

Resource B

*Diversity and Inclusion—Health Professions
Recruitment and Retention Resources*

Professional Associations

- American Dental Association—www.ada.org/en
- American Dental Education Association—www.adea.org
- AcademyHealth—www.academyhealth.org
- American Association for Access, Equity and Diversity—www.aaaed.org/aaaed/default.asp
- American Association of Colleges of Pharmacy—www.aacp.org
- American Association of Collegiate Registrars and Admissions Officers (AACRAO)—www.aacrao.org
- American Association of Hispanics in Higher Education—www.aahhe.org/Programs/FacFellowsProgramDescription.aspx
- American Association of Men in Nursing—www.aamn.org
- American Association of University Women Directory of AAUW Fellows and Grantees—www.aauw.org/what-we-do/educational-funding-and-awards/directoryof-recipients-and-sponsors
- American Association of University Women—www.aauw.org
- American Association of Women Dentist—www.aawd.org
- American Associations of Colleges of Nursing—www.aacnnursing.org
- American Council on Education—www.acenet.edu/Pages/default.aspx
- American Indian College Fund—www.collegefund.org
- American Indian Higher Education Consortium—www.aihec.org
- American Indian Science and Engineering Society—www.aises.org
- American Medical Women’s Association—www.amwa-doc.org
- American Nurses Association—www.nursingworld.org
- American Pharmacists Association—www.pharmacist.com
- Annual Biomedical Research Conference for Minority Students (managed by the American Society for Microbiology)—www.abrcms.org
- Asian and Pacific Islander American Scholarship Fund—www.apiasf.org
- Asian American Communities and Organizations—newton.uor.edu/Departments&Programs/AsianStudiesDept/asianam-commun.html
- Asian American Legal Defense and Education Fund—aaldef.org
- Asian Pacific American Women’s Leadership Institute—www.apawomen.org
- Asian Women in Business—www.awib.org
- Association for Women in Mathematics—sites.google.com/site/awmmath
- Association of American Colleges & University—www.aacu.org
- Association of American Medical Colleges—www.aamc.org
- Association of American Veterinary Medical Colleges—www.aavmc.org
- Association on Higher Education and Disability—www.ahead.org/about-ahead

- Building the Next Generation of Academic Physicians (BNGAP)—bngap.org
- College and University Professional Association for Human Resources (CUPA-HR)—www.cupahr.org/index.aspx
- Diverse Scholar and Minority Postdoc Directories—www.minoritypostdoc.org
- Faculty for the Future (a GE Foundation initiative designed to increase the number of women and historically underrepresented and marginalized faculty in engineering, science and business)—www.fff.slbc.com
- Gates Millennium Scholars Program—www.gmsp.org
- Hispanic Association of Colleges and Universities—www.hacu.net/hacu/See_Job_Postings.asp
- Hispanic Dental Association—hdassoc.org
- Historically Black Colleges and Universities (HBCU)—hbcuconnect.com
- International Association for Dental Research—www.iadr.org
- Latinos in Science and Engineering—mymaes.org
- League of United Latin American Citizens—lulac.org
- Mellon Mays Fellowship Directory—www.mmuf.org
- National Association for Equal Opportunity in Higher Education—www.nafeonation.org
- National Association of Asian American Professionals—www.naaap.org
- National Association of Diversity Officers in Higher Education—www.nadohe.org
- National Association of Medical Minority Educators—nammenational.org
- National Black Nurses Association, Inc.—www.nbna.org
- National Center for Faculty Development and Diversity—www.facultydiversity.org
- National Dental Association—www.ndaonline.org
- National Dental Hygienists Association—www.ndhaonline.org
- National Gay and Lesbian Task Force—www.thetaskforce.org
- National Hispanic Medical Association (NHMA)—www.nhmamd.org
- National Institute of Dental and Craniofacial Research—www.nidcr.nih.gov
- National Institutes of Health (NIH)—www.nih.gov
- National Medical Association—www.nmanet.org
- National Science Foundation Graduate Research Fellowships Program—www.nsfgrfp.org
- Organization of Chinese Americans—www.ochanational.org
- Philippine Nurses Association of America, Inc.—www.mypnaa.org
- Preparing Future Faculty Institutions (run by the Council of Graduate Schools, these programs promote diversity and inclusiveness in graduate education)—www.cgsnet.org/inclusiveness
- Society for the Advancement of Chicanos and Native Americans in Science—sacnas.org
- Society of American Indian Dentists—www.thesaidonline.org

- Southern Regional Education Board (SREB) Doctoral Scholars Directory—dspdirectory.sreb.org/default.aspx
- Student Affairs Administrators in Higher Education (NASPA)— www.naspa.org
- Student National Dental Association—www.sndanet.org
- Student National Pharmaceutical Association—snpha.org
- The Asian Pacific Islander American Association of Colleges and Universities (APIACU)—www.apiacu.org/about
- The Association of Black Health-Systems Pharmacists—myabhp.org
- The Black Doctoral Network, Incorporated—www.blackphdnetwork.com
- The Council for Tribal Employment Right—www.councilfortribalemploymentrights.org/wp
- The Leadership Alliance Consortium’s Doctoral Scholars—www.theleadershipalliance.org
- The National Academies Ford Foundation Fellows—nrc58.nas.edu/FordFellowDirect/Main/Directory.aspx?Report=4
- The National Association for Equal Opportunity in Higher Education (NAFEO)—www.nafeonation.org/about
- UnidosUS—www.unidosus.org
- United States Department of Health and Human Services, Office of Minority Health—minorityhealth.hhs.gov
- United States Hispanic Leadership Institute—www.uskli.org

Resources for Recruiting and Retaining Faculty with Disabilities

- Ability Jobs and Job Access—abilityjobs.com
- American Association of People with Disabilities—www.aapd.com
- Association on Higher Education and Disability—www.ahead.org
- Career and Job Resources for Disabled Americans Job-Seekers—www.quintcareers.com/disabled_career_resources.html
- DisABLEDperson, Inc.—www.disabledperson.com
- Getting Hired—www.gettinghired.com/Employers.aspx

Resources for Recruiting and Retaining LGBTQIA+ Faculty

- American Medical Association (AMA) Advisory Committee on Lesbian, Gay, Bisexual and Transgender (LGBT) Issues—www.ama-assn.org/member-groups-sections/advisory-committee-lgbtq-issues
- American Medical Student Association Committee on Gender and Sexuality—www.amsa.org/AMSA/Homepage/About/Committees/GenderandSexuality.aspx

- Campus Pride—campuspride.jobs
- Consortium of Higher Education Lesbian Gay Bisexual Transgender Resource Professionals—www.lgbtcampus.org
- Gay Asian Pacific Alliance—www.gapa.org
- GLMA: Health Professionals Advancing LGBT Equality (the world’s largest and oldest association of LGBT health care professionals)—www.glma.org
- LGBTQ-Friendly College Fair—www.campuspride.org/collegefair
- LGBTQ Presidents in Higher Ed—www.campusprideindex.org
- National Coalition for LGBT Health—healthlgbt.org
- National Organization of Gay and Lesbian Scientists and Technical Professionals—www.noglstp.org
- Out & Equal—www.outandequal.org
- Out for Work—www.outforwork.org
- PrideIndex—www.campusprideindex.org
- Services & Advocacy for Gay, Lesbian, Bisexual & Transgender Elders (SAGE)—www.sageusa.org
- The Human Rights Campaign Healthcare Equality Index (HRC HEI)—www.hrc.org/hei
- The National Center for Transgender Equality—transequality.org/Issues/health.html
- The National LGBT Health Education Center, The Fenway Institute—www.lgbthealtheducation.org

Resources for Recruiting and Retaining Faculty With Military Service

- Careers for Transitioning Military—www.taonline.com
- Hire Heroes USA—www.hireheroesusa.org
- Job Opportunities for Disabled Veterans—www.jofdav.com
- Military Connection—www.militaryconnection.com
- Military Hire—www.militaryhire.com/index.servlet
- Recruit Military—recruitmilitary.com/about
- Vet Jobs—vetjobs.org
- Veteran Employment—www.military.com/veteran-jobs

Additional Diversity Resources

Accreditation Council for Graduate Medical Education (ACGME) Physician Well-Being Tools and Resources—The Council offers tools and resources to support institutional and program efforts to improve faculty member, resident and fellow well-being. This includes a suite of new ACGME-created resources and a compendium of materials compiled by the ACGME’s Task Force on Physician Well-Being Tools and Resources Subcommittee. www.acgme.org/What-We-Do/Initiatives/Physician-Well-Being

ADVANCE—The National Science Foundation (NSF) was founded in 1950 to promote the progress of science; to advance the national health, prosperity and welfare; and to secure national defense. With an annual budget of about \$6.9 billion (FY 2010), NSF is the funding source for approximately 20% of all federally-supported basic research conducted by American colleges and universities. NSF’s Institutional Transformation (IT) Awards Synopsis Institutional Transformation Awards support academic institutional transformation to promote the increased participation and advancement of women scientists and engineers in academe. These awards support innovative and comprehensive programs for institution-wide change. IT-Catalyst awards are designed to support historically resource-challenged institutions in efforts to conduct institutional self-assessment activities, such as data collection and analysis and policy review as well as to identify specific issues in the recruitment, retention and promotion of women scientists and engineers within an institution of higher education. www.nsf.gov/pubs/2009/nsf0941/nsf0941.pdf.

Alliance for Graduate Education and the Professoriate (AGEP) is a network of universities dedicated to increasing the number of underrepresented minorities obtaining graduate degrees in science, technology, engineering and mathematics. Funded by the National Science Foundation, the primary goals of the AGEP are to: (a) significantly increase the number of underrepresented minorities (i.e., African Americans, Hispanics, American Indians, Alaska Natives and Native Hawaiians or other Pacific Islanders) obtaining graduate degrees in science, technology, engineering and mathematics (STEM), and (b) enhance the preparation of underrepresented minorities for faculty positions in academia. AGEP employs a strategy of alliances with doctoral-granting institutions to accomplish these goals. www.nsfagep.org/

Alliance for Building Faculty Diversity in the Mathematical Sciences offers four National Science Foundation- (NSF-) funded postdoctoral fellowships targeted at new or recent minority Ph.D.s. The Alliance is comprised of NSF Mathematical Sciences Institutes and seven major research universities with a strong record of mentoring underrepresented mathematics graduate students. A typical three-year postdoctoral fellow will spend two years at one of the Alliance universities and up to a year at one or more national institutes if there are suitable programs. Each postdoc is matched with a research mentor at the

host university. The aim is to establish and implement a mentorship model that will increase the access of underrepresented U.S. groups to academic tenure-track positions. www.math.ncsu.edu/alliance/

BRAINS: Broadening the Representation of Academic Investigators in Neuro Science is a national program to accelerate and improve the career advancement of neuroscience postdoctoral researchers and assistant professors from underrepresented groups. The program, newly funded by a R25 grant from National Institutes of Health's National Institute for Neurological Disorders and Stroke (NINDS), creates unique, life-transforming experiences for participants. The BRAINS program goal is to increase engagement and retention of academic, early-career neuroscientists from underrepresented groups by reducing isolation; providing tips, tools and skill development to prepare for tenure-track success; and increasing career self-efficacy. The program offers a multi-day professional development symposium, facilitated peer-mentoring circles and career development consultation process. depts.washington.edu/brains

Checklist of Best Practices for Diversify Faculty was created by Caroline Sotello Viernes Turner who provides a good checklist of best practices for faculty searches with an emphasis on faculty diversity. She divides practices into before, during and after the search and classifies them as good, better and best. See Appendix A, page 31 at eric.ed.gov/?id=ED465359.

Committee on Institutional Cooperation (CIC) Doctoral Directory is a listing of doctoral degree recipients who are members of groups underrepresented in higher education and who are alumni of the universities of the Committee on Institutional Cooperation. www.cic.net/students/doctoral-directory/introduction

Higher Education Recruitment Consortium has resources on the recruitment and retention of diverse faculty with a focus on advancing equity and excellence in the higher education workforce. member.hercjobs.org/retention/retention-resources

St. Jude Children's Research Hospital National Graduate Student Symposium is an all-expenses-paid event held each spring on the St. Jude campus in Memphis, TN. This competitive academic and professional development event allows Ph.D.-level graduate students to present their own work, in addition to learning about the cutting-edge research and facilities at St. Jude. Neither the symposium nor the application process is advertised; thus, students can only apply if they have received an invitation from St. Jude or are nominated by a faculty advisor. www.stjude.org/education-training/predoctoral-training/graduate-students/national-graduate-student-symposium-ngss.html

National Academies of Sciences, Engineering and Medicine's Report on Sexual Harassment of Women: Climate, Culture and Consequences in Academic Sciences, Engineering and Medicine—This report reviews the research on the extent to which women in the fields of science, engineering and medicine experience sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention and advancement of women pursuing scientific, engineering, technical and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in academia. [sites.nationalacademies.org/shstudy/index.htm](https://www.nationalacademies.org/shstudy/index.htm)

National Academy of Medicine launched the Action Collaborative on Clinician Well-Being and Resilience—A network of more than 60 organizations committed to reversing trends in clinician burnout. The Collaborative has three goals:

- ◇ Raise the visibility of clinician anxiety, burnout, depression, stress and suicide
- ◇ Improve baseline understanding of challenges to clinician well-being.
- ◇ Advance evidence-based, multidisciplinary solutions to improve patient care by caring for the caregiver. [nam.edu/initiatives/clinician-resilience-and-well-being/#noodle](https://www.nam.edu/initiatives/clinician-resilience-and-well-being/#noodle)

The National Center for Faculty Development and Diversity provides independent professional development, training and mentoring programs for over 93,000 graduate and postdoctoral students and faculty members. The Center offers on-campus workshops and intensive mentoring programs and is known for its faculty success program and virtual boot camp. Institutional and individual membership is available. www.facultydiversity.org/