), AASA has committed to partner in establishing ALAS to bring sharp focus to and support for Latino educational leaders and issues. AASA's mission, as the professional organization for over 14,000 educational leaders across America, is to support and develop effective school system leaders.

#### **ASSOCIATION OF LATINO WORK EDUCATORS**

The ALWE looks to provide a permanent forum for the discussion of ideas and issues of particular relevance and significance to Hispanic educators, both prospective and practicing and to create a student support network for assisting Hispanic background education majors in a variety of academically-focused and professionally related ways.

#### **HISPANIC EDUCATION ASSOCIATION**

The Hispanic Education Association is a non-profit organization created to promote education. It offers assistance to Hispanic students, parents, and employees about issues related to education. The Hispanic Education Association is proud to serve the Hispanic community in the United States

#### **NATIONAL ALLIANCE OF BLACK SCHOOL EDUCATORS**

The National Alliance of Black School Educators, whose membership is composed of more than 5,000 educators (inclusive of teachers, administrators, superintendents), and parents, corporate and institutional members devoted to furthering the academic success of the nation's children - particularly children of African descent.

## NATIONAL LATINO EDUCATION NETWORK

A broad spectrum of researchers, teaching professionals and educators, academics, scholars, administrators, independent writers and artists, policy and program specialists, students, parents, families, civic leaders, activists, and advocates. In short, those sharing a common interest and commitment to educational issues that impact Latinos.

# School of Engineering

## Discipline/Subject Specific

### AMERICAN INSTITUTE OF CHEMICAL ENGINEERS

AICHE is the world's leading organization for chemical engineering professionals, with nearly 40,000 members from 93 countries. The American Institute of Chemical Engineers (AIChE) is a highly respected, non-profit, professional society and the global leader of the chemical engineering profession for 100 years. The site has a job posting section and resume database.

### AMERICAN SOCIETY FOR ENGINEERING EDUCATION

The American Society for Engineering Education is a nonprofit organization of individuals and institutions committed to furthering education in engineering and engineering technology. ASEE accomplishes this mission by promoting excellence in instruction, research, public service, and practice, exercising worldwide leadership, fostering the technological education of society, and providing quality products and services to members.

### AMERICAN SOCIETY FOR MATERIALS

ASM International a society dedicated to serving the materials science and engineering profession. Through a network of 36,000 members worldwide, ASM provides authoritative information and knowledge on materials and processes, from the structural to the nanoscale.

### AMERICAN SOCIETY OF AGRICULTURE AND BIOLOGICAL ENGINEERS

The American Society of Agricultural and Biological Engineers is an educational and scientific organization dedicated to the advancement of engineering applicable to agricultural, food, and biological systems. Agricultural, Food and Biological Engineers develop efficient and environmentally sensitive methods of producing food, fiber, timber, and renewable energy sources for an ever-increasing world population.

### AMERICAN SOCIETY OF CIVIL ENGINEERS

The American Society of Civil Engineers (ASCE) represents more than 147,000 members of the civil engineering profession worldwide, and is America's oldest national engineering society. ASCE's vision is to position engineers as global leaders building a better quality of life.

### AMERICAN SOCIETY OF MECHANICAL ENGINEERS

ASME is a not-for-profit professional organization that enables collaboration, knowledge sharing and skill development across all engineering disciplines, while promoting the vital role of the engineer in society. ASME codes and standards, publications, conferences, continuing education and professional development programs provide a foundation for advancing technical knowledge and a safer world.

### AMERICAN SOCIETY OF SAFETY ENGINEERS

ASSE is secretariat for several American National Standards Institute (ANSI) committees and projects. ASSE organizes the committees that develop and maintain the standard (s), ensures that the revision

process is timely and in accordance with ANSI procedures and publishes the final product of the consensus process.

#### ASPHALT INSTITUTE

The Asphalt Institute is the preeminent center of excellence for asphalt supplier issues. The Asphalt Institute serves as the focal point for applications of new technology and creates a positive environment for sustained asphalt demand based on the highest standards of performance.

#### ASSOCIATION OF ENVIRONMENTAL ENGINEERING AND SCIENCE PROFESSORS

The Association of Environmental Engineering and Science Professors (AEESP) is made up of professors in academic programs throughout the world who provide education in the sciences and technologies of environmental protection. AEESP has more than 700 members in universities throughout the world.

#### BIOMEDICAL ENGINEERING SOCIETY

The Biomedical Engineering Society (BMES) is the full service professional society for biomedical engineering and bioengineering. BMES serves as the lead society and professional home for biomedical engineering and bioengineering. BMES' leadership in accreditation, potential licensure, publications, scientific meetings, global programs, diversity initiatives, and commitment to ethics all serve its mission to promote and enhance knowledge and education in biomedical engineering and bioengineering worldwide and its utilization for the health and wellbeing of humankind.

#### CHEMICAL & ENGINEERING NEWS

Chemical & Engineering News is a weekly magazine published by the American Chemical Society. C&EN editors and reporters based in Europe, the U.S., and Asia cover science and technology, business and industry, government and policy, education, and employment aspects of the chemistry field.

#### CIVIL ENGINEERING MAGAZINE

*Civil Engineering* is the premier magazine of the civil engineering profession and presents information about significant projects, events, and issues of interest to civil engineers. Although it is not a technical publication, the magazine covers topics in depth and the mix of articles included in each issue is designed to appeal to a broad range of readers, who represent the full spectrum of civil engineering disciplines.

#### CONSORTIUM FOR ENERGY EFFICIENCY

The Consortium for Energy Efficiency (CEE), a nonprofit public benefits corporation, develops initiatives for its North American members to promote the manufacture and purchase of energy-efficient products and services. The goal of CEE is to induce lasting structural and behavioral changes in the marketplace, resulting in the increased adoption of energy-efficient technologies.

#### ENGCEN WEBSITE

Engineering Central is a tightly targeted site for engineers, with the vast majority seeking employment. The site offers a high-service job ad program.

## ENGINEER JOBS WEBSITE

On Engineer Jobs.com, engineers looking for employment are able to search for every engineering job available on the Internet.

## ENGINEERING IN MEDICINE AND BIOLOGY

IEEE Engineering in Medicine and Biology Society (EMBS) is the world's largest international society of biomedical engineers. The organization's 8,200 members reside in some 70 countries around the world.

## ENGINEERING NEWS RECORD

ENR provides the business and technical news needed by anyone who makes a living in or from the construction industry, covering major projects, technological achievements, business conditions, markets, finance, costs, legislation, government, management, labor, construction methods, equipment and materials.

## ENVIRONMENTAL ENGINEERING AND SCIENCE PROFESSORS ASSOCIATION

The Association of Environmental Engineering and Science Professors (AEESP) is made up of professors in academic programs throughout the world who provide education in the sciences and technologies of environmental protection. The Association assists its members in improving education and research programs, encourages graduate education, and serves the profession by providing information to government agencies and the public, and provides direct benefits to its members.

## INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS ENGINEERING IN MEDICINE AND BIOLOGY SOCIETY

IEEE Engineering in Medicine and Biology Society (EMBS) is the world's largest international society of biomedical engineers. The organization's 8,200 members reside in some 70 countries around the world. It provides its members with access to the most fascinating people, practices, information, ideas, and opinions, from one of science's fastest growing fields.

## INSTITUTE OF TRANSPORTATION ENGINEERS

The Institute of Transportation Engineers is an international educational and scientific association of transportation professionals who are responsible for meeting mobility and safety needs. ITE facilitates the application of technology and scientific principles to research, planning, functional design, implementation, operation, policy development and management for any mode of ground transportation.

## JOBS FOR PHD'S SCIENCE, MATH, AND ENGINEERING

This site helps PhD's match up with employers. This site allows for people with PhD's to search open positions only for PhD's and to post their resume.

## JOURNAL OF THE MINERALS, METALS, AND MATERIALS SOCIETY

Published monthly by The Minerals, Metals & Materials Society (TMS), *JOM* is a technical journal devoted to exploring the many aspects of materials science and engineering. *JOM* reports scholarly work that explores the state-of-the-art processing, fabrication, design, and application of metals, ceramics, plastics, composites, and other materials. In pursuing this goal, *JOM* strives to balance the

interests of the laboratory and the marketplace by reporting academic, industrial, and government-sponsored work from around the world.

#### **NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS**

NSPE, in partnership with the State Societies, is the organization of licensed Professional Engineers (PEs) and Engineer Interns (EIs). Through education, licensure advocacy, leadership training, multi-disciplinary networking, and outreach, NSPE enhances the image of its members and their ability to ethically and professionally practice engineering.

### **Race/Gender Specific**

#### **AMERICAN ASSOCIATION OF BLACKS IN ENERGY**

The American Association of Blacks in Energy (AABE) serves as a resource for discussion on how environmental and energy policies impact African American and other minorities, economically, socially and politically. In addition, AABE involves African Americans in government energy policy making and encourages African American students to pursue careers in energy-related fields and to provide scholarship and financial assistance for such students. To help African Americans in society, AABE encourages public and private sectors to listen and be responsive to problems and goals of African Americans in energy related fields.

#### **AMERICAN INDIAN COUNCIL OF ARCHITECTS AND ENGINEERS**

The American Indian Council of Architects and Engineers is a non-profit organization comprised of American Indian architecture, engineering, and design professionals throughout the United States of America.

#### **AMERICAN INDIAN SCIENCE & ENGINEERING SOCIETY**

The AISES mission is to increase substantially the representation of American Indian and Alaskan Natives in engineering, science and other related technology disciplines. AISES' membership is comprised of professionals, students, educators, and others in science, engineering and related technical fields. The Career Services page lists job openings and provides access to a resume database.

#### **COMMITTEE ON WOMEN IN SCIENCE, ENGINEERING, AND MEDICINE**

CWSEM is a standing committee of the National Research Council (NRC). Its mandate is to coordinate, monitor, and advocate action to increase the participation of women in science, engineering, and medicine. Established in 1990 as CWSE, the committee expanded its scope in 2007 to include medicine.

#### **FACULTY FOR THE FUTURE**

FacultyForTheFuture.org is the only website dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country. It was developed by Barbara Bogue and [College of Engineering](#) of The Pennsylvania State University as part of the Penn State GE Foundation Faculty for the

Future Project and was merged into the capstone FFF WEPAN grants as part of multi institution/organization collaboration.

#### **FORD FOUNDATION FELLOWS**

Ford Foundation Fellows recipients include Alaskan natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or Micronesian) and Puerto Ricans in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and 1986. This database only includes those awards administered by the National Research Council.

#### **GREAT MINDS IN STEM**

Great Minds in STEM™ is the gateway for Hispanics in Science, Technology, Engineering and Mathematics (STEM). Established in 1989, as HENAAC, Great Minds in STEM™ is a non-profit organization that focuses on STEM educational awareness programs for students from kindergarten to career. Great Minds in STEM™ provides resources for recognition and recruitment of Hispanics in STEM on a national level, connecting multi-areas of engineering and science arenas to the general population.

#### **IEEE WOMEN IN ENGINEERING**

IEEE Women in Engineering (WIE) is the largest international professional organization dedicated to promoting women engineers and scientists and inspiring girls around the world to follow their academic interests to a career in engineering

#### **LATINOS IN SCIENCE AND ENGINEERING**

MAES was founded in 1974 to increase the number of Mexican Americans and other Hispanics in the technical and scientific fields. MAES promotes, cultivates, and honors excellence in education and leadership among Latino engineers and scientists.

#### **MINORITY ENGINEER MAGAZINE**

launched in 1979, is a career- guidance and recruitment magazine offered at no charge to qualified engineering or computer-science students and professionals who are African American, Hispanic, Native American, and Asian American. Minority Engineer presents career strategies for readers to assimilate into a diversified job marketplace. This magazine reaches minority engineers and students nationwide at their home addresses, colleges and universities, and chapters of student and professional organizations.

#### **MINORITY POSTDOC**

MinorityPostdoc.org is the premier web portal on the minority postdoctoral experience especially in the science, technology, engineering, and math (STEM) disciplines. We feature articles, resources, & events about career advice, professional development, jobs, funding, fellowships, mentoring, and diversity issues.

#### **NATIONAL ACTION COUNCIL FOR MINORITIES IN ENGINEERING**

The mission of the National Action Council for Minorities in Engineering is to insure American resilience in a flat world by leading and supporting the national effort to expand U.S. capability by increasing the

number of successful African American, American Indian, and Latino women and men in science, technology, engineering and mathematics (STEM) education and careers.

#### **NATIONAL ASSOCIATION OF MULTICULTURAL ENGINEERING PROGRAM ADVOCATES**

NAMEPA is a national network of educators and representatives from industry, government, and nonprofit organizations who share a common commitment to improving the recruitment and retention of African Americans, Hispanics, and American Indians earning degrees in engineering. As a recognized authority in minority engineering education, NAMEPA promotes the professional development of its members and serves as an advocate for and resource to those programs and organizations that seek to recruit, educate, and employ diverse engineering talent.

#### **NATIONAL GEM CONSORTIUM**

The mission of The National GEM Consortium is to enhance the value of the nation's human capital by increasing the participation of underrepresented groups (African Americans, American Indians, and Hispanic Americans) at the master's and doctoral levels in engineering and science. Gem is a unique and powerful connection to a national network of universities and employers. This partnership promotes the participation of underrepresented groups in post-graduate science and engineering education and the technical workforce.

#### **NATIONAL NETWORK FOR MINORITY WOMEN IN SCIENCE**

This website provides multiple links to various websites regarding women in the field of science and different career opportunities.

#### **NATIONAL ORGANIZATION FOR THE PROFESSIONAL ADVANCEMENT OF BLACK CHEMISTS & CHEMICAL ENGINEERS**

NOBCChE is committed to the discovery, transmittal, and application of knowledge in the fields of science and engineering. The mission of NOBCChE therefore is to build an eminent community of scientists and engineers by increasing the number of minorities in these fields. NOBCChE will achieve its mission through diverse programs designed to foster professional development and encourage students to pursue careers in science and technical fields. To this end, NOBCChE establishes educational partnerships with school districts, municipalities, businesses, industries, other institutions and organizations in the public and private sectors.

#### **NATIONAL ORGANIZATION OF GAY AND LESBIAN SCIENTISTS AD TECHNICAL PROFESSIONALS**

The National Organization of Gay and Lesbian Scientists and Technical Professionals is a national organization of gay, lesbian, bisexual, and transgender people (and their advocates) employed or interested in scientific or high technology fields. NOGLSTP's goals include educating the scientific and general communities about LGBT issues in science and the technical workplace; educating the queer community about relevant topics in science; dialogue with professional societies and associations; improving members employment and professional environment; opposing queer phobia and stereotypes by providing role models of successful LGBT scientific and technical professionals; and fostering networking and mentoring among our members.



### NATIONAL SOCIETY OF BLACK ENGINEERS

The National Society of Black Engineers (NSBE) is a 501(C) (3) non-profit association that is owned and managed by its members. The organization is dedicated to the academic and professional success of African-American engineering students and professionals. NSBE offers its members leadership training, professional development, mentoring opportunities, career placement services and more. NSBE is comprised of more than 250 collegiate, 68 professional and 99 pre-college active chapters nationwide and overseas

### NATIONAL TECHNICAL ASSOCIATION

TA architectural, engineering and scientific membership volunteers its services nationally to assist public institutions in identifying potential minority technical talent. Public Institutions where the service is encouraged includes high schools, colleges and in the recent past, penal institutions. NTA has spent the ensuing years gaining nation attention through its programs of encouragement to students and professionals alike. The organization has enlarged its goals beyond just gaining economic recognition to include making minority youth aware of the opportunities being made available to them.

### SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS

The Society of Hispanic Professional Engineers (SHPE) was founded with the objective was to form a national organization of professional engineers to serve as role models in the Hispanic community.

### SOCIETY OF WOMEN ENGINEERS

The Society of Women Engineers (SWE), founded in 1950, is a not-for-profit educational and service organization. SWE is the driving force that establishes engineering as a highly desirable career aspiration for women. SWE empowers women to succeed and advance in those aspirations and be recognized for their life-changing contributions and achievements as engineers and leaders.

### WOMEN IN ENGINEERING LEADERSHIP INSTITUTE

The Women in Engineering Leadership Institute (WELI) was established in 2000. WELI aims to develop a group of highly capable women engineering faculty and ensure that they are prepared to assume academic leadership roles across the country where they can transform engineering education both through their presence and by taking initiative to increase diversity. WELI provides training, mentoring, and networking opportunities to female engineering faculty who aspire to academic leadership in engineering schools.

### WOMEN IN ENGINEERING PROGRAMS ADVOCATES NETWORK

Women in Engineering ProActive Network (WEPAN) is a national not-for-profit organization with over 600 members from engineering schools, small businesses, Fortune 500 corporations, and non-profit organizations. WEPAN works to transform culture in engineering education to attract, retain, and graduate women. With a clear focus on research-based issues and solutions, WEPAN helps its members develop a highly prepared, diverse engineering workforce for tomorrow.

### WOMEN IN TECHNOLOGY INTERNATIONAL

With a global network of smart, talented women and a market reach exceeding 2 million, WITI has powerful programs and partnerships that provide connections, resources, opportunities and a

supportive environment of women committed to helping each other. Along with its professional association of Networks throughout the U.S. and worldwide, including Hong Kong, Great Britain, Australia, and Mexico, WITI delivers value for individuals that work for a company, the government or academia, as well as small business owners.

## School of Fine Arts

### Discipline/Subject Specific

#### THE AMERICAN INSTITUTE OF GRAPHIC ARTISTS

AIGA, the professional association for design, is the place design professionals turn to first to exchange ideas and information, participate in critical analysis and research and advance education and ethical practice.

#### AMERICAN SOCIETY OF COMPOSERS, AUTHORS AND PUBLISHERS

the American Society of Composers, Authors and Publishers (ASCAP), a membership association of more than 460,000 US composers, songwriters, lyricists and music publishers of every kind of music. Through agreements with affiliated international societies, ASCAP also represents hundreds of thousands of music creators worldwide

#### THE ASSOCIATION OF RESEARCH INSTITUTES IN ART HISTORY

The Association of Research Institutes in Art History (ARIAH) was incorporated in 1988 to promote scholarship by institutes of advanced research in the history of art and related disciplines; to provide general information about the scholarly activities of its member institutes; and to develop cooperative projects and programs. It currently consists of twenty-four member institutions.

#### COLLEGE ART ASSOCIATION

CAA includes among its members those who by vocation or avocation are concerned about and/or committed to the practice of art, teaching, and research of and about the visual arts and humanities. Over 12,000 artists, art historians, scholars, curators, critics, collectors, educators, publishers, and other professionals in the visual arts belong as individual members. Another 2,000 departments of art and art history in colleges and universities, art schools, museums, libraries, and professional and commercial organizations hold institutional memberships.

#### COLLEGE MUSIC SOCIETY

The College Music Society promotes music teaching and learning, musical creativity and expression, research and dialogue, and diversity and interdisciplinary interaction. A consortium of college, conservatory, university, and independent musicians and scholars interested in all disciplines of music, the Society provides leadership and serves as an agent of change by addressing concerns facing music in higher education.

#### INTERNATIONAL COMMISSION FOR ACOUSTICS

The purpose of the ICA is to promote international development and collaboration in all fields of acoustics including research, development, education, and standardization.

#### INTERNATIONAL COUNCIL OF FINE ARTS DEANS

The International Council of Fine Arts Deans' (ICFAD) membership is comprised of over 400 arts deans throughout North America and around the world. ICFAD is an organization focusing exclusively on

issues that impact all creative units in higher education including fine and performing arts, arts education, art history, architecture and communication.

#### **JOURNAL OF PERFORMING ARTS LEADERSHIP IN HIGHER EDUCATION**

The Journal of Performing Arts Leadership in Higher Education is a peer-reviewed journal dedicated to the enrichment of leadership in the performing arts in higher education. Goals of the JPALHE are to promote scholarship applicable to performing arts leadership, to provide juried research in the field of performing arts leadership, and to disseminate information, ideas and experiences in performing.

#### **NATIONAL ART EDUCATION ASSOCIATION**

This dynamic community of practice is where visual arts teachers, scholars, researchers and professors, students, administrators, and art museum educators, and artists come together around a shared belief in the power of the arts in developing human potential.

#### **NATIONAL ASSOCIATION OF SCHOOLS OF MUSIC**

NASM is an association of approximately 641 schools of music, primarily at the collegiate level, but also including postsecondary non-degree-granting schools of music. The Association also provides information to the public. It produces statistical research, provides professional development for leaders of music schools, and engages in policy analysis.

#### **NATIONAL GUILD FOR COMMUNITY ARTS EDUCATION**

Founded in 1937, the National Guild for Community Arts Education supports and advances access to lifelong learning opportunities in the arts. The National Guild for Community Arts Education fosters the creation and development of community arts education organizations by providing research and information resources, professional development, networking opportunities and funding, and by advocating on behalf of the field.

#### **THEATRE IN HIGHER EDUCATION**

The Association for Theatre in Higher Education (ATHE) is a comprehensive non-profit professional membership organization. Founded in 1986, ATHE serves the interests of its diverse individual and organizational members, including college and university theatre departments and administrators, educators, graduate students, and theatre practitioners.

#### **UNIVERSITY/RESIDENT THEATRE ASSOCIATION**

The University/Resident Theatre Association (U/RTA) advances theatre by connecting educational theatre programs with professional theatre and performing arts industries, promoting professional practices and artistic excellence in higher education, and assisting students with their transition into the profession.

## Race/Gender Specific

### ARTTABLE

ArtTable is dedicated to the visual arts and to advancing women's leadership in the field. Through activities and initiatives ArtTable, a non-profit organization, is dedicated to supporting women leaders in the visual arts at all stages of their careers, recognizing and promoting the achievements of outstanding women in the visual arts, increasing opportunities for professional women in the visual arts, and enriching the nation's cultural life.

### BLACK THEATRE NETWORK

BTN's function is to expose the beauty and complexity of the inherited theatre work of African American ancestors and to take this work to a higher level into the 21st century and beyond. BTN seeks to unite those who share this rich inheritance to assure everyone works together.

### INTERNATIONAL ALLIANCE FOR WOMEN IN MUSIC

The International Alliance for Women in Music builds awareness of women's contributions to musical life through its publications, website, international competitions, conferences, concert promotion, and presentation, and through its support of entrepreneurial and publishing activities, scholarly research and publications, broadcasts, educational initiatives, and advocacy work. The IAWM was incorporated in the USA in 1994, uniting three distinguished organizations; the International Congress on Women in Music, the American Women Composers, and the International League of Women Composers.

### NATIONAL ALLIANCE OF ARTISTS FROM HISTORICAL BLACK COLLEGES & UNIVERSITIES

The Mission of The National Alliance of Artists from HBCU's (NAAHBCU) is to bring Art and Art Education to the forefront of member institutions and to keep these programs as institutional priorities for generations to come. The Alliance is committed to developing in its members and especially students, the artistic and life skills needed to function as literate citizens in the society of today and in the future. The NAAHBCU also exists to provide comprehensive activities that offer artistic and expressive opportunities for professional artists employed or formerly employed at member institutions as well as for historians and curators, collectors, and friends of the arts.

### NATIONAL ASSOCIATION FOR THE STUDY AND PERFORMANCE OF AFRICAN-AMERICAN MUSIC

The *National Association for the Study and Performance of African American Music* was organized in 1972 in Atlanta, Georgia as the National Black Music Caucus. Two-hundred black musicians attending the biennial meeting of the *Music Educators National Conference* gathered at Morehouse College to protest their exclusion from MENC divisional and national Planning sessions and programs. NASPAAM now exists as a non-profit professional organization whose members are dedicated to promoting, performing, and preserving all facets of African American music.

### NATIONAL ASSOCIATION OF LATINO ARTS AND CULTURES

The National Association of Latino Arts and Cultures (NALAC) is the nation's leading nonprofit organization exclusively dedicated to the promotion, advancement, development, and cultivation of the

Latino arts field. In this capacity, NALAC stimulates and facilitates intergenerational dialogues among disciplines, languages, and traditional and contemporary expressions.

#### **ORGANIZATION OF BLACK DESIGNERS**

The Organization of Black Designers (OBD) is a multicultural, multidisciplinary professional association of more than 10,000 members located throughout the United States and world committed to the increased visibility, empowerment and support of its membership.

#### **THE SOCIETY FOR ETHNOMUSICOLOGY**

The Society for Ethnomusicology was founded in 1955 to promote the research, study, and performance of music in all historical periods and cultural contexts. SEM is a U.S.-based organization with an international membership of over 1800 individuals dedicated to the study of all forms of music from diverse humanistic and social scientific perspectives. SEM's individual members include scholars, teachers, students, performers, media professionals, museum specialists, archivists, librarians, and administrators from such disciplines as musicology, anthropology, folklore, cultural studies, ethnic and area studies, acoustics, and music education. As a network of individuals that reaches across countries, disciplines, and academic institutions, the Society serves as a leading forum for the production, exchange, and peer review of scholarship on the world's music

#### **WOMEN'S CAUCUS FOR ART**

The mission of the Women's Caucus for Art is to create community through art, education, and social activism. WCA is committed to recognizing the contributions of women in the arts, providing women with leadership opportunities and professional development, expanding networking and exhibition opportunities for women, supporting local, national, and global art activism, and advocating for equity in the arts for all.

#### **WOMEN IN THE ARTS & MEDIA COALITION**

The purpose of the Coalition is to focus the power of member organizations together and to use that combined strength to address issues of concern to women in theatre, film, tv, radio, and new media. The Coalition is committed to being the link between member organizations in the collaborative effort to impact the various topics that affect women in the industry through advocacy, networking, and events.

## School of Law

### Discipline/Subject Specific

#### AMERICAN ASSOCIATION OF LAW SCHOOLS

The AALS is a non-profit educational association of 171 law schools representing over 10,000-law faculty in the United States. AALS is a resource for the improvement of the quality of legal education by networking law school faculty, professional staff and deans to information and resources. AALS is the principal representative of legal education to the federal government, other national higher education organizations, learned societies, and international law schools.

#### ASSOCIATION FOR LEGAL CAREER PROFESSIONALS

NALP is dedicated to continuously improving career counseling and planning, recruitment and retention, and the professional development of law students, lawyers, and its members.

#### ATTORNEY JOBS

AttorneyJobs.com, part of Thomson Reuters, is a job site exclusively for attorneys, containing thousands of jobs nationwide and abroad covering legal and law-related job opportunities in law firms; corporations; public interest/advocacy groups; Federal, state and local governments; Federal, state and local courts; legal service organizations; international organizations; colleges and universities; as well as information about RFPs/appointments and fellowships.

#### CLINICAL LEGAL EDUCATION ASSOCIATION

The Clinical Legal Education Association exists to advocate for clinical legal education as fundamental to the education of lawyers. CLEA and its members seek to foster excellent teaching and scholarship by clinical educators, integrate clinical teaching and extend its methods into the legal education program of every law school, reform legal education so as to prepare law students for excellent and reflective law practice, advance regulation of legal education that insures the continued vitality of clinical education in law schools, and pursue and promote justice and diversity as core values of the legal profession.

#### CONNECTICUT TRIAL LAWYERS ASSOCIATION

The Connecticut Trial Lawyers Association is a non-profit association dedicated to creating and maintaining a more just society by preserving individual rights within the civil justice system.

#### CONNECTICUT LAW TRIBUNE MAGAZINE

Headquartered in Hartford Connecticut, The Law Tribune's Publication are the region's source for current legal, financial, and technology news. The Law Tribune is a member of the ALM publishing family, a leading integrated media company focused on the legal industry. ALM currently owns and publishes 35 national and regional legal magazines and newspapers, including The American Lawyer, and The National Law Journal.

### **GREATER DANBURY BAR ASSOCIATION**

The website provides easy access to legal associations throughout the Greater Danbury area. It provides access to look up attorneys, Connecticut Legal Services, and the Connecticut Bar Association.

### **LAWCROSSING.COM**

LawCrossing offers the largest collection of active legal jobs in the world. LawCrossing locates and classifies jobs on every source it can find and provides its highly specialized research to job seekers, recruiters and other job sites throughout North America.

### **Lawjobs.com**

Law.com connects legal professionals to more than 20 award-winning national and regional legal publications online, including The American Lawyer, The National Law Journal, New York Law Journal, and Legal Times, and delivers top legal news electronically to a growing national and global audience of subscribers each day on [The Newswire](#).

### **NATIONAL ASSOCIATION OF COLLEGE AND UNIVERSITY ATTORNEYS**

The Association's purpose is to enhance legal assistance to colleges and universities by educating attorneys and administrators as to the nature of campus legal issues. It has an equally important role to play in the continuing legal education of university counsel. In addition, NACUA produces legal resources, offers continuing legal education programming, maintains a listserv (NACUANET) and a variety of member-only web-based resources pages, and operates a clearinghouse through which attorneys on campuses are able to share resources, knowledge and work products on current legal concerns and interests. Primarily, NACUA's members are non-profit, regionally accredited institutions of higher education in the United States, Canada, and further abroad.

### **PSLAW NET WEBSITE**

PSLawNet – the Public Service Law Network – is the online clearinghouse for law students and lawyers to connect with public interest opportunities and information on public interest careers. As a collaborative project among over 200 American and Canadian law schools, PSLawNet is a free resource for law students and alumni of our subscriber schools to search among thousands of public interest job opportunities and employer profiles. Employer organizations may also post job opportunities for free. In addition to its database, PSLawNet offers an online library of educational and career-building resources for those interested in pursuing a career in public service.

## **Race/Gender Specific**

### **ASIAN PACIFIC AMERICAN BAR ASSOCIATION**

The National Asian Pacific American Bar Association (NAPABA) is the national association of Asian Pacific American (APA) attorneys, judges, law professors, and law students, providing a national network for its members and affiliates. NAPABA advocates for the legal needs and interests of the APA community and represents the interests of over 40,000 attorneys and 50 local APA bar associations, with practice



settings ranging from solo practices to large firms, corporations, legal services, organizations, non-profit organizations, law schools, and governmental agencies.

#### **ASSOCIATION OF BLACK WOMEN ATTORNEYS**

ABWA's mission is to promote and support the professional development and growth of African-American women attorneys. ABWA accomplishes this mission through a wide variety of monthly programs designed to establish and maintain an effective information and communication system for female attorneys of color, promote legal assistance in the African-American community and assist its members in the development and expression of their professional skills and talents.

#### **CONNECTICUT ASIAN PACIFIC AMERICAN BAR ASSOCIATION**

The Connecticut Asian Pacific American Bar Association (CAPABA) is the only association focused towards all Asian Pacific American attorneys in Connecticut. CAPABA's membership consists of attorneys, law professors, law students and other interested individuals. Membership in CAPABA automatically includes membership in the National Asian Pacific American Bar Association (NAPABA) that is the voice of over 40,000 Asian Pacific American attorneys nationwide through over 45 chapters and affiliates.

#### **CONNECTICUT HISPANIC BAR ASSOCIATION (CHBA)**

The CHBA is an organization that includes attorneys, law students and paralegal members, as well as professors and members of the judiciary. The CHBA focuses on enhancing professional opportunities for Hispanic attorneys, serving as mentors to new lawyers and law students, and helping private and public legal employers achieve their diversity goals.

#### **CRAWFORD BLACK BAR ASSOCIATION**

The George W. Crawford Black Bar Association ("Crawford") is a volunteer state-wide organization of attorneys, judges, and law students in the State of Connecticut. Crawford represents the collective body of Black attorneys in Connecticut, including both the criminal and civil bar, public and private sector employees, and spanning across law firm, corporate and non-profit affiliations.

#### **HISPANIC NATIONAL BAR ASSOCIATION**

The HNBA Career Center is the exclusive resource to provide professional services to our local and national members who seek assistance with their own professional advancement. Full job descriptions are available to HNBA members only.

#### **JD DIVERSITY**

JD Diversity is committed to making the legal profession more inclusive and diverse. JD Diversity seeks to fulfill this commitment by providing an online community of diverse law students, professors, practitioners, and legal employers, allowing for information-sharing and honest communication. JD Diversity views diversity as encompassing race, gender, sexual orientation, disability, and familial status. By creating this community, JD Diversity aims to ultimately help diverse attorneys achieve full inclusion and reach their highest potential within their places of employment, and in the profession at large.

#### **KOREAN AMERICAN LAWYERS ASSOCIATION OF GREATER NEW YORK**

The Korean American Lawyers Association of Greater New York (KALAGNY) is a professional membership organization of attorneys and law students concerned about issues affecting the Korean American community in greater New York. KALAGNY seeks to encourage the professional growth of its members as well as provide legal support for the Korean American community.

#### **LATINA LAWYERS BAR ASSOCIATION**

LLBA recognizes that Latinas bring tremendous talents and perspective to the practice of law, yet Latinas face unique challenges in the attempt to succeed in the legal profession. In the twelve years since its formation, LLBA has worked diligently to provide Latinas with a community of support, together with specific resources and tools to allow them to achieve their greatest potential

#### **LAWYERS COLLABORATIVE FOR DIVERSITY**

The Lawyers Collaborative for Diversity's goal is to increase the recruitment, retention and advancement of lawyers of color, not only as good social policy, but also as exemplary business practice and unite the resources, energy and commitment of Connecticut's leading law firms, corporations, public sector entities, law schools and state bar associations in the joint mission of making Connecticut a more attractive place for lawyers of color and women to practice law and find satisfying professional opportunities.

#### **MASSACHUSETTS BLACK LAWYERS ASSOCIATION**

The Massachusetts Black Lawyers Association (MBLA) provides a valuable network and visible presence for attorneys of color within the Massachusetts legal community. The MBLA is responsible for providing its membership professional development and career advancement through trainings, continued education and mentorship programs.

#### **METROPOLITAN BLACK BAR ASSOCIATION**

The Metropolitan Black Bar Association (MBBA), works to advance equality and excellence in the pursuit of justice, aid the progress of Blacks and other minorities in the profession, address legal issues affecting the citywide community, and foster the study of law by encouraging the personal and professional development of young lawyers and law students. MBBA is comprised of mostly minority attorneys in large and small law firms, solo practitioners, all levels of government, academia, corporations, financial institutions, not-for-profit organizations, and the judiciary.

#### **NATIONAL ASSOCIATION OF WOMEN LAWYERS**

The National Association of Women Lawyers (NAWL) is a national voluntary legal professional organization devoted to promoting the interests and progress of women lawyers and women's legal rights. NAWL continues to support and advance the interests of women in and under the law, and in so doing, supports and advances the social, political, and professional empowerment of women. Through its programs and networks, NAWL provides the tools for women in the profession to advance, prosper and enrich the profession.

#### **NATIONAL BLACK LAW STUDENTS ASSOCIATION**

The National Black Law Students Association (NBSLA) is the nation's largest student-run organization

representing nearly 6,000 minority law students from over 200 chapters and affiliates throughout the United States and six other countries.

#### **NATIONAL BLACK TRIAL LAWYERS ASSOCIATION**

The National Black Trial Lawyers Association is a networked group of attorneys who strive to seek justice and equality in our legal system. The goal is to enable members to draw upon the specialty association's strong training, educational and networking resources so they may have benefits that were either unavailable or difficult to find on their own.

#### **NATIONAL LGBT BAR ASSOCIATION**

The National LGBT Bar Association is a national association of lawyers, judges and other legal professionals, law students, activists and affiliated lesbian, gay, bisexual and transgender legal organizations. The LGBT Bar promotes justice in and through the legal profession for the LGBT community in all its diversity.

#### **NATIONAL NATIVE AMERICAN BAR ASSOCIATION**

Representing Indian Nations not just Indian Lawyers. NNABA shares many of the same goals of diversity and increased understanding of THE communities' unique cultural and legal issues with minority bar associations. However, most of NNABA's lawyers are both U.S. citizens and citizens of their respective Tribal nations. Members, therefore, also share the communal responsibility, either directly or indirectly, of protecting the governmental sovereignty of the more than 560 independent Native American Tribal governments in the United States.

#### **PUERTO RICAN BAR ASSOCIATION**

The Puerto Rican Bar Association, Inc. (PRBA) was founded in 1957 by a group of Puerto Rican and Latino attorneys who began gathering socially to offer one another both personal and professional support in an era when it was difficult for attorneys of color to be accepted as members in established bar associations. Today, the PRBA has grown from a handful of attorney to over 500 members representing the interests of attorneys, judges, law professors and students of Latino descent who share a common interest in fostering professional development in the legal community and addressing issues that are important to other Latino communities as a whole.

#### **SOUTH ASIAN BAR ASSOCIATION**

The South Asian Bar Association of Connecticut (SABAC) was formed in 2003 to serve as a resource to South Asian lawyers and law students for mentoring, networking, and community outreach. SABAC has made significant strides in these areas in the past six years. SABAC is a member organization of the North American South Asian Bar Association (NASABA) and has played an active role in NASABA.

# School of Nursing

## Discipline/Subject Specific

### AMERICAN ACADEMY OF NURSING

The Academy serves the public and the nursing profession by advancing health policy and practice through the generation, synthesis, and dissemination of nursing knowledge. The Academy and its members create and execute knowledge-driven and policy-related initiatives to drive reform of America's health care system. The website includes a job postings page and options for an e-newsletter.

### AMERICAN ASSOCIATION OF COLLEGES OF NURSING

AACN's educational, research, federal advocacy, data collection, publications, and special programs work to establish quality standards for nursing education; assist deans and directors to implement those standards; influence the nursing profession to improve health care; and promote public support for professional nursing education, research, and practice.

### CAMPUS RN

Campus RN is a website to search for nursing jobs though out the country.

### CONNECTICUT LEAGUE FOR NURSING

At the Connecticut League for Nursing (CLN), we are dedicated to expanding educational access and opportunity for all practitioners and students. Our mission is to create better, easier ways to access the latest information, earn additional academic degrees, and help you develop the knowledge, skills, and competencies needed to advance your career. We also provide programs and opportunities to develop your leadership skills.

### JOURNAL OF NURSING SCHOLARSHIP

Reaching health professionals, faculty and students in 103 countries, the *Journal of Nursing Scholarship* is focused on health of people throughout the world. It is the official journal of the Honor Society of Nursing, Sigma Theta Tau International, and reflects the honor society's dedication to providing the tools necessary to improve nursing care globally.

### NATIONAL LEAGUE FOR NURSING

NLN is the preferred membership organization for nurse faculty and leaders in nursing education. NLN members include nurse educators, education agencies, health care agencies, and interested members of the public. The NLN offers faculty development programs, networking opportunities, testing and assessment, nursing research grants, and public policy initiatives to its 30,000 individual and 1,200 institutional members.

### NURSING ORGANIZATION LINKS

This website helps to provide users with links to national nursing organizations.

## Race/Gender Specific

### AMERICAN ASSEMBLY FOR MEN IN NURSING

The purpose of AAMN is to provide a framework for nurses as a group to meet, discuss, and influence factors which affect men as nurses. AAMN is a national organization with local chapters recognized and sanctioned under the Bylaws of AAMN. Members of AAMN have a voice in local, state, and national events that impact nursing and male nurses.

### ASIAN AMERICAN/PACIFIC ISLANDER NURSES ASSOCIATION

AAPINA is an organization for all professional nurses and nursing students Asian/Pacific Islander heritage.

### DIVERSITYNURSING.COM

DiversityNursing.com was born in 2007 as a Career Job Board and Information Resource for Nurses regardless of age, race, gender, religion, education, national origin, sexual orientation, disability or physical characteristics. This is a “niche” website for Nurses of all levels of experience — Student Nurses up to CNO’s. DiversityNursing strives to be the first place Nurses look to for job opportunities and information as it pertains to the Nursing profession, careers, education and diversity.

### JOURNAL OF NATIONAL BLACK NURSES ASSOCIATION

The NBNA goals include support for the development of a cadre of ethnic nurses reflecting the nation's diversity; advocacy for culturally competent, accessible and affordable health care; promotion of the professional and educational advancement of ethnic nurses; education of consumers, health care professionals and policy makers on health issues of ethnic minority populations; development of ethnic minority nurse leaders in areas of health policy, practice, education and research; endorsement of best practice models of nursing practice, education, and research for minority populations.

### MALE NURSE MAGAZINE

Male Nurse Magazine is free and offered exclusively online. Male Nurse Magazine was established over five years ago and gives out nursing information at no cost.

### MINORITYNURSE.COM

MinorityNurse.com provides resources and information pertaining to education, career development, and minority health for the growing population of minority nurses in America. The Web site features several unique resources that focus on career advancement and higher education. [Nursing Employers](#) provides contact information for every hospital in the country, as well as a list of featured employers that are [actively hiring nurses](#) and [allied health](#) personnel.

### NATIONAL ASSOCIATION OF HISPANIC NURSES

NAHN is designed and committed to improving the quality of health and nursing care of Hispanic consumers and toward providing equal access to educational, professional, and economic opportunities for Hispanic nurses

### **NATIONAL ASSOCIATION OF INDIAN NURSES OF AMERICA**

The National Association of Indian Nurses of America (NAINA) is a not-for-profit organization. NAINA is organized with unique mission and goals. The primary goal is to unite all Indian nurses and nursing students of Indian origin and heritage as a professional body under one umbrella at National level. NAINA will be the official voice for Indian nurses in America and outside for professional nursing issues and problems.

### **NATIONAL BLACK NURSES ASSOCIATION**

NBNA represents approximately 150,000 African American nurses from the USA, Eastern Caribbean, and Africa, with 76-chartered chapters nationwide. NBNA mission is to provide a forum for collective action by African American nurses to "investigate, define and determine what the health care needs of African Americans are and to implement change to make available to African Americans and other minorities health care commensurate with that of the larger society."

### **NATIONAL COALITION OF ETHNIC MINORITY NURSE ASSOCIATIONS**

The National Coalition of Ethnic Minority Nurse Associations (NCEMNA) is a unified force advocating for equity and justice in nursing and health care for ethnic minority populations. Incorporated in 1998, NCEMNA is made up of five national ethnic nurse associations: Asian American/Pacific Islander Nurses Association, Inc. (AAPINA), National Alaska Native American Indian Nurses Association, Inc. (NANAINA), National Association of Hispanic Nurses, Inc. (NAHN), National Black Nurses Association, Inc. (NBNA), and Philippine Nurses Association of America, Inc. (PNAA). Its goals include support for the development of a cadre of ethnic nurses reflecting the nation's diversity; advocacy for culturally competent, accessible and affordable health care; promotion of the professional and educational advancement of ethnic nurses; education of consumers, health care professionals and policy makers on health issues of ethnic minority populations; development of ethnic minority nurse leaders in areas of health policy, practice, education and research; endorsement of best practice models of nursing practice, education, and research for minority populations.

### **SIGMA THETA TAU INTERNATIONAL- HONOR SOCIETY OF NURSING**

The mission of the Honor Society of Nursing, Sigma Theta Tau International is to support the learning, knowledge and professional development of nurses committed to making a difference in health worldwide. The vision of the Honor Society of Nursing, Sigma Theta Tau International is to create a global community of nurses who lead in using knowledge, scholarship, service and learning to improve the health of the world's people

## School of Pharmacy

### Discipline/Subject Specific

#### AMERICAN ASSOCIATION OF COLLEGES OF PHARMACY

AACP conducts a wide variety of programs and activities in cooperation with a number of other national health and higher education associations. AACP is comprised of all accredited colleges and schools with pharmacy degree programs accredited by the Accreditation Council for Pharmacy Education, including approximately 57,000 professional degree students, 5,700 students enrolled in graduate studies and more than 5,600 full-time faculties.

#### AMERICAN ASSOCIATION OF PHARMACEUTICAL SCIENTISTS

AAPS Pharmaceutical is the web portal for the American Association of Pharmaceutical Scientists, a professional, scientific society of more than 12,000 members employed in academia, industry, government, and other research institutes worldwide. AAPS offers timely scientific programs, on-going education, information resources, opportunities for networking, and professional development.

#### AMERICAN COLLEGE OF CLINICAL PHARMACY

The American College of Clinical Pharmacy (ACCP) is a professional and scientific society that provides leadership, education, advocacy, and resources enabling clinical pharmacists to achieve excellence in practice and research. ACCP's membership is composed of practitioners, scientists, educators, administrators, students, residents, fellows, and others committed to excellence in clinical pharmacy and patient pharmacotherapy.

#### AMERICAN PHARMACISTS ASSOCIATION

The American Pharmacists Association (APhA) is the organization whose members are recognized in society as essential in all patient care settings for optimal medication use that improves health, wellness, and quality of life. Through information, education, and advocacy APhA empowers its members to improve medication use and advance patient care.

#### AMERICAN SOCIETY OF PHARMACOLOGY AND EXPERIMENTAL THERAPEUTICS

The American Society for Pharmacology and Experimental Therapeutics (ASPET) is a 4,800 member scientific society whose members conduct basic and clinical pharmacological research in academia, industry and the government. Members research efforts help develop new medicines and therapeutic agents to fight existing and emerging diseases.

#### SOCIETY OF INFECTIOUS DISEASES PHARMACISTS

The Society of Infectious Diseases Pharmacists (SIDP) is a dynamic association of health professionals dedicated to promoting the appropriate use of antimicrobials. SIDP provides education, advocacy, and leadership in all aspects of the treatment of infectious diseases. SIDP is comprised of pharmacists and other health care professionals involved in patient care, research, teaching, drug development, and governmental regulation that are concerned with all facets of antimicrobial use, and committed to excellence in infectious diseases pharmacotherapy.

## Race/Gender Specific

### ASSOCIATION OF BLACK HEALTH SYSTEM PHARMACISTS

Founded in December 1978, ABHP is the professional organization that represents Black and minority health-system pharmacists. ABHP is dedicated to the growth and development of pharmacy practice in health care facilities; and strives to support the goals of the American Society of Health-System Pharmacists

### NATIONAL ASSOCIATION OF WOMEN PHARMACISTS (UK)

The National Association of Women Pharmacists (NAWP) is an independent organization within the profession in the UK that concerns itself with issues of special relevance to female pharmacists.



# School of Social Work

## Discipline/Subject Specific

### COUNCIL ON SOCIAL WORK EDUCATION

The Council on Social Work Education (CSWE) is a nonprofit national association representing more than 3,000 individual members, as well as graduate and undergraduate programs of professional social work education. This partnership of educational and professional institutions, social welfare agencies, and private citizens is recognized by the Council for Higher Education Accreditation as the sole accrediting agency for social work education in this country.

### GROUP FOR THE ADVANCEMENT OF DOCTORAL EDUCATION IN SOCIAL WORK

The Group for the Advancement of Doctoral Education in Social Work is an organization made up of over 80 social work doctoral program directors worldwide who represent their member Universities. Founded in the late 1970s, GADE primary purpose is to promote excellence in doctoral education in social work, especially through networking, information sharing and advocacy.

### NATIONAL ASSOCIATION OF SOCIAL WORKERS

The NASW provides information and news about social workers throughout the country. It also provides links to help find jobs and a variety of information about career opportunities

### SOCIETY FOR SOCIAL WORK AND RESEARCH

The Society for Social Work and Research is a non-profit professional society incorporated in the State of New York in 1993. The Society is devoted to the involvement of social workers, other social work faculty, and social work students in research and to promotion of human welfare through research and research applications.

## Race/Gender Specific

### ASIAN AND PACIFIC ISLANDER SOCIAL WORK EDUCATORS ASSOCIATION

The Asian and Pacific Islander Social Work Educators Association is an association of social work educators in the United States who share Asian or Pacific Islander (API) heritage or particular interest in the development of social work with those populations, inside or out of the United States.

### LATINO SOCIAL WORKERS ORGANIZATION

The LSWO has a mission focused on the Recruitment and Retention of Latinos in Higher Education, Advocating for Cultural Competency within human service agencies, and as a provider of high quality continuing education programs.

### NATIONAL ASSOCIATION OF BLACK SOCIAL WORKERS

NABSW was established to advocate and address important social issues that impact the health and welfare of the Black community. Affiliate chapters, including student chapters, are spread throughout

the United States. Local chapters are in Hartford and New Haven. Additionally, there are chapters and affiliate groups in Africa and the Caribbean.

#### **NATIONAL ASSOCIATION OF PUERTO RICAN AND HISPANIC SOCIAL WORKERS**

NAPRHSW is a non-profit organization founded in 1983 by a group of Puerto Rican Social Workers dedicated to the enhancement and general welfare of Puerto Rican and other Hispanic families. Members include Social Workers, other Human Service professionals, and students interested in issues that affect and impact the Puerto Rican/Hispanic communities with a commitment to the organization.

## College of Liberal Arts & Sciences

### Biological/Life Sciences

#### Discipline/Subject Specific

##### AMERICAN BIOLOGICAL SAFETY ASSOCIATION

The American Biological Safety Association (ABSA) promotes biosafety as a scientific discipline and serves the growing needs of biosafety professionals throughout the world. Its goals are to provide a professional association that represents the interests and needs of practitioners of biological safety, and to provide a forum for the continued and timely exchange of biosafety information.

##### AMERICAN EDUCATIONAL RESEARCH ASSOCIATION

The American Educational Research Association (AERA) is concerned with improving the educational process by encouraging scholarly inquiries related to education and evaluation, and by promoting the dispersal and practical application of research results. Its more than 25,000 members are educators; administrators; directors of research; persons working with testing or evaluation in federal, state, and local agencies; counselors; evaluators; graduate students; and behavioral scientists. The broad range of disciplines represented by the membership includes education, psychology, statistics, sociology, history, economics, philosophy, anthropology, and political science.

##### AMERICAN PSYCHOLOGICAL SOCIETY

The American Psychological Society is a nonprofit organization dedicated to the advancement of scientific psychology and its representation at the national and international level. The Association's mission is to promote, protect, and advance the interests of scientifically oriented psychology in research, application, teaching, and the improvement of human welfare.

##### AMERICAN PHYTOPATHOLOGICAL SOCIETY

The American Phytopathological Society (APS) is the premier society dedicated to high-quality, innovative plant pathology research. APS is driven by a distinctive community of scientists, whose energy and commitment ensure the global advancement of this critical science.

##### AMERICAN SOCIETY OF AGRICULTURE AND BIOLOGICAL ENGINEERS

The American Society of Agricultural and Biological Engineers is an educational and scientific organization dedicated to the advancement of engineering applicable to agricultural, food, and biological systems. Agricultural, Food and Biological Engineers develop efficient and environmentally sensitive methods of producing food, fiber, timber, and renewable energy sources for an ever-increasing world population.

##### AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

The American Speech-Language-Hearing Association is a professional, scientific, and credentialing association for speech-language pathologists, audiologists, and speech, language, and hearing scientists in the United States. The goal of the association is to have effective communication, a human right, accessible, and achievable for all.

## **ASSOCIATION OF ENVIRONMENTAL ENGINEERING AND SCIENCE PROFESSORS**

The Association of Environmental Engineering and Science Professors (AEESP) is made up of professors in academic programs throughout the world who provide education in the sciences and technologies of environmental protection. AEESP has more than 700 members in universities throughout the world.

## **AUDIOLOGY ONLINE**

AO has leading experts who contribute to the content on the website via articles, expert e-seminars, and providing answers to professionals' questions in the Ask the Expert column. These individuals are selected by the AudiologyOnline editorial staff based on their expertise in topic areas that are both relevant and timely for our readers. These two groups include professionals from clinical, industry and research backgrounds.

## **COGNITIVE DEVELOPMENT SOCIETY**

The Cognitive Development Society (CDS) was incorporated in September 1999 in order to provide a unified voice for the wide range of scholars, practitioners, and others who are interested in change and continuity in the intellectual processes that support mental life. The range of interests includes cognitive development during all stages of life, and we seek to understand ontogenetic processes in both humans and nonhumans. Finally, the interests encompass typical as well as atypical development, and attempt to characterize both biological and cultural influences on cognitive change and continuity.

## **COUNCIL FOR DIRECTORS OF SCHOOL PSYCHOLOGY PROGRAMS**

CDSPP's mission is to foster the advancement of doctoral education in school psychology in all its aspects. This mission includes both providing a mechanism for dissemination of information, exchange of views, collection of data, facilitation of communication, and formulation of policies, concerning doctoral training in school psychology; and providing consultative resources, maintaining active liaison, and promoting the representation of school psychology programs in functions of APA and other organizations which are relevant to doctoral education in school psychology.

## **COUNCIL OF ACADEMIC PROGRAMS IN COMMUNICATION SCIENCES AND DISORDERS**

The CAPCSD helps develop and promulgate position statements relevant to educational and professional standards, maintain liaisons with, and advise, related professional organizations, government agencies, and the university community, assist your ability to respond to changes in program accreditation and professional credentialing, gather, organize and distribute information relevant to your program's strategic planning needs, including funding, as well as faculty, staff and student demographics, promote and provide professional development and continuing education opportunities for your department members, foster quality education through meetings and publications designed to enhance curricula and improve instruction.

## **COUNCIL ON GRADUATE DEPARTMENTS OF PSYCHOLOGY**

The Council of Graduate Departments of Psychology (COGDOP) is a society constituted of Chairs and Heads of Departments of Psychology or other equivalent administrative units, which are authorized to offer graduate degrees in psychology in institutions accredited by their regional accrediting association.

### **ELECTROCHEMICAL SOCIETY**

ECS is an international nonprofit, educational organization concerned with a broad range of phenomena relating to electrochemical and solid-state science and technology. The Electrochemical Society has more than 8,000 scientists and engineers in over 70 countries worldwide that hold individual membership, as well as roughly 100 corporations and laboratories that hold corporate membership.

### **ENVIRONMENTAL ENGINEERING AND SCIENCE PROFESSORS ASSOCIATION**

The Association of Environmental Engineering and Science Professors (AEESP) is made up of professors in academic programs throughout the world who provide education in the sciences and technologies of environmental protection. The Association assists its members in improving education and research programs, encourages graduate education, and serves the profession by providing information to government agencies and the public, and provides direct benefits to its members.

### **FAMILY PSYCHOLOGIST NEWSLETTER**

*The Family Psychologist* is a quarterly publication focusing on Family Psychology across the entire theory-research-practice spectrum. Researchers and practitioners come together in the pages of *TFP* for a truly unique combination of "front lines" reporting and the latest in theory.

### **INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS ENGINEERING IN MEDICINE AND BIOLOGY SOCIETY**

IEEE Engineering in Medicine and Biology Society (EMBS) is the world's largest international society of biomedical engineers. The organization's 8,200 members reside in some 70 countries around the world. It provides its members with access to the most fascinating people, practices, information, ideas, and opinions, from one of science's fastest growing fields.

### **LIFE SCIENCE MARKETING (ICMG)**

ICMG is a media and publishing company that controls over 50 life science portals geared towards professional scientists and business people. Advertisements to the network reach millions of scientists each year.

### **LINGUISTIC SOCIETY OF AMERICA**

The Linguistic Society of America (LSA) was founded in 1924 to advance the scientific study of language. LSA plays a critical role in supporting and disseminating linguistic scholarship both to professional linguists and to the general public.

### **LINGUISTLIST**

The LINGUIST List is dedicated to providing information on language and language analysis, and to providing the discipline of linguistics with the infrastructure necessary to function in the digital world. LINGUIST is a free resource, run by linguistics professors and graduate students, and supported primarily by your donations.

### **NATIONAL ASSOCIATION OF SCHOOL PSYCHOLOGISTS**

The National Association of School Psychologists (NASP) is the premier source of knowledge, professional development, and resources that empower school psychologists and ensure that all

children/youth attain optimal learning and mental health. (NASP) represents school psychology and supports school psychologists to enhance the learning mental health of all children and youth.

#### **SOCIAL PSYCHOLOGY NETWORK**

Social Psychology Network is today one of the largest Internet sites devoted to psychological research and teaching. In its pages, there are more than 17,000 links related to psychology.

#### **SOCIALSERVICE.COM**

The job site for jobs in social work, counseling, psychology, sociology, mental health, case management, employee assistance, volunteer management, substance abuse treatment, domestic violence, community development, youth development, child welfare, developmental disabilities and all other areas of social services.

#### **SOCIETY OF BEHAVIORIAL MEDICINE**

The Society of Behavioral Medicine is a multidisciplinary, non-profit organization founded in 1978. The Society of Behavioral Medicine is an organization made up of clinicians, educators, and scientists dedicated to promoting the study of the interactions of behavior with biology and the environment, and the application of that knowledge to improve the health and well-being of individuals, families, communities and populations.

#### **SOCIETY FOR CHAOS THEORY IN PSYCHOLOGY**

The Society is an international forum that brings together researchers, theoreticians, and practitioners interested in applying dynamical systems theory, self- organization, neural nets, fractals, cellular automata, agent-based modeling, and related forms of chaos, catastrophes, bifurcations, nonlinear dynamics, and complexity theories to psychology and the life sciences.

#### **SOCIETY OF EXPERIMENTAL SOCIAL PSYCHOLOGY**

The Society of Experimental Social Psychology (SESP) is a scientific organization dedicated to the advancement of social psychology.

#### **SOCIETY FOR INDUSTRIAL ORGANIZATIONAL PSYCHOLOGISTS**

The Society for Industrial and Organizational Psychology is a Division within APA that is also an organizational affiliate of APS. The Society's mission is to enhance human well-being and performance in organizational and work settings by promoting the science, practice, and teaching of industrial-organizational psychology.

#### **SOCIETY OF PERSONALITY AND SOCIAL PSYCHOLOGY**

The Society for Personality and Social Psychology (SPSP) was founded in 1974 when the leadership of Division 8 of the American Psychological Association decided to incorporate as an independent organization. Today, SPSP includes more than 4,500 members from around the world who study a wide array of subfields.

## Race/Gender Specific

### ASIAN AMERICAN PSYCHOLOGICAL ASSOCIATION

The AAPA is a community of diverse graduate students, researchers, teachers, and practitioners in psychology, working to advance the psychological well-being of Asian American communities through affecting professional practice, research, and teaching. The AAPA offers mentoring and networking opportunities, forums to disseminate research and scholarship, structures to share information and receive support, and awards and initiatives to recognize contributions to Asian American psychology as well as an Email Listserv (for sharing information, posting job announcements, discussing relevant issues).

### ASSOCIATION FOR WOMEN IN SCIENCE

AWIS is a national advocacy organization championing the interests of women in science, technology, engineering, and mathematics across all disciplines and employment sectors. By breaking down barriers and creating opportunities, AWIS strives to ensure that women in these fields can achieve their full potential.

### THE ASSOCIATION OF BLACK PSYCHOLOGISTS

The Association of Black Psychologists was founded in San Francisco in 1968 by a number of Black Psychologists from across the country. They united to actively address the serious problems facing Black Psychologists and the larger Black community. Guided by the principle of self-determination, these psychologists set about building an institution through which they could address the long neglected needs of Black professionals. Their goal was to have a positive impact upon the mental health of the national Black community by means of planning, programs, services, training, and advocacy.

### EMBO

EMBO is an organization of more than [1500 leading researchers](#) that promotes excellence in the life sciences. The major goals of the organization are to support talented researchers at all stages of their careers, stimulate the exchange of scientific information, and help build a European research environment where scientists can achieve their best work. EMBO helps young scientists to advance their research, promote their international reputations and ensure their mobility

### FACULTY FOR THE FUTURE

FacultyForTheFuture.org is the only website dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country. It was developed by Barbara Bogue and [College of Engineering](#) of The Pennsylvania State University as part of the Penn State GE Foundation Faculty for the Future Project and was merged into the capstone FFF WEPAN grant as part of multi institution/organization collaboration.

### FORD FOUNDATION FELLOWS

Ford Foundation Fellows recipients include Alaskan natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or

Micronesian) and Puerto Ricans in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and 1986. This database only includes those awards administered by the National Research Council.

#### **GREAT MINDS IN STEM**

Great Minds in STEM™ is the gateway for Hispanics in Science, Technology, Engineering and Mathematics (STEM). Established in 1989, as HENAAC, Great Minds in STEM™ is a non-profit organization that focuses on STEM educational awareness programs for students from kindergarten to career. Great Minds in STEM™ provides resources for recognition and recruitment of Hispanics in STEM on a national level, connecting multi-areas of engineering and science arenas to the general population.

#### **INTERNATIONAL SOCIETY FOR ECOLOGY & CULTURE**

ISEC's mission is to protect and renew ecological and social well-being by promoting a systemic shift away from economic globalization towards localization. Through its 'education for action' programs, ISEC develops innovative models and tools to catalyze collaboration for strategic change at the community and international level.

#### **LATIN AMERICAN SOCIETY FOR DEVELOPMENTAL BIOLOGY**

The Latin American Society of Developmental Biology (LASDB) is a non-profit association that promotes the study of developmental biology in Latin America. To this effect, the LASDB organizes and supports scientific meetings, workshops and courses in this field of study.

#### **LATINOS IN SCIENCE AND ENGINEERING**

MAES was founded in 1974 to increase the number of Mexican Americans and other Hispanics in the technical and scientific fields. MAES promotes, cultivates, and honors excellence in education and leadership among Latino engineers and scientists.

#### **MINORITY POSTDOC**

MinorityPostdoc.org is the premier web portal on the minority postdoctoral experience especially in the science, technology, engineering, and math (STEM) disciplines. We feature articles, resources, & events about career advice, professional development, jobs, funding, fellowships, mentoring, and diversity issues.

#### **NATIONAL ASSOCIATION FOR BLACKS IN BIO**

The National Association for Blacks in Bio (NABB) is dedicated to supporting our nation's effort to remain competitive in the global marketplace by building a broad-based community of minority professionals working in various capacities in biotechnology, biopharmaceutical research and biomedical research (which we refer to collectively as the biosciences industry), and by forging strategic relationships between this industry and communities of color.

#### **NATIONAL BLACK ASSOCIATION FOR SPEECH-LANGUAGE AND HEARING**

The National Black Association for Speech-Language and Hearing is the premier professional and scientific association addressing the communication interests and concerns of black communication



science and disorders professionals, students and consumers. The association is the model for other organizations addressing the concerns of diverse populations.

#### **NATIONAL GEM CONSORTIUM**

The mission of The National GEM Consortium is to enhance the value of the nation's human capital by increasing the participation of underrepresented groups (African Americans, American Indians, and Hispanic Americans) at the master's and doctoral levels in engineering and science. Gem is a unique and powerful connection to a national network of universities and employers. This partnership promotes the participation of underrepresented groups in post-graduate science and engineering education and the technical workforce.

#### **NATIONAL HISPANIC LIFE SCIENCES SOCIETY**

The National Hispanic Life Sciences Society (NHLSS) is a national, independent, non-profit professional membership organization for Hispanics, Latinos, Hispanic/Latino-Americans, and their supporters in the global life sciences industry.

#### **NATIONAL LATINA/O PSYCHOLOGICAL ASSOCIATION**

The National Latina/o Psychological Association (NLPA) is a national organization of mental health professionals and students whose objective is to generate and advance psychological knowledge and foster its effective application for the benefit of the Hispanic/Latino population. LPA's membership represents a rich diversity of national background, ethnic and cultural origin and political ideology. NLPA does not presume to speak for all Latino psychologists or psychologists interested in Latino psychology. However, its members' goal is to see a physical and psychological environment for Latinos in the US reflect the ideals of respect for mental health, dignity, and human and civil rights.

#### **SOCIETY OF INDIAN PSYCHOLOGISTS**

SIP's main goal is to come together as Native psychologists who work in support of professionals, researchers, graduate students, and undergraduate students. As a community, to share ideas, disseminate knowledge and new information relevant to Native People. United by a common core of values, to seek to be a resource for the respective communities, by increasing the knowledge and awareness of issues impacting Native mental health.

#### **WOMEN IN CELL BIOLOGY COMMITTEE OF THE AMERICAN SOCIETY FOR CELL BIOLOGY**

WICB began in the early 1970s as a group of women cell biologists, sensitized by the women's movement of the time, who began to notice the under-representation of women in academia in general and cell biology in particular. In 1992, the ASCB Council invited WICB to become a standing committee of the ASCB, and its by-then traditional activities at the annual meetings have continued apace. In addition to its presence at the annual meeting, WICB is also poised year-round to provide career support and advice.

## Humanities

### Discipline/Subject Specific

#### AMERICAN EDUCATIONAL RESEARCH ASSOCIATION

The American Educational Research Association (AERA) is concerned with improving the educational process by encouraging scholarly inquiries related to education and evaluation, and by promoting the dispersal and practical application of research results. Its more than 25,000 members are educators; administrators; directors of research; persons working with testing or evaluation in federal, state, and local agencies; counselors; evaluators; graduate students; and behavioral scientists. The broad range of disciplines represented by the membership includes education, psychology, statistics, sociology, history, economics, philosophy, anthropology, and political science.

#### AMERICAN HISTORICAL ASSOCIATION

The American Historical Association (AHA) is a nonprofit membership organization founded in 1884 for the promotion of historical studies, the collection, and preservation of historical documents and artifacts, and the dissemination of historical research. As the largest historical society in the United States, the AHA provides leadership and advocacy for the profession, fights to ensure academic freedom, monitors professional standards, spearheads essential research in the field, and provides resources and services to help its members succeed.

#### AMERICAN PHILOSOPHICAL ASSOCIATION

The American Philosophical Association is the main professional organization for philosophers in the United States. Its mission is to promote the exchange of ideas among philosophers, to encourage creative and scholarly activity in philosophy, to facilitate the professional work and teaching of philosophers, and to represent philosophy as a discipline.

#### AMERICAN STUDIES ASSOCIATION

The American Studies Association seeks to engage individuals in interdisciplinary studies of American culture and history. The organization is devoted to understanding American culture, while integrating a variety of perspectives from different academic backgrounds. This is a very inclusive group, with members with interests ranging from history to religion to education.

#### ASIAN AMERICAN JOURNALIST ASSOCIATION

The AAJA mission is to encourage Asian Americans and Pacific Islanders to enter the ranks of journalism, to work for fair and accurate coverage of Asian Americans and Pacific Islanders, and to increase the number of Asian American and Pacific Islander journalists and news managers in the industry.

#### ASSOCIATION FOR ASIAN STUDIES

Association for Asian Studies (AAS) is a scholarly, non-political, non-profit professional association open to all persons interested in Asia. It seeks through publications, meetings, and seminars to facilitate contact and an exchange of information among scholars to increase their understanding of East, South, and Southeast Asia. It counts among its member's scholars, business people, diplomats, journalists, and interested laypersons.

#### ASSOCIATION FOR EDUCATION IN JOURNALISM AND MASS COMMUNICATION

The Association for Education in Journalism and Mass Communication is a non-profit, educational association of journalism and mass communication faculty, administrators, students and media professionals. Dedicated to promoting the highest standards for education, the Association provides an abundance of resources for news, research, and career opportunities, including a multicultural network of practitioners from every discipline of journalism and mass communication.

#### ASSOCIATION OF AMERICAN GEOGRAPHERS

The Association of American Geographers (AAG) is a scientific and educational society with 10,000 members sharing interests in the theory, methods, and practice of geography and geographic education. The AAG holds annual meetings and regional events and publishes a newsletter, journals, and books.

#### ASSOCIATION OF DEPARTMENTS OF ENGLISH

ADE serves as a central source of information and support for chairs of college and university English departments throughout the United States and Canada. ADE has been in existence for forty years as a project of the Modern Language Association and its membership encompasses nearly 750 English departments, writing programs, and humanities divisions in all types and sizes of four- and two-year colleges and universities.

#### GEORGE MOSES HORTON SOCIETY

The Horton Society encourages sustained scholarly focus on the works of African-American poets and to foster presentation and publishing opportunities for that scholarship. The Horton society is an affiliate organization of the American Literature Association.

#### H-NET

H-Net is an international interdisciplinary organization of scholars and teachers dedicated to developing the enormous educational potential of the Internet and the World Wide Web.

#### HERA HUMANITIES EDUCATION AND RESEARCH ASSOCIATION

The Humanities Education and Research Association is organized as a non-profit 501(c)3 organization, exclusively for charitable, research and education purposes.

#### INTERNATIONAL COMMUNICATION ASSOCIATION

ICA is an academic association for scholars interested in the study, teaching, and application of all aspects of human and mediated communication. ICA is an international association with more than 3,500 members in 65 countries. Since 2003, ICA has been officially associated with the United Nations as a non-governmental association (NGO).

#### LATIN AMERICAN STUDIES ASSOCIATION

The LASA is a scholarly association made up of over 7,000 members, both individuals and institutions, from all over the world. The Latin American Studies Association works to foster intelligent discussion, research, and teachings about Latin America, the Caribbean, and its people, while simultaneously supporting the diverse interests of its member group. Additionally, LASA advocates for the Latin American community, providing access to scholarly research and journals on Latin American Studies, as

well as representing the interests of Latin American people before the United States government, as well as to other international governments.

#### **MODERN LANGUAGE ASSOCIATION**

The Modern Language Association of America provides opportunities for its members to share their scholarly findings and teaching experiences with colleagues and to discuss trends in the academy. MLA members host an annual convention and other meetings, work with related organizations, and sustain one of the finest publishing programs in the humanities.

#### **NATIONAL COMMUNICATION ASSOCIATION**

NCA is a scholarly society and as such works to enhance the research, teaching, and service produced by its members on topics of both intellectual and social significance. Staff at the NCA National Office follows trends in national research, teaching, and service priorities. It both relays those opportunities to its members and represents the academic discipline of communication in those national efforts.

#### **NATIONAL COUNCIL FOR BLACK STUDIES**

The National Council for Black Studies (NCBS) is the leading organization of Black Studies professionals in the world. For more than 30 years, the members of the council have been at the forefront of driving the development of Black/Africana Studies as a respected academic discipline. The commitment to putting theory into practice, however, has also led to the front lines of community issues throughout the African Diaspora. The guiding philosophy of the council is that education should engender both academic excellence and social responsibility.

#### **ORGANIZATION OF AMERICAN HISTORIANS**

The Organization of American Historians is the largest professional society devoted to teaching and studying American history. Founded in 1907, this group encompasses three main ambitions in their mission statement. The OAH strives to advance knowledge of history through various initiatives, participate in historical advocacy for all history practitioners, and uphold the highest standards of professional integrity.

#### **SOCIETY FOR NEW DESIGN**

The Society for News Design encourages high standards of journalism through design. An international forum and resource for all those interested in news design, SND works to recognize excellence and strengthen visual journalism as a profession. The Society for News Design (formerly the Society of Newspaper Design) is an international professional organization with more than 2,600 members in the United States, Canada and more than 50 other countries, divided into the 20 regions shown below.

#### **SOCIETY OF AMERICAN ARCHIVISTS**

Founded in 1936, the Society of American Archivists is North America's oldest and largest national archival professional association. SAA's mission is to serve the educational and informational needs of more than 5,500 individual and institutional members and to provide leadership to ensure the identification, preservation, and use of records of historical value.

## WESTERN PUBLICATIONS ASSOCIATION

The Western Publishing Association is a non-profit business trade association dedicated to the advancement of the media publishing industry in the western United States. With over 58 years' experience, the Western Publishing Association offers a variety of services and benefits to its members. WPA's primary mission is to provide continuing education to the media publishing industry, which is accomplished through individual seminars, an annual publishing conference, publishers and executive management roundtables, and partnering with other groups and associations to offer online audio and video conferences.

## Race/Gender Specific

### ASIAN PHILOSOPHICAL ASSOCIATION

The Asian Philosophical Association is a non-profit organization aiming at studying Asian philosophies and perspectives on these philosophies with the objective of gauging the dialectical relationship between Asian Philosophies and epistemological growth worldwide. The Association holds Annual conferences, seminars, panels and publishes a journal called *the International Journal of the Asian Philosophical Association*.

### ASOCIACION HISPANICA DE HUMANIDADES

The Hispanic Association of Humanities (AHH) is an academic and cultural nonprofit organization dedicated to promoting Hispanic Humanities in the United States and other countries. Founded in 1988, the Association has worked extensively in the field of Hispanic humanism, promoting the study and exchange of knowledge through conferences and specialized publications, as a result of research in the writing, the sciences and the arts in all Spanish-speaking countries.

### THE ASSOCIATION FOR WOMEN IN COMMUNICATIONS

The Association for Women in Communications is the one organization that recognizes the complex relationships that exist across communications disciplines. Modern communicators must demonstrate competence in varied disciplines and be able to network and make career moves across the broad spectrum of communications fields. Disciplines represented within the association include: print and broadcast journalism, television and radio production, film, advertising, public relations, marketing, graphic design, multi-media design, and photography.

### ASSOCIATION OF BLACK WOMEN HISTORIANS

Founded in 1979, the Association of Black Women Historians (ABWH) is a dynamic network of scholars representing every region of the country. The organization's goals are to support black women in the historical profession, disseminate information by, for and about black women and promote scholarship by and about black women. ABWH is re-launching the organization into the 21st century.

### COLLEGIUM OF BLACK WOMEN PHILOSOPHERS

The Collegium of Black Women Philosophers (CBWP) is a philosophical organization whose purpose is to

encourage and foster a networking and mentoring relationship between the underrepresented Black women in philosophy including undergraduate students and graduate students as well as assistant, associate, and full professors in the Academy. The objective of the CBWP is to mentor and retain the Black women who are currently professors or graduate students in philosophy while simultaneously recruiting more Black women into the discipline.

#### **EUROPEAN ASSOCIATION FOR DIGITAL HUMANITIES**

The EADH's mission is to represent and bring together the Digital Humanities in Europe across the entire spectrum of disciplines that apply, develop and research digital humanities methods and technology. These include art history, cultural studies, history, image processing, language and literature studies, manuscripts studies, musicology etc. The EADH also supports the formation of DH interest groups in Europe that are defined by region, language, methodological focus or other criteria.

#### **FORD FOUNDATION FELLOWS**

Ford Foundation Fellows recipients include Alaskan natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or Micronesian) and Puerto Ricans in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and 1986. This database only includes those awards administered by the National Research Council.

#### **INTERNATIONAL ASSOCIATION OF WOMEN PHILOSOPHERS**

The International Association of Women Philosophers is a professional association and network that provides a forum for discussion, interaction and cooperation among women engaged in teaching and research in all aspects of philosophy, with a particular emphasis on feminist philosophy. Founded in 1976 in Würzburg (Germany) as APh (Association of Women Philosophers) the IAPh has gradually grown into an international organization with members all over the world. Currently the IAPh has 380 members from as many as 35 different countries, although most of our members are from continental Europe, Canada and the United States.

#### **NATIONAL ASSOCIATION OF BLACK JOURNALISTS**

The National Association of Black Journalists (NABJ) is an organization of journalists, students, and media-related professionals that provides quality programs and services to and advocates on behalf of black journalists worldwide.

#### **NATIONAL ASSOCIATION OF HISPANIC JOURNALISTS'**

The National Association of Hispanic Journalists (NAHJ) is dedicated to the recognition and professional advancement of Hispanics in the news industry. NAHJ is governed by an 18-member board of directors that consists of executive officers and regional directors who represent geographic areas of the United States and the Caribbean.

#### **NATIONAL LESBIAN & GAY JOURNALISTS ASSOCIATION**

NLGJA is an organization of journalists, media professionals, educators, and students working from

within the news industry to foster fair and accurate coverage of LGBT issues. NLGJA opposes all forms of workplace bias and provides professional development to its members.

#### NATIVE AMERICAN JOURNALISTS ASSOCIATION

NAJA recognizes Native Americans as distinct peoples based on tradition and culture. In this spirit, NAJA educates and unifies its membership through journalism programs that promote diversity and defends challenges to free press, speech, and expression. NAJA is committed to increase the representation of Native journalists in mainstream media. NAJA encourages both mainstream and tribal media to attain the highest standards of professionalism, ethics, and responsibility.

#### SOCIETY FOR WOMEN IN PHILOSOPHY

The Society for Women in Philosophy was started in 1972 to promote and support women in philosophy. SWIP holds divisional meetings, meetings in conjunction with the meetings of the American Philosophical Association, and it publishes newsletters.

## Physical Sciences

### Discipline/Subject Specific

#### AMERICAN CHEMICAL SOCIETY

The American Chemical Society (ACS) is the world's largest scientific society and one of the world's leading sources of authoritative scientific information. A nonprofit organization, chartered by Congress, ACS is at the forefront of the evolving worldwide chemical enterprise and the premier professional home for chemists, chemical engineers, and related professions around the globe.

#### AMERICAN EDUCATIONAL RESEARCH ASSOCIATION

The American Educational Research Association (AERA) is concerned with improving the educational process by encouraging scholarly inquiries related to education and evaluation, and by promoting the dispersal and practical application of research results. Its more than 25,000 members are educators; administrators; directors of research; persons working with testing or evaluation in federal, state, and local agencies; counselors; evaluators; graduate students; and behavioral scientists. The broad range of disciplines represented by the membership includes education, psychology, statistics, sociology, history, economics, philosophy, anthropology, and political science.

#### AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE

The American Association for the Advancement of Science, (AAAS), is an international non-profit organization dedicated to advancing science around the world by serving as an educator, leader, spokesperson, and professional association. In addition to organizing membership activities, (AAAS) publishes the journal *Science*, as well as many scientific newsletters, books and reports, and spearheads programs that raise the bar of understanding for science worldwide.

#### AMERICAN INSTITUTE OF PHYSICS

AIP was created for the purpose of promoting the advancement and diffusion of the knowledge of physics and its application to human welfare. It is the mission of the Institute to serve the sciences of physics and astronomy by serving its Member Societies, individual scientists, students and the general public.

#### AMERICAN MATHEMATICAL SOCIETY

Founded in 1888 to further mathematical research and scholarship, the American Mathematical Society (AMS) fulfills its mission through programs and services that promote mathematical research and its uses strengthen mathematical education, and foster awareness and appreciation of mathematics and its connections to other disciplines and to everyday life.

#### AMERICAN PHYSICAL SOCIETY

The APS is a non-profit membership organization working to advance and diffuse the knowledge of physics through its outstanding research journals, scientific meetings, and education, outreach, advocacy and international activities. APS represents over 50,000 members, including physicists in academia, national laboratories, and industry in the United States and throughout the world.



### [AMERICAN STATISTICAL ASSOCIATION \(AMSTAT NEWS\)](#)

The American Statistical Association (ASA), a scientific and educational society provides its members and the public with up-to-date, useful information about statistics. The ASA has a tradition of service to statisticians, quantitative scientists, and users of statistics across a wealth of academic areas and applications.

### [CHEMICAL & ENGINEERING NEWS](#)

Chemical & Engineering News is a weekly magazine published by the American Chemical Society. C&EN editors and reporters based in Europe, the U.S., and Asia cover science and technology, business and industry, government and policy, education, and employment aspects of the chemistry field.

### [CHEMISTRYJOBS.ACS.ORG](#)

This website helps to link chemistry majors and graduate chemists with a career in chemistry. Every field of chemistry is represented and allows for a diverse range of chemistry related careers.

### [INTERNATIONAL BIOMETRIC SOCIETY](#)

The International Biometric Society is an international society promoting the development and application of statistical and mathematical theory and methods in the biosciences, including agriculture, biomedical science and public health, ecology, environmental sciences, forestry, and allied disciplines. The Society members include statisticians, mathematicians, biological scientists, and others devoted to interdisciplinary efforts in advancing the collection and interpretation of information in the biosciences. The Society publishes two journals, Biometrics, reporting communications consistent with the Society's mission, and, jointly with the American Statistical Association, the Journal of Agricultural, Biological, and Environmental Statistics.

### [INTERNATIONAL SOCIETY FOR BAYESIAN ANALYSIS](#)

The International Society for Bayesian Analysis (ISBA) promotes the development and application of Bayesian analysis useful in the solution of theoretical and applied problems in science, industry and government. By sponsoring and organizing meetings, publishing the electronic journal of Bayesian statistics Bayesian Analysis, and other activities ISBA provides a focal point for those interested in Bayesian analysis and its applications.

### [JOBS FOR PhD'S SCIENCE, MATH, AND ENGINEERING](#)

This site helps PhD's match up with employers. This site allows for people with PhD's to search open positions only for PhD's and to post their resume.

### [NATIONAL CENTER FOR ATMOSPHERIC RESEARCH](#)

Each year nearly 700 students, scientists, weather forecasters, and other professionals visit the National Center for Atmospheric Research (NCAR). These visits vary both in purpose – workshops, summer internships, or collaboration on research – and in length, from a few days to several years. Formal programs either provide opportunities for visitors to pursue special training or research in Boulder, Colorado, or place them at designated research and educational institutions around the world.

### NATIONAL PHYSICAL SCIENCE CONSORTIUM

The National Physical Science Consortium (NPSC) provides guidance and services to graduate students looking for Fellowships in the Physical Sciences. NPSC is a caring partnership between government agencies and laboratories, industry, and higher education, whose goal is to increase the number of American people with graduate degrees in the physical sciences (and related engineering fields). The consortium emphasizes the importance of a diverse applicant pool when recruiting, for they pride themselves on their acceptance and openness of diversity across the nation.

### NATIONAL SEA GRANT OFFICE

Environmental stewardship, long-term economic development and responsible use of America's coastal, ocean and Great Lakes resources are at the heart of Sea Grant's mission. Sea Grant is a nationwide network (administered through the National Oceanic and Atmospheric Administration [NOAA]), of 32 university-based programs that work with coastal communities. The National Sea Grant College Program engages this network of the nation's top universities in conducting scientific research, education, training, and extension projects designed to foster science-based decisions about the use and conservation of our aquatic resources.

### NATUREJOBS

Naturejobs is the worldwide career resource for scientists, providing a wide range of career advice and information across Nature Publishing Group journals as well as centrally at [naturejobs.com](http://naturejobs.com).

### NEURO JOBS

The Society for Neuroscience (SfN) is a nonprofit membership organization of scientists and physicians who study the brain and nervous system. Since its inception in 1969, the Society has grown from 500 members to over 40,000. Today, SfN is the world's largest organization of scientists and physicians devoted to advancing understanding of the brain and nervous system.

### NEW ENGLAND ASSOCIATION OF CHEMISTRY TEACHERS

NEACT was founded in 1898 by a group of high school and college teachers meeting at Malden, MA High School, and incorporated in Massachusetts in 1910. Today, its [membership](#) also includes middle school teachers, administrators, and industrial associates interested in chemical education. The aim of NEACT is to promote the teaching and learning of chemistry.

### PHDS.ORG

The goal of the site is help students to prepare for the changing demands of today's job market and to provide a voice for early career scientists.

### SCIENCE MAGAZINE

Founded in 1880 on \$10,000 of seed money from the American inventor Thomas Edison, *Science* has grown to become the world's leading outlet for scientific news, commentary, and cutting-edge research, with the largest paid circulation of any peer-reviewed general-science journal. Through its print and online incarnations, *Science* reaches an estimated worldwide readership of more than one million. In content, too, the journal is truly international in scope; some 35 to 40 percent of the corresponding

authors on its papers are based outside the United States. Its articles consistently rank among world's most cited research.

#### SCIENCE FACULTY JOBS

Science Faculty Jobs is the only website helping schools to fill their Science faculty job openings and find the perfect career for educators in the fields of science.

#### SOCIETY FOR INDUSTRIAL AND APPLIED MATHEMATICS

SIAM exists to ensure the strongest interactions between mathematics and other scientific and technological communities through membership activities, publication of journals and books, and conferences.

#### UNIVERSITY NATIONAL OCEANOGRAPHIC LABORATORY SYSTEM

University-National Oceanographic Laboratory System (UNOLS) is an organization of 61 academic institutions and National Laboratories involved in oceanographic research and joined for the purpose of coordinating oceanographic ships' schedules and research facilities. One of the primary functions of UNOLS is to ensure the efficient scheduling of scientific cruises aboard the 21 research vessels located at 16 operating institutions in the UNOLS organization.

### Race/Gender Specific

#### ACS WOMEN OF COLOR PROGRAM (AMERICAN CHEMICAL SOCIETY)

The mission is to empower women chemists of color to maximize their opportunities in the chemical profession while cultivating an environment that fully engages these members.

#### AMERICAN INDIAN SCIENCE & ENGINEERING SOCIETY

The AISES mission is to increase substantially the representation of American Indian and Alaskan Natives in engineering, science and other related technology disciplines. AISES' membership is comprised of professionals, students, educators, and others in science, engineering and related technical fields. The Career Services page lists job openings and provides access to a resume database.

#### AMERICAN PHYSIOLOGICAL SOCIETY-MINORITY LINKS

The Physiology, American Physiological Society-Minority website provides career resources for aspiring physiologists.

#### ASSOCIATION FOR WOMEN GEOSCIENTISTS

The Association for Women Geoscientists is an international organization devoted to enhancing the quality and level of participation of women in geosciences and to introduce girls and young women to geoscience careers. Membership is open to anyone who supports AWG's goals.

#### ASSOCIATION FOR WOMEN IN MATHEMATICS (AWM)

The purpose of the Association for Women in Mathematics is to encourage women and girls to study

and to have active careers in the mathematical sciences, and to promote equal opportunity and the equal treatment of women and girls in the mathematical sciences.

#### ASSOCIATION FOR WOMEN IN SCIENCE

The Association for Women in Science (AWIS), today's premiere leadership organization, is advocating the interests of women in science and technology. For nearly 40 years, the Association for Women in Science has fought for equity and career advancement for women – from the bench to the board room. We unite women through our nationwide network of chapters and partnerships with aligned professional organizations.

#### THE BLACK SCHOLAR

THE BLACK SCHOLAR is a peer-reviewed, interdisciplinary journal providing cogent articles that help the understanding of issues of social concern to black Americans and other peoples of African descent across the world. To provide full range for the development of black thought in a climate where fora are still limited, we emphasize writings by black authors. TBS is published four times a year by the Black World Foundation, a non-profit educational organization, in association with Paradigm Publishers. THE BLACK SCHOLAR provides a classified advertising service for those of you who are particularly concerned that minority persons and women are made aware of your job vacancies.

#### CAUCUS FOR WOMEN IN STATISTICS

The Caucus membership consists of individual residents mostly in the USA and Canada. The Caucus works with all statistical professional societies. It is informally associated with the American Statistical Association (ASA) and participates in its annual meeting, where it sponsors the Gertrude Cox Scholarship.

#### COMMITTEE ON THE ADVANCEMENT OF WOMEN CHEMISTS

COACH is a grass-roots organization working to increase the number and career success of women scientists and engineers through innovative programs and strategies. COACH provides avenues for networking and mentoring of scientists and engineers at all levels to assist them in their research, teaching and career advancement. COACH works closely in an advisory capacity with many institutions, government organizations and departments to create a professional workplace that provides an equal opportunity for discovery and innovation for its entire scientific and technical workforce.

#### COMMITTEE ON WOMEN IN SCIENCE, ENGINEERING, AND MEDICINE

CWSEM is a standing committee of the National Research Council (NRC). Its mandate is to coordinate, monitor, and advocate action to increase the participation of women in science, engineering, and medicine. Established in 1990 as CWSE, the committee expanded its scope in 2007 to include medicine.

#### FACULTY FOR THE FUTURE

FacultyForTheFuture.org is the only website dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country. It was developed by Barbara Bogue and [College of Engineering](#) of The Pennsylvania State University as part of the Penn State GE Foundation Faculty for the

Future Project and was merged into the capstone FFF WEPAN grant as part of multi institution/organization collaboration.

#### **FORD FOUNDATION FELLOWS**

Ford Foundation Fellows recipients include Alaskan natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or Micronesian) and Puerto Ricans in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and 1986. This database only includes those awards administered by the National Research Council.

#### **GREAT MINDS IN STEM**

Great Minds in STEM™ is the gateway for Hispanics in Science, Technology, Engineering and Mathematics (STEM). Established in 1989, as HENAAC, Great Minds in STEM™ is a non-profit organization that focuses on STEM educational awareness programs for students from kindergarten to career. Great Minds in STEM™ provides resources for recognition and recruitment of Hispanics in STEM on a national level, connecting multi-areas of engineering and science arenas to the general population.

#### **LATINOS IN SCIENCE AND ENGINEERING**

MAES was founded in 1974 to increase the number of Mexican Americans and other Hispanics in the technical and scientific fields. MAES promotes, cultivates, and honors excellence in education and leadership among Latino engineers and scientists.

#### **MINORITY POSTDOC**

MinorityPostdoc.org is the premier web portal on the minority postdoctoral experience especially in the science, technology, engineering, and math (STEM) disciplines. We feature articles, resources, & events about career advice, professional development, jobs, funding, fellowships, mentoring, and diversity issues.

#### **NATIONAL GEM CONSORTIUM**

The mission of The National GEM Consortium is to enhance the value of the nation's human capital by increasing the participation of underrepresented groups (African Americans, American Indians, and Hispanic Americans) at the master's and doctoral levels in engineering and science. Gem is a unique and powerful connection to a national network of universities and employers. This partnership promotes the participation of underrepresented groups in post-graduate science and engineering education and the technical workforce.

#### **NATIONAL NETWORK FOR MINORITY WOMEN IN SCIENCE**

This website provides multiple links to various websites regarding women in the field of science and different career opportunities.

#### **NATIONAL ORGANIZATION FOR THE PROFESSIONAL ADVANCEMENT OF BLACK CHEMISTS & CHEMICAL ENGINEERS**

NOBCChE is committed to the discovery, transmittal, and application of knowledge in the fields of

science and engineering. The mission of NOBCChE therefore is to build an eminent community of scientists and engineers by increasing the number of minorities in these fields. NOBCChE will achieve its mission through diverse programs designed to foster professional development and encourage students to pursue careers in science and technical fields.

#### **NATIONAL SOCIETY OF BLACK PHYSICISTS**

The mission of the National Society of Black Physicists is to promote the professional well-being of African American physicists and physics students within the international scientific community and within society at large. The organization seeks to develop and support efforts to increase opportunities for African Americans in physics and to increase their numbers and visibility of their scientific work

#### **NATIONAL SOCIETY OF HISPANIC PHYSICISTS**

The purpose of this society is to promote the professional well-being and recognize the accomplishments of Hispanic physicists within the scientific community of the United States and within society at large. The Society seeks to develop and support efforts to increase opportunities for Hispanics in physics and to increase the number of practicing Hispanic physicists, particularly by encouraging Hispanic students to enter a career in physics.

#### **SOCIETY FOR ADVANCEMENT OF CHICANOS & NATIVE AMERICANS IN SCIENCE**

SACNAS is a national society with a 37-year history of supporting minority scientists and science students. The society is comprised of over 3,000 paid members along with more than 20,000 affiliates and partners from a diversity of disciplines, institutions, ethnic backgrounds, and levels along the educational trajectory

#### **WOMEN'S AQUATICS NETWORK**

The Women's Aquatic Network is a private, non-profit organization incorporated in 1985 in the District of Columbia. It is lead and organized by women but its membership is open to women and men. Its mission is to bring together professionals with interests in marine, coastal and aquatic policy, research, management, legislation, and other areas. WAN members are scientists, lawyers, policy-makers, natural resource managers, entrepreneurs, environmental advocates, students, professors and from many other professions.

## Social Sciences

### Discipline/Subject Specific

#### ACADEMY OF MANAGEMENT

The Academy of Management is a professional organization that looks to further the scholarship of management across the disciplines. AOM's mission is to "build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas".

#### ACM SIGCHI (SPECIAL INTEREST GROUP ON COMPUTER-HUMAN INTERACTION)

SIGCHI is the leading international society for professionals, academics, and students who are interested in human-technology and human-computer interactions. They provide a forum for discussion of all aspects of human-computer interaction through conferences and publications. The society also works to educate people who are interested in such interactions through tutorials, workshops and other outreach programs. There is a conference scheduled for April 26- May 1 of 2014, in Toronto, Canada. The deadline to sign up for this conference is September 18<sup>th</sup>, 2013.

#### AMERICAN ACADEMY OF ADVERTISING

The American Academy of Advertising is an organization of advertising scholars and professionals with interests in both advertising and advertising education. The 2014 conference is planned for March 27-30 of 2014 in Atlanta, Georgia with the submission deadline as October 1, 2013.

#### AMERICAN ANTHROPOLOGICAL ASSOCIATION

The American Anthropological Association (AAA) founded in 1902 is the world's largest organization of individuals interested in anthropology. This national organization was formed to promote the science of anthropology, to stimulate and coordinate the efforts of American anthropologists, foster local and other societies devoted to anthropology, serve as a bond among American anthropologists and anthropologic organizations present and prospective, and to publish and encourage the publication of matter pertaining to anthropology.

#### AMERICAN ASSOCIATION FOR PUBLIC OPINION RESEARCH

Founded in 1947, the American Association for Public Opinion Research is a leading publishing of public opinion and survey research professionals. The AAPOR community includes researchers and individuals who analyze survey data across various disciplines. Members of this organization have a wide range of interests including election polling, market research, statistics, and research methodology. The 2014 conference is scheduled from May 15-18 in Anaheim California with a submission deadline of November 11, 2013.

#### AMERICAN AGRICULTURAL AND APPLIED ECONOMICS ASSOCIATION

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and

extension/outreach activities. A career opportunities page hosts employment ads of interest to members and a resume bank is available.

#### **AMERICAN ASSOCIATION OF FAMILY & CONSUMER SCIENCES**

The American Association of Family & Consumer Sciences (AAFCS) is recognized as the driving force in bringing people together to improve the lives of individuals, families, and communities. The mission of the AAFCS is to provide leadership and support for professionals whose work assists individuals, families, and communities in making informed decisions about their well-being, relationships, and resources to achieve optimal quality of life.

#### **AMERICAN ASSOCIATION FOR MARRIAGE AND FAMILY THERAPY**

The American Association for Marriage and Family Therapy (AAMFT) is the professional association for the field of marriage and family therapy. The association leads the way to increasing understanding, research, and education in the field of marriage and family therapy, and ensuring that the needs of the public are met by trained practitioners. The (AAMFT) provides individuals with the tools and resources they need to succeed as marriage and family therapists. The job board offers free posting of open positions for employers.

#### **AMERICAN ECONOMIC ASSOCIATION**

The American Economic Association was founded with the purpose to aid with the encouragement of economic research, especially the historical and statistical study of the actual conditions of industrial life, assist with issues of publications on economic subjects, and support the encouragement of perfect freedom of economic discussion.

#### **AMERICAN EDUCATIONAL RESEARCH ASSOCIATION**

The American Educational Research Association (AERA) is concerned with improving the educational process by encouraging scholarly inquiries related to education and evaluation, and by promoting the dispersal and practical application of research results. Its more than 25,000 members are educators; administrators; directors of research; persons working with testing or evaluation in federal, state, and local agencies; counselors; evaluators; graduate students; and behavioral scientists. The broad range of disciplines represented by the membership includes education, psychology, statistics, sociology, history, economics, philosophy, anthropology, and political science.

#### **AMERICAN POLITICAL SCIENCE ASSOCIATION**

The American Political Science Association is the leading professional organization for the study of political science and serves more than 15,000 members in over 80 countries. With a range of programs and services for individuals, departments and institutions, APSA brings together political scientists from all fields of inquiry, regions, and occupational endeavors within and outside academe in order to expand awareness and understanding of politics. The website includes a board where employers can list open positions at no cost.

#### **AMERICAN PUBLIC HEALTH ASSOCIATION**

The American Public Health Association prides themselves on being the oldest and most diverse organization amongst other public health groups around the world. Established in 1872, goals of the



APHA include protecting American families from preventable, yet serious health problems. THE APHA also aims to create preventative trainings and programs to teach people in communities how to protect themselves from disease and other health concerns. The members of this association are a mix of health professionals with various backgrounds and degrees. There is a conference scheduled in New Orleans, Louisiana from November 15-19 of 2014.

#### AMERICAN SOCIOLOGICAL ASSOCIATION

The American Sociological Association is a non-profit membership association based in Washington, DC dedicated to advancing sociology as a scientific discipline and profession serving the public good.

#### ASSOCIATION FOR PUBLIC POLICY ANALYSIS AND MANAGEMENT

APPAM is a nonprofit corporation chartered in Washington, DC and is dedicated to improving public policy and management and fostering excellence in research, analysis, and education.

#### ASSOCIATION FOR EDUCATION IN JOURNALISM AND MASS COMMUNICATION

The Association for Education in Journalism and Mass Communication (AEJMC) is a non-profit organization dedicated to promoting the highest standards in journalism and mass communication education. The AEJMC encourages expansive communication related research as well as maintaining freedom of communication in an effort to have a better informed public. There are over 3,700 educators, students, and practitioners who are members of this organization, including many international members. The 2014 conference is scheduled for August 6-9 in Montreal, Canada.

#### ASSOCIATION OF ENVIRONMENTAL RESOURCE ECONOMICS

AERE was founded as a means for exchanging ideas, stimulating research, and promoting graduate training in environmental and resource economics. AERE currently has over 900 members from more than thirty nations, coming from academic institutions, the public sector, and private industry. AERE provides many forums for exchanging ideas relevant to the management of natural and environmental resources.

#### ASSOCIATION OF FEMINIST ANTHROPOLOGIST (AFA)

The purposes of AFA is to foster development of feminist analytic perspectives in all dimensions of anthropology; to facilitate communication among feminist anthropologists and between them and feminist scholars in other related fields; to provide information on issues related to gender differences and to gender-based discrimination within the discipline and society; to encourage integration of feminist research from the different subfields of anthropology and to bring the focal concerns of feminist anthropology into the development of the sub-disciplines.

#### ASSOCIATION OF FEMINIST ETHICS AND SOCIAL THEORY

Feminist Ethics and Social Theory is a professional organization dedicated to promoting feminist ethical perspectives on philosophy, moral and political life, and public policy. Through meetings, publications, and projects; visibility and influence of feminist ethics, as well as feminist social and political theory, are increased. The association also helps to provide support to emerging scholars from diverse and underrepresented populations.

#### **BROADCAST EDUCATION ASSOCIATION**

The Broadcast Education Association is an international professional association for professors, industry professionals and students with an interest in teaching and research related to multimedia enterprises and electronic media. The BEA provides a forum where ideas are exchanged through thoughtful discussion on the multiple elements of electronic media such as; regulation, economics, policy, management, news, aesthetics and social problems. The 2014 conference is scheduled for April 6-9 in Las Vegas, Nevada. The submission deadline for panels is September 15<sup>th</sup>, 2013 and December 1<sup>st</sup>, 2013 for papers.

#### **CDC Annual Health Communication, Media, and Marketing Conference**

This conference presented by the Centers for Disease Control and Prevention was held August 20-22 of 2013, in Atlanta, Georgia. The conference brings together academic knowledge, public health researchers and practitioners from all different government and private organizations, to provide an exchange of ideas and information across various disciplines.

#### **CENTRAL STATES COMMUNICATION ASSOCIATION**

The Central States Communication Association works to unite and educate people with an interest in the central region of the United States and a scholarly interest in all areas of communication, for promotion of goals and cooperative achievement. The 2014 conference is scheduled for April 2-6 in Minneapolis, Minnesota, with a submission deadline of October 4<sup>th</sup>, 2013.

#### **COMPUTER SUPPORTED COOPERATIVE WORK AND SOCIAL COMPUTING**

The CSCW community is the premiere conference for presenting research in design and technology that impacts groups, organizations, communities, and larger networks. The conference brings together the most accomplished researchers and practitioners from academia and industry, all with expertise in the area of social computing. A conference is scheduled for February 15-19 of 2014 in Baltimore, Maryland.

#### **COUNCIL ON CONTEMPORARY FAMILIES**

The Council on Contemporary Families (CCF) is a nonprofit organization dedicated to enhancing the national conversation about what contemporary families need and how these needs can best be met.

#### **EASTERN COMMUNICATION ASSOCIATION**

The Eastern Communication Association (ECA) is a professional organization of scholars, teachers, and students with academic background or interest in communication. The ECA was founded in 1910 and is now the oldest professional communication association in the United States. The 2014 conference is scheduled for April 23-27 in Providence Rhode Island, with a submission deadline of October 15<sup>th</sup>, 2013.

#### **EUROPEAN ASSOCIATION OF AGRICULTURAL ECONOMISTS**

The European Association of Agricultural Economists (EAAE) brings together agricultural economists and others interested in the problems of the agricultural and food industries and rural development in Europe. Its principal activities include the holding of a triennial Congress on a general theme, the organization of seminars devoted to more specific subjects and the publication of an electronic newflash and the publication 'EuroChoices'. The European Review of Agricultural Economics (ERAE) is the official journal of the Association.

#### INTERNATIONAL ASSOCIATION OF RELATIONSHIP RESEARCHERS (INTERDISPLINARY)

The International Association for Relationship Research is a scientific and professional organization comprised of hundreds of scholars and practitioners, all striving to stimulate and support the science behind personal and social relationships. Those involved usually have academic backgrounds in sociology, family studies, psychology, communication, anthropology, philosophy, and other related disciplines. The 2014 conference is scheduled to be July 10-13, 2014, in Melbourne, Australia.

#### INTERNATIONAL POLITICAL SCIENCE ASSOCIATION

IPSA was founded in Paris in 1949 under the aegis of the United Nations Educational, Scientific and Cultural Organization (UNESCO). The special mandate of IPSA, expressed in its Constitution, is to support the development of political science in all parts of the world, building academic networks linking East and West, North and South. Its aim is to create an inclusive and global political science community in which all can participate. It seeks to promote collaboration between scholars in emerging and established democracies and to support the academic freedoms needed for the social sciences to flourish.

#### FAMILY PSYCHOLOGIST NEWSLETTER

*The Family Psychologist* is a quarterly publication focusing on Family Psychology across the entire theory-research-practice spectrum. Researchers and practitioners come together in the pages of *TFP* for a truly unique combination of "front lines" reporting and the latest in theory.

#### INTERNATIONAL COMMUNICATION ASSOCIATION

The International Communication Association was founded to serve scholars who are interested in studying, teaching, and applying the multiple aspects of the science of communication. Now the ICA has over 3,500 members in 65 countries and in 2003 became officially associated with the United Nations as a non-governmental association.

#### INTERNATIONAL SOCIETY FOR PRESENCE RESEARCH

The International Society for Presence Research is a non-profit organization established in 2002 to support academic research based on the concept of (tele)presence. There is a conference planned for March 17-19 of 2014 in Vienna, Austria, with a submission deadline of September 25<sup>th</sup>, 2013.

#### JOB OPENINGS FOR ECONOMISTS

JOE is provided by the American Economic Association. All members of the American Economic Association have a professional obligation to list their job openings in JOE. JOE is updated near the first of every month except January and July. The deadline for employers to submit listings is the 15th of the month preceding the update on the 1st of the month.

#### NATIONAL COMMUNICATION ASSOCIATION

The National Communication Association looks to spread knowledge of communication across all forms, modes and media, as it is such a prevalent part of society. The NCA enables and encourages scholars, teachers and practitioners to research and teach. The 2013 conference is November 21-24 in Washington, DC. The 2014 conference will be held in Chicago, Illinois November 20-23. The Submission deadline for the 2014 conference is February- March of 2014.

### [NATIONAL COUNCIL ON FAMILY RELATIONS](#)

The National Council on Family Relations, founded in 1938, is the oldest, multi-disciplinary non-partisan professional organization focused solely on family research, practice and education. The mission of the NCFR's is to provide an educational forum for family researchers, educators, and practitioners to share in the development and dissemination of knowledge about families and family relationships, establish professional standards, and work to promote family well-being.

### [SOCIALSERVICE.COM](#)

The job site for jobs in social work, counseling, psychology, sociology, mental health, case management, employee assistance, volunteer management, substance abuse treatment, domestic violence, community development, youth development, child welfare, developmental disabilities and all other areas of social services.

### [SOCIAL SCIENCE RESEARCH COUNCIL](#)

The Social Science Research Council (SSRC) is an independent nonprofit organization devoted to the advancement of social science research and scholarship. Founded in New York City in 1923 as the world's first national coordinating body of the social sciences, it is today an international resource for interdisciplinary, innovative public social science.

### [SOCIETY FOR MEDICAL ANTHROPOLOGY](#)

The Society for Medical Anthropology was formed in 1967 by a group of persons interested in social sciences and medicine, which had earlier organized in the "Roster of Anthropologists, Physicians, and Others Who Have Special Interests in Medical Anthropology." The Society for Medical Anthropology was formed to serve the needs of medical anthropology graduate students, practicing anthropologists, scholars, and scholar activists who address issues of local, national and international health importance.

### [SOCIETY FOR PSYCHOPHYSIOLOGICAL RESEARCH](#)

The Society for Psychophysiological research was established in 1960 with the intent to foster research on the complex interrelationships between the physiological and psychological aspects of behavior. The SPR publishes the journal *Psychophysiology* to showcase the most recent advances in their research findings. The 54<sup>th</sup> Annual SPR meeting/conference will be held September 10-14 of 2014 in Atlanta, Georgia.

### [SOUTHERN STATES COMMUNICATION ASSOCIATION](#)

The Southern States Communication Association is a not-for-profit organization that promotes the study, research, teaching, and application of the artistic, humanistic, and scientific principles all involved in communication. A conference is scheduled for April 1-6 of 2014, in New Orleans, Louisiana. The submission deadline is September 12<sup>th</sup>, 2013.

### [STATE DEPARTMENT OF COMMUNITY AND ECONOMIC DEVELOPMENT](#)

The Department of Economic and Community Development is the state's lead agency for the development and implementation of policies, strategies and programs all of which are designed to enhance Connecticut's communities and business and housing environments.

### UNIVERSITY ECONOMIC DEVELOPMENT ASSOCIATION

Established in 1976, the University Economic Development Association (UEDA) focuses on the nexus between higher education institutions and economic development partners. UEDA's mission is to serve its members by enhancing members' abilities to deliver economic development benefits through engagement with higher education.

### WESTERN STATES COMMUNICATION ASSOCIATION

The Western States Communication Association is a non-profit educational organization founded in 1929 and has over 1,000 members from all around the world. WCSA publishes two scholarly journals; *Western Journal of Communication* and the *Communication Reports*. The 2014 conference is scheduled to be in Anaheim, California from February 14-18 of 2014.

## Race/Gender Specific

### ASIAN PACIFIC AMERICAN CAUCUS

The Asian Pacific American Caucus is an American Political Science Association Related Group. Membership in the caucus is free and open to all interested students, scholars, and practitioners of and on APA politics. APAC represents members of the American Political Science Association (APSA) who identify as Asian-Pacific American (APA) and scholars interested in the interests of the APA community.

### ASSOCIATION OF BLACK ANTHROPOLOGISTS

Founded in 1970, the mission of the Association of Black Anthropologists (ABA) is to bring together Black Anthropologists and other scholars concerned with the goals of the ABA and support its activities. ABA will achieve its mission by ensuring that people studied by anthropologists are not only objects of study but active makers and/or participants in their own history. We intend to highlight situations of exploitation, oppression and discrimination.

### ASSOCIATION OF BLACK SOCIOLOGISTS

The Association of Black Sociologists (ABS) is a national, professional organization of sociologists and social scientists, founded by women and men of African descent. The organization's mission is to build a tradition of scholarship that will serve Black people in perpetuity.

### ASSOCIATION OF LATINO & LATINA ANTHROPOLOGISTS

The Association of Latino & Latina Anthropologists, a section of the American Anthropological Association, was founded in 1990. ALLA fosters critical research, teaching, mentorship, and scholarly exchange on the experiences of Latinos & Latinas (broadly defined). Its mission includes working with professional and community based organizations, anthropologists outside of academe, and community leaders to promote excellence in scholarship and advocacy about and for Latino/Latina peoples, and for our indigenous, queer, and Black allies.

#### THE ASSOCIATION FOR WOMEN IN COMMUNICATIONS

The Association for Women in Communications is the one organization that recognizes the complex relationships that exist across communications disciplines. Modern communicators must demonstrate competence in varied disciplines and be able to network and make career moves across the broad spectrum of communications fields. Disciplines represented within the association include: print and broadcast journalism, television and radio production, film, advertising, public relations, marketing, graphic design, multi-media design, and photography.

#### AMERICAN SOCIETY OF HISPANIC ECONOMISTS

The American Society of Hispanic Economists (ASHE) is a professional association of economists who are concerned with the under-representation of Hispanic Americans in the economics profession at a time when Hispanics represent over 16 percent of the United States ' population.

#### COMMITTEE ON THE OPPORTUNITIES AND THE STATUS OF BLACKS IN AGRICULTURAL ECONOMICS

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and extension/outreach activities.

#### COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION

SWEP (the Committee on the Status of Women in the Economics Profession) is a standing committee of the American Economic Association charged with serving professional women economists in academia, government agencies and elsewhere by promoting their careers and monitoring their progress. CSWEP activities endeavor to raise the awareness among men and women of the challenges that are unique to women's careers and can be addressed with a wide variety of actions, from inclusive searches to formal and informal mentoring activities. CSWEP freely disseminates information on how the profession works as well as advice to junior economists.

#### COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and extension/outreach activities.

#### FORD FOUNDATION FELLOWS

Ford Foundation Fellows recipients include Alaskan natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or Micronesian) and Puerto Ricans in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and 1986. This database only includes those awards administered by the National Research Council.

### THE LATINO CAUCUS IN POLITICAL SCIENCE

The Latino Caucus in Political Science, also known as the Sector Latino de Ciencia Política, was established to both promote and protect the professional development and well-being of Latinas/os in political science and those interested in the study of Latino politics. Founded on September 4, 1998 at the annual meeting of the American Political Science Association (APSA), the Latina/o Caucus is an officially recognized Related Group of the APSA.

### LATINO POLICY COALITION

The Latino Policy Coalition is a national non-partisan non-profit consortium of the country's leading Latino research organizations and scholars. The coalition includes: the Tomás Rivera Policy Institute; William C. Velasquez Institute; National Association of Latino Elected and Appointed Officials; National Institute for Latino Policy; Leavey Center for the Study of Los Angeles; University of Washington Institute for the Study of Ethnicity, Race, and Sexuality; Program in the Politics of Immigration, Ethnicity and Race; and Diversity Focus/National Community for Latino Leadership. The LPC analyzes, through nationwide public opinion surveys, policy issues affecting the Latino community. Chaired by former San Francisco City and County Supervisor Jim Gonzalez, the LPC seeks to highlight Latino community views on key national issues; and thus stimulate public policy debate among local, state and national elected officials.

### NATIONAL CONFERENCE OF BLACK POLITICAL SCIENTISTS

The National Conference of Black Political Scientists (NCOBPS) is a professional organization that was organized in 1969 at Southern University in Baton Rouge, Louisiana, to study, enhance, and promote the political aspirations of people of African descent, in the United States and through-out the world. It aims to contribute to the resolution of the many challenges that black people confront. NCOBPS has a broad membership of political science faculty, students, elected politicians, and policy analysts. Its members are committed to the study and practice of black politics, both here and abroad. The scholarly interests of NCOBPS members span the range of political science sub-fields – political theory, international relations, comparative politics, methods, public policy, and American politics. The professional pursuits of NCOBPS members are similarly varied, ranging from public policy analysis to international consultancies to elected office.

### PUERTO RICAN STUDIES ASSOCIATION FOR RESEARCH AND ADVOCACY AND EDUCATION INC

The PRSA is a non-profit professional organization established in 1992, with the goal of uniting scholars, educators, public policy experts, community activists, and students whose academic interest or work focuses on or incorporates Puerto Rico, or Puerto Ricans in the United States. This organization welcomes individuals in all fields of research and teaching in disciplines such as Anthropology, Architecture, Art History, Economics, Education, History, Linguistics, Literature, Philosophy, Psychology, Social Work, and Urban Planning.

### SOCIOLOGISTS FOR WOMEN IN SOCIETY

SWS is a non-profit scientific and educational organization of sociologists and others dedicated to; maximizing the effectiveness of and professional opportunities for women in sociology; exploring the

contributions which sociology can, does and should make to the investigation of and humanization of current gender arrangements; improving women's lives and creating feminist social change.



## Higher Education Including Race/Gender Specific Resources

### ABILITY LINKS

AbilityLinks is an advocacy program that matches job-ready people with disabilities to employers through technology and provides ongoing educational programs and support resources to help people with disabilities and employers to work together.

### ACADEMIC CAREERS ONLINE

Academic Careers Online includes faculty, teacher, research, post doc, adjunct, library, administrative, and senior management positions at (community) colleges, universities, research institutes, and schools around the world.

### ACADEMIC DIVERSITY SEARCH

Academic Diversity Search is a nationwide employment resource specializing in connecting women and minorities with academic institutions that truly value diversity. ADS expertise is in identifying highly skilled professionals who possess the experience, academic credentials and commitment necessary for enhancing faculty, administrative, executive, scientific, and technical staffs.

### ACADEMIC KEYS

Academic Keys is the leading source for academic employment. Academic Keys provides 16 regulated sites that offer comprehensive information about faculty, educational resources, research interests, and professional activities pertinent to institutions of higher education. More than 89% of the top 120 universities (as ranked by US News and World Report) are posting their available higher education jobs with AcademicKeys.com.

### ACADEMIC SEARCH INC.

Academic Search works exclusively for colleges, universities, and related organizations in their search for presidents and senior administrators. Academic Search strives to recruit candidates from a wide variety of backgrounds, both inside and outside academia.

### AFRICAN-AMERICAN REVIEW

The African American Review promotes a lively exchange among writers and scholars in the arts, humanities, and social sciences who hold diverse perspectives on African American literature and culture. The African American Review is printed quarterly in March, June, September, and December.

### AMERICAN ASSOCIATION FOR AFFIRMATIVE ACTION

The American Association for Affirmative Action (AAAA) founded in 1974 is the association of professionals managing affirmative action, equal opportunity, diversity and other human resource programs. The (AAAA) was created to help its members be more successful and productive in their careers, as well as promoting understanding and advocacy of affirmative action to enhance access and equality in employment, economic and educational opportunities.

#### AMERICAN ASSOCIATION OF BLACKS IN HIGHER EDUCATION

The American Association of Blacks in Higher Education (AABHE) is an outgrowth of the Black Caucus, which was a component of the former American Association of Higher Education (AAHE). As such, AABHE has rich history of representing blacks in higher education on a national level. The Black Caucus created the Summit for Blacks in Higher Education. Over the years, AABHE has been involved in numerous initiatives such as addressing the pipeline of Black faculty and staff in higher education, bringing issues pertinent to Black faculty and staff to the attention of the larger academic community and recognizing African American achievements and accomplishments to higher education.

#### AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES

The American Association of People with Disabilities (AAPD) is the country's largest cross-disability membership organization. AAPD was founded in 1995 to help unite the diverse community of people with disabilities, including their family, friends and supporters, and to be a national voice for change in implementing the goals of the Americans with Disabilities Act (ADA).

#### AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

The American Association of University Women (AAUW) is the nation's leading voice promoting equity and education for women and girls. Since its founding in 1881, AAUW members have examined and taken positions on the fundamental issues of the day — educational, social, economic, and political.

#### AMERICAN COLLEGE HEALTH ASSOCIATION

The American College Health Association is the principal leadership organization for the field of college health and provides services, communications, and advocacy that help its members to advance the health of their campus communities.

#### AMERICAN COLLEGES AND UNIVERSITIES ASSOCIATION

The AAC & U is the leading national association concerned with the quality, vitality, and public standing of undergraduate liberal education. Its members are committed to extending the advantages of a liberal education to all students, regardless of academic specialization or intended career. AAC&U now comprises more than 1,200 member institutions—including accredited public and private colleges and universities of every type and size.

#### AMERICAN COUNCIL ON EDUCATION

In its role as the major coordinating body for all the nation's higher education institutions, ACE provides leadership on key higher education issues and influences public policy through advocacy, research, and program initiatives. ACE fosters greater collaboration and new partnerships within and outside the higher education community to help colleges and universities anticipate and address the challenges of the 21st century and contribute to a stronger nation and better world.

#### AMERICAN EDUCATIONAL RESEARCH ASSOCIATION

The American Educational Research Association (AERA) is concerned with improving the educational process by encouraging scholarly inquiries related to education and evaluation, and by promoting the dispersal and practical application of research results. Its more than 25,000 members are educators; administrators; directors of research; persons working with testing or evaluation in federal, state, and

local agencies; counselors; evaluators; graduate students; and behavioral scientists. The broad range of disciplines represented by the membership includes education, psychology, statistics, sociology, history, economics, philosophy, anthropology, and political science.

#### **AMERICAN INDIAN HIGHER EDUCATION CONSORTIUM**

Today, AIHEC has grown to 37 Tribal Colleges and Universities (TCUs) in the United States and one in Canada. Each of these institutions was created and chartered by its own tribal government for a specific purpose: to provide higher education opportunities to American Indians through programs that are locally and culturally based, holistic, and supportive. Through AIHEC, our colleges continue to work together to influence policy and establish programs in all facets of higher education. They receive technical assistance in key areas; network with one another, federal agencies, other institutions, and potential partners; mentor new institutions; and plan new initiatives to address evolving areas of need.

#### **ASIANS IN HIGHER ED**

AsiansInHigherEd.com is a job board committed to increasing qualified minority candidates for staff, faculty and management employment opportunities at colleges and universities.

#### **ASSOCIATION OF AMERICAN UNIVERSITIES**

The Association of American Universities (AAU) is a nonprofit organization of 62 leading public and private research universities in the United States and Canada. Founded to advance the international standing of U.S. research universities, AAU focuses on issues that are important to research-intensive universities, such as funding for research, research policy issues, and graduate and undergraduate education.

#### **ASSOCIATION OF BLACK WOMEN IN HIGHER EDUCATION**

ABWHE has been an advocate for and celebrant of the accomplishments of Black women in higher education for more than two decades. Since its inception, ABWHE has served as a forum for developing strategies to improve the quality of education of Black people, with particular emphasis on encouraging Black youth to take full advantage of available educational opportunities. ABWHE is committed to aiding Black women in the academy in fulfilling their own aspirations as well as encouraging Black youth to pursue their education.

#### **BLACK CAREER WOMEN**

Black Career Women (BCW) headquartered in Cincinnati, Ohio, is a non-profit, tax-exempt organization conceived by black women for the professional development of black women.

#### **BLACK COLLEGIAN**

THE BLACK COLLEGIAN is a career and self-development magazine targeted to African-American students and other students of color seeking information on careers, job opportunities, graduate/professional school, internships/co-ops, study abroad programs, etc. The magazine is distributed on over 800 campuses nationwide, primarily through the career services office.

#### **BLACK ENTERPRISE & BLACK ENTERPRISE MAGAZINE**

Black Enterprise, a financial empowerment, is the premier business, investing, and wealth-building

resource for African Americans. Each month, Black Enterprise magazine provides 4.3 million readers with information on entrepreneurship, careers, and financial management. A multimedia company, BE also produces radio and television programming, business and lifestyle events, Web content, and digital media. Black Enterprise is the definitive source of information for and about African American business markets and leaders, and the authority on black business news and trends.

#### **BLACKS IN HIGHER ED**

BlacksInHigherEd.com is a job board committed to increasing qualified minority candidates for staff, faculty and management employment opportunities at colleges and universities.

#### **CIC: DIRECTORY of MINORITY, PhD, MFA and MLS CANDIDATES and RECIPIENTS**

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) the PhD, M.F.A., and M.L.S Degree.

#### **COMMISSION ON ACCESS, DIVERSITY AND EXCELLENCE**

The Commission on Access, Diversity and Excellence (CADE) serves as a national action forum for addressing relevant diversity and social change issues affecting learning, discovery, and engagement at American colleges and universities. Its purpose is to develop and maintain a comprehensive agenda for (CADE) regarding public higher education and the compelling issues.

#### **CONGRESIONAL HISPANIC CAUCUS INITIATIVE**

In 1978, a small group of Hispanic members of Congress established the Congressional Hispanic Caucus Institute (CHCI) to develop the next generation of Latino leaders with a clear vision of a strong America made possible with the many contributions of educated and civic-minded Latino leaders engaged in and contributing to all aspects of U.S. society. By promoting education attainment and college access, providing unmatched career development experience, and offering award-winning leadership programs that connect program participants to the most powerful network of U.S. leaders, CHCI's mission is unwavering and more powerful and critical than ever before in our nation's history. The success of our more than 8,500 young Latinos served across the country, will determine the nation's success in this century.

#### **CONNECTICUT ASSOCIATION ON HIGHER EDUCATION AND DISABILITY**

CT AHEAD is an association that represents a considerable depth of knowledge and experience in supporting students with disabilities in higher education settings. The purposes of CT AHEAD are to develop communication, cooperation, and coordination among institutions of higher education on issues relating to individuals with disabilities and provide professional development for Association members and other professionals working within this field.

#### **CONNECTICUT ASSOCIATION OF LATINOS IN HIGHER EDUCATION**

The Connecticut Association of Latinos in Higher Education (CALAHE) is a non-profit organization

dedicated to promoting the participation of Latinos in different areas of post-secondary education in Connecticut. Membership is comprised of Latino and non-Latino personnel and students from institutions of higher and secondary education, and other professional organizations who share in the spirit of our mission.

#### [COUNCIL FOR OPPORTUNITY IN EDUCATION](#)

The Council for Opportunity in Education is a nonprofit organization, established in 1981, dedicated to furthering the expansion of educational opportunities throughout the United States. Through its numerous membership services, the Council works in conjunction with colleges, universities, and agencies that host TRIO Programs to specifically help low-income Americans enter college and graduate.

#### [COUNCIL OF COLLEGES OF ARTS AND SCIENCES](#)

The Council of Colleges of Arts and Sciences (CCAS) is a national association of baccalaureate degree-granting colleges of arts and sciences whose purpose is to sustain the arts and sciences as a leading influence in American higher education. The Council serves as a forum for the exchange of ideas and information among deans of arts and sciences representing the member colleges and as a representative of the liberal arts and sciences at a national policy-making level.

#### [DIVERSITY.COM](#)

Diversity.com provides best in class recruitment advertising and diversity branding. Our premier job posting service - Prestige Career Jobs- provides a trusted method for recruiting the best and brightest job seekers. Each day, thousands of talented men and women use our free job search services to discover new and challenging career opportunities.

#### [DIVERSITY INC.](#)

Provides a wide range of diversity issues and updates news articles regarding diversity. They also provide areas to network and to post resumes for potential employers.

#### [DIVERSITY LINK](#)

[DiversityLink](#) links females, minorities and other diversity professionals with employers and search firms offering outstanding career opportunities.” The employers that participate at this website have affirmed their commitment to a diverse work force and a culture that provides equal opportunity to all job candidates.

#### [EQUALITY MAGAZINES](#)

Equality Magazines provide visitors with opportunities to reach a variety of unique markets and enhance recruitment and marketing efforts. Publications serve the black, Hispanic/Latino, Asian, Native American communities in addition to military veterans and women. The magazines are distributed electronically online and are designed for long life as each issue is archived and made available to site visitors whenever they wish to access them. Visitors can apply for access, purchase products and services and in turn support those that support them in the pursuit of equality.

#### [HBCUCONNECT](#)

HBCU CONNECT was founded in 1999 by Hampton University graduate William Roger Moss III, who

connected with fellow HBCU grad and entrepreneur E. Shawn Starks to create the first African American targeted social network launched as "hbcu-central.com". We focus on serving the needs of our audience by providing a platform for networking, professional opportunities, educational opportunities and connections with the savvy organizations that are looking to hire from or brand themselves with this tight knit community.

#### HIRE DIVERSITY

This is an online service for diversity recruitment and career development.

#### HISPANIC ASSOCIATION OF COLLEGES & UNIVERSITIES

The Hispanic Association of Colleges and Universities (HACU) was established in 1986 with a founding membership of eighteen institutions. Because of HACU's exemplary leadership on behalf of the nation's youngest and fastest-growing population, the Association rapidly grew in numbers and national impact. Today, HACU represents more than 400 colleges and universities committed to Hispanic higher education success in the U.S., Puerto Rico, Latin America, Spain and Portugal. Although our member institutions in the U. S. represent less than 10% of all higher education institutions nationwide, together they are home to more than two-thirds of all Hispanic college students. HACU is the only national educational association that represents Hispanic-Serving Institutions (HSIs).

#### HISPANICS IN HIGHER ED

HispanicsInHigherEd.com is a job board committed to increasing qualified minority candidates for staff, faculty and management employment opportunities at colleges and universities.

#### iHISPANO

iHispano.com is the nation's premier professional networking site and job board for Latinos in the United States and serves as a resource for connecting aspiring and accomplished Latino professionals with employers.

#### IMDIVERSITY INC.

IMDiversity.com is 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. The goal of IMDiversity.com is to provide job seekers access to the largest database of equal opportunity employers committed to workplace diversity.

#### INSIGHT INTO DIVERSITY

INSIGHT Into Diversity (formerly Affirmative Action Register) connects diverse professionals with institutions and businesses that embrace a workforce that reflects the world today. Created as a national recruitment publication, INSIGHT Into Diversity was originally intended to help employers comply with equal opportunity employment legislation. Today, through its free magazine and online recruitment site, INSIGHT Into Diversity continues to serve progressive employers looking to find dynamic talent in every field. These fields include higher education, healthcare, government, and business.

### **INTEGRATIVE STUDIES ASSOCIATION**

The Association for Integrative Studies is an interdisciplinary professional organization founded to promote the interchange of ideas among scholars and administrators in all of the arts and sciences on intellectual and organizational issues related to furthering integrative studies. Incorporated as a non-profit educational association in the State of Ohio, it has an international membership.

### **JOURNAL OF BLACKS IN HIGHER EDUCATION**

*The Journal of Blacks in Higher Education* offers multiple online advertising options for academic institutions and affiliated agencies.

### **LATINO PROFESSIONAL NETWORK**

The LPN creates career, educational and social opportunities for Latino professionals, connecting Latino professionals and college students with each other, and with employers seeking to identify, retain and develop Latino talent. LPN fosters an environment for personal and professional growth for Latinos through monthly networking sessions hosted by area corporations, educational institutions, and non-profit organizations.

### **LEAGUE OF UNITED LATIN AMERICAN CITIZENS**

LULAC is the largest and oldest Hispanic Organization in the United States. LULAC advances the economic condition, educational attainment, political influence, health and civil rights of Hispanic Americans through community-based programs operating at more than 900 LULAC councils nationwide. The organization involves and serves all Hispanic nationality groups. In addition, the LULAC National Educational Service Centers, LULAC's educational arm, provides counseling services to more than 18,000 Hispanic students per year at sixteen regional centers.

### **NATIONAL ASSOCIATION FOR EQUAL OPPORTUNITY IN HIGHER EDUCATION**

The National Association for Equal Opportunity in Higher Education (NAFEO) is the not-for-profit umbrella organization of the nation's Historically Black Colleges and Universities (HBCUs) and Predominantly Black Institutions (PBIs). Founded in 1969, NAFEO is the only membership association of its kind, representing the presidents and chancellors of the diverse black colleges and universities: public, private and land-grant, two-year, four-year, graduate and professional, historically and predominantly black colleges and universities.

### **NATIONAL COALITION OF BLACK WOMEN (NCBW)**

NCBW is an outgrowth of dedicated African American women in New York City. These women persistently worked to address the problems that affected their families, their communities, and themselves, and they aggressively began to reach out to other Black women and to mobilize their emerging strength into a visible and influential force. In 1971, an organization developed from these efforts that was called the Coalition of 100 Black Women.

### **NATIONAL CONFERENCE ON RACE & ETHNICITY IN HIGHER EDUCATION**

NCORE is a resource for higher education institutions, providing an annual multicultural forum that attracts Black/African Americans, American Indians, Asian/Pacific Islanders, Latino/as, and European Americans representing campuses across the United States.

#### **NATIONAL COUNCIL ON DISABILITY**

NCD is an independent federal agency charged with advising the President, Congress, and other federal agencies regarding policies, programs, practices, and procedures that affect people with disabilities. NCD is comprised of a team of fifteen Presidential appointees, an Executive Director appointed by the Chairman, and eleven, full-time professional staff.

#### **NATIONAL INDIAN EDUCATION ASSOCIATION**

The National Indian Education Association advances comprehensive educational opportunities for American Indians, Alaska Natives, and Native Hawaiians throughout the United States. The premiere organization advocating for educational excellence, opportunity, and equity for Native students, NIEA focuses on helping tribes and communities control and choose excellent education for our Native students, promoting culturally based education that allows Native students to preserve languages and traditions of their tribes and nations, and expanding equal educational opportunity for every Native student regardless of where they live.

#### **NATIONAL MINORITY TECHNOLOGY COUNCIL**

The National Minority Technology Council has worked to identify and solidify over 5,000 owners of minority technology companies. They are striving to create a relevant platform that captures the need for growth, access, and opportunity but their true competitive resolve rests in the ability to ignite the interest of urban youth towards the industry.

#### **NEMNET – MINORITY RECRUITMENT**

nemnet aspires to be the premier resource in the identification and recruitment of minority teachers, administrators and coaches in North America and, in doing so, serve as a resource to public and private schools [k-12], colleges and universities, and non-profit organizations nationwide.

#### **PHDS.ORG**

The goal of the site is help students to prepare for the changing demands of today's job market and to provide a voice for early career scientists.

#### **UNIVERSITY JOB BANK**

University Job Bank is an online recruiting / career service developed and owned by UniversityJobs.com, LLC. UniversityJobs.com was launched in early 2000 in response to the need to deliver a simple and cost effective way for higher education institutions and other organizations to recruit the right people.

#### **WOMEN FOR HIRE**

Founded in 1999 as the first and only company devoted to a comprehensive array of recruitment services for women, Women for Hire offers signature career expos, inspiring speeches and seminars, a popular career-focused magazine and customized marketing programs. Our website, womenforhire.com, offers a wide variety of career-related information and videos geared to working women, and an online job board that helps leading employers connect with top-notch professional women in all fields.



### WOMEN IN HIGHER EDUCATION (WIHE)

Women in Higher Education is a monthly practitioner's news journal, designed to help smart women on campus get wise about how gender affects their being successful in the male-dominated world of higher education. Its goals are to enlighten, encourage, empower and enrage women on campus. By sharing problems and solutions, women can learn to talk back, refuse to accept blame and quit taking guff from people who are less enlightened.

### WOMEN IN ACADEMIA REPORT

*Women in Academia Report* monitors and reports trends concerning women in all areas of higher education, discusses important issues of gender equity, reports instances of gender discrimination, and identifies the leaders and laggards among colleges and universities in creating greater opportunities for women. Special editorial attention will be paid to academic programs and other developments at women's colleges throughout the United States.

### WORKPLACE DIVERSITY

WorkplaceDiversity.com is a source for recruiters who want to make a good faith effort to reach experienced diversity talent.

## External Search Firm Guidelines

The Office of Institutional Equity (OIE) Employment Equity staff monitor the search process for compliance with state and federal Affirmative Action and Equal Employment regulations. The University's search process and application system (PageUp) ensure that OIE has an opportunity to review the recruitment and evaluation activities of all search committees for permanent University positions, and to obtain all information necessary for reporting obligations. This is important because it allows the University to demonstrate its good faith efforts to meet its affirmative action goals and to diversify our workforce.

OIE reviews and approves searches at two phases in the process – prior to interview and prior to final offer. At the pre-interview stage, OIE reviews information from the search committee pertaining to recruitment efforts, applicant demographics, and applicant ranking and evaluation. At the pre-offer stage, OIE's review focuses on the search committee's evaluation of all interviewed applicants, including the selected applicant.

The following process ensures that searches handled by external recruitment firms provide information necessary for OIE to demonstrate the University's compliance with affirmative action and equal opportunity regulations:

### Prior to interview

*Recruitment Efforts:* All recruitment efforts are documented and provided to the University search administrator for entry into PageUp. This includes all phone calls and emails as well as print and on-line advertising such as journals, newspapers, listservs, associations, websites, etc. All professional networking and contacts can be summarized without detailed or confidential information by type of contact. For example, "52 e-mails sent to contacts in the field in higher education".

*Applicant Log:* All applicants that have applied or submitted materials must be documented. Each applicant can be ranked "Unqualified", "Qualified", or "Interview." There must be a qualification-based explanation for each applicant ranked as "Qualified" or "Unqualified" clearly explaining why he/she will not be offered an interview. Applicants offered an interview either in person or via any electronic communication medium do not require an explanation at this stage.

Depending on the position and the need for confidentiality, OIE can review the applicant list outside of PageUp. OIE will work with the search chair, search administrator, and Human Resources to determine the best way to include applicant information in PageUp for each search individually. Human Resources will work with the search administrator or search firm to obtain all required applicant materials and can help to ensure applications are loaded into PageUp.

*Applicant demographics:* Race and gender information is solicited from all applicants utilizing the voluntary two-part question as required by Executive Order 11246. Additionally, disability and veteran status is solicited from all applicants as required by Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Act of 1974 (VEVRAA), as amended. The self-identification is voluntary and the information is kept confidential. OIE can accept the completed forms via e-mail to [searchcompliance@uconn.edu](mailto:searchcompliance@uconn.edu).

### **Post-interview/Pre-offer**

*Selection Report:* Each interviewed applicant that is not selected for hire needs to be given a disposition within PageUp based on the qualifications, explaining why he/she will not be offered the position. The selected candidate also needs an explanation in PageUp demonstrating why he/she is the most qualified for the position.

*Records Retention:* Federal regulations require the University to maintain records of applications received during the search process for two years following the personnel action. All application materials must be provided to the University at the end of the search.

OIE is available for consultation and assistance at all stages of the search regarding the above requirements. We recommend that each designated search firm meet briefly and jointly with HR and OIE prior to the beginning of a search in order to review the search process and to answer any questions the search firm may have – either OIE or HR can help to organize this meeting. The Search Compliance Team in OIE may be reached by phone at 860-486-2944, or via e-mail to: [searchcompliance@uconn.edu](mailto:searchcompliance@uconn.edu). Please visit our [website](#), for more information.

## Checklist for Departments Using External Search Firm

### Recruiting Phase

- ✓ Ongoing documentation of recruitment efforts including any advertising, targeted recruitment, or professional networking
- ✓ Applicants provided voluntary OIE applicant data and voluntary self-ID of disability forms with instructions to return to [searchcompliance@uconn.edu](mailto:searchcompliance@uconn.edu)

### Interview Approval

- ✓ Recruitment Contacts included in PageUp.
- ✓ Disposition reasons (reasons for rejection) included for all non-interviewed candidates.

*Note: Information can be provided by search firm to department via spreadsheet, however spreadsheet must be sent to HR PRIOR to requesting interview approval to ensure complete data entry. We recommend that communication is ongoing with search firm as information is completed.*

### Hire Approval

- ✓ Post-interview comments entered in PageUp. 2-3 sentences for candidates not considered for hire. 3-4 sentences for selected candidate.
- ✓ Draft offer letter included in PageUp.