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. A proactive recruitment and advertising plan is an essential component of this commitment. This plan will be reviewed and approved by the Dean and the Office of the Vice President for HRDI prior to posting of the position announcement. Items marked with \* are required for approval of plan.

1. Position Information
* \*Department:
* \*Position Title:
* \*Position Number:
1. Higher Education, Discipline-Specific, and Diversity Publications and Job Boards
(standard sites paid for and placed by HRDI are listed at the bottom)

|  |  |  |  |
| --- | --- | --- | --- |
| **Name of Publication/Board** | **Website** | **Print/Online** | **Publication Date** |
| \* |  | [ ] Print [ ] Online |  |
|  |  | [ ] Print [ ] Online |  |
|  |  | [ ] Print [ ] Online |  |
|  |  | [ ] Print [ ] Online |  |
|  |  | [ ] Print [ ] Online |  |
| CalJOBS | [caljobs.ca.gov](http://www.caljobs.ca.gov) | Online | at time of posting |
| Chronicle of Higher Education | [chroniclevitae.com](https://chroniclevitae.com) | Print and Online | at time of posting |
| CSU Careers | [csucareers.calstate.edu](https://csucareers.calstate.edu) | Online | at time of posting |
| CSUF HRDI | [hr.fullerton.edu/diversity/job-openings](http://hr.fullerton.edu/diversity/job-openings) | Online | at time of posting |
| Diverse Jobs | [diversejobs.net](http://diversejobs.net) | Online | at time of posting |
| HigherEdJobs.com | higheredjobs.com | Online | at time of posting |
| Higher Education Recruitment Consortium (HERC)  | [hercjobs.org](http://www.hercjobs.org) | Online | at time of posting |
| The National Registry of Diverse & Strategic Faculty  | [theregistry.ttu.edu](http://www.theregistry.ttu.edu) | Online | at time of posting |
| SACNAS (only for STEM-related fields) | [sacnas.org](http://www.sacnas.org/) | Online  | at time of posting |

1. Professional Associations and Affinity Groups

At least one affinity group (e.g., ethnic, gender, sexual orientation within the discipline) is required. To meet the President’s commitment to the Black Student Union, department’s are highly encouraged to include their discipline’s affinity group for Black and African American members.

|  |  |  |
| --- | --- | --- |
| **Group Representative’s Name and/or Title** | **Name of Association** **or Affinity Group** | **E-mail Address or Posting Website** |
| \* |  |  |
|  |  |  |
|  |  |  |
|  |  |  |
|  |  |  |

1. Other Posting Outlets
(e.g., conferences, professional contacts in the discipline/sub-field, no-cost list-serve website postings)

|  |  |
| --- | --- |
| **Name** | **E-mail Address or Website** |
| \* |  |
|  |  |
|  |  |
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1. Graduate Schools

List schools that will receive the position announcement (addressed to the graduate director / relevant department). Include doctoral degree-granting HBCUs, Hispanic Serving Institutions, and Tribal Colleges, as well as other institutions relative to the discipline.

|  |  |
| --- | --- |
| **Name** | **E-mail Address or Posting Website** |
| \* |  |
|  |  |
|  |  |
|  |  |
|  |  |

1. Search Committee Composition

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.

* \*Did the department make a good faith effort to create a diverse search committee? [ ] Yes [ ] No
1. Plan Review
* \*Has this plan been reviewed by Search Committee? [ ] Yes [ ] No