



provided by women, minorities, students, and alumni from the University and other institutions.

4. **Profession Associations**

Solicit and request from women and minority caucuses within relevant professional and academic associations the names of potential candidates. It would be beneficial to maintain ongoing communication with these caucuses on a broad range of issues.

5. **Miss M i i n g List for Vacancy Announcements**

Vacancy announcements should be sent to national higher education associations to inform them of professional faculty positions. These associations have their own network for publicizing job openings. In addition, a number of such associations contain special interest groups (e.g., the American Educational Research Association has Hispanic and Black Caucuses).

- It should be noted that the existence of the Women's Studies program on our campus helps attract female candidates. Any department or candidate with questions regarding our program should contact the Women's Studies director.
- Statements on a department's commitment to affirmative action and discussions of affirmative action issues within a discipline may be published in department newsletters or brochures that are sent to constituent groups and alumni, thereby informing them of a department's support of affirmative action goals and enlisting their assistance.
- Maintain ongoing contact with professional organizations, associations, and agencies that have a job referral service.
- Posting vacancy announcements on Professional Networks and

•

- Departments can inform alumni publications at universities where women and minorities are well represented of available positions.

8. **Use of Fellowships, Internships, Sponsorships and Post Doctor**

As a long term strategy, departments can invite women and minority scholars from other institutions to participate in department-sponsored symposia and visiting professorships. A one-year visiting professorship to replace a faculty member who is on leave will not only assist a department in meeting its instructional responsibilities, but will also strengthen the link between the department at Scranton and a similar department at another institution.

- Departments can consider for the position women and minorities who have held part-time or temporary positions in their department.

During a search, if a search committee wishes to learn if its efforts to create a diverse pool of candidates have been successful, it may obtain data on the ethnic, racial, and gender composition of the pool from the committee chair.

**SUMMARY**

True, there are some disciplines in which 8(t)-2.53658(t)-2.53658(e)3.15789(e)3.15789-50(7)(B)45789-0770516