

## Comprehensive Faculty Recruitment and Advertising Plan

### Diversity, Inclusion, and Equity Programs

College/Dept: \_\_\_\_\_

Title of Position: \_\_\_\_\_

Per UPS 210.001, California State University, Fullerton is fully committed to increasing the diversity of its faculty through promoting strategies that yield robust, highly qualified and diverse applicant pools. Upon obtaining the approval of this Plan, the department’s position will be posted.

Please list items in the following categories that will be used for recruitment purposes. Please include additional sheets if necessary.

**a. General Higher Education and Discipline-Specific Publications, Diversity Publications, Job Registries**

<u>Name of Publication</u>	<u>Check Print or Online</u>	<u>Publication Date (anticipated)</u>
Asians in Higher Education <a href="http://www.asiansinhighered.com">www.asiansinhighered.com</a>	<input type="checkbox"/> Print <input checked="" type="checkbox"/> Online	(paid & placed by HRDI)
Blacks in Higher Education <a href="http://blacksinhighered.com">http://blacksinhighered.com</a>	<input type="checkbox"/> Print <input checked="" type="checkbox"/> Online	(paid & placed by HRDI)
CalJOBS <a href="https://www.caljobs.ca.gov">https://www.caljobs.ca.gov</a>	<input type="checkbox"/> Print <input checked="" type="checkbox"/> Online	(paid & placed by HRDI)
Chronicle of Higher Education <a href="https://chroniclevitae.com">https://chroniclevitae.com</a>	<input checked="" type="checkbox"/> Print <input checked="" type="checkbox"/> Online	(paid & placed by HRDI)
CSU Careers <a href="https://csucareers.calstate.edu">https://csucareers.calstate.edu</a>	<input type="checkbox"/> Print <input checked="" type="checkbox"/> Online	(paid & placed by HRDI)
CSUF HRDI <a href="http://hr.fullerton.edu/diversity/job-openings">http://hr.fullerton.edu/diversity/job-openings</a>	<input type="checkbox"/> Print <input checked="" type="checkbox"/> Online	(paid & placed by HRDI)
Disabled in Higher Ed <a href="http://disabledinhighered.com">http://disabledinhighered.com</a>	<input type="checkbox"/> Print <input checked="" type="checkbox"/> Online	(paid & placed by HRDI)
Diverse Jobs <a href="http://diversejobs.net">http://diversejobs.net</a>	<input type="checkbox"/> Print <input checked="" type="checkbox"/> Online	(paid & placed by HRDI)
HigherEdJobs.com <a href="https://www.higheredjobs.com/default.cfm">https://www.higheredjobs.com/default.cfm</a>	<input type="checkbox"/> Print <input checked="" type="checkbox"/> Online	(paid & placed by HRDI)





d. On a separate sheet, please list targeted graduate schools (e.g. addressed to the graduate director / relevant department) that will receive the position announcement for a recruitment at the Assistant Professor rank or Visiting Professor designation, as applicable.

(e.g., Doctoral degree-granting HBCUs, Hispanic Serving Institutions, and Tribal Colleges, as well as Top Ranked Research I Institutions Relative to the Discipline)

e. Academic Department's Federal Affirmative Action Plan Data (This section may be completed after submission of the R & A Plan.)

- Received from the Office of Diversity, Inclusion and Equity Programs: yes \_\_\_\_\_ no \_\_\_\_\_
- Reviewed By Search Committee: yes \_\_\_\_\_ no \_\_\_\_\_
- Identify groups that are underutilized based on the Affirmative Action Plan data \_\_\_\_\_

f. As communicated in UPS 210.001, each department is encouraged to make a good faith effort to create a diverse search committee. This national best practice tends to increase the likelihood of selecting a diverse group of finalists.

Approval of Recruitment and Advertising Plan:

\_\_\_\_\_ Date \_\_\_\_\_  
College Dean

Approval of Position Announcement Posting:

\_\_\_\_\_ Date \_\_\_\_\_  
Vice President of Human Resources, Diversity and Inclusion

*For Official HRDI Use Only:*

<b>Position Posting Date:</b>
<b>Job Control or BR Number:</b> _____