We are proud to present this first edition of the *Diversity Recruitment Resource Guide*, a comprehensive, up-to-date, compilation of career- and diversity-oriented publications, job boards and websites. This guide is designed to provide hiring officials and search committees with an inclusive tool for identifying resources that can assist them with targeted recruitment efforts.

The Guide is divided into six sections. **Section One** contains an alphabetical directory of general career- and diversity-oriented publications, job boards, organizations and websites. Each entry contains contact information, a description and cost information.

**Section Two** includes an alphabetical directory of publications, job boards, organizations and websites that target affinity groups (African American, Asian American, Hispanic American, Native American/American Indian, Veterans, Women, Individuals with Disabilities, and LGBT) whose members comprise prospects for positions we recruit. Again, each entry contains contact information, a description and cost information.

**Section Three** is comprised of publications, job boards, organizations and websites based on career specialty and industry many of which were provided by faculty. Each entry contains contact information, a description and cost information. It is followed by section four, an alphabetical directory of universities with minority fellowship programs and universities with reputations for producing Ph.Ds. Each entry contains departmental contact information and lists the disciplines with fellowship and Ph.D. programs.

**Section Five** encompasses an alphabetical directory of general career- and diversity-oriented publications and organizations located in the Jacksonville area. Each entry contains contact information, a description and cost information. **Section Six** consists of checklists and guidelines to assist with the creation of attractive and thorough advertisements and job postings.

We hope you find this tool beneficial and we wish you much success as you develop more effective targeted, diverse recruitment advertising campaigns. For additional information or resources, contact Katie Haft, Coordinator for the Office of Equal Opportunity and Diversity, or Fantei Norman, EOD Specialist, by phone at (904) 620-2507 or email at k.haft@unf.edu or fantei.norman@unf.edu respectively. Our office is located in J.J. Daniel Hall, Building 1, Suite 1201.
# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>I. General Resources - National</td>
<td>4</td>
</tr>
<tr>
<td>II. Affinity Groups - National</td>
<td>15</td>
</tr>
<tr>
<td>• African American</td>
<td>15</td>
</tr>
<tr>
<td>• Asian American</td>
<td>22</td>
</tr>
<tr>
<td>• Hispanic American</td>
<td>24</td>
</tr>
<tr>
<td>• Native American/American Indian</td>
<td>30</td>
</tr>
<tr>
<td>• Veterans</td>
<td>31</td>
</tr>
<tr>
<td>• Women</td>
<td>35</td>
</tr>
<tr>
<td>• Individuals with Disabilities</td>
<td>43</td>
</tr>
<tr>
<td>• Lesbian, Gay, Bisexual, and Transgender (LGBT)</td>
<td>45</td>
</tr>
<tr>
<td>III. Career Specialty and Industry</td>
<td>47</td>
</tr>
<tr>
<td>• Art and Design</td>
<td>47</td>
</tr>
<tr>
<td>• Business</td>
<td>48</td>
</tr>
<tr>
<td>• Communications</td>
<td>54</td>
</tr>
<tr>
<td>• Computing</td>
<td>57</td>
</tr>
<tr>
<td>• Construction Management</td>
<td>58</td>
</tr>
<tr>
<td>• Criminology and Criminal Justice</td>
<td>59</td>
</tr>
<tr>
<td>• Education</td>
<td>60</td>
</tr>
<tr>
<td>• Engineering</td>
<td>62</td>
</tr>
<tr>
<td>• English</td>
<td>64</td>
</tr>
<tr>
<td>• Fundraising and Development</td>
<td>65</td>
</tr>
<tr>
<td>• Health</td>
<td>67</td>
</tr>
<tr>
<td>• History</td>
<td>69</td>
</tr>
<tr>
<td>• Human Resources</td>
<td>70</td>
</tr>
<tr>
<td>• Law</td>
<td>71</td>
</tr>
<tr>
<td>• Library</td>
<td>72</td>
</tr>
<tr>
<td>• Marketing</td>
<td>73</td>
</tr>
<tr>
<td>• Mathematics and Statistics</td>
<td>75</td>
</tr>
<tr>
<td>• Museum</td>
<td>76</td>
</tr>
<tr>
<td>• Music</td>
<td>77</td>
</tr>
<tr>
<td>• Political Science</td>
<td>79</td>
</tr>
<tr>
<td>• Psychology</td>
<td>80</td>
</tr>
<tr>
<td>• Science</td>
<td>81</td>
</tr>
<tr>
<td>• Sociology and Anthropology</td>
<td>82</td>
</tr>
<tr>
<td>IV. Universities with Minority Fellowship Programs or Reputations for Producing Ph.Ds.</td>
<td>84</td>
</tr>
<tr>
<td>V. Jacksonville Area</td>
<td>97</td>
</tr>
<tr>
<td>VI. Other Helpful Information</td>
<td>107</td>
</tr>
<tr>
<td>• Diversity Recruitment Advertising Checklist</td>
<td>107</td>
</tr>
<tr>
<td>• Job Posting Checklist</td>
<td>108</td>
</tr>
<tr>
<td>• Recruitment Advertising Legal Guidelines</td>
<td>109</td>
</tr>
<tr>
<td>VII. Credits</td>
<td>110</td>
</tr>
</tbody>
</table>
I. General Resources - National

Academic Careers Online

485 Devon Park Drive, Suite 116
Wayne, PA 19087
Phone: 610-964-9200
Email: info@AcademicCareers.com
URL: http://academiccareers.com/
An online career site that provides an opportunity to advertise for teaching, education, research, and professional jobs in education and academia. Cost required.

Academic Keys

Phone: 860-429-0218
Email: EmailUs@AcademicKeys.com
An online job board that offers comprehensive information about faculty, educational resources, research interests, and professional activities pertinent to institutions of higher education via 17 discipline-focused sites. Cost required.

All Diversity

26 Eastmans Road
Parsippany, NJ 07054
Phone: 973-992-7311
Email: service@AllDiversity.com
URL: http://alldiversity.com/
A minority owned organization that offers job seekers a community of support and connections to employers seeking diverse, qualified candidates. Cost required.
America’s Job Exchange

187 Ballardvale Street, Suite B110
Wilmington, MA 01887
Phone: 866-923-6284
Email: sales@americasjobexchange.com
URL: http://www.americasjobexchange.com/
The Exchange offers recruiters a unique approach that combines online recruitment advertising with regulatory compliance services. Cost required.

American Accounting Association - Diversity

5717 Bessie Drive
Sarasota, FL 34233
Phone: 941-921-7747
Email: info@aaahq.org
URL: http://aaahq.org/diversity/default.cfm
A committee that works to enhance diversity in the accounting profession. Cost required.

American Association for Access, Equity and Diversity

888 16th Street NW, Suite 800
Washington, D.C. 20006
Phone: 202-349-9855
Fax: 202-355-1399
URL: http://www.aaaed.org/
An Association that promotes access for the traditionally underrepresented professionals and administrators through heightened outreach and efforts towards inclusion. Cost required.
American Chemical Society - Committee on Minority Affairs

1155 Sixteenth Street, NW
Washington, D.C. 20036
Phone: 800-227-5558
Email: help@acs.org
URL: http://www.acs.org/content/acs/en/about/governance/committees/minority.html
A committee that aims to increase the number and participation of racially and ethnically underrepresented scientists in the Society and its governance. Cost required.

American Council on Education

One Dupont Circle NW
Washington, D.C. 20036
Phone: 202-939-9300
URL: http://www.acenet.edu/Pages/default.aspx
A national Council that leads and coordinates major issues affecting postsecondary education, represents and advocates for higher education, and addresses the rapidly changing needs of America’s colleges and universities. Cost required.

American Economic Association - Committee on the Status of Minority Groups in the Economics Profession

2014 Broadway, Suite 305
Nashville, TN 37203
Phone: 615-322-2595
Fax: 615-343-7590
Email: rouse@Princeton.edu; ghoover@cba.ua.edu
URL: http://www.aeaweb.org/committees/CSMGEP/
A committee that aims to increase the representation of minorities in the economics profession, by broadening opportunities for the training of underrepresented minorities. Cost required.
American Society for Nutrition Minority Affairs Committee

9650 Rockville Pike
Bethesda, MD 20814
Phone: 301-634-7050
Fax: 301-634-7894
Email: vbloom@nutrition.org
URL: http://www.nutrition.org/about-asn/committees/minority-affairs-committee/

The Minority Committee of ASN brings together the world's top researchers, clinical nutritionists to advance the knowledge and application of nutrition. Cost required.

Association of Colleges of Nursing – Diversity in Nursing

One Dupont Circle, NW Suite 530
Washington, D.C. 20036
Phone: 202-463-6930
Fax: 202-785-8320
Email: info@aacn.nche.edu
URL: http://www.aacn.nche.edu/diversity-in-nursing

The diversity section of the Association of Colleges of Nursing acts as the national voice for baccalaureate and graduate nursing education. Cost required.

Big Ten Academic Alliance

1819 South Neil Street, Suite D
Champaign, IL 61820
Phone: 217-333-8475
Fax: 217-244-7127
Email: cic@staff.cic.net
URL: http://www.cic.net/home

A Committee of world-class research institutions that advances academic missions, generates unique opportunities for students and faculty, and serves the common good by sharing expertise, leveraging campus resources, and collaborating on innovative programs. No cost required.
Career.edu

Email: helpdesk@careeredu.eu
URL: http://www.careeredu.eu/
A job board that serves the international research and academic community. No cost required.

Diverse Issues in Higher Education

10520 Warwick Avenue, Suite B-8
Fairfax, VA 22030
Phone: 703-385-2981
Fax: 703-385-1839
Email: DiverseCustomerService@pubservice.com
URL: http://diverseeducation.com/
An online magazine that provides critical news, information and insightful commentary on the full range of issues concerning diversity in American higher education. Cost required.

Diversity.com

Phone: 706-835-1330
Email: sales@diversity.com
URL: https://www.diversity.com/
A job board that leads the niche recruiting industry by offering global, national and local organizations the best in advertising diversity jobs. Cost required.
Diversity Employers

16107 Kensington Drive, Suite 109
Sugar Land, TX 77479
Phone: 281-265-2472
Fax: 281-265-2476
Email: admin@diversityemployer.com
URL: http://www.diversityemployers.com/
An online career center that provides career and self-development information to all minorities, specifically African Americans, Asian Americans and Pacific Islanders, Latino/Hispanic Americans, Native Americans and women. Cost required.

Diversity Life.com

22817 Ventura Blvd., Suite #330
Woodland Hills, CA 91364
Phone: 818-610-1707
Fax: 951-698-6500
Email: cs@diversitylife.com
URL: http://www.diversitylife.com
An online magazine that keeps the minority community aware of the opportunities available in their communities as well as nationwide. Cost required.

DiversityInc

Phone: 1-888-501-2278 ext. 344
Email: diversityincsales@careercast.com
URL: http://www.diversityinc.com/
An online magazine that brings education and clarity to the business benefits of diversity. Cost required.

Equal Opportunity Publications
EOP publishes career-guidance and recruitment magazines for women, members of minority groups, and people with disabilities. Cost required.

Equality Magazines

13351 Riverside Drive #514
Sheran Oaks, CA 91423
Phone: 818-654-0870
Fax: 818-654-0874
Email: info@equalitymagazines.com
URL: http://equalitymagazines.com/
A magazine that brings minority populations together and actively recruits employers looking to expand their workforce diversity. Cost required.

Higher Ed Jobs

328 Innovation Blvd., Suite 300
State College, PA 16803
Phone: 814-861-3080
Fax: 814-861-3082
Email: sales@higheredjobs.com
URL: http://www.higheredjobs.com/
An online resource that lists faculty and administrative opportunities at colleges and universities. Cost required.

Higher Education Recruitment Consortium
HERC

Email: nancy@nationalherc.org
URL: http://www.hercjobs.org/
A consortium of over 600 colleges, universities, hospitals, research labs, government agencies, and related non- and for-profit organizations whose members share a commitment to hiring the most diverse and talented faculty, staff, and executives. Cost required.

IM Diversity

Phone: 504-523-5320
URL: http://imdiversity.com/
A career site that provides jobs for minorities, females and other diversity job seekers looking for career employment. Cost required.

Inside Higher Ed

1015 18th Street NW, Suite 1100
Washington, D.C. 20036
Phone: 1-202-659-9208
Fax: 1-202-659-9381
Email: info@insidehighered.com
URL: http://www.insidehighered.com/
A free daily news website that serves higher education professionals. Cost required.
Insight into Diversity

11132 South Towne Square, Suite 203
St. Louis, MO 63123
Phone: 314-200-9955
Fax: 314-200-9956
Email: info@insightintodiversity.com
URL: www.insightintodiversity.com
The oldest and largest diversity magazine in higher education today that connects employers to the most highly qualified individuals. Cost required.

Journalism Next

Phone: 703-629-0178
Email: info@journalismnext.com
URL: http://www.journalismnext.com/
An online job board that serves journalists of color. Cost required.

National Association for the Advancement of Colored People JobFinder

Email: info@jobfinder.com
URL: http://www.naaccjobfinder.com/
An organization that works successfully with members of all communities who believe in and stand for the principles on which this organization was founded. Cost required.

National Center for faculty Diversity and Development

1395 Antietam Avenue, Unit #48
Detroit, MI 48207
Phone: 313-347-8485
URL: http://www.facultydiversity.org/
An organization that operates as a professional development, training, and mentoring community of over 28,000 graduate students, post-docs and faculty members. No cost required.
Professional Diversity Network

801 West Adams Street #600
Chicago, IL 60607
Phone: 888-281-9066
URL: http://www.prodivnet.com/
A Network that provides a professional network for diverse talent that is far more engaging and welcoming than a typical job board. Cost required.

Southern Regional Education Board

592 10th Street, NW
Atlanta, GA 30318
Phone: 404-875-9211
Fax: 404-872-1477
URL: http://www.sreb.org/
A Board that works with sixteen member states to improve public education at every level, from pre-K through Ph.D. No cost required.

The Chronicle of Higher Education

1255 Twenty-Third Street, NW
Washington, D.C. 20037
Phone: 202-466-1000
Fax: 202-452-1033
Email: help@chronicle.com
URL: http://www.chronicle.com/
A weekly news and job-information source for college and university faculty members, administrators, and students. Cost required.
Urban League Jobs Network

26 Eastmans Road
Parsippany, NJ 07054
Phone: 973-992-7311
Email: support@UrbanLeagueJobsNetwork.com
URL: http://urbanleaguejobsnetwork.com
A Network that supports and connects employers seeking diverse, qualified candidates. Cost required.

Workplace Diversity

26 Eastmans Road
Parsippany, NJ 07054
Phone: 973-992-7311
Email: service@WorkplaceDiversity.com
URL: http://workplacediversity.com
A job board for corporate recruiters seeking experienced diverse candidates. Cost required.
II. Affinity Groups - National

**African American**

American Anthropological Association - Association of Black Anthropologists

2200 Wilson Blvd., Suite 600
Arlington, VA 22201
Phone: 703-528-1902
URL: [http://www.aaanet.org](http://www.aaanet.org)

An Association that brings together Black Anthropologists and other scholars with similar goals and support regarding the study of anthropology. Cost required.

**American Association of Blacks in Higher Education, Inc.**

8311 Brier Creek Parkway, Suite 105190
Raleigh, NC 27617
Phone: 877-459-7438
Email: info@blacksinhighered.org
URL: [http://www.blacksinhighered.org/](http://www.blacksinhighered.org/)

A premier organization that drives leadership development, access and vital issues concerning Blacks in higher education. Cost required.

**Black Doctoral Network, Incorporated**

1000 North West Street, Suite 1200-1193
Wilmington, DE 19801

A clearinghouse for individuals of African descent who are holders of or scholars engaged in the pursuit of doctoral degrees that provides opportunities for networking and collaboration and fosters interconnectedness within the black intelligentsia. Cost required.
Black Enterprise

260 Madison Avenue, 11th floor
New York, NY 10016
Phone: 212-242-8000
Email: beeditors@blackenterprise.com
URL: http://www.blackenterprise.com/
Black Enterprise publishes information regarding entrepreneurship, technology, personal finance and other minority business issues. Cost required.

Brothers of the Academy

Email: president@brothersoftheacademy.org
URL: http://www.brothersoftheacademy.org/
The Academy aims to nurture productive collaborative scholarship particularly toward the desired end of promotion and tenure among the members in tenure track positions. Cost required.

Historically Black Colleges and Universities Careers

6110 Cedarcrest Road NW, Suite 350-244
Acworth, GA 30101
Phone: 1-800-955-5134
URL: http://hbcucareers.com/
The HBCU Careers website helps diverse students find job opportunities and helps employers find top talent. Cost required.
Journal of Blacks in Higher Education

P.O. Box 139
Bartonsville, PA 18321
Phone: 570-871-5329
Email: ads@jbhe.com
URL: http://www.jbhe.com/
A Journal that offers multiple online advertising options for academic institutions and affiliated agencies. Cost required.

National Alliance of Black School Educators

310 Pennsylvania Avenue, SE
Washington, D.C. 20003
Phone: 202-608-6310
Email: info@nabse.org
URL: http://www.nabse.org/
A non-profit organization that strives to further the academic success for the nation's children - particularly children of African descent. Cost required.

National Association of Black Journalists

1100 Knight Hall, Suite 3100
College Park, MD 20742
Phone: 301-405-0248
Email: sberry@nabj.org
URL: http://www.nabj.org/
An association of African-American journalists, students, and media professionals that aims to strengthen ties and promote diversity in newsrooms. Cost required.
National Association of Black Accountants

7474 Greenway Center Drive, Suite 1120
Greenbelt, MD 20770
Phone: 301-474-6222
Email: customerservice@nabainc.org
URL: http://www.nabainc.org/
A society that builds leadership among its members so they may inspire their successors. Cost required.

National Black Nurses Association

8630 Fenton Street, Suite 330
Silver Spring, MD 20910
Phone: 301-589-3200
Email: contact@nbna.org
URL: http://www.nbna.org/
The Association provides 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. Cost required.

National Black MBA Association

1 East Wacker
Chicago, IL 60601
Phone: 312-236-2622
URL: http://www.nbmbaa.org/
An association that leads in the creation of educational opportunities and economic growth for African-Americans by providing innovative programs and building partnerships with key stakeholders. Cost required.
National Organization for the Professional Advancement of Black Chemists and Chemical Engineers

P.O. Box 77040
Washington, D.C. 20013
Phone: 800-776-1419
Email: secretary@nobcche.org
URL: http://www.nobcche.org/
An organization that aims to build an eminent cadre of people of color in science and technology. Cost required.

National Organization of Blacks in Dietetics and Nutrition

URL: http://nobidan.org/
A member interest group of the Academy of Nutrition and Dietetics that provides a forum for professional development and support of dietetic, optimal nutrition and well-being for the general public, particularly those of African descent. No cost required.

National Society for Black Engineers

205 Daingerfield Road
Alexandria, VA 22314
Phone: 703-549-2207
Email: membership@nsbe.org
URL: http://www.nsbe.org/
An online resource that allows employers to reach a diverse group of engineering college graduates and technical professionals. Cost required.
National Society of Black Physicists

A society that aims to promote the professional well-being of African American physicists and physics students within the international scientific community. Cost required.

Sisters of the Academy

The Academy aims to create a network of Black women in higher education to foster success in the areas of teaching, scholarly inquiry, and service to communities and facilitate collaborative scholarship among Black women in higher education. Cost required.

The Association of Black Psychologists

A professional association of African American psychologists that publishes the Journal of Black Psychology. Cost required.
The Black Collegian

140 Carondelet Street
New Orleans, LA 70130
Phone: 504-523-0154
URL: http://www.blackcollegian.com/
The Collegian provides educational and career resources for African American college students and career professionals. Cost required.

The Black Perspective

13351 Riverside Drive #514
Sherman Oaks, CA 91423
Phone: 818-654-0870
Email: info@equalitymagazines.com
URL: www.blackperspective.com
A website and digital magazine that provides the latest news concerning African-Americans in the workforce, the newest job opportunities for them, and beneficial organizations that will help in reaching their goals. Cost required.
Asian American

Asian American Architects and Engineers Association

1167 Mission Street, 4th Floor
San Francisco, CA 94103
Email: info@aaaenc.org
URL: http://www.aaaenc.org/
An organization that advocates and practices equal opportunities, professional excellence, and social responsibility. Cost required.

Asian American Chamber of Commerce

8300 Boone Blvd., Suite 450
Tysons Corner, VA 22182
Phone: 703-752-6292
Fax: 571-633-9754
Email: contact@asian-americanchamber.org
URL: http://www.asian-americanchamber.org/
The Chamber facilitates the growth and development of member businesses through events and seminars. Cost required.

AsianLife

1270 Broadway #703
New York, NY 10001
Email: advertising@asianlife.com
URL: http://www.asianlife.com/main/
At AsianLife.com, Asian professionals cultivate their careers, connect with people, and be a part of the exploding global Asian community. Cost required.
Asian Pacific American Librarians Association

P.O. Box 677593
Orlando, FL 32867
Email: jobs@apalaweb.org
URL: http://www.apalaweb.org/
The Association strives to recruit and mentor Asian Pacific American librarians in the library/information science professions. Cost required.

Chinese Americans in Dietetics and Nutrition
CHINESE AMERICANS IN DIETETICS AND NUTRITION (CADN)

Email: secretary.cadn@gmail.com
URL: http://www.eatrightcadn.org/
The CADN is a member interest group of the Academy of Nutrition and Dietetics that advocates for the dietetic profession by serving those who are interested in the betterment of the nutritional needs of the Chinese. Cost required.

Filipino Americans in Dietetics and Nutrition

Email: nutritionalliance@gmail.com
URL: http://www.fadanmig.org/index.html
A member interest group of the Academy of Nutrition and Dietetics that fosters support for the professional issues unique to Filipino-American nutrition students, dietitians and diet technicians. Cost required.

South Asian Journalists Association

URL: http://www.saja.org/
The SAJA serves as a networking and resource forum for journalists of South Asian origin. Cost required.
Hispanic American

Association of Latin Professionals in Finance and Accounting

801 South Grand Avenue, Suite 650
Los Angeles, CA 90017
Phone: 213-243-0004
Fax: 213-243-0006
Email: ana.delacruz@national.alpfa.org
URL: http://www.alpfa.org
The Association dedicates its service to enhancing opportunities for Latinos in the accounting, finance and related professions. Cost required.

Dos Mundus Bilingual Newspaper

1701 South 55th Street
Kansas City, KS 66106
Phone: 816-221-4747
Fax: 816-221-4747
Email: mreyes@dsmundos.com
URL: http://www.dosmundos.com
A leading bilingual newspaper in the Midwest that offers valuable resources for both the Hispanic and Non-Hispanic reader. Cost required.
Hispanic Association of Colleges and Universities

8415 Datapoint Drive, Suite 400
San Antonio, TX 78229
Phone: 210-692-3805
Fax: 210-692-0823
Email: hacu@hacu.net
URL: http://www.hacu.net/hacu/default.asp
A national educational association that represents Hispanic-Serving Institutions. Cost required.

Hispanic Diversity

Contact: http://hispanicdiversity.com/contact/
URL: http://hispanicdiversity.com/
A job search site that embraces the diverse cultural background of the Hispanic and Latino communities while offering jobseekers connections to employers and a community of support. Cost required.

Hispanic National Bar Association

1900 L Street NW, Suite 700
Washington, D.C. 20036
Phone: 202-223-4777
Fax: 202-223-2324
URL: http://www.hnba.com/
The HNBA Career Center provides professional services to local and national members who seek assistance with professional advancement. Cost required.
Hispanic Today

13351 Riverside Drive #514
Sherman Oaks, CA 91423
Phone: 818-654-0870
Fax: 818-654-0874
Email: info@equalitymagazines.com
URL: www.hispanic-today.com
A website that aims to spread awareness of issues and opportunities concerning the Hispanic-American community by connecting them with employers who foster affirmative action and equal opportunity as part of their corporate policies. Cost required.

iHispano.com

801 West Adams Street #600
Chicago, IL 60607
Phone: 312-614-0922
URL: http://www.ihispano.com
An online professional network that serves Latino professionals in the U.S. Cost required.

Latinos and Hispanics in Dietetics and Nutrition

URL: http://eatrightlahidan.org/
A member interest group of the Academy of Nutrition and Dietetics that promotes and provides culturally appropriate resources and education. Cost required.

Latinos in Higher Ed

URL: https://www.latinosinhighered.com/
A Latino employment website for the higher education community. Cost required.
National Association of Hispanic Journalists

1050 Connecticut Avenue NW, 10th Floor
Washington, D.C. 20036
Phone: 202-662-7145
Fax: 202-662-7144
Email: nahj@nahj.org
URL: http://www.nahj.org/
An Association that dedicates its service to the recognition and professional advancement of Hispanics in the news industry. Cost required.

National Association of Hispanic Nurses

6301 Ranch Drive
Little Rock, AR 72223
Phone: 501-367-8616
Fax: 501-227-5444
Email: info@thehispanicnurses.org
URL: http://www.nahnnet.org/
A non-profit professional association that promotes the professionalism and dedication of Hispanic nurses by providing equal access to educational, professional, and economic opportunities for Hispanic nurses. Cost required.

The Association of Hispanic Professionals

Phone: 214-596-9338
Fax: 214-596-9325
URL: http://www.prospanica.org/
A Hispanic business organization that aims to build and advance Hispanic leadership through graduate management education and professional development. Cost required.
National Society of Hispanic Physicists

University of Texas at El Paso
500 West University Avenue
El Paso, TX 79968
Phone: 915-747-7528
Email: jorgelopez@utep.edu
URL: http://www.hispanicphysicists.org/
A society that aims to promote the professional well-being and recognize the accomplishments of Hispanic physicists within the scientific. Cost required.

Society of Hispanic Professional Engineers

13181 Crossroads Parkway North, Suite 450
City of Industry, CA 91746
Phone: 323-725-3970
FAX: 323-725-0316
Email: shpenational@shpe.org
URL: http://www.shpe.org/
A society that empowers the Hispanic community to realize its fullest potential and to impact the world through STEM awareness, access, support and development. Cost required.

Saludos Hispanos

Phone: 800-748-6426
Fax: 800-730-3560
Email: info@saludos.com
URL: http://www.saludos.com
A Hispanic employment service that promotes workforce diversity and offers free resume postings to qualified bilingual professionals. Cost required.
Society for Advancement of Chicanos and Native Americans in Science

1115 Mission Street
Santa Cruz, CA 95060
Phone: 831-459-0170
Fax: 831-459-0194
Email: info@sacnas.org
URL: http://sacnas.org
A society that fosters the success of Hispanic/Chicano and Native American scientists to attain advanced degrees, careers, and positions of leadership in science. Cost required.

Society of Mexican-American Engineers and Scientist

2437 Bay Area Blvd., #100
Houston, TX 77058
Phone: 281-557-3677
Fax: 281-715-5100
Email: questions@mymaes.org
URL: http://mymaes.org/
MAES is the foremost Latino organization for the development of STEM leaders in the academic, executive, and technical communities. Cost required.

The Hispanic Outlook in Higher Education

80 Route 4 East, Suite 203
Paramus, NJ 07652
Phone: 1-800-549-8280
Fax: 201-587-9105
Email: avo.derbalian@hispanicoutlook.com
URL: http://www.hispanicoutlook.com/
A higher education magazine that provides news for the Hispanic community. Cost required.
Native American/American Indian

American Indian Science and Engineering Society

2305 Renard SE, Suite 200
Albuquerque, NM 87106
Phone: 505-765-1052
Fax: 505-765-5608
Email: tfarrenkopf@aises.org
URL: http://www.aises.org
A Society that works to significantly increase American Indian and Alaska Native representation in STEM. Cost required.

Native American Jobs

P.O. Box 1641
Auburn, WA 98071
Phone: 253-350-4114
Email: jc@nativeamericanjobs.com
URL: http://www.nativeamericanjobs.com/
A website that helps employers identify career-minded employees looking for employment. Cost required.

Tribal College Journal of American Indian Higher Education

P.O. Box 720
Mancos, CO 81328
Phone: 970-533-9170
Fax: 970-533-9145
URL: http://www.tribalcollegejournal.org/
A publication that aims to advance American Indians in higher education. Cost required.
Veterans

American Legion

700 North Pennsylvania Street
Indianapolis, IN 46206
Phone: 317-630-1200
Fax: 317-630-1223
URL: http://www.legion.org/
A job opportunity website that assists veterans and their families in acquiring gainful employment. Cost required.

Be a Hero - Hire a Hero

Phone: 800-238-5373
URL: http://www.behero-hirehero.com/index.php
An organization that creates Veterans’ Career Expos and hiring initiatives to show appreciation for the sacrifices men and women serving in the military have made. Cost required.

Hire Heroes USA

100 North Point Center East, Suite 200
Alpharetta, GA 30022
Phone: 866-915-4376
Email: CorporateOutreach@hireheroesusa.org
URL: https://www.hireheroesusa.org/
Hire Heroes USA helps returning service members find careers nationwide. Cost required.
JOFDAV - Job Opportunities for Disabled American Veterans

P.O. Box 230636
Encinitas, CA. 92023
Phone: 760-420-1269
Email: info@disabledperson.com
URL: https://www.jofdav.com/

A job board that works with many Wounded Warrior Transition Command Centers and other military organizations to support veterans in their search for employment. Cost required.

Military.com

URL: http://www.military.com/
Military.com helps the military affinity stay connected and informed. Cost required.

Military 2 Career

Phone: 888-281-9066
URL: http://www.military2career.com/
A professional network that joins Veterans with employers who are serious about building a diverse workforce to meet the needs of an increasingly diverse customer base. Cost required.

MilitaryHire.com

Phone: 800-585-3690
URL: http://www.militaryhire.com/index.servlet
A network that allows former military personnel to find careers and utilize professional skills. Cost required.
Military Vet Jobs

Phone: 973-992-7311
URL: http://militaryvetjobs.com/
A site that connects military personnel to various careers. Cost required.

National Association of Black Veterans

P.O. Box 11432
Milwaukee, WI
Phone: 1-877-NABVETS
Email: info@nabvets.com
URL: http://www.nabvets.org/
NABVETS provides services to address the holistic, intellectual, leadership, economic, and moral issues of veterans, their families and their communities. Cost required.

Recruit Military

422 West Loveland Avenue
Loveland, OH 45140
Phone: 513-683-5020
Fax: 513-683-5021
Email: support@recruitmilitary.com
URL: http://recruitmilitary.com/
A firm that helps veterans achieve dreams of education, veteran jobs and civilian careers, new business and franchise ownership, training, and much more. Cost required.
THE CITADEL - THE MILITARY COLLEGE OF SOUTH CAROLINA

171 Moultrie Street
Charleston, SC 29409
Phone: 843-225-3294
Email: oea@citadel.edu
URL: http://www.citadel.edu/root/
A higher education institution that strives to educate and develop its students to become principled leaders by instilling core values in a disciplined and intellectually challenging environment. No cost required.

VetJobs

P.O. Box 71445
Marietta, GA 30007
Phone: 770-993-5117
Fax: 770-993-2875
URL: http://vetjobs.com/
VetJobs makes it easy to reach veterans that are now productive members of the civilian work force in all disciplines. Cost required.

Veterans Enterprise

13351 Riverside Drive #514
Sherman Oaks, CA 91423
Phone: 818-654-0870
Fax: 818-654-0874
Email: info@equalitymagazines.com
URL: http://www.veteransenterprise.com/
A network that aims to spread awareness of issues and opportunities concerning veterans by connecting them with employers who recruit highly trained and motivated transitioning soldiers. Cost required.
Women

Association for Feminist Anthropology

2200 Wilson Blvd., Suite 600
Arlington, VA 22201
Phone: 703-528-1902
Fax: 703-528-3546
URL: http://afa.americananthro.org/
An Association that raises awareness of feminist issues in all fields of anthropology and supports women in anthropology. Cost required.

American Association of University Women

1111 Sixteenth Street, NW
Washington, D.C. 20036
Phone: 202-785-7700
Fax: 202-872-1425
Email: connect@aauw.org
URL: http://www.aauw.org
A non-profit organization that advances equity for women and girls through advocacy, education, and research. Cost required.

American Chemical Society Women Chemists Committee

1155 Sixteenth Street, NW
Washington, D.C. 20036
Phone: 800-227-5558
Email: wcc@acs.org
URL: http://womenchemists.sites.acs.org/
A committee that advocates for women in the chemical sciences. Cost required.
American Economic Association – Committee on the Status of Women in the Economics Profession

2014 Broadway, Suite 305
Nashville, TN 37203
Phone: 615-322-2595
Fax: 615-343-7590
Email: cswepecon.duke.edu
URL: http://www.aeaweb.org/committees/cswepe/
A committee that serves professional women economists in academia, government agencies and elsewhere by promoting their careers and monitoring their progress. Cost required.

American Physical Society – Committee on the Status of Women in Physics

1 Physics Ellipse
College Park, MD 20740
Phone: 301-209-3200
Fax: 301-209-0865
Email: ratnikova@aps.org
URL: http://www.aps.org/about/governance/committees/cswepe/
A committee that promotes the career development of women physicists. Cost required.

Association for Women in Mathematics

11240 Waples Mill Road, Suite 200
Fairfax, Virginia 22030
Phone: 703-934-0163
Fax: 703-359-7562
Email: awm@awm-math.org
URL: https://sites.google.com/site/awmmath/
An Association that encourages women to have active careers in the mathematical sciences and promotes equal opportunity and the equal treatment of women in the mathematical sciences. Cost required.
Association for Women in Science

1321 Duke Street, Suite 210
Alexandria, VA 22314
Phone: 703-894-4490
Fax: 703-894-4489
Email: awis@awis.org
URL: http://awis.org/

An Association that endeavors to achieve equity and full participation for women in science, mathematics, engineering and technology. Cost required.

Committee on the Advancement of Women Chemists

Department of Chemistry
1253 University of Oregon
Eugene, OR 97403
Phone: 541-346-0116
Fax: 541-346-5859
Email: coach@uoregon.edu
URL: http://coach.uoregon.edu/coach/

A grass-roots organization that works to increase the number and career success of women scientists and engineers through innovative programs and strategies. No cost required.

National Association of Black Women in Construction, Inc.

Email: Info@nabwic.org
URL: http://www.nabwic.org/

An Association that increases the national awareness of African American women in the construction industry through educational, entrepreneurial, professional and social network connections. Cost required.
National Association of Women Business Owners

601 Pennsylvania Avenue NW, Suite 900
Washington, D.C. 20004
Phone: 800-556-2926
Fax: 202-403-3788
URL: http://www.nawbo.org/
A networking source for America's women-owned businesses. Cost-required.

National Association of Women in Construction

327 South Adams Street
Fort Worth, TX 76104
Phone: 1-800-552-3506
Fax: 1-817-877-0324
Email: autumnnd@nawic.org
URL: http://www.nawic.org
A network for professional women in the field of construction. Cost required.

National Congress of Black Women

1250 Fourth Street, SW
Washington, D.C. 20024
Phone: 202-678-6788
E-Mail: info@nationalcongressbw.org
URL: http://nationalcongressbw.org/
A non-profit organization that dedicates its service to the educational, political, economic and cultural development of African American Women and their families. Cost required.
National Council of Negro Women

633 Pennsylvania Avenue, NW
Washington, D.C. 20004
Telephone: 202-737-0120
Fax: 202-737-0476
Email: membership@ncnw.org
URL: http://www.ncnw.org/
A Council that leads, develops, and advocates for women of African descent. Cost required.

National Institute for Women in Trades, Technology and Science

1150 Ballena Blvd., Suite 102
Alameda, CA 94501-3682
Phone: 510-749-0200
Fax: 510-749-0500
URL: http://www.iwitts.org
The Institute works with employers to assist them in integrating women into male-dominated industries. Cost required.

Society of Women Engineers

203 North La Salle Street, Suite 1675
Chicago, IL 60601
Phone: 1-877-793-4636
Email: hq@swe.org
URL: http://societyofwomenengineers.swe.org/
The Society stimulates women to achieve full potential in engineering. Cost required.

The Links, Incorporated
An organization that commits to enriching, sustaining and ensuring the culture and economic survival of African Americans and other persons of African ancestry. Cost required.

**Women Employed**

65 East Wacker Place, Suite 1500
Chicago, IL 60601
Phone: 312-782-3902
Fax: 312-782-5249
Email: info@womenemployed.org
URL: http://womenemployed.org/

An organization that fights to ensure all women can achieve their aspirations and support themselves and their families. Cost required.

**Women in Business & Industry**

13351 Riverside Drive #514
Sherman Oaks, CA 91423
Phone: 818-654-0870
Fax: 818-654-0874
Email: info@equalitymagazines.com
URL: http://www.wib-i.com/

A website and digital magazine that aims to spread awareness of issues and opportunities concerning all female workers by connecting them with employers who foster equal opportunity as part of their corporate policies. Cost required.

**Women in Engineering ProActive Network**
Women in Engineering ProActive Network

1901 E. Asbury Avenue, Suite 220
Denver, CO 80208
Phone: 303-871-4642
Email: info@wepan.org
URL: http://www.wepan.org/
A Network that works to transform culture in engineering education to attract, retain, and graduate women. Cost required.

Women in Higher Education

5376 Farmco Drive
Madison, WI 53704
Phone: 608-251-3232
Fax: 608-284-0601
Email: career@wihe.com
URL: http://www.wihe.com/
A news journal that helps employers reach talented women leaders worldwide. Cost required.

Women’s Business Enterprise Network Council

1315 Walnut Street, Suite 1116
Philadelphia, PA 19107
Telephone: 877-790-9232
Email: info@wbecouncil.org
URL: http://www.wbecouncil.org/
A Council that provides women business enterprise certification, educational, networking, procurement-related, and informational programs and services. Cost required.

Women’s Job List
WomensJobList.com gives employers a tool to promote diversity and inclusion within their workplaces and to provide job seekers with easy access to those companies. Cost required.

Individuals with Disabilities
Ability Links

26W171 Roosevelt Road
Wheaton, IL 60187
Phone: 630-909-7444
Fax: 630-909-7441
Email: info@abilitylinks.org
URL: http://www.abilitylinks.org/
A job opportunity website that serves persons with disabilities and inclusive employers. No cost required.

American Chemical Society - Chemists with Disabilities

1155 Sixteenth Street, NW
Washington, D.C. 20036
Phone: 800-227-5558
Email: cwd@acs.org
URL: http://www.acs.org/content/acs/en/about/governance/committees/cwd.html
A committee that promotes opportunities for persons with disabilities interested in pursuing careers in chemistry. Cost required.

Disabled Person

P.O. Box 230636
Encinitas, CA 92023
Phone: 760-420-1269
Email: info@disabledperson.com
URL: https://www.disabledperson.com/
A public charity organization that strives to increase the rate of disability employment. Cost required.
Hire Disability Solutions

4 Pipers Glen
West Nyack, NY 10994
Phone: 1-800-238-5373
Email: info@hireds.com
URL: http://www.hireds.com/
A national company that leads in enhancing employment opportunities and other rights of the disabled. No cost required.

Pro Able

Phone: 888-281-9066
URL: http://www.proable.net/
An online job board that provides the disabled community with a trusted professional network and pairs members with employers who are serious about building a diverse workforce to meet the needs of an increasingly diverse customer base.
Lesbian, Gay, Bisexual, and Transgender (LGBT)

Center Link

P.O. Box 24490
Fort Lauderdale, FL 33307
Phone: 954-765-6024
Fax: 954-206-0469
Email: CenterLink@lgbtcenters.org
URL: http://www.lgbtcenters.org/Default.aspx
CenterLink exists to support the development of strong, sustainable LGBT community centers and to build a unified center movement. Cost required.

Consortium of Higher Education LGBT Resource Professionals

280 Madison Avenue, Suite 912
New York, NY 10016
URL: http://www.lgbtcampus.org/
The Consortium seeks to achieve higher education environments in which lesbian, gay, bisexual, and transgender students, faculty, staff, administrators, and alumni have equity in every respect. No cost required.

Out and Equal

155 Sansome Street, Suite 450
San Francisco, CA 94104
Phone: 415-694-6500
Fax: 415-694-6530
URL: http://outandequal.org/
A workplace advocacy that educates and empowers through programs and services that result in equal policies, opportunities, practices, and benefits in the workplace inclusive of all sexual orientations, gender identities, expressions, and characteristics. Cost required.
Out Professionals

Email: info@outprofessionals.org
URL: http://www.outprofessionals.org/
The nation’s leading LGBT non-profit network that represents different work backgrounds and at least 600 companies. No cost required.

The Pipeline Project

116 East 16th Street, 7th Floor
New York, NY 10003
URL: http://lgbtpipeline.org
A Project that works to achieve the recruitment and retention of diverse talent for LGBT organizations. No cost required.
III. Career Specialty and Industry

Art and Design

College Art Association

50 Broadway, 21st Floor
New York, NY 10004
Phone: 212-691-1051
Fax: 212-627-2381
Email: nyoffice@collegeart.org
URL: http://www.collegeart.org/
An Association that promotes excellence in scholarship, teaching, and technical skill in the practices of art. Cost required.

Southeastern College Art Conference

P.O. Box 656
Carrboro, NC 27510
Phone: 919-942-8235
Email: secac@secollegeart.org
URL: http://www.secollegeart.org/
A non-profit organization that promotes the study and practice of the visual arts in higher education on a national basis. Cost required.

Women’s Caucus for Art

P. O. Box 1498
New York, NY 10013
Phone: 212-63-0007
URL: http://www.nationalwca.org/
An organization that strives to create community through art, education, and social activism. Cost required.
Business

Academy of International Business

3674 Lindell Blvd.
St. Louis, MO 63108
Phone: 314-977-3853
Fax: 314-977-7188
Email: aib_placement@slu.edu
URL: http://aib.msu.edu/
An association of scholars and specialists in the field of international business. Cost required.

Academy of Management

P.O. Box 3020
Briarcliff Manor, NY 10510
Phone: 914-923-2607
Fax: 914-923-2615
Email: membership@aom.org
URL: http://aom.org/
An Academy that aims to build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas. Cost required.

American Society for Quality

600 North Plankinton Avenue
Milwaukee, WI 53203
Phone: 800-248-1946
Fax: 414-272-1734
URL: http://asq.org/index.aspx
A global community of people passionate about quality, who use tools, their ideas and expertise to make our world better. Cost required.
Association for Talent Development

1640 King Street, Box 1443
Alexandria, VA 22313
Phone: 703-683-8100
Fax: 703-683-8103
URL: https://www.td.org/
A professional association that dedicates its service to the training and development field. Cost required.

Association for Operations Management

8430 West Bryn Mawr Avenue, Suite 1000
Chicago, IL 60631
Phone: 773-867-1777
Fax: 773-639-3000
URL: http://www.apics.org/home
A global leader and premier source of the body of knowledge in the supply chain and operations management industry. Cost required.

Collegiate Entrepreneur Organization

3105 North Ashland Avenue, Suite 228
Chicago, IL 60657
Phone: 773-236-2350
Fax: 773-305-2716
Email: ceo@c-e-o.org
URL: http://www.c-e-o.org/
CEO promotes a mission to inform, support and inspire college students to be entrepreneurial and seek opportunity through enterprise creation. Cost required.
Council of Supply Chain Management Professionals

333 East Butterfield Road, Suite 140
Lombard, IL 60148
Phone: 630-574-0985
Fax: 630-574-0989
Email: membership@cscmp.org
URL: http://cscmp.org/
A preeminent worldwide professional association that fosters the advancement and dissemination of research and knowledge on supply chain management. Cost required.

Delta Sigma Pi Business Fraternity

330 South Campus Avenue
Oxford, OH 45056
Phone: 513-523-1907
URL: http://dspnet.org/
A professional fraternity that fosters the study of business in universities, encourages scholarship, promotes affiliation, and furthers commercial ethics and culture. Cost required.

European Group for Organization Studies

Email: secretariat@egosnet.eu
URL: http://www.egosnet.org/home
An association that aims to further the theoretical and/or empirical advancement of knowledge about organizations, organizing and the contexts in which they operate. No cost required.
Institute for Operations Research and the Management Sciences

5521 Research Park Drive, Suite 200
Catonsville, MD 21228
Phone: 443-757-3500
Email: informs@informs.org
URL: https://www.informs.org/
The largest professional society in the world for professionals in the field of operations research (O.R.), management science, and analytics. Cost required.

Job Openings for Economists

2014 Broadway, Suite 305
Nashville, TN 37203
Phone: 615-322-2595
Fax: 615-343-7590
Email: joe@aeaweb.org
URL: http://www.aeaweb.org/joe/
A job listing maintained by an association that encourages economic research, the issue of economic publications and perfect freedom of economic discussion. Cost required.

National Business Education Association

1914 Association Drive
Reston, VA 20191
Phone: 703-860-8300
Fax: 703-620-4483
Email: nbea@nbea.org
URL: http://www.nbea.org/
A professional organization that serves individuals and groups engaged in instruction, administration, research, and dissemination of information for and about business. Cost required.
National Minority Supplier Development Council

1359 Broadway, Tenth Floor
New York, NY 10018
Phone: 212-944-2430
Email: maureen.vialva@nmsdc.org
URL: http://www.nmsdc.org/nmsdc/
A Council that advances business opportunities for certified Asian, Black, Hispanic and Native American business enterprises and connects them to corporate members. Cost required.

Production and Operations Management Society

E-mail: poms@fiu.edu
URL: http://www.poms.org/
An international professional organization that represents the interests of production and operations management professionals from around the world. Cost required.

Small Business Institute

134 Fairmont Street, Suite B
Clinton, MS 39056
Phone: 601-924-3489
Fax: 601-924-0720
URL: http://www.smallbusinessinstitute.biz/
An organization that dedicates its service to field-based student consulting and outreach to small businesses. Cost required.
Small Business Resource Network

URL: http://www.sbrn.org/index.php
A network that assists small business persons by providing legal, financial and insurance advice, resources and counseling. Cost required.

The Manufacturing and Service Operations Management Society

Email: yavuz.gunalay@bahcesehir.edu.tr
URL: http://msom.society.informs.org/
A Society that promotes the enhancement and dissemination of knowledge and the efficiency of industrial practice. Cost required.

United States Association of Small Business Enterprises

Email: usasbe@belmont.edu
URL: http://www.usasbe.org/
An academic organization that aims to advance the discipline of entrepreneurship. Cost required.
Communications

American Advertising Federation

1101 Vermont Avenue, NW
Washington, D.C. 20005
Phone: 202-898-0089
Email: aaf@aaf.org
URL: http://www.aaf.org/
A Federation that encourages diversity in advertising by encouraging the recruitment of people of diverse cultures. Cost required.

Association for Education in Journalism and Mass Communication

234 Outlet Pointe Blvd., Suite A
Columbia, SC 29210
Phone: 803-798-0271
Fax: 803-772-3509
URL: http://www.aejmc.org/
A nonprofit, educational association of journalism and mass communication educators, students and media professionals. Cost required.

Broadcast Education Association

1771 North Street, NW
Washington, D.C. 20036
Phone: 202-429-5355
Fax: 202-775-2981
URL: http://www.beaweb.org/
An intern that focuses on the electronic media, providing a forum for issues and topics of mutual concern to educators and practitioners. Cost required.
International Communication Association

1500 21st Street, NW
Washington, D.C. 20036
Phone: 202-955-1444
Fax: 202-955-1448
Email: mwest@icahdq.org
URL: http://www.icahdq.org/
An Association that aims to advance the scholarly study of human communication by encouraging and facilitating excellence in academic research worldwide. Cost required.

National Communication Association

1765 North Street, NW
Washington, D.C. 20036
Phone: 202-464-4622
Email: custserv@jobtarget.com
URL: http://www.natcom.org/
An association that serves scholars, teachers, and practitioners by enabling and supporting their professional interests in research and teaching. Cost required.

Public Relations Society of America

33 Maiden Lane, 11th Floor
New York, NY 10038
Phone: 212-460-1400
URL: http://www.prsa.org/
A community of public relations and communications professionals across the country, from recent college graduates to the leaders of the world’s largest multinational firms. Cost required.
Society of Professional Journalists

3909 North Meridian Street
Indianapolis, IN 46208
Phone: 317-927-8000
Fax: 317-920-4789
URL: http://www.spj.org/
It is the mission of the Society to encourage diversity in journalism. Cost required.

Southern States Communication Association

1881 University Drive
Virginia Beach, VA 23453
Phone: 757-368-4114
Fax: 757-368-4101
URL: http://www.scca.net/
An association that fosters the study, criticism, research, teaching, and application of the artistic, humanistic, and scientific principles of communication. Cost required.
Construction Management

American Council for Construction Education

1717 North Loop 1604 East, Suite 320
San Antonio, TX 78232
Phone: 210-495-6161
Fax: 210-495-6168
Email: acce@acce-hq.org
URL: http://acce-hq.org/
A leading global advocate of quality construction education which promotes, supports, and accredits quality construction education programs. Cost required.

Associated Schools of Construction

P.O. Box 29
Windsor, CO 80550
Phone: 970-988-1130
Fax: 970-282-0396
Email: info@ascweb.org
URL: http://www.ascweb.org/
A professional association that develops and advances construction education and guides and promotes excellence in curricula, teaching, research and service. Cost required.
Criminology and Criminal Justice

Academy of Criminal Justice Sciences

Sam Houston State University
816 17th Street
Huntsville, TX  77341
Phone: 936-294-1349
Email: mvaughn@shsu.edu
URL: http://www.acjs.org/
An international association that fosters professional and scholarly activities in the field of criminal justice. Cost required.

American Society of Criminology

1314 Kinnear Road, Suite 212
Columbus, OH 43212
Phone: 614-292-9207
Fax: 614-292-6767
Email: asc@asc41.com.
URL: http://www.asc41.com/
An international organization that pursues scholarly, scientific, and professional knowledge concerning crime and delinquency. Cost required.
Education

American Association of Colleges for Teacher Education

1307 New York Avenue NW, Suite 300
Washington, D.C. 20005
Phone: 202-293-2450
Fax: 202-457-8095
Email: aacte@aacte.org
URL: http://aacte.org/index.php
An association that promotes the quality professional development of teachers and school leaders. Cost required.

American Educational Research Association

1430 K Street NW, Suite 1200
Washington, D.C. 20005
Phone: 202-238-3200
Fax: 202-238-3250
URL: http://www.aera.net/Home/tabid/10041/Default.aspx
A job board that connects members, strives to advance knowledge about education, encourages scholarly inquiry related to education, and promotes the use of research. Cost required.

Council for Education of the Deaf

Michigan State University
343 A Erickson Hall
East Lansing, MI 48824
E-Mail: catalyst@kent.edu
URL: http://www.deafed.net/Default.asp
An organization that fosters education of deaf and hard of hearing students. Cost required.
Mid-South Educational Research Association

230 Appleton Place, #230
Nashville, TN 37203
Phone: 615-322-8227
Fax: 615-322-8014
URL: http://www.msera.org/index.html
An association that encourages quality educational research in the Mid-South. Cost required.
Engineering

American Society for Mechanical Engineering

Two Park Avenue
New York, NY 10016
Phone: 800-843-2763
Email: CustomerCare@asme.org
URL: http://www.asme.org/
A society that enables collaboration, knowledge sharing, career enrichment, and skills development across all engineering disciplines. Cost required.

American Society of Civil Engineers

1801 Alexander Bell Drive
Reston, VA 20191
Phone: 800-548-2723
URL: http://www.asce.org/
A society with members of the civil engineering profession worldwide. Cost required.

Chemical and Engineering News

1155 16th Street, NW
Washington, D.C. 20036
Fax: 202-872-8727
URL: http://cen.acs.org/
A weekly magazine that covers science and technology, business and industry, government and policy, education, and employment aspects of the chemistry field. Cost required.
English

National Council of Teachers of English

1111 W. Kenyon Road
Urbana, Illinois 61801-1096
Phone: 217-328-3870; 877-369-6283
Fax: 217-328-9645
Email: info@wepan.org
URL: http://www.ncte.org/diversity

A council that aims to improve the teaching and learning of English and the language arts at all levels of education. Cost required.
Fundraising and Development

Association of Fundraising Professionals

4300 Wilson Blvd., Suite 300
Arlington, VA 22203
Phone: 703-684-0410
Fax: 703-6840540
URL: http://www.afpnet.org/
An Association of individuals responsible for generating philanthropic support that promotes consistent and high standards of professional practice to ensure donor trust and guard against abuses that can occur in the fundraising process. Cost required.

Association of Fundraising Professionals FL, First Coast Chapter

P.O. Box 43024
Jacksonville, FL 32203
Email: afpfirstcoast@yahoo.com
An Association of individuals responsible for generating philanthropic support that promotes consistent and high standards of professional practice to ensure donor trust and guard against abuses that can occur in the fundraising process. Cost required.
Council for Advancement and Support of Education

Phone: 860-437-5700
Email: clientserv@jobtarget.com
An international association that provides knowledge, standards, advocacy and training designed to strengthen the combined efforts of alumni relations, communications, fundraising, marketing and allied professionals. Cost required.

Nonprofit Center of Northeast Florida

40 East Adams Street, Suite 100
Jacksonville, FL 32202
Phone: 904-425-1182
Email: admin@NonprofitCtr.org
A Center that connects, strengthens, and advocates for nonprofits to create a more vibrant Northeast Florida. Cost required.
Health

Academy of Nutrition and Dietetics
120 South Riverside Plaza, Suite 2000
Chicago, IL 60606
Phone: 312-899-0040
Email: sales@eatright.org
URL: http://www.eatright.org/
The Academy endeavors to improve the nation's health and advance the profession of dietetics through research, education and advocacy. Cost required.

Florida Academy of Nutrition and Dietetics
P.O. Box 12608
Tallahassee, FL 32317
Phone: 850-386-8850
Fax: 850-386-7918
URL: http://www.eatrightflorida.org/
An affiliate of the Academy of Nutrition and Dietetics that aims to empower its members to promote optimal nutrition and health for all people. Cost required.

HealthFacultyJobs.com
Phone: 302-482-8806
URL: http://healthfacultyjobs.com/
A job search site provides a place where colleges and universities can overcome the difficulty of filling health faculty job openings. Cost required.
Muslims in Dietetics and Nutrition

Email: info@muslimdietitians.org
URL: http://muslimdietitians.org/
A member interest group of the Academy of Nutrition and Dietetics that aspires to reduce health disparities in the Muslim community. Cost required.
A monthly online publication that serves as the principle source for news on the historical profession. Cost required.
Human Resources

College and University Professional Association for Human Resources

1811 Commons Point Drive
Knoxville, TN 37932
Phone: 865-637-7673
Fax: 865-637-7674
URL: http://www.cupahr.org/index.aspx
An association that devotes its service to diversity, inclusion and equitable practices as a means to achieving excellence in higher education. Cost required.

Society for Human Resources Management

Phone: 800-283-7476
Fax: 703-535-6490
URL: http://www.shrm.org/pages/default.aspx
The world’s largest human resource management association. Cost required.

[70]
Law

American Immigration Lawyers Association

AILA InfoNet

1331 G Street NW, Suite 300
Washington, D.C. 20005
Phone: 202-507-7600
Fax: 202-783-7853
URL: http://www.aila.org/
A national association of attorneys and law professors who practice and teach immigration law. Cost required.

Florida Bar Association

651 East Jefferson Street
Tallahassee, FL 32399
Phone: 850 561-5600
URL: http://www.floridabar.org/
A statewide professional organization of lawyers that acts as a guardian for the integrity of the legal profession. Cost required.
Library

American Library Association

50 E Huron Street
Chicago IL 60611
Phone: 312-944-6780
Fax: 318-257-4253
Email: ala@ala.org
URL: http://www.ala.org
An association that provides leadership for the development, promotion, and improvement of library and information. Cost required.

Association of Research Libraries

21 Dupont Circle NW, Suite 800
Washington, D.C. 20036
Phone: 202-296-2296
Fax: 202-872-0884
Email: webmgr@arl.org
URL: http://www.arl.org/
An association that advances the goals of research libraries and provides leadership in public and information policy to the scholarly and higher education communities. Cost required.

Florida Library Job Site

Jobs in Florida Libraries

URL: http://www.floridalibraryjobs.org
A job search site that provides a listing of all open library positions in Florida. No cost required.
Marketing

Academy of Marketing Science

P.O. Box 3072
Ruston, LA 71272
Phone: 318-257-2612
Fax: 318-257-4253
Email: ams@latech.edu
URL: http://www.ams-web.org/
An organization that fosters high standards, excellence in the creation and dissemination of marketing knowledge, and the furtherance of marketing practice. Cost required.

American Marketing Association

311 South Wacker Drive, Suite 5800
Chicago, IL 60606
Phone: 312-542-9000
Fax: 312-542-9001
URL: http://www.marketingpower.com/Pages/default.aspx
An association with members who work, teach and study in the field of marketing. Cost required.

Association of Consumer Research

11 East Superior Street, Suite 210
Duluth, MN 55802
Phone: 218-726-7853
Fax: 218-726-8016
Email: acr@acrwebsite.org
URL: http://www.acrwebsite.org/
An Association that advances consumer research and facilitates the exchange of scholarly information among members of academia, industry, and government worldwide. Cost required.
Society for Marketing Advances

URL:  http://www.marketingadvances.org/
A premier marketing association that unites marketing educators and professionals throughout the United States and abroad. Cost required.
Mathematics and Statistics

American Statistical Association

732 North Washington Street
Alexandria, VA 22314
Phone: 703-684-1221
Fax: 703-684-2037
Email: asainfo@amstat.org
URL: http://www.amstat.org/
An Association that supports excellence in the development, application, and dissemination of statistical science through meetings, publications, membership services, education, accreditation, and advocacy. Cost required.

Mathematics Association of America

1529 18th Street, NW
Washington D.C. 20036
Phone: 202-387-5200
Fax: 202-265-2384
Email: maahq@maa.org
URL: http://www.maa.org/programs/underrepresented-groups/summa
An association that strives to advance the mathematical sciences, especially at the collegiate level. Cost required.
Museum

American Alliance of Museums

1575 Eye Street NW Suite 400
Washington D.C. 20005
Phone: 202-289-1818
Fax: 202-289-6578
URL: http://www.aam-us.org/home
An alliance that supports all museums by developing standards and best practices, providing resources and career development, and advocating for museums to thrive. Cost required.

Association of Art Museum Directors

120 East 56th Street, Suite 520
New York, NY 10022
Phone: 212-754-2084
Fax: 212-754-8087
URL: https://www.aamd.org/
An Association that aims to serve as a forum for the exchange of information and ideas and shape public disclosure about the arts community and the role of art in society. Cost required.

Southeastern Museums Conference
A networking organization that fosters professionalism, mutual support, and communication and strives to increase educational and professional development opportunities. Cost required.

**Music**

**College Music Society**

312 East Pine Street  
Missoula, MT 59802  
Phone: 406-721-9616  
Fax: 406-721-9419  
Email: cms@music.org  
URL: http://www.music.org

A society that promotes music teaching and learning, musical creativity and expression, research and dialogue, and diversity and interdisciplinary interaction. Cost required.

**Jazz Education Network**

Phone: 573-692-0012  
Email: JazzerLG@aol.com  
URL: http://jazzednet.org

A global non-profit organization that seeks to advance jazz education, promote performance and develop new audiences. Cost required.
National Association for Music Education

1806 Robert Fulton Drive
Reston, VA 20191
Phone: 703-860-4000
Fax: 703-860-1531
URL: [http://www.nafme.org/](http://www.nafme.org/)
An association that provides resources for teachers, parents, and administrators, hosts professional development events, and offers a variety of opportunities. Cost required.

National Association of Schools of Music

11250 Roger Bacon Drive, Suite 21
Reston, VA 20190
Telephone: 703-437-0700
Fax: 703-437-6312
E-mail: info@arts-accredit.org
URL: [http://nasm.arts-accredit.org/](http://nasm.arts-accredit.org/)
An organization of schools, conservatories, colleges and universities. Cost required.
Political Science

American Political Science Association

1527 New Hampshire Avenue, NW
Washington, D.C. 20036
Phone: 202-483-2512
Fax: 202-483-2657
Email: aspa@apsanet.org
URL: http://www.apsanet.org/

A monthly, online journal of political science job listings, through the APSA, the leading professional organization for the study of political science. Cost required.
Psychology

American Psychological Association

750 First Street, NE
Washington, D.C. 20002
Phone: 202-336-5500; 800-374-2721
Email: journals@apa.org
URL: http://www.apa.org

A monthly source of timely, lively and informative articles on psychologists' innovative work, research findings and association activities. Cost required.

American Psychological Society

ASSOCIATION FOR PSYCHOLOGICAL SCIENCE

1133 15th Street NW, Suite 1000
Washington, D.C. 20005
Phone: 202-293-9300
Fax: 202-293-9350
URL: http://www.psychologicalscience.org

A publication that promotes, protects, and advances the interests of scientifically oriented psychology in research, application, teaching, and the improvement of human welfare. Cost required.
Science

Decision Sciences Institute

75 Piedmont Avenue, Suite 340
Atlanta, GA 30303
Phone: 404-413-7710
Fax: 404-413-7714
Email: dsi@gsu.edu
URL: http://www.decisionsciences.org/
A professional organization of academicians and practitioners whose interests include the application of quantitative and behavioral methods to the problems of society. Cost required.

Physics Today

One Physics Ellipse
College Park, MD 20740-3842
Phone: 301-209-3040
Fax: 301-209-0842
URL: http://www.physicstoday.org/
A monthly publication that acts as a unifying influence for the diverse areas of physics and the physics-related sciences. Cost required.

Science Faculty Jobs

Phone: 302-387-2724
URL: http://sciencefacultyjobs.com/
A job search site for job seekers and employers of collegiate faculty positions. Cost required.

Tesla-jobs

Email: info@luchsinger-mathematics.ch
URL: http://www.all-acad.com/ Jobs/Physics_Engineering/
An international job search site for science and math oriented careers. Cost required.
Sociology and Anthropology

American Anthropological Association - Association for Queer Anthropology

AQA
The Association for Queer Anthropology

URL: http://queeranthro.org/
An Association that promotes communication, encourages research, develops teaching materials, and serves the interests of gay and lesbian anthropologists within the association. Cost required.

American Sociological Association

1430 K Street NW, Suite 600
Washington, D.C. 20005
Phone: 202-383-9005
Fax: 202-638-0882
Email: jobbank@asanet.org
URL: http://www.asanet.org/
A job board through an association that advances sociology as a scientific discipline and profession serving the public good. Cost required.

Council on Social Work Education

1701 Duke Street, Suite 200
Alexandria, VA 22314
Phone: 703-683-8080
Fax: 703-683-8099
Email: info@cswe.org
URL: http://www.cswe.org/
A national association that ensures and enhances the quality of social work education for a professional practice. Cost required.
An international interdisciplinary organization of scholars and teachers that dedicates service to developing the educational potential of the Internet and the World Wide Web. Cost required.
IV. Universities with Minority Fellowship Programs or Reputations for Producing Ph.Ds.

**Arizona State University**

Carlos Castillo-Chavez  
Department of Mathematics and Statistics  
Phone: 480-965-2115  
Email: chavez@math.asu.edu  
Discipline: Mathematics  
URL: [https://www.asu.edu/](https://www.asu.edu/)

**California Institute of Technology**

Stephen Mayo  
Department of Biochemistry and Molecular Biology  
Phone: 626-395-6408  
Email: steve@mayo.caltech.edu  
Disciplines: Biochemistry, Molecular Biophysics  
URL: [http://www.caltech.edu/](http://www.caltech.edu/)

**Carnegie Mellon University**

C. Fred Higgs  
Department of Mechanical Engineering  
Phone: 412-268-2486  
Email: higgs@andrew.cmu.edu  
Discipline: Engineering - Mechanical  
URL: [http://www.cmu.edu/](http://www.cmu.edu/)
Catholic University of America

Otto C. Wilson, Jr.
Department of Biomedical Engineering
Phone: 202-319-5822
Email: wilsono@cua.edu
Discipline: Engineering - Biomedical
URL: https://www.cua.edu/

The City College of New York

Susannah Fritton
Department of Biomedical Engineering
Phone: 212-650-5570
Email: sfriton@ccny.cuny.edu
Discipline: Engineering - Bioengineering

Reza Khanbilvardi
Department of Civil Engineering
Phone: 212-650-8093
Email: rk@ce-mail.engr.ccny.cuny
Discipline: Engineering - Civil

URL: https://www.ccny.cuny.edu/
Cornell University

Richard Allmendinger
Department of Mechanical and Aerospace Engineering
Phone: 607-255-0735
Email: rwa1@cornell.edu
URL: https://www.cornell.edu/

Georgia Institute of Technology

Steve Ruffin
Department of Aerospace Engineering
Phone: 404-894-8200
Email: stephen.ruffin@aerospace.gatech.edu
Discipline: Engineering - Aerospace
URL: http://www.gatech.edu/
Howard University

Neil Hindman
Department of Mathematics
Phone: 202-806-5927
Email: nhindman@aol.com
Discipline: Mathematics

Gregory Jenkins
Department of Physics and Astronomy
Phone: 202-806-6245
Email: gjenkins@howard.edu
Disciplines: Atmospheric Science, Physics

Atanu Duttaroy
Department of Biology
Phone: 202-806-7939
Email: aduttaroy@howard.edu
Discipline: Biology

Folohan Ayorinde
Department of Chemistry
Phone: 202-806-6908
Email: fayorinde@howard.edu
Discipline: Chemistry

Mohamed Chouikha
Department of Electrical and Computer Engineering
Phone: 202-806-4816
Email: mohamed.chouikha@gmail.com
Discipline: Computer, Engineering - Electrical

URL: https://www2.howard.edu/
Louisiana State University

Jorge Pullin
Department of Physics and Astronomy
Phone: 225-578-0464
Email: pullin@phys.lsu.edu
Disciplines: Astronomy, Physics
URL: http://www.lsu.edu/

Michigan State University

Percy Pierre
Department of Electrical and Computer Engineering
Phone: 517-432-5148
Email: pierre@msu.edu
URL: https://msu.edu/

North Carolina A&T State University

Eui Park
Department of Industrial Engineering
419 McNair Hall
Phone: 336-334-7780
Email: park@ncat.edu
Discipline: Engineering - Industrial, Systems
URL: http://www.ncat.edu/
Oklahoma State University

Gilbert John
Department of Microbiology and Molecular Genetics
Phone: 405-744-7914
Email: ghjohn@okstate.edu
Disciplines: Microbiology, Molecular Genetics
URL: https://go.okstate.edu/

Pennsylvania State University

Fred Cannon
Department of Civil and Environmental Engineering
Phone: 814-863-8757
Email: fcannon@psu.edu
URL: http://www.psu.edu/

Purdue University

Dwight Lewis
Department of Chemistry
Phone: 765-494-3232
Email: delewis@purdue.edu
Discipline: Chemistry
URL: http://www.purdue.edu/
Rice University

Richard Tapia
Department of Computational and Applied Mathematics
Phone: 713-348-4049
Email: rat@rice.edu
URL: http://www.rice.edu/

Rutgers School of Dental Medicine

Nicholas Ingoglia
Department of Biomedical Sciences
Phone: 973-972-4776
Email: ingoglia@umdnj.edu
Discipline: Biomedical Sciences
URL: http://www.rutgers.edu/

Stanford University

Noe Lozano
Department of Mechanical Engineering
Phone: 650-723-9107
Email: noe@stanford.edu
Disciplines: Engineering - Mechanical, Engineering - Electrical
URL: https://www.stanford.edu/
Texas A&M University

Clyde Munster
Department of Biological and Agricultural Engineering
Phone: 979-847-8793
Email: c-munster@tamu.edu
Disciplines: Engineering - Biological, Engineering - Agricultural

Charles Lessard
Biomedical Engineering Department
Phone: 979-845-5549
Email: clessard@bme.tamu.edu
Discipline: Engineering - Biomedical

X Ben Wu
Department of Ecosystem Science and Management
Phone: 979-862-8869
Email: xbw@tamu.edu
Disciplines: Ecosystems Science, Management

Carlos Gonzalez
Department of Plant Pathology and Microbiology
Phone: 979-845-8462
Email: cf-gonzalez@tamu.edu
Disciplines: Plant Pathology, Microbiology

Bill Neill
Department of Wildlife and Fisheries Science
Phone: 979-845-5759
Email: w-neill@tamu.edu
Discipline: Wildlife and Fisheries Science

URL: https://www.tamu.edu/
University of Arizona

Jeffrey Silvertooth
Department of Soil, Water and Environmental Science
Phone: 520-621-7228
Email: silver@ag.arizona.edu
Discipline: Soil, Water, and Environmental Science

Carl Maes
Department of Optical Sciences
Phone: 520-626-8837
Email: carl.maes@optics.arizona.edu
Discipline: Optical Sciences

URL: http://www.arizona.edu/

University of California at Berkeley

Beatriz Lopez Flores
Department of Mechanical Engineering
Phone: 510-643-6443
Email: cblf@coe.berkeley.edu
Discipline: Engineering - Mechanical
URL: http://www.berkeley.edu/

University of California, Davis

William Jackson
Department of Chemistry
Phone: 530-752-0504
Email: wmjackson@ucdavis.edu
Discipline: Chemistry
URL: https://www.ucdavis.edu/
University of Colorado at Boulder

Dena Smith  
Department of Geological Science  
Phone: 303-492-3988  
Email: dena.smith@colorado.edu  
Discipline: Geological Sciences  
URL: http://www.colorado.edu/

University of Florida

David Mazyck  
Department of Environmental Engineering Sciences  
Phone: 352-846-1039  
Email: dmazyck@ufl.edu  
Disciplines: Engineering - Civil, Engineering - Environmental  
URL: http://www.ufl.edu/

University of Georgia

Tony Capomacchia  
Department of Pharmacology and Toxicology  
Phone: 706-542-5339  
Email: tcapomac@rx.uga.edu  
Discipline: Pharmaceutical and Biomedical Science  
URL: http://www.uga.edu/
University of Iowa

Phillip Kutzko
Department of Mathematics
Phone: 319-335-0758
Email: pkutzko@blue.weeg.uiowa.edu
Discipline: Mathematics
URL: https://uiowa.edu/

University of Maryland, College Park

Darryll Pines
Department of Aerospace Engineering
Phone: 301-405-0263
Email: dpines@umd.edu
Disciplines: Engineering - Aeronautics and Astronautics, Engineering - Mechanical, Biological Resonance

Isabel Lloyd Pines
Department of Materials Science and Engineering
Phone: 301-405-0263
Email: lloyd@umd.edu
Disciplines: Materials Science Engineering, Bioengineering

URL: https://www.umd.edu/
University of Michigan

Adam Matzger
Department of Chemistry
Phone: 734-615-6627/734-615-8553
Email: matzger@umich.edu
Discipline: Chemistry

Bradford Orr
Department of Physics
Phone: 734-936-3609/734-763-9694
Email: orr@umich.edu
Discipline: Applied Physics

URL: https://www.umich.edu/

University of Nebraska-Lincoln

Erick Jones
Department of Engineering
Phone: 402-472-3695
Email: ejones2@unl.edu
Discipline: Engineering - Industrial and Systems
URL: https://www.unl.edu/
University of New Mexico

Yemane Asmerom
Department of Earth and Planetary Sciences
Phone: 505-277-4434
Email: asmerom@unm.edu
Disciplines: Earth and Planetary Sciences
URL: https://www.unm.edu/

University of Puerto Rico, Mayaguez

Rodolfo Romanach
Department of Chemistry
Phone: 787-832-4040
Email: rromanac@uprm.edu
Discipline: Chemistry

Maria Martinez-Inesta
Department of Chemical Engineering
Phone: 787-832-4040
Email: mmartinezinesta@uprm.edu
Discipline: Engineering – Chemical

URL: http://www.uprm.edu/portada/
University of Puerto Rico, Rio Piedras

Kai Gribenow
Department of Chemistry
Phone: 787-764-0000
Email: kai.griebenow@gmail.com
Discipline: Chemistry
URL: http://www.uprrp.edu/

University of South Carolina

Bert Ely
Department of Biological Sciences
Phone: 803-777-2768
Email: ely@sc.edu
Discipline: Biological Sciences

Alvin Fox
Department of Biomedical Sciences
Phone: 803-733-1529
Email: afox@med.sc.edu
Discipline: Biomedical Sciences

Francis Gadala-Maria
Department of Chemical Engineering
Phone: 803-777-3182
Email: gadala-m@engr.sc.edu
Discipline: Chemical Engineering

URL: http://www.sc.edu/
Shekhar Bhansali  
Department of Electrical Engineering  
Phone: 813-974-3593  
Email: bhansali@eng.usf.edu  
Disciplines: Bioengineering, Engineering - Electrical

Norma Alcantar  
Department of Chemical Engineering  
Phone: 813-974-8009  
Email: alcantar@eng.usf.edu  
Discipline: Engineering - Chemical

Maya Trotz  
Department of Civil and Environmental Engineering  
Phone: 813-974-3172  
Email: matrotz@eng.usf.edu  
Disciplines: Engineering - Civil, Engineering - Environmental

Nathan Crane  
Department of Mechanical Engineering  
Phone: 813-974-8586  
Email: nbcrane@eng.usf.edu  
Discipline: Engineering - Mechanical

Ashanti Pyrtle  
Department of Oceanography  
Phone: 727-553-1301  
Email: apyrte@marine.usf.edu  
Discipline: Marine Science

URL: http://www.usf.edu/
University of Texas at Austin

Jennifer Brodbelt
Department of Chemistry and Biochemistry
Phone: 512-471-0028
Email: jbrodbelt@utexas.edu
Disciplines: Biochemistry, Chemistry
URL: http://www.utexas.edu/

The University of Texas at San Antonio

Edwin Barea-Rodriguez
Department of Biology
Phone: 210-458-5481
Email: edwin.barea@utsa.edu
Discipline: Biology

Anson Ong
Department of Biomedical Engineering
Phone: 210-458-4492
Email: anson.ong@utsa.edu
Discipline: Engineering - Biomedical

Adria Bodour
Department of Civil and Environmental Engineering
Phone: 210-458-7926
Email: adria.bodour@utsa.edu
Discipline: Engineering – Environmental

URL: https://www.utsa.edu/
V. Jacksonville Area

Asian American Chamber of Jacksonville

2771 Monument Road, Suite 29-221
Jacksonville, FL 32225
Phone: 904-612-2484
Email: info@asianchamberjax.org
URL: http://www.asianchamber.net/

The Chamber promotes multicultural awareness, opportunities and advancements, cooperation and economic growth in Jacksonville and its surrounding communities. Cost required.

Associated Builders and Contractors, Inc.

707 Peninsular Place, Suite 100
Jacksonville, FL 32204
Phone (904) 731-1506
Email: memberservices@abc.org
URL: http://www.abc.org/

A national trade association with members from construction and industry-related firms. Cost required.

Beaver Street Enterprise Center

1225 West Beaver Street
Jacksonville, FL 32204
Phone: 904-265-4700
Fax: 904-265-4740
Email: info@bsecenter.net
URL: http://www.bsecenter.net/
Florida’s only core-city business incubator. No cost required.
Blacksonville Community Network

221 North Hogan Street, Suite 501
Jacksonville, FL 32202
Phone: 904-290-1463
Fax: 1-866-899-4886
Email: marketing@blacksonville.com
URL: http://blacksonville.com/
A network that provides innovative solutions for employers to train and support minority professionals in new and emerging markets. Cost required.

Eco Latino

One Riverside Avenue
Jacksonville, FL 32202
Phone: 904-359-4462
Fax: 904-359-4214
Email: yadira.aguilar@ecolatino.com
URL: http://ecolatino.com/
A monthly, bi-lingual publication owned and produced by the Florida Times Union. Eco Latino also conducts four diversity job fairs (December, March, June and September). Cost required.

First Coast Hispanic Chamber of Commerce

P.O. Box 57972
Jacksonville, Florida 32241
Email: fchcc@fchcc.com
URL: http://www.fchcc.com/
The Chamber fosters an understanding of Hispanic heritage through networking, workshops, promotional opportunities for businesses, and scholarship programs. Cost required.
First Coast National Pan-Hellenic Council

P.O. Box 11232
Jacksonville, FL 33333
Email: info@firstcoastnphc.com
URL: http://www.firstcoastnphc.org/
The Council is composed of nine international Greek letter sororities and fraternities. It promotes interaction through forums, meetings and other mediums and engages in cooperative programming and initiatives. No cost required.

The Florida Star

P.O. Box 40629
Jacksonville, FL 32203
Phone: 904-766-8834
Fax: 904-765-1673
Email: ad@thefloridastar.com
A local newspaper that provides the latest and most accurate news that affects the African American Community. Cost required.

Goodwill Industries of North Florida

4527 Lenox Avenue
Jacksonville, FL 32205
Phone: 904-384-1361
Email: customerservice@goodwilljax.org
URL: www.goodwilljax.org
A large organization that offers training and employment services for people with disabilities and special needs. No cost required.
Hola Noticias

9831-7 Beach Blvd.
Jacksonville, FL 32246
Phone: 904-683-2198
Email: sales@norsanmedia.com
URL: http://holanoticias.com/news/jacksonville/
A Spanish weekly publication for the Hispanic Community in Northeast Florida. Cost required.

Jacksonville Asian American Alliance

9802 Baymeadows Road, Suite 12
PMB #186
Jacksonville, FL 32256
Email: info@jaxaaa.org
URL: http://jaxaaa.org/
JAAA strengthens Northeast Florida communities by promoting Asian cultural awareness, social and educational development, community service and inter-relationships. Cost required.

Jacksonville Chamber of Commerce Professional Women’s Council

3 Independent Drive
Jacksonville, FL 32202
URL: http://pwcjax.org/
A Council that enables women to network to grow their businesses, provide referrals to one another, and build their confidence and to grow as professionals. Cost required.
Jacksonville Free Press
903 Edgewood Avenue
Jacksonville, FL 32208
Phone: 904-634-1993
URL: http://jacksonvillefreepress.com/
A weekly black newspaper serving Jacksonville, Florida. Cost required.

Jacksonville Office of Economic Development
117 West Duval Street, Suite 275
Jacksonville, FL 32202
Phone: 904-630-1858
A local office that develops and executes policies that result in sustainable job growth, rising personal incomes and a broader tax base throughout Northeast Florida. No cost required.

Jacksonville Chamber of Commerce
3 Independent Drive
Jacksonville, FL 32202
Phone: 904-366-6600
URL: http://www.myjaxchamber.com/
A not-for-profit organization serving Northeast Florida, helping members to make connections, grow their businesses and prosper. Cost required.
Jacksonville Urban League

903 West Union Street
Jacksonville, FL 32204
Phone: 904-356-8336
Fax: 904-356-8369
URL: http://ul-jacksonville.iamempowered.com/
A community-based movement that devotes its service to empowering African-Americans and others to enter the economic and social mainstream. No cost required.

Jacksonville Women’s Business Center

3 Independent Drive
Jacksonville, FL 32202
Phone: 904-366-6640
Email: pat.blanchard@myjaxchamber.com
URL: http://jaxwbc.wordpress.com/
A department of the JAX Chamber Foundation that advances the success of women entrepreneurs at every stage of business development. No cost required.

Jacksonville Women’s Network

P.O. Box 47078
Jacksonville, FL 32247
Phone: 904-382-9692
Fax: 904-282-9294
Email: admin@jaxwomensnetwork.com
URL: http://jaxwomensnetwork.com/
A network that cooperates with community organizations in outreach activities such as member programs, sponsorship and professional development activities. Cost required.
Jewish Community Alliance

8505 San Jose Blvd.
Jacksonville, FL 32217
Phone: 904-730-2100
Fax: 904-730-4444
Web: www.jcajax.org
An alliance that strengthens Jewish life and responds to needs with an array of physical, recreational, educational, social and cultural opportunities. Cost required.

Jewish Family and Community Services

6261 Dupont Station Court, East
Jacksonville, FL 32217
Phone: 904-448-1933
Fax: 904-448-0349
Email: information@jfcsjax.org
URL: www.jfcsjax.org
An organization that lends a helping hand to people from all walks of life. No cost required.

Northeast Florida Builders Association

103 Century 21 Drive, Suite 100
Jacksonville, FL 32216
Phone: 904-725-4355
Fax: 904-721-3372
URL: http://www.nahb.org/
An association that strengthens and fosters the continued growth of home and commercial builders, and the construction industry in Northeast Florida. Cost required.
Northeast Florida Community Action Agency, Inc.

4070 Boulevard Center Drive
Building 4500, Suite 200
Jacksonville, FL 32207
Phone: 904-398-7472
Fax: 904-398-7414
Email: contact@nfcaa.org
URL: http://www.nfcaa.net/
A large community action groups that helps low-income families. No cost required.

Pine Castle

4911 Spring Park Road
Jacksonville, FL 32207
Phone: 904-733-2650
Fax: 904-733-2681
URL: www.pinecastle.org
An organization that serves adults with intellectual and other disabilities and provides support to their families. No cost required.

Spanish Cultural Society of North Florida, Inc.

1700 Wells Road, Suite 7
Orange Park, FL 32073
Phone: 904-278-0173
Email: seville3@comcast.net
URL: http://www.spanishculturalsoociety.org/
A society that raises awareness of the different cultures of the region and brings them closer together. No cost required.

Wayman Community Development Corporation

1176 LaBelle Street
Jacksonville, FL 32205
Phone: 904-693-1170
Fax: 904-693-1127
Email: info@wayman.org
URL: http://www.waymancommunity.org/
A Corporation that strives to make a difference by improving the quality of life for citizens of Jacksonville who are underserved. No cost required.

Women Business Owners of North Florida

P.O. Box 551434
Jacksonville, FL 32255
Phone: 904-278-9270
Email: admin@jaxwbo.org
URL: http://www.jaxwbo.org/
An organization that creates and recognizes opportunities to lift up the successes of women in the business world, both collectively and individually. Cost required.

Women's Center of Jacksonville

5644 Colcord Avenue
Jacksonville, Florida 32211
Phone: 904-722-3000
Fax: 904-722-3100
URL: http://www.womenscenterofjax.org/
A center that helps women overcome social, economic, and personal barriers. No cost required.

**Women of Color Cultural Foundation, Inc.**

![Women of Color Cultural Foundation, Inc.](image)

100 Festival Park Avenue
Jacksonville, FL 32202
Phone: 904-683-1757
Email: womenofcolorcf@comcast.net
URL: [http://woccf.com/](http://woccf.com/)
A foundation that addresses the needs of people of color such as disparities in health, education, economic development and other areas that affect the equality and common good. Cost required.

**CareerSource**

![CareerSource Northeast Florida](image)

1845 Town Center Blvd., Suite 250
Fleming Island, FL 32003
Phone: 904-356-5627
URL: [http://careersourcenortheastflorida.com/](http://careersourcenortheastflorida.com/)
Provides jobseekers with educational opportunities, networking events, job fairs, and a learning library. No cost required.
Diversity Recruitment Advertising Checklist

Here is a checklist to help you evaluate your company’s approach to diversity recruitment advertising. The more questions you answer yes to, the more likely your diversity recruitment advertising will be both effective and lawful.

<table>
<thead>
<tr>
<th></th>
<th>Question</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Are you creating new job descriptions for employment advertisements as opposed to recycling old ones?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Does your ad include an equal opportunity statement?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Does your employment advertisement go beyond your equal employment opportunity statement and include a statement and inclusiveness/diversity in your organization?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Does your advertisement adhere to standards addressed in your diversity and/or affirmative action plan?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Does your advisement include information about work/life perks and benefits? E.g.: onsite daycare, telecommuting, mentoring, training, dry-cleaning, transportation, vacation, insurance, family leave, tuition reimbursement, etc.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>If your ad contains image of people, does it include people of different races or for the race that the ad is targeting?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Are the jobs descriptions analyzed to identify which requirements are truly needed to do the job and which ones are simply preferred or included as an elimination tool?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Is there a review process for employment advertisements to safeguard against unlawful discrimination?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Do you use coding to track the sources of applicants?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Does the advertisement work to persuade readers that your organization would be a great place to work with phrases describing the culture, listing awards, addressing opportunities for career growth, listing awards received, etc.?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Do you use a variety of advertising media, including those that target minorities?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Do you review applicant flow for indications of possible discrimination?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Do your ads avoid problematic language that suggest discrimination, i.e., “cleaning lady,” “pretty” or “handsome,” “nonsmoker,” recent graduate,” “able-bodied,” etc.?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Do you track the number of successful applicants for each ad?</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Have you established a policy for employment advertising?</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Job Posting Checklist

Use this checklist to help you make sure your job postings are constructed to yield the best results. The greater the number of responses to which you have answered yes, the greater likelihood your job posting will garner the results you seek.

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Is your job title descriptive?</td>
</tr>
<tr>
<td>2</td>
<td>Have you used relevant keywords?</td>
</tr>
<tr>
<td>3</td>
<td>Have you included an EEO statement?</td>
</tr>
<tr>
<td>4</td>
<td>Have you included a diversity statement?</td>
</tr>
<tr>
<td>5</td>
<td>Did you include all pertinent contact information, including: email, phone number, fax number, mailing address, and web address?</td>
</tr>
<tr>
<td>6</td>
<td>Have you included a link to your organization’s web site where job seekers can obtain additional employment information?</td>
</tr>
<tr>
<td>7</td>
<td>Did you include a brief credibility statement about your organization?</td>
</tr>
<tr>
<td>8</td>
<td>Did you include information about benefits and work/life perks?</td>
</tr>
<tr>
<td>9</td>
<td>Have you specified which skills are required and which skills are desired?</td>
</tr>
<tr>
<td>10</td>
<td>Did you try to make the job appealing by describing different aspects of the work environment?</td>
</tr>
</tbody>
</table>

Recruitment Advertising Legal Guidelines

The following tips are designed to help you make sure that your organization avoids employment discrimination litigation.

1. Never advertise for a particular minority group or specifically for females, even when there are established affirmative action goals for this group. Non-protected group members must never be excluded from applying or being considered for employment.
2. Recruitment advertisement requirements should be job-related; irrelevant qualifications and specifications should be avoided.
3. Title VII prohibits employers from printing or publishing a jobs notices and advertisements indicating any preference or limitation based on race, color, relation, sex or national origin.
4. It is a good practice to save all copies of recruitment advertising for at least one year after the opening has been filled.
5. You should use the Equal Opportunity Employer MF designation in your advertisement to indicate “men and women” following each employment listing when non-neutral job titles are not possible.
6. Many states and municipalities have employment and anti-discrimination laws in place that cover the same types of discrimination that is covered by federal law. They include: marital status, sexual orientation or preference, ancestry, genetic testing, and criminal conviction records.
7. Retaliation against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice is prohibited by all of these Federal laws.
8. The following are samples of acceptable statements for employment advertisements:
   - Equal Opportunity/Affirmative Action Employer
   - An Equal Opportunity Employer committed to diversifying its workforce
   - Equal Opportunity Employer (M/F/V/D)
9. Avoid recruitment advertisements that are limited to geographic areas with limited minority populations to avoid the appearance of discriminatory practice.

VII. Credits

Photo credit: Jennifer Wells

Dr. Edythe Abdullah, Dean of Continuing Education

ADA Compliance Office

Brooks College of Health

Coggin College of Business

College of Arts and Science

College of Computing, Engineering and Construction

College of Education and Human Services

LGBT Resource Center

Information in this Guide can be provided in alternative formats upon request.