

## **EXTERNAL COMMUNICATION AND RECRUITMENT STRATEGIES**

(Section 46a-68-80)

March 2021

This section was found to be in compliance in the previous filing and there no proposals/recommendations.

The Contract Compliance Small and Minority Business Utilization reports immediately follow this narrative.

### **Subsection (a)**

The University of Connecticut has developed means of recruiting goal candidates for current positions.

- 1) To foster consistency and ease of application the University of Connecticut posts all available employment opportunities on the [UConn Jobs website](#). This readily identifiable point of access allows all applicants to search for positions and provides instructions to submit applicants for University employment. This user-friendly website boasts extensive information about the University and its commitment to equal employment opportunity and diversity. This website includes comprehensive information related to working at the University, a breakdown of faculty, staff, and executive positions as well as instructions for creating applicant profiles for enhancing and simplifying the application process. The University is continually trying to improve this site to improve a prospective candidates' experience.
- 2) Individual hiring departments, responsible for their own recruitment activities, circulated job advertisements to 813 unique recruiting sources during the *Plan* year. Please see **EXHIBIT 1** in this section for the list of recruitment sources. Sources utilized by search committees included organizations, field specific associations, list serves, conferences, and print and on-line media targeted to women, diverse groups and other members of protected classes. In addition, search committees made use of over various contacts through professional networks and other universities. It should be noted that these contacts also include in internal searches to offer opportunities for growth to UConn's valued pool of employees.
- 3) The University continued to enhance the faculty position landing page in an effort to attract outstanding candidates. This initiative is dedicated to faculty recruitment and growth. It is a visible indication of the University's effort to attract outstanding candidates, including those from underrepresented populations. This website included specialized descriptions of each school and college and the open positions available. Additionally, advertisements for faculty positions began including a requirement for new hires to "broaden participation among members of under-represented groups; demonstrate through their research, teaching, and/or public engagement the richness of diversity in the learning experience; integrate multicultural experience into instructional methods and research tool, etc." This language is intended to attract

under-represented applicant populations by highlighting the University's commitment and compliance to Affirmative Action/Equal Employment Opportunity in its hire process and educational mission.

- 4) In December 2019, the University launched a new Applicant Tracking System, PageUp People. This system was launched in an effort to streamline the applicant's experience applying for jobs at UConn. The system reads resumes so that applicants do not have to enter profile information manually; and the system has the ability to parse information from applicant resumes. Integrations with key diversity recruitment sources continued, including Broadbean which includes over 30 individual recruitment sites.

### **Subsection (b)**

The University has put itself on public record as an Affirmative Action and Equal Employment Opportunity Employer. Consistent with that posture:

- 1) Written expression of the University's commitment to affirmative action and notice of job availability are sent regularly to recruiting sources and organizations, which are capable of referring qualified applicants for employment. All job postings and advertisements include a statement that the University is an Equal Employment Opportunity/Affirmative Action Employer. The statement is also included on job postings on the UConn Jobs website where applicants apply for current positions. Please see **EXHIBIT 2** of this section for examples.

The UConn Jobs website, where all applicants are directed when applying for positions, also clearly displays the University's commitment to be an EEO/AA employer. In addition to job openings, this page continues to display the University's statement on record as an Affirmative Action and Equal Employment Opportunity Employer, as well as various other compliance statements including the Jeanne Clery Disclosure of Campus Security and Campus Crime Statistics Act; commitment to Diversity, Inclusion, and a Respectful workplace; accommodations for applicants with disabilities; and the recruitment of veterans. Please see **EXHIBIT 3** of this section for a copy of the website page.

Additionally, the faculty landing page described in Subsection (a) number 4 provides compliance language related to the University's status as an Affirmative Action/Equal Employment Opportunity Employer.

- 2) Notice that the agency is an affirmative action and equal employment opportunity employer was sent to all unions that represent agency employees for collective bargaining purposes. This notice contained an invitation to review and comment upon the agency's affirmative action plan. The communication was sent to contacts at the eight bargaining units represented at UConn. Please see **EXHIBIT 4** of this section for the letter and attached policies.

### **Subsection (c)**

The University initiates and undertakes vigorous, positive relationship-building activities to ensure that affirmative action is more than a paper commitment. The University has worked to secure ongoing relationships and develop additional recruiting sources while cultivating outreach recruitment programs and maintaining contact with protected class members and resource agencies. Consistent with that effort:

- 1) Protected class audiences in the labor market/area(s) most relevant for filling a vacant office, position, or position classification are aggressively solicited to by an outreach media focused campaign utilized by University publication sources. In addition to the individual recruitment efforts made by departments, listed in **EXHIBIT 1** of this section, communications firm Graystone, managed the advertisement program for searches throughout the University, utilizing numerous recruitment sources. Graystone provided access to advertisements in various diversity trade publications to support the University's particular emphasis on under-represented group publications and websites. Graystone provided demographic information on publication and website audiences on request, with particular emphasis on under-represented group publications and websites.

Graystone and the current vendors on contract with the University can also provide upon request the latest higher education demographics on under-represented group enrollment to assist with diversity recruitment efforts. This *Plan* year, the Office of Human Resources (OHR) has continued to encourage departments to utilize innovative recruitment strategies to connect with more diverse populations regarding vacant positions. Graystone has facilitated these efforts and continues to provide additional services upon request, including branding, messaging, copyrighting, market-to-market recruitment, job board reporting, and niche recommendations for diversity and specific job markets. Please see **EXHIBIT 5** of this section for a listing of sources utilized by Graystone with the diversity trade publications highlighted.

- 2) The University actively encourages search committees to engage in proactive and non-traditional recruiting to target goal applicants. Specifically, search committees are encouraged to recruit amongst existing professional networks as well as research new recruiting sources they may not have traditionally considered. A high emphasis is placed on direct professional networking and recruiting of promising applicants, particularly those from goal applicant populations.
- 3) The Office of Institutional Equity (OIE) continues to provide guidance and resources to assist search committees in developing recruitment strategies to target underrepresented groups. This oversight includes reviewing recruitment efforts in searches and ensuring that the efforts include sources such as professional contacts, professional associations and resources targeting protected

classes. Continual search training throughout the recording period reinforced the search committee's obligation to engage in robust external recruitment efforts.

- 4) The Office of Institutional Equity website helps facilitate networking potential by offering a list of Suggested Recruitment Sources with direct links to the websites of organizations in discipline and profession-specific categories. This information assists search committees in focusing advertising and recruiting activities in areas that have the greatest potential for providing qualified and under-represented applicants. OIE publishes on its website the comprehensive [Faculty Recruitment and Outreach Guide](#), an 80 page web-based interactive listing of race/gender sources specific to individual schools and higher education. Please see **EXHIBIT 6** of this section for the Recruitment Guide.
- 5) The diversity publication, *Diverse: Issues in Higher Education* along with *Inside Higher Education*, the *Higher Education Recruitment Consortium*, *Recruit Military*, and *AbilityJobs* are contracted online publications that OHR utilizes for recruiting and advertising resources. There is a collaborative goal setting agenda with OHR, the Office of the Provost, and the Office of Institutional Equity to ascertain other potential recruitment sources that may merit annual contracts. The University was a "Featured Employer" in the June 2020 issues of *Diverse Issues in Higher Education*. Please see **Exhibit 7** of this section showing UConn as the featured employer.
- 6) The OHR has a contract with Broadbean, a job board aggregator. As a result of this initiative, OHR posts jobs to the following job sites: Glassdoor, Juju, MyJobHelper, Resume Library, Randrr, FlexJobs, Zippia, LinkedIn Social Status, The Job Spider, Oodle, Recruit.net, and Trovit. The following Diversity sites are also included: DiversityWorkers.com, AfricanAmericanJobsite.com, AsianAmericanJobsite.com, HispanicJobsite.com, Jobs4Women.net, VeteranJobSite.com, ArmedServicesJobs.com, RetiredStars.com, SeniorJobsNetwork.com, and DisabilityJobSite.com.

The University also purchased the Diversity Premium package, which includes WorkplaceDiversity.com, VeteransConnect.com, LGBTConnect.com, DisabilityConnect.com, HispanicDiversity.com, AllDiversity.com, JOFDAV.com, and DisabledPerson.com.

- 7) External search firms are often hired to facilitate senior executive searches. These firms are mandated by contractual guidelines to verify compliance with state and federal affirmative action reporting requirements and other legal obligations. Search firm personnel meet with representatives from OIE and OHR at the initiation of a search to review the guidelines, ensure Affirmative Action statements are included in all external correspondence, and that University statutory obligations are achieved. Guidelines are distributed to search firms prior to initiating the search to ensure compliance with state and federal affirmative

action reporting requirements and other legal obligations. Please see **EXHIBIT 8** of the section for the Search Firm Guidelines.

- 8) OHR provides employment counseling and referrals to unclassified and classified applicants (phone and walk-in), which included information on the application and hiring process at the University. Workforce Solutions staff continued to provide career counseling and guidance to unclassified and classified applicants seeking employment at the University. This year, 32 potential applicants were counseled individually and at various recruitment and job fairs. This number is significantly lower than previous Plan Years due to our inability to attend in-person job fairs for the majority of the period. **EXHIBIT 9.**
- 9) Other contacts the Human Resources Generalists were able to make this reporting period:

<b>DATE(S):</b>	<b>CONTACT:</b>	<b>PURPOSE:</b>
ONGOING	Career transition information packet	OHR Specialists continue to maintain a comprehensive information packet to help displaced employees who are re-entering the job market; included are resume guidelines, interviewing tips, internet contacts, and more.
ONGOING	University Community	OHR has created Career Mapping and Career Portfolio presentations that are posted on the Department’s website and are accessible to all employees interested in career development.

The University reaffirms that it has initiated and undertaken the steps necessary to engage in positive relationship-building activity to ensure that affirmative action is more than just a paper commitment. OIE views networking and collaborating with minority organizations and associations essential in developing a pipeline for qualified minority and diverse populations. The University is committed to a policy of equal opportunity/affirmative action for all qualified persons and does not discriminate in any employment practice, education program, or educational activity on the basis of race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, gender identity or expression, disability (including, but not limited to, intellectual disability, past or present history of mental disorder, physical disability or learning disability), genetic information, or any other basis prohibited by Connecticut state and/or federal nondiscrimination laws.

During the Affirmative Action Plan reporting period, the University successfully achieved several its goals in many of the categories/classifications, thereby upholding its commitment toward achieving parity in the workforce. The University supports affirmative action and diversity in the workplace and actively seeks applicants from all sectors of the population and takes seriously the commitment to develop a workforce that reflects the diversity of the client population it serves.



Recruitment Sources	No of Postings
1862 & 1890 Extension Administrators LGU	1
1890/1994 listserv Historically Black Land Grant Institutions	1
500 Women Scientists	1
AAA	1
AACRAO	4
AAEA Leadership Committees on (i) Agribusiness Economics and Management	1
AAEA Leadership Committees on (ii) Food and Agricultural Marketing Policy	1
AAEA Leadership Committees on (iii) Women in Agricultural Economics	1
AAEA Leadership Committees on iv) Opportunities and Status of Blacks in Agricultural Economics	1
AAEA web page	1
AAG	1
AAG department chair listserv	1
Ability Jobs Online	7
Ability Links Online	1
Academic Careers Online	2
Academic Diversity Search	4
Academic Jobs Online	16
Academic Jobs Online	1
Academic Journal Online	1
Academic Keys	5
Academic Keys	1
Academic Keys for Administration	1
AcademicDiversitySearch.com	2
AcademicDiversitySearch.com	1
AcademicDiversitySearch.org	1
Academicplacement.ama.org	1
Academy of Management (AOM)	1
Academy of Management Public and Nonprofit (PNP) Division listserv	1
Accounting Research Network	1
ACHA	1
ACM	1
ACRL College Librarians Section	1
ACR-L Listserv	1
ACRL NEC Jobs Google Group	1
ACRL New England Chapter	1
ACRL New England Chapter Jobs <a href="https://groups.google.com/forum/#!forum/acrl-nec-jobs">https://groups.google.com/forum/#!forum/acrl-nec-jobs</a>	2
ACRL University Libraries Section, listserv	2
ACS.org	1
ACSP Update	1
ACUA	1
ACUHO-I Listserv	1
ACUI Career Oage	1
Agricultural and Applied Economics Association (AAEA) Newsletter	1
AHA	1

AHEAD	1
AIHA <a href="https://careeradvantage.aiha.org/employers/">https://careeradvantage.aiha.org/employers/</a>	1
aims.uconn.edu	1
ALA	1
ALA Info. Lit. Instruction list	1
ALA ListServ - <a href="mailto:acr-igas@lists.ala.org">acr-igas@lists.ala.org</a>	1
ALA Spectrum Scholarship Program (diversity)	1
Alabama A & M University	1
All Department Heads of Agricultural & Resource Economics in the USA	1
All Standard Sources	1
Allied Health Alumni network (undergraduates and graduates)	1
Alma EXlibris Users List	1
Alma listserv	1
American Accounting Association	1
American Anthropological Association	1
American Association of Blacks in Higher Education	1
American Association of Colleges of Pharmacy (AACCP)	1
American Association of University Professors (AAUP)	1
American Association of University Women (AAUW)	1
American Association of Veterinary Laboratory Diagnostics	1
American Bar Association	1
American Cermaic Society Career Center	1
American Chemical Society	1
American College Health Association (ACHA) Enhanced Posting	1
American College of Veterinary Pathologists	1
American College Personnel Association	1
American Cultural Resources Association	1
American Economic Association	1
American Geophysical Union	1
American Hockey Coaches Association	1
American Library Association	2
American Library Association	2
American Pharmacists Association (APhA)	1
American Political Science Assoc. eJobs database	1
American Psychological Society (APS)	1
American Public Gardens Association	1
American Public Gardens Association Listserv	1
American Society for Metals Career Center	1
American Society for Public Admin (ASPA)	1
American Sociological Association	1
American Veterinary Medical Association	1
American Water Resources Association	1
American Water Works Association	1
Amherst College, English/Am Studies	1
ANSCI Director of Animal Facilities	1
APCO - Association of Public-Safety Communications Officials-International	1
APS online posting.	1

APSA Race and Politics section posting	1
APSA The Latino Caucus section posting	1
APSA.net	1
Archaeology Consultant email list	1
Arizona State U, Anthropology	1
Arizona State University, School of Social Transformation	1
Art Station	1
ArtSearch	1
ASA	2
ASCE	1
ASG listserv	1
Asian American Psychological Association (AAPA)	1
Asians in Higher Ed	1
ASLA Joblink	1
ASME	1
ASMS Career Center: <a href="https://asms-jobs.careerwebsite.com/">https://asms-jobs.careerwebsite.com/</a>	1
Association for Budgeting & Financial Management (ABFM) mailing list and website	1
Association for Educators in Journalism and Mass Comm jobs online	1
Association for Information Systems	1
Association for Public Policy Analysis and Management (APPAM)	1
Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)	
Career Ctr.	1
Association for University and College Counseling Center Directors website, Membership only	1
Association for Women in Science	1
Association of American Colleges and Universities (AAC&U)	1
Association of American Veterinary Medical Colleges	1
Association of Black Sociologists	1
Association of Education and Research Greenhouse Curators website	1
Association of Educational and Research Greenhouse Curators listserv	1
Association of Educators in Journalism and Mass Communication	1
Association of Healthcare Internal Auditors	1
Association of Public and Land Grant Universities	1
Association of Research Libraries	1
ASSP <a href="https://jobs.assp.org/employer/login/?goto=%2Femployer%2Fpost%2F">https://jobs.assp.org/employer/login/?goto=%2Femployer%2Fpost%2F</a>	1
AUTM	2
AUTOCAT listserv	1
Babson College, Political Science	1
BackStage	1
Barnard, History	1
BEA BROADCAST EDUCATION ASSOCIATION	1
BIBFRAME listerv	1
Binghampton U	1
BioCT	2
Black Bristish Studies	1
Black Caucus ALA lists	1
Black Caucus of the American Library Assoc.	2

Blacks In Higher Education	3
BLC Announce Listserv	1
BLC Health Sciences COI	1
BLC list	1
blc.announce@lists.unh.edu - Boston Library Consortium (BLC) Announce email list	2
Bolton town clerk website	1
Boston Globe	1
Boston Library Association <a href="https://blc.org/contact-us">https://blc.org/contact-us</a>	1
Botanical Society of America	1
Borough of Manhattan Community College (BMCC), Caribbean Studies	1
Bowie State University	1
Broadbean	10
Brown University, Africana Studies/Sociology	1
Brown University, Dept. of Hispanic Studies	1
Bryn Mawr, Environmental Studies	1
Buffalo University, Transnational Studies	1
C&ENews	1
CACR	1
CAHNR Communications	1
CAHNR listserv	1
cahsl@ner.simplerlists.com - Connecticut Association of Health Sciences Librarians	4
CALEA list serv	1
California State Polytechnic University	1
CAP Advisory Board	2
CAP Alumni	2
CAP Staff	1
CAPFAA listserv (CT Assoc for Professional Financial Aid Administrators)	2
Career Builder	29
Caribbean Philosophical Association	1
Carnegie Mellon University	1
Cary Institute	1
Case.org	1
CCPG	3
CEE Facebook page	1
CEE Web Site	1
CELA Newsletter	1
Cell Careers - <a href="http://jobs.cell.com/jobs/assistant-or-associate-professors-in-neurobiology-or-physiology-connecticut-115117221-d">http://jobs.cell.com/jobs/assistant-or-associate-professors-in-neurobiology-or-physiology-connecticut-115117221-d</a>	1
CEN Website	1
Chaplin town clerk website	1
Chemical and Engineering News	1
Chinese American Food Society - Listserv	1
Chronicle of Higher Education	40
Chronicle of Philanthropy	1
Clark Atlanta University	1
CLAS Listserv	2

CLIMLIST listserv	1
Coastal Maine Botanical Gardens	1
Code for Lib Listserv	1
College Art Association	3
College of Agriculture -Weekly Digest	1
colleges at the surrounding communication centers	1
Colorado College, Sociology	1
Colorado State University, Dept. of Languages, Literatures & Cultures	1
Columbia	1
Columbia University, Anthropology	1
Columbia University, Dept. of Latin American and Iberian Cultures links to ads posted on Facebook	1
Committee on the Status of Black Philosophers	1
Committee on the Status of Black Philosophers	1
Conference of Minority Public Administrators (COMPA)	1
Conn. Assoc. of Educational Opportunity Program	1
Connecticut Association of Collegiate Registrars	1
Connecticut Association of Diversity and Equity Professionals	1
Connecticut Association of Educational Opportunities	1
Connecticut Association of Golf Course Superintendents	1
Connecticut Association of Latinos in Higher Education	1
Connecticut Association of Latinos in Higher Education	1
Connecticut Commission on Equity and Opportunity	1
Connecticut Groundskeeper Association Winter Meeting posting	1
Connecticut Groundskeepers Assn. board member	1
Connecticut Law Tribune	1
Connecticut Library Association	1
Connecticut Library Consortium - <a href="https://www.ctlibrarians.org/page/jobs">https://www.ctlibrarians.org/page/jobs</a>	1
Connecticut local and affinity bar associations	1
Connecticut Nursery and Landscape Association Winter Meeting posting	1
Connecticut Nurses Association	1
Connecticut's Library Job Listing Resource	1
Cooperative Extension directors-national and regional listserv	1
Cornell	4
Cornell University, Africana Studies	1
Cornell, Am Indian and Indigenous Studies	1
Council of Graduate Departments of Psychology	1
CPGIS listserv	1
CPGIS Wechat Group	1
CRA	1
Creative Heads	2
CSHEMA <a href="https://www.cshema.org/resources/career-center">https://www.cshema.org/resources/career-center</a>	1
CSUSB, Sociology	1
CSWE Commission for Diversity and Social and Economic Justice	1
CSWE Council on Disability and Persons with Disabilities	1
CSWE Council on Racial, Ethnic, and Cultural Diversity	1
CSWE Council on Sexual Orientation and Gender Identity and Expression	1

CSWE Council on the Role and Status of Women in Social Work Education	1
CSWE Job Board	1
CSWE Minority Fellowship Program (MFP)	1
CT AHEAD	1
CT Association of Diversity and Equity Web	1
CT Bar Association	1
CT CAES Research Farm Manager; Griswold	1
CT CAES Research Farm Manager; Hamden	1
CT CAES Research Farm Manager; Windsor	1
CT colleges purchasing group network	1
CT DEEP Pesticide Division	1
CT Hires	9
CT Jobs	19
CT Library Consortium	1
CT Sea Grant Listserv	1
CU Boulder, History	1
Cultural Center Directors	1
Cultural Center Directors - listservs	1
Cupid listserv	1
DAF Services	1
Dartmouth, History	1
Davidson College, Head of Africana Studies	1
Delaware State University	1
Department Facebook	1
Department ListServs	1
Department Twitter	1
Department website	5
Dept of Food Science and Nutrition, University of Maryland	1
Dept of Food Science, Nutrition and Health Promotion at Mississippi State Univ.	1
Dice	6
Dice Diversity Partners	4
Dice Diversity Recruiting	1
Digital Library Federation job board	1
Director of Long Island Horticultural Res. and Ext. Center	1
Director of University Landscape Architecture	1
DisabledInHigherEd	1
Diverse Issues in Higher Education	5
Diverse Jobs	12
Diversity General	1
Diversity Listserv	1
Diversity Scientists	1
Diversity.com	2
Division 35 listserv (div35announce@lists.apa.org)	1
Division of Student Affairs Newsletter	1
Division of Student Affairs Website	2
Dramatic Arts Website	1
DSSHE Listserv	1

Duke University, History	1
Earth Science Faculty Jobs	1
EASFAA Job Board	1
Eastern Sociological Society	1
Ecological Society of America	2
ECOLOG-L@listserv.umd.edu	1
Educause: <a href="https://www.educause.edu/careers/educause-career-center">https://www.educause.edu/careers/educause-career-center</a>	1
EEB Professor Emeritus	1
ELMAR	1
Email to alumni list serve	1
Emergent: A Group for Growing Professionals listserv	1
Enrichment Programs social media accounts	1
Environmental Design Research Association	1
EPA Nonpoint Source List	1
ERAPPA	1
ESRI Higher education listserv	1
European Geophysical Union	1
Extension Listserv	1
Facebook	14
Facebook - department groups	1
Facebook group for UConn HESA students and alumni.	1
Facebook pages for ENG/Business	1
Faculty Diversity Development Facebook	1
Federal Highway Administration	1
Feminist Ethics and Social Theory	1
Florida Agricultural and Mechanical University	1
Flyers distributed at Nursing Conference	2
GameDev.jobs	1
Gay, Lesbian, Bisexual and Transgener Round Table	1
Georgetown	1
Gerontological Society of America	1
GIS Assistant Professors in USA	1
GIS Jobs	1
Glassdoor	1
Golf Course Superintendents Association of New England	1
Greater Boston MS Discussion Group: <a href="https://gbmsdg.org/jobs/">https://gbmsdg.org/jobs/</a>	1
Green Field Academy - Grounds Manager	1
Hampton University	1
Hartford Courant	12
Harvard Society of Fellows	2
Harvard University	2
Harvard University Native American Program	1
Harvard University, History	1
HBCU Connect	1
Health Sciences Library Twitter	1
Hearst-Connecticut Newspaper (through Monster.com)	1
HELM listserv	1

HERC	32
HEUG Listserv	1
HighEdWeb (www.highedweb.org)	1
Higher Ed Facebook Group	1
Higher Ed Jobs	30
Higher Ed Legal Managers Listserve	1
Higher Ed Slack Channel	1
Hispanic and American Indians serving institutions in agriculture	1
Hispanic Association of Colleges & Universities	2
Hispanic Outlook	6
Hispanics In Higher Education	3
History, UNC	1
Honors Program Social Media accounts	1
HorticulturalJobs.com	1
Howard University	1
HR Bulletin Board	2
HR Leadership Network	1
<a href="http://groups.google.com/group/acrl-nec-news">http://groups.google.com/group/acrl-nec-news</a> - ACRL New England Chapter News email list	2
<a href="http://psychjobsearch.wikidot.com/2019">http://psychjobsearch.wikidot.com/2019</a>	1
<a href="http://www.apalaweb.org/about/contact/">http://www.apalaweb.org/about/contact/</a> - Asian/Pacific American Librarians Association	2
<a href="http://www.mahslin.org/">http://www.mahslin.org/</a> - MA Health Science Libraries Network	2
<a href="https://americassbdc.org/">https://americassbdc.org/</a>	2
<a href="https://careercenter.eop.com/">https://careercenter.eop.com/</a>	1
<a href="https://docs.google.com/forms/d/e/1FAIpQLSfm0q7LzGDqDDV_aoSoabNwu0pF_O9I2jZ4FbvS-IJzR3wjg/viewform">https://docs.google.com/forms/d/e/1FAIpQLSfm0q7LzGDqDDV_aoSoabNwu0pF_O9I2jZ4FbvS-IJzR3wjg/viewform</a>	1
<a href="https://ehscareers.com/employer_offers">https://ehscareers.com/employer_offers</a>	1
<a href="https://joblist.ala.org/employer/pricing/?extre=1">https://joblist.ala.org/employer/pricing/?extre=1</a> - American Library Association - for Ryan	1
<a href="https://www.bcala.org/">https://www.bcala.org/</a> - Black Caucus ALA (BCALA)	2
<a href="https://www.ctlibrarians.org/page/Jobs">https://www.ctlibrarians.org/page/Jobs</a> - Connecticut Library & Consortium Job Board	3
Hunter/CUNY, Philosophy	1
I Need a Library Job (INALJ) <a href="https://inalj.com/?page_id=79648">https://inalj.com/?page_id=79648</a>	1
I Need a Library Job (INALJ) <a href="https://inalj.com/?page_id=79649">https://inalj.com/?page_id=79649</a>	1
IACLEA list serv	1
Idealist.org	1
IEEE	1
<a href="mailto:ili-l@lists.ala.org">ili-l@lists.ala.org</a> - ACRL Information Literary Instruction Section, listserv	2
InCHIP Listserv	1
InCHIP website	1
Indeed	29
Indian Law Specialist	1
Indiana University	1
Infinity	1
Informations Systems World	1

INFORMS Job Placement Service	1
Inside Higher Ed	31
Insight Into Diversity	1
Instagram	1
Institute of Internal Auditors	1
Interfluve	1
International Assoc of Healthcare Security & Safety list serv	1
International Association of Hydrologists US Chapter	1
International Federation of Landscape Architects	1
International Research Society for Public Management (IRSPM) listserv	1
International Studies Association job database	1
IOP's Women Inclusion Network (WIN), Facebook group	1
IPMA	1
IT Employee News Letter	1
ITS website	1
IWLCA	1
Job Openings for Economists	1
JobAps	18
Jobline: School of Library and Information Science: Simmons	1
jobs@ctlibrarians.org (send ad to email)	1
jobs@ctvalley.asse.org - Contact: Nathan Fague	1
JOE (Job Openings for Economists)	1
Journal of Blacks in Higher Education	3
Journal of Extension	1
Journal of the American Veterinary Medical Assoc.	1
Journal of Veterinary Diagnostic Investigation	1
Kahn Tractor, Inc	1
LaGuardia Community College, Political Science	1
Langston University	1
Latina Social Work Organization (LSWO)	1
Latinos in Higher Ed	1
Lead 1	1
LGBT in Higher Ed	1
Library Information Technology Association	1
Library School Student Listserv	1
Linguist List	1
LinkedIn	47
LinkedIn - department groups	1
LinkedIn AECT group	1
LinkedIn Distance Learning Professionals - Administrators, Professors, Instructional Designers, & Recruiters, Friends & Peers of OLC	1
LinkedIn Education Technology & eLearning Professionals group	1
LinkedIn International Higher Education Teaching and Learning Association group	1
LinkedIn Online Collefe Executive and Professionalss group	1
Listserv	1
listserv@list.ct.gov	2
Local Bar Association	1

London School of Economics, Political Science	1
Long Island University Palmer School for LIS Alumni list	1
LSAC Listserv	1
Maine Maritime	2
Manchester Journal Inquirer	15
Maritimejobs.com	2
Massachusetts Assoc for Student Financial Aid Administrators (MASFAA) website	3
Massachusetts Board of Library Commissioners	1
Massachusetts Institute of Technology	1
Massachusetts Institute of Technology	1
Massachusetts Library Association	1
Massachusetts Library Job Board	1
Massachusetts Maritime	2
Materials Research Society Career Central	1
MathJobs	1
MCB Website	1
Medical Library Association	1
Medical Library Association	2
Men of Color LinkedIn group	1
Metropolotin Golf Course Superintendents Association	1
Michigan State, History	1
Michigan, History	1
Mid-Atlantic Chapter of the Medical Lib Assoc	1
Minerals, Metals, and Materials Society Career Center	1
Minorities and Philosophy	1
Minorities in Agriculture, Natural Resources and Related Sciences	1
Minority Nurse	7
MinorityJobs.com	2
Minorityjobs.net	1
MLA	1
Monster	19
MSU Department Head Listserv	1
Mt. Holyoke College, English	1
N4A	1
NACAC	3
NACADA	5
NACMA	1
NACUFS website	1
NAEP	3
nahsl@ner.simplelists.com <nahsl@ner.simplelists.com - North Atlantic Health Sciences Libraries	2
NALP Listserv	1
NALSAP Listerv	1
NAPE	3
NASFAA Career Center	1
NASIG (North American Serials Interest Group) Jobs page	1
NASPA	2

NASPA TPE Conference	1
NASPAA Diversity and Social Equity Committee listserv	1
NASW - National Association of Social Workers	1
National Academic Advising Association	2
National Academic Centers Council (NACC)	1
National Animal Health Laboratory Network	1
National Association for Law Placement	1
National Association of Black Social Workers (NABSW)	1
National Association of Deans and Directors of Schools of Social Work (NADD)	1
National Association of Diversity Officers in Higher Education (NADOHE)	2
National Association of State Archaeologists	1
National Association of Student Affairs Professionals	1
National Association of Tribal Historic Preservation	1
National Association of University Forest Resources Programs	1
National Center for Faculty Diversity and Development (NCFDD) Facebook Group	1
National Communication Assoc listserv (CRTNET)	1
National Communication Association jobs online	1
National Conference of Black Political Scientists job database	1
National Conference on Race & Ethnicity in American Higher Education	1
National Council of State Historic Preservation Offices	1
National Groundwater Association	1
National Women's Studies Association site	1
Native American Heritage Advisory Council	1
Native Americans In Higher Ed	1
Native Professors listserv	1
Nature Careers: <a href="https://www.nature.com/naturecareers?gclid=CjwKCAiA44LzBRB-EiwA-jjipNB62Cn4J8t47xn7Ux9WSM18yaB9Bdk3fCAZzVQKrrb4CwiQGbfLvhoC6CIQAvD_BwE">https://www.nature.com/naturecareers?gclid=CjwKCAiA44LzBRB-EiwA-jjipNB62Cn4J8t47xn7Ux9WSM18yaB9Bdk3fCAZzVQKrrb4CwiQGbfLvhoC6CIQAvD_BwE</a>	1
NCAA	2
NCHC (Nat'l Collegiate Honors Council)	1
NCURA	4
NCURA	2
NEACAC	2
NEACAC	1
NEACRAO	4
NEACUHU Listserv	1
NEAIHA	1
NECHA	1
NEHEN	1
nela-discussion-list@nela.org	1
nelig@listservs.uconn.edu - New England Library Instruction Group, listserv	2
NETA	1
Network at conferences and workshops	1
Network of Schools of Public Policy, Affairs, and Administration (NASPAA) mailing list/listserv	1
Neurojobs (Society for Neuroscience)	1

New England Archivists	1
New England Educational Opportunity Association	2
New England Library Association - nelib.org	1
New England Regional Turfgrass Conference Networking	1
New England Sports Turf Managers Association	1
New Jersey Library Association	1
New London Day	6
New School	1
New York Library Association	1
NEWEA	1
NGMA website	5
NORDUP listserv	1
NORDUP website	1
Norfolk State University	1
North Carolina A & T State University	1
North Chinese American Association of Nutrition - Listserv	1
NorthEast Regional Computing Program job board	1
Northwestern University	1
Northwestern University, English	1
Northwestern University, History	1
Norwich Bulletin	9
Notre Dame	1
NP-2 internal posting	2
nursing.uconn.edu	2
NWSA (National Women's Studies Association)	1
NYU	1
Occupational Health Psychology listserv	1
OCLC ILL Listserv	1
OCLC-CAT listserv	1
Ohio State	1
Oklahoma State University, History	1
Online Learning Consortium	1
Oregon, History	1
ORMS Today	1
Other State Agencies	1
Oversea Chinese Scholar GiSer WeChat	1
OVPR website	7
Penn State, History	1
Peterson Landscaping Services, West Hartford, CT	1
Peterson School	2
PhD Project	2
PhilJobs	2
Philosophy listserv	1
Planters Choice Nursery in Newtown CT	1
PMF social media	1
PoliceApp	2
POMS Job Placement service	1

POST	2
Posted on bulletin boards within the department	2
President of the Caribbean Philosophical Association	1
Prides Corner Farms in Lebanon CT	2
Princeton University	2
Princeton University, History	1
Princeton University, Spanish & Portuguese	1
Professional Association of Resume Writers and Career Coaches	1
Professional Networking	84
Professor of Horticulture Cornell University	1
Program for Cooperative Cataloging listserv	1
PSLA Floriculture Greenhouse Manager	1
PSLA Floriculture Greenhouse Staff	2
Public Management Research Association (PMRA) listserv	1
Publicservicecareers.org	1
r/librarians community	1
RecruitMilitary	1
REFORMA NE list	1
RESADM-L Listserv	6
RESADM-L Website	1
Rhode Island Library Association Listserv <a href="https://rilibraries.org/Listserv">https://rilibraries.org/Listserv</a>	1
Rhode Island School of Design	2
RIASF AA listserv	1
RIASF AA listserv (send to current RIASF AA e-board)	1
SACNAS	1
SAIC Compass:	1
San Francisco State University, Political Science	1
Savannah College of Art & Design	2
School of Business Minority Serving Institutions distribution list	11
School of Nursing Facebook	2
School of Nursing LinkedIn	2
School of Nursing social media	1
School of Nursing Website	6
School of the Art Institute of Chicago	1
School of Visual Arts	2
Science Careers	2
Senior Scientist at Valley Lab of CAES	1
sfweber@syr.edu	1
SHS Listserv	1
sils-jobs@listserv.unc.edu	1
Simmons Jobline <a href="https://cocis-jobline.simmons.edu/">https://cocis-jobline.simmons.edu/</a>	1
Simmons SLIS Jobline	2
Simon Fraser University	1
Simplicity	6
SIOP Program Director listserv (sioppdl@lists.apa.org)	1
slanewengland.jobs@gmail.com - Special Library Association New England Jobs Index, listserv	2

Slate Community Forum	1
Smith College, MA - Living Collections	1
Social Media	2
Society for Research in Child Development	1
Society for Research on Child Development (SRCDD)	1
Society for Social Work and Research (SSWR)	1
Society for Women in Philosophy	1
Society of American Archaeology	1
Society of Black Archaeologists	1
Society of Hispanics in Engineering	1
Society of Industrial Archaeology	1
Society of Wetlands Scientists job board	1
Society of Young Black Philosophers	1
Sociologists for Women in Society	2
Soil and Water Conservation Society	1
South Carolina State University	1
Southern Illinois University, Philosophy	1
Southern New England IIA	1
spectrum@ala.org - ALA Spectrum Scholars, listserv	2
Spelman College	1
SRCD Latino Caucus	1
SRCD University-Based Child and Family Policy Consortium listserv	1
SSEA (Society for the Study of Emerging Adulthood)	1
Stafford town clerk website	1
Stamford Advocate (Monster)	1
Stanford	1
Stony Brook University	2
Stony Brook University, Dept. of Hispanic Languages and Literatures	1
Stony Brook, Hispanic Languages	1
SUNY	2
SUNY Buffalo, Transnational Studies	1
SUNY, Albany	1
SUNY, Department of Transnational Studies	1
SVP Cultivation at Curaleaf in Simsbury CT	1
SWS	1
Temple	1
Texas A&M University	2
Texas Southern University	1
The Association of Black Psychologists (ABPsi)	1
The Chronicle - Medical Library Association	1
The Diet, Genomics and Immunology Laboratory, USDA	1
The Group for the Advancement of Doctoral Education (GADE)	1
The Journal of Blacks in Higher Education	3
The Medical Library Association's listserv	1
The Medical Library Association's listserv	1
The Medical Library Association's listserv	1
The Medical Library Association's listserv - MEDLIB-L	1

The National Latinx Psychological Association (NLPA)	1
The New Frame, South Africa	1
The New School, Anthropology	1
The Northeast Chapter of REFORMA, the National Association to Promote Library & Information Services to Latinos and the Spanish Speaking - Phara listserv	1
The University of Tennessee	1
Theatre Listserves	1
Trent University, Indigenous Studies	1
Turf Products Corp.	1
TurfNet	1
Twitter	19
Twitter - Greenhouse Studios	1
U.S. Extension Economists and USDA listserv	1
UCGIS listserv	1
UConn Advising Council	2
UConn Advising Network	2
UConn Careers Website	52
UConn Cultural Centers	4
UConn Daily Digest	1
UConn DPP Twitter	1
UConn EEB Greenhouse	1
UConn Fac Ops Landscape Architecture Dept.	1
UConn Facilities Greenscapes	1
UConn Facilities Greenscapes – Arborist	1
UConn Health Job Website	1
Uconn Health Library Facebook	2
UConn Health Sciences Library Twitter	2
UConn Human Resources Management list serve via Blackboard	1
Uconn Instagram	6
Uconn Library	6
UConn Library Facebook	7
UConn Library Twitter	7
UConn Opportunities Bulletin - HR Bulletin Board - Human Resources	4
UConn Police Website	2
UConnHuskies.com	6
UC-RESADM-L listserv	1
UIDP	5
UIUC, Anthro/American Indian Studies	1
UIUC, English	1
Union town clerk website	1
University College London	2
University Counseling Jobs	2
University Film & Video Association	1
University Materials Council Careers	1
University of Alabama in Huntsville	1
University of Alberta, Native Studies	1
University of Arizona	2

University of Arkansas	1
University of British Columbia, English/ Indigenous Studies	1
University of British Columbia, History	1
University of British Columbia, Political Science	1
University of British Columbia, Political Science / Indigenous Studies	1
University of California - Berkeley, kzhill@berkeley.edu	1
University of California Santa Barbara	1
University of California-Riverside, Dept. Hispanic Studies	1
University of California-Santa Barbara, Dept. Spanish and Portuguese, Comparative Lit.	1
University of Coimbra, CES	1
University of Colorado,	1
University of Colorado-Boulder, Dept. of Spanish & Portuguese	1
University of Georgia	2
University of Lisbon	1
University of Manitoba, History	1
University of Maryland, Extension Professor of Horticulture	1
University of Massachusetts	1
University of Massachusetts Amherst	1
University of Massachusetts Amherst	1
University of Memphis	2
University of Michigan, History	1
University of Michigan, larissal@umich.edu	1
University of Minnesota	1
University of Minnesota, Political Science	1
University of New Mexico	3
University of New Mexico, American Studies	1
University of Oklahoma	1
University of Oklahoma, Dept. Modern Languages, Literatures, and Linguistics	1
University of Oregon, Political Science	1
University of Pennsylvania, Dept. of Hispanic and Portuguese Studies	1
University of Pennsylvania, Political Science	1
University of Southern California	1
University of St. Andrews	1
University of Texas at Arlington	1
University of the Fraser Valley, History	1
University of Vermont, Horticulture	1
University of Winnipeg, History	1
University of Wisconsin Milwaukee, English	1
University of Wisconsin, Madison, History	1
University of Wisconsin-Madison, Dept. of Spanish and Portuguese	1
University of Wisconsin-Madison, Food Science Department	1
UPCEA: <a href="https://upcea.edu/resources/#career">https://upcea.edu/resources/#career</a>	1
US National Labor Exchange Network	2
USC, American and Ethnic Studies	1
USDA	1
USGS	1

US-International Association for Landscape Ecology	1
Veterans Enterprise	13
Veterans In Higher Ed	1
Veterinary Pathology Journal	1
Washington State University	1
Washington, History	1
Wayne State University	1
WCET: <a href="https://wcet.wiche.edu/get-involved/job-listing">https://wcet.wiche.edu/get-involved/job-listing</a>	1
We Here Facebook Group	1
Wesleyan University, Anthro/ American Studies	1
Wheaton College, Dept. of Hispanic and Italian Studies	1
Wilimantic Chronicle	17
WittKieffer	1
Women in Engineering	1
Women in Games International	1
Women in Higher Education	3
Women in Higher Education	4
Women in Preservation Group in the National Preservation Institute	1
Women of Color LinkedIn group	1
Women of Organizational Behavior Facebook Group	1
Woods Hole Research Center	1
Worcester Telegram and Gazette	2
Word of Mouth	5
workplace Diversity	1
Workshop on Gender	1
Workshop on Gender and Philosophy	1
www.ctwpaa.com	1
Yale University	2
Yale University, History	1
Yale University, Latin American Studies, Dept. of Spanish and Portuguese	1
York University, History	1
Zero to Three website	1
Zip Recruiter	11
University of Kansas, American Studies	1
University of Minnesota, American Indian Studies	1
University of Munich	1
University of Chicago	2
University of Chicago, Anthropology	1
University of Cincinnati	1
University of Georgia, English	1
University of Kansas, History	1
University of Oklahoma, Native Am Studies	1
University of Oregon, Ethnic Studies	1
University of Toronto	2
University of Colorado	1
University of Oregon	2
University of Pennsylvania	1

University of South Carolina	1
University of Washington	1
University of British Columbia, Anthropology	1
University of California Berkeley	1
University of California Berkeley Goldman School of Public Policy Online Job System (GSPPjobs)	1
University of California Berkeley, History	1
University of California Berkeley, History	1
University of California Davis	2
University of California Davis, Hemispheric Institute of the Americas	1
University of California Davis, History	1
University of California Santa Barbara	1
University of California Santa Cruz	1
University of California Los Angeles	1
University of California Los Angeles, Africana Studies	1
University of Maine, Asst. Professor of Horticulture	1
University of Massachusetts	1
University of Massachusetts Boston, History	1
University of Massachusetts Turf Research Farm Manager	1
University of Massachusetts, Horticulture	1
University of North Carolina	1
University of North Carolina Greensboro, English	1
University of North Carolina Chapel Hill, American Studies	1
University of North Carolina Chapel Hill, History/American Studies	1
University of British Columbia, Indigenous Studies	1
University of Michigan, Dir of Native American Studies	1
University of Minnesota, American Indian Studies	1
University of Minnesota, History and American Studies	1
University of Montana, Environment Studies	1
University of Oregon, Education	1
University of Michigan, Pittsburgh	1
University of North Carolina, Chapel Hill	1
University of Rhode Island, Horticulture	1
University of Texas Austin	1
Wesleyan University	1
<a href="http://nelib.org/advance-your-career/job-opportunities/">http://nelib.org/advance-your-career/job-opportunities/</a> - NELA (New England Library Association)	2
Brown University	1
<b>Grand Total</b>	<b>1633</b>
<b>Total Unique Recruitment Sources</b>	<b>813</b>

# Human Resources

Search this site...

- PROSPECTIVE EMPLOYEES ▾
- NEW & CURRENT EMPLOYEES ▾
- MANAGERS & SUPERVISORS ▾
- ABOUT US



UConn is committed to fostering a multicultural and inclusive workplace that recognizes and embraces the unique talents and contributions of our diverse workforce.

Diversity, one of UConn's core values, is embedded in all aspects of the employment process.

*Please review the [required notices](#) and [policy statements](#) below prior to searching UConn job listings.*

- FACULTY OPENINGS**: A man in a suit presenting in a classroom.
- STAFF OPENINGS**: Three people in green shirts working outdoors in a garden.
- FACULTY & STAFF OPENINGS**: A group of four people in an office setting.
- EXECUTIVE OPENINGS**: A woman in a dark suit standing next to a blue banner that says "We Inspire" with the tagline "transforming policy and practice through innovative research and public engagement".

*The University of Connecticut is an AA/EEO Employer, and encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.*

## CLERY COMPLIANCE STATEMENT

### **The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act)**

The University of Connecticut Police Department invites all prospective University employees, current employees and students to read the Annual Security and Fire Safety Report and the compilation of criminal incidents charged or alleged on campus grounds "crime log". These reports are prepared in cooperation with many departments throughout the university along with local law enforcement agencies. These entities provide updated information on their educational efforts and programs to comply with the Clery Act. Written copies of the report may be requested from the UConn Police Department. Visit [clery.uconn.edu](http://clery.uconn.edu) for additional information.

## NON-DISCRIMINATION POLICY

### **Commitment to Diversity, Inclusion and a Respectful Workplace**

UConn is committed to providing equal employment opportunities to all its employees and applicants for employment. All applicants will receive consideration for employment without regard to race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), prior conviction of a crime (or similar characteristic), workplace hazards to reproductive systems, gender identity or expression, or other factors which cannot lawfully be the basis for employment actions.

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### **Accommodations for Applicants with Disabilities**

Applicants with disabilities may request reasonable accommodations under the American with Disabilities Act (ADA). Accommodations are available to help applicants complete application materials and also during the interview and hiring process itself. The University engages in an interactive process with each person making a request for accommodations and reviews the requests on an individualized, case-by-case basis. Please contact ADA Case Manager at 860-486-2036 or via e-mail at [Ryan Bangham](mailto:Ryan.Bangham@uconn.edu) to request an accommodation.

### **Recruiting Veterans**

UConn respects the commitment of applicants and employees who have served in the armed forces and values their skills and abilities. The University has dedicated efforts to actively recruit, employ and support veterans as members of the UConn community. The University of Connecticut is committed to the recruitment of veterans for employment and promotion throughout the University and ensures accommodation for veterans with disabilities.

For questions related to the University's non-discrimination policies, please contact: the Department of Human Resources at 860-486-3034 or via e-mail at [hr@uconn.edu](mailto:hr@uconn.edu) or the Office of Veteran Affairs and Military Programs at 860-486-2442 or via e-mail at [veterans@uconn.edu](mailto:veterans@uconn.edu).

## AMERICANS WITH DISABILITIES ACT COMPLIANCE & ACCOMMODATIONS

The Department of Human Resources Americans with Disabilities Act (ADA) Accommodations Case Manager is charged with processing and facilitating requests for employee ADA accommodations. If you believe you may need an accommodation, or if you are a supervisor or manager who has been presented with a request for an accommodation, please contact the ADA Case Manager, Ryan Bangham, and/or visit our page on [Employee Accommodations](#). See the guide to HR's [Reasonable Accommodations Process](#) .pdf. Students who require an accommodation in the academic setting should contact the [Center for Students with Disabilities](#). Please feel free to contact the ADA Case Manager at (860) 486-2036 or via

e-mail at [ryan.bangham@uconn.edu](mailto:ryan.bangham@uconn.edu) for further assistance.

When in doubt, please do not hesitate to contact the ADA Case Manager for advice.

### **Ryan Bangham**

ADA Case Manager  
(860) 486-2036

### **Download a PDF copy of:**

[Policy Statement: People with Disabilities](#)

[Request for Reasonable Accommodations Form](#) .pdf

[Release of Medical Information Form](#) .pdf

[Important Changes to the ADA](#) .pdf

[ADA Accommodations Process Flowchart](#) .pdf

### **University of Connecticut Committee on Access and Accommodations**

The University of Connecticut is committed to providing equal educational and employment opportunities and achieving full participation for all members of the University community, including persons with disabilities. The University of Connecticut Committee on Access and Accommodations will focus on assuring that the University as a whole is positioned to meet this goal, including regional campuses, the School of Law, and the School of Social Work. The Committee's primary focus is to promote ongoing assessment and awareness of goals, needs, and requirements related to access and accommodations at the University. It will consider a range of compliance issues with the Americans with Disabilities Act (ADA) and its amendments and other legislation related to disabilities and accommodations. It serves to facilitate coordination across all of the units and offices that have a role in assuring appropriate access and accommodation in University services and activities. The Committee also serves to continuously

improve the University's efforts to ensure equal access and provide reasonable accommodations to persons with disabilities by identifying best practices and developing approaches to implement them, and devising and facilitating solutions to problems.

#### Discrimination Complaint Procedures

ODE encourages all members of the University community to partner in ensuring an environment free of discrimination at all University-related activities and in the working and learning environment. The University forbids all forms of disability discrimination, including the failure to provide reasonable accommodations and discrimination or harassment based on physical or mental disabilities. To that end, incidents of discrimination or discriminatory harassment (including disability discrimination, and failure to provide a reasonable accommodation) by University employees should be reported to ODE at (860) 486-2943 or via e-mail at [ODE@uconn.edu](mailto:ODE@uconn.edu). To facilitate the internal resolution of complaints, ODE encourages persons needing to file a complaint to complete a [Discrimination and/or Discriminatory Harassment Complaint Form .pdf](#) as soon as possible. For information regarding the discrimination complaint process, please review ODE's complaint procedures and flow chart regarding its process. Additionally information about reporting complaints of discrimination and/or discriminatory harassment can be obtained by calling a member of ODE at (860) 486-2943 or by contacting the University's ADA Coordinator:

#### Sarah Chipman

ADA Coordinator, Associate Vice President  
Office of Diversity and Equity (ODE)  
241 Glenbrook Rd., Unit 4175  
Storrs, CT 06269  
Tel: (860) 486-2943  
[sarah.chipman@uconn.edu](mailto:sarah.chipman@uconn.edu)  
Website: [www.ode.uconn.edu](http://www.ode.uconn.edu)

#### Civil Rights Enforcement Agencies

The U.S. Department of Education, Office for Civil Rights (OCR) enforces several Federal civil rights laws that prohibit discrimination in programs or activities that receive financial assistance from the U.S. Department of Education. OCR is also responsible for Title II of the Americans with Disabilities Act (ADA) of 1990 which prohibits disability discrimination by all public entities.

The Equal Employment Opportunity Commission (EEOC) enforces Federal laws prohibiting discrimination in employment on the basis of race, color, sex, pregnancy, genetic information, religion, national origin, age, or disability, as well as retaliation protections for persons complaining of discrimination or participating in the investigation of discriminatory activity. These laws prohibit discrimination in the job application and hiring process, and in the context of terminations, promotions, trainings, wages, or any other terms, privileges or conditions of employment.

The Connecticut Commission on Human Rights and Opportunities (CHRO) enforces state laws prohibiting discrimination in employment, housing, public accommodations, and credit transactions. The mission of the CHRO is to eliminate discrimination through the enforcement of civil and human rights laws and to further the goals of equal opportunity and justice for all persons within the state through advocacy and education. Connecticut law provides protections against discrimination on the basis of age, ancestry, color, race, criminal record, genetic information, disability, national origin, religion, sex, pregnancy, sexual orientation, gender identity or expression, or workplace hazards to reproductive systems, as well as retaliation protections for whistleblowers and persons complaining of discrimination or participating in the investigation of discriminatory activity.

The U.S. Department of Labor administers a variety of federal labor laws including those that guarantee workers' rights to safe and healthful working conditions, a minimum hourly wage, and overtime pay. The Department of Labor is also responsible for enforcing comprehensive federal labor laws in areas such as record keeping, youth and special employment, family and medical leave, migrant workers, lie detector tests, protections in certain temporary worker programs, and the prevailing wages for government service and construction contracts. The Connecticut Department of Labor is responsible for a number of state labor programs, including unemployment insurance, wage and workplace standards, and the Connecticut Family and Medical Leave Act.

For more information about other entities that enforce state and federal non-discrimination laws, please go to the [Connecticut Commission on Human Rights and Opportunities](#), the [U.S. Department of Justice](#) or to the [U.S. Commission on Civil Rights](#).

#### CONTACT HR

Phone: 860.486.3034  
Fax: 860.486.0378  
Email: [hr@uconn.edu](mailto:hr@uconn.edu)

Monday-Friday 8:00 am -  
5:00 pm

#### RELATED SITES

[UConn Jobs](#)  
[Benefits Overview](#)  
[New Employee Orientation](#)  
[Employee Self Service](#)

#### DATA AND FORMS

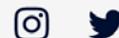
[Employment Verifications](#)  
[HR Data Request](#)  
[Online Forms](#)  
[Personal Information Changes](#)

#### Tweets by @UConnHR1





#### STAY CONNECTED



## University of Connecticut, Mechanical Engineering (School of Engineering)

**Position ID:** [UConn-MechanicalEngineerin-494878](#) [#17615, 494878]  
**Position Title:** Assistant or Associate Professor - Thermal-Fluid Sciences, Mechanical Engineering  
**Position Type:** Tenured/Tenure-track faculty  
**Position Location:** Connecticut, United States [[map](#)]  
**Subject Areas:** [Mechanical Engineering](#)  
[Thermal-Fluid Sciences](#)  
**Appl Deadline:** (posted 2020/11/20, listed until 2021/02/20)  
**Position Description:** [Apply](#)

### INTRODUCTION

The Department of Mechanical Engineering at the University of Connecticut is growing the faculty to develop existing strengths of the Department and expand in exciting new directions. This year, the University of Connecticut's Department of Mechanical Engineering invites applications for two tenure-track or tenured faculty positions at the Assistant or Associate Professor level in the general area of thermal-fluid sciences. We seek outstanding candidates to introduce novel directions and complement the strengths of the Department in areas including but not limited to heat and mass transfer including energy systems and processes, materials processing, reacting systems; computational fluid dynamics including fluid-structure interactions, turbulence and hypersonic flows; micro- and nano-fluidics including biological applications, soft matter mechanics and complex fluids.

The successful candidate will develop an internationally recognized and externally funded research program, and have demonstrated outstanding scholarly contributions in research as well as a passion for engineering education.

Furthermore, successful candidates will also be expected to enhance inclusion and broaden participation among members of under-represented groups as demonstrated through their research, teaching, and/or public engagement; strengthen the richness of diversity in the learning experience; integrate multicultural experiences into instructional methods and research tools; and provide leadership in developing pedagogical techniques designed to meet the needs of diverse learning styles and intellectual interests.

In addition, candidates in mechanical engineering or related engineering fields whose scholarship and background are well aligned with entrepreneurship, commercialization, and economic development are particularly encouraged to apply for additional tenure-track positions at all ranks. Such candidates, in addition to excellence in their field of expertise, must demonstrate a successful track record as a serial entrepreneur or technology innovator.

The Mechanical Engineering (ME) Department at the University of Connecticut provides a vibrant, stimulating, and supportive environment for exchanging ideas that advance the frontiers of knowledge. Our faculty have international stature in their fields, have been recognized by prestigious awards, are engaged in groundbreaking interdisciplinary research, and actively pursue a dynamic educational atmosphere for our students. The ME Department serves as a UTC Pratt & Whitney Center of Excellence, has a yearly

research expenditure range between \$5 and 7 million, and has a student population comprised of over 170 graduate students and more than 900 undergraduate students.

The School of Engineering continues a momentum of unprecedented growth, evidenced by significantly increased research expenditures, transformative new partnerships with industry, and a state-bonded \$1.8B investment in STEM infrastructure and education at the University of Connecticut. Key developments driving this growth also include the establishment in 2013 of a General Electric Partnership for Advanced Materials, Pratt & Whitney Additive Manufacturing Innovation Center, FEI Center of Excellence in Microscopy, Eversource Center for Energy Resiliency, and UTC Institute for Advanced Systems Engineering.

Founded in 1881, the UConn is a Land Grant and Sea Grant institution and member of the Space Grant Consortium. It is the state's flagship institution of higher education and includes a main campus in Storrs, CT, four regional campuses throughout the state, and 13 Schools and Colleges, including a Law School in Hartford, and Medical and Dental Schools at the UConn Health campus in Farmington. The University has approximately 10,000 faculty and staff and 32,000 students, including nearly 24,000 undergraduates and over 8,000 graduate and professional students. UConn is a Carnegie Foundation R1 (highest research activity) institution, among the top 25 public universities in the nation. Through research, teaching, service, and outreach, UConn embraces diversity and cultivates leadership, integrity, and engaged citizenship in its students, faculty, staff, and alumni. Record numbers of undergraduate applications and support for student success have enabled the University to become extraordinarily selective

The state is home to a large number of international, high technology companies. The University campus is located in a beautiful area of New England, with a moderate cost of living and proximity to major cultural, recreational and urban centers of the Northeast. The University community offers residents a rich diversity of cultural, athletic, artistic, and historic experiences as well as affordable quality housing and top schools for faculty families.

## **MINIMUM QUALIFICATIONS**

Doctorate in Mechanical Engineering, Aerospace Engineering or a closely related discipline by the time of appointment; strong background and research interests in at least one of the areas identified above; a record of or demonstrated potential in scholarship and in establishing a successful, externally funded research program; a proven record of or commitment to excellence in teaching; and commitment to enhance inclusion and broaden participation among members of under-represented groups, as demonstrated through their research, teaching, and/or public engagement, to strengthen the richness of diversity in the learning experience, integrate multicultural experiences into instructional methods and research tools, and provide leadership in developing pedagogical techniques designed to meet the needs of diverse learning styles and intellectual interests.

Equivalent foreign degrees are acceptable.

## **PREFERRED QUALIFICATIONS**

Demonstrated outstanding scholarly contributions in research; passion for engineering education; experience in developing research grant applications to funding agencies; experience in conducting research in a competitive interdisciplinary research environment.

## **APPOINTMENT TERMS**

These are full-time, 9-month, tenure-track positions with an anticipated start date of August 23, 2021. The successful candidate's primary academic appointment will be at the Storrs campus. Rank and salary will be commensurate with qualifications and experience.

## **TO APPLY**

Please apply online to Academic Jobs Online <https://academicjobsonline.org/ajo/jobs/17615> and submit the following application materials:

- **A cover letter,**
- **Curriculum vitae,**
- **Research and scholarship statement** (innovative concepts that will form the basis of academic career, experience in proposal development, mentorship of graduate students, etc.);
- **Teaching statement** (including teaching philosophy, teaching experience, commitment to effective learning, concepts for new course development, etc.);
- **Commitment to diversity statement** (including broadening participation, integrating multicultural experiences in instruction and research and pedagogical techniques to meet the needs of diverse learning styles, etc.);
- Sample **journal articles or books**
- Names and contact information for **five (5) letters of reference.**

Evaluation of applications will begin immediately and continue until the positions are filled. For further information or questions, please send an email to [Tina.Barry@uconn.edu](mailto:Tina.Barry@uconn.edu).

All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check.

This position will be filled subject to budgetary approval.

*The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty and staff. The diversity of students, faculty and staff continues to increase, as does the number of honors students, valedictorians and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.*

## Application Materials Required:

**Submit the following items online at this website to complete your application:**

- Cover letter
- Curriculum Vitae
- Teaching statement
- Research and Scholarship Statement
- Commitment to Diversity Statement
- Sample journal articles or books
- Five references (no actual letters, just names and email addresses )

**And anything else requested in the position description.**

**Further Info:**

<http://www.me.engr.uconn.edu>

Tina Barry <Tina.Barry@uconn.edu>

Department of Mechanical Engineering  
The University of Connecticut  
191 Auditorium Road, Unit 3139  
Storrs, CT 06269-3139

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# Assistant Professor in Health Communication and Inequality



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Employer	<a href="#">University of Connecticut</a>
Location	Connecticut, United States
Salary	Salary Commensurate with experience
Posted	Sep 24, 2020
Position Type	<a href="#">Faculty Positions, Health &amp; Medicine, Other Health &amp; Medicine, Social &amp; Behavioral Sciences, Other Social &amp; Behavioral Sciences</a>
Employment Level	<a href="#">Tenured/Tenured Track</a>
Employment Type	<a href="#">Full Time</a>

## INTRODUCTION

The Department of Communication at the University of Connecticut welcomes applications for a tenure-track Assistant Professor position in health communication, inequality, and social justice. The position will be based on our Storrs campus and will begin on August 23, 2021. This scholar would have a research focus on issues of difference, inequality, and identity as they impact health communication, broadly defined to include interpersonal and health, technology and health, or health campaigning.

Consistent with the Department's empirical approach to the discipline, we seek applicants whose research agenda takes a social scientific approach to any one of a number of research areas, including but not limited to health interventions targeting historically marginalized and at-risk communities, social support in these communities, or the impact of digital divides and economic access on health literacy. We welcome scholars with expertise in a range of methodologies, and especially encourage applicants

with expertise in qualitative and mixed methods approaches and an interest in training graduate students in these methodologies. The successful applicant will have record of (or potential for) pursuing funding opportunities through NIH and NSF, and through foundations such as Robert Wood Johnson and Russell Sage. In addition, this candidate will be expected to assist the University in its efforts to broaden participation among members of under-represented groups; to demonstrate through their research, teaching, and/or public engagement the richness of diversity in the learning experience; to integrate multicultural experiences into relevant course content; and to contribute to the development of pedagogical techniques designed to meet the needs of diverse learning styles and intellectual interests.

The Department of Communication has 19 tenure-stream faculty members and 5 non-tenure stream faculty, and has approximately 35 graduate students and 900 undergraduate majors. For more information see <https://comm.uconn.edu>.

Founded in 1881, the UConn is a Land Grant and Sea Grant institution and member of the Space Grant Consortium. It is the state's flagship institution of higher education and includes a main campus in Storrs, CT,

four regional campuses throughout the state, and 13 Schools and Colleges, including a Law School in Hartford, and Medical and Dental Schools at the UConn Health campus in Farmington. The University has approximately 10,000 faculty and staff and 32,000 students, including nearly 24,000 undergraduates and over 8,000 graduate and professional students. UConn is a Carnegie Foundation R1 (highest research activity) institution, among the top 25 public universities in the nation. Through research, teaching, service, and outreach, UConn embraces diversity and cultivates leadership, integrity, and engaged citizenship in its students, faculty, staff, and alumni. UConn promotes the health and well-being of citizens by enhancing the social, economic, cultural, and natural environments of the state and beyond. The University serves as a beacon of academic and research excellence as well as a center for innovation and social service to communities. UConn is a leader in many scholarly, research, and innovation areas. Today, the path forward includes exciting opportunities and notable challenges. Record numbers of undergraduate applications and support for student success have enabled the University to become extraordinarily selective.

## **MINIMUM QUALIFICATIONS**

Earned Ph.D. in Communication or

related field (ABD candidates will be considered with the expectation that the PhD is completed by the start date); demonstrated potential in establishing a successful research and scholarship program aligned with the description above; deep commitment to promoting diversity through academic and research programs.

### **PREFERRED QUALIFICATIONS**

Record of securing extramural funding from the agencies listed above or similar national level grant-sponsoring agencies; record of research and scholarship excellence; record of teaching excellence; ability to contribute through research, teaching, and/or public engagement to the diversity and excellence of the learning experience.

### **APPOINTMENT TERMS**

This is a full-time, 9-month, tenure-track position with an anticipated start date of August 23, 2021. The successful candidate's academic appointment will be at the Storrs campus. Salary will be commensurate with qualifications and experience.

### **TO APPLY**

Please apply online to Academic Jobs Online  
<https://academicjobsonline.org/ajobs/16949> and submit the following

application materials:

- **A cover letter,**
- **Curriculum vitae,**
- **Research and scholarship statement** (innovative concepts that will form the basis of academic career, experience in proposal development, mentorship of graduate students, etc.);
- **Teaching statement** (including teaching philosophy, teaching experience, commitment to effective learning, concepts for new course development, etc.);
- **Commitment to diversity statement** (including broadening participation, integrating multicultural experiences in instruction and research and pedagogical techniques to meet the needs of diverse learning styles, etc.);
- **3 letters of reference.**

Application materials will only be accepted via Academic Jobs Online. Evaluation of applicants will begin in mid-November.

At the University of Connecticut, our commitment to excellence is complemented by our commitment to building a culturally diverse community.

Employment of the successful candidate is contingent upon the

successful completion of a pre-employment criminal background check.

This position will be filled subject the budgetary approval.

All employees are subject to adherence to the State Code of Ethics which may be found

at <http://www.ct.gov/ethics/site/default.asp>.

*The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty and staff. The diversity of students, faculty and staff continues to increase, as does the number of honors students, valedictorians and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.*

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**Tenure-Track Faculty Position in Data Science**  
**Department of Library and Information Science**  
**Rutgers University - School of Communication and Information**

We seek applications for one tenure-track position in the area of Data Science, from candidates who complement the strengths of our existing faculty and will fully engage with research, teaching, and administration.

The ideal candidate's scholarship in Data Science would focus in areas such as:

- designing artificial intelligence (AI) approaches for social good, with a particular focus on applications relating to communication, information, and media.
- developing human-centered machine learning in the context of issues of ethics, such as fairness, accountability, transparency, explainability, inequity, and the social impact of algorithms.
- computational social science – including developing data science methods to understand human behavior, to inform scientific inquiry, to aid theory development, and to support causal inferences.
- natural language processing – including deep learning approaches for language analysis, computational persuasion, and conversational AI.
- network science – including data intensive approaches to understand social networks, social contagion, and network dynamics.

The successful applicant will teach courses in areas such as data analytics, machine learning, social network analysis and natural language processing in an iSchool context. We especially invite candidates who will take leadership roles in our highly ranked Master of Information (MI), our rapidly growing Information Technology and Informatics (ITI) undergraduate major, and our inter-disciplinary Ph.D. program. We are a charter member of the iSchool caucus. We are currently in an exciting period of transformation and growth as we form a hub for data science across departments at Rutgers University.

Rutgers University's School of Communication and Information houses a dynamic and engaged community of scholars whose fields of library and information science, communication, and journalism and media studies intersect to address society's challenges. For more about the School, see [comminfo.rutgers.edu](http://comminfo.rutgers.edu). For queries regarding the position, please contact the Search Committee Chair Vivek Singh, Ph.D. ([v.singh@rutgers.edu](mailto:v.singh@rutgers.edu)).

**Qualifications:** Ph.D. or equivalent doctoral degree in a relevant field is expected as of June 2021. Applicants should have a demonstrated record or strong likelihood of top-tier peer-reviewed publications and evidence of or preparation for effective teaching.

**Requirements:** Responsibilities of tenure-track faculty members include undergraduate and graduate teaching assignments, an active program of research in the candidate's area of scholarly expertise, and service contributions in accordance with the university policy for tenure-track and tenured appointments.

**For detailed information and to submit an application:** Applications should address the points above and clearly articulate the candidate's fit to specific departmental and school-wide research foci. Please include a letter of application, CV, three representative publications, a research statement, a teaching statement, and names and contact information for three referees (no letters at this time). Priority review of applications will begin on November 1, 2020. Apply at <https://jobs.rutgers.edu/postings/120336>.

*Rutgers University is an AA/EEO employer - M/F/Veteran/Disability. For additional information please see our Non-Discrimination Statement at <http://uhr.rutgers.edu/non-discrimination-statement>.*

**ACCOUNTING**

**Assistant Professor of Accounting**

*University of Connecticut*  
 Assistant Professor of Accounting The School of Business Department of Accounting at the University of Connecticut invites applications for a tenure-track position for an Assistant Professor of Accounting. For details and to apply, visit <https://academicjobsonline.org/ajo/jobs/16931>. UConn is an AA/EEO employer.

**ART**

**Tenure Track Assistant Professor Position in Sculpture**

*Vassar College*  
 The Department of Art at Vassar College invites applications for a full-time, tenure track position in sculpture at the rank of Assistant Professor to begin fall semester 2021. Vassar College is an affirmative action and equal opportunity employer with a strong commitment to increasing the diversity of the campus community and the curriculum, and promoting an environment of equality, inclusion and respect for difference. Candidates who can contribute to this goal through their teaching, research, advising, and other activities are encouraged to identify their strengths and experiences in this area. Individuals from groups whose underrepresentation in the American professoriate has been severe and longstanding are particularly encouraged to apply. We

seek an innovative sculptor with a demonstrated commitment to teaching who is proficient in a broad range of sculptural processes, to teach both traditional and nontraditional approaches to sculpture including installation, interdisciplinary and public art. Candidates must be prepared to teach a basic drawing course; critique student work in a wide range of media and oversee the sculpture facility. Candidates should be knowledgeable in the history of the medium as well as contemporary practice and should be prepared to teach students with a range of artistic experience. The ability to teach other courses offered in our Studio Art curriculum such as printmaking, video, digital art, or computer animation is desirable. The position involves teaching all levels of sculpture and drawing. Responsibilities also include guiding senior projects and independent work, active participation in departmental critiques and service to the college. Candidates must have a strong record of professional accomplishment. An MFA or equivalent is required, as is significant college level teaching experience in the area of sculpture. To apply, please visit <https://apptkr.com/2009097> to link to the posting for this position. Review of applications will begin on December 1, 2020, and continue until the position is filled. Please contact [art@vassar.edu](mailto:art@vassar.edu) with any inquiries regarding the position or the application process.

**ARTS AND SCIENCES**

**Multiple Positions**

*University of Southern California*  
 The University of Southern California Dana and David Dornsife College of Letters, Arts and Sciences in Los Angeles, California, announces searches for research, teaching, and practice-track faculty positions at the rank of Lecturer, Senior Lecturer, Master Lecturer, Assistant Professor (Teaching), Associate Professor (Teaching), Professor (Teaching), Assistant Professor of the Practice, Associate Professor of the Practice, Professor of the Practice, Assistant Professor (Research), Associate Professor (Research), Professor (Research), Visiting Assistant Professor, Visiting Associate Professor, and Visiting Professor, Writer in Residence, and tenured and tenure-track faculty positions at the rank of Assistant Professor, Associate Professor, and Professor, in the departments and programs of American Studies and Ethnicity, Anthropology, Art History, Biological Sciences, Chemistry, Classics, Comparative Literature, Earth Sciences, East Asian Languages and Cultures, Economics, English, Environmental Studies, French and Italian, Gender and Sexuality Studies, General Education, History, International Relations, Latin American and Iberian Cultures, Linguistics, Mathematics, Middle East Studies, Philosophy, Physical Education, Physics and Astronomy, Political Science, Psychology, Religion, Slavic Languages and Literatures, Sociology, Spatial Sciences, Thematic Option, and the Writing Program.



**2021-2022 Faculty Openings**

Applications are invited for positions in the disciplines listed below. Faculty positions are tenure-track and being August 1, 2021 (unless otherwise specified). Complete position descriptions and applications can be found at the Austin Peay State University web site: <https://apsu.peopleadmin.com/>

- Allied Health** – Assistant Professor
- Biology (Genetics)** – Assistant Professor
- Business Law & Ethics**– Instructor
- Chemistry** – Assistant Professor
- Communication** – Assistant Professor
- Computer Science & Information Technology** - Assistant Professor
- Criminal Justice** – Assistant Professor
- Culinary Arts** - Instructor
- Economics** – Assistant Professor
- Engineering Technology** – Assistant Professor
- Health & Human Performance (Speech Language Pathology)** – Assistant Professor
- Languages & Literature** – English Education – Assistant Professor
- Languages & Literature** – Writing Center Director – Assistant Professor
- Management Information Systems** – Assistant Professor
- Music (Voice)** – Assistant Professor
- Psychological Sciences & Counseling** – Assistant/Associate Professor
- Psychological Sciences & Counseling** - Director of Training

For more information about Austin Peay State University (APSU) located in Clarksville, TN, go to APSU Fast Facts: <https://www.apsu.edu/about-apsu/fast-facts-about->

Austin Peay State University is searching for candidates who have professional skills, experience, and/or willingness to engage in activities that would enhance campus equity, access, and inclusion efforts in alignment with APSU's mission for diversity by meeting the educational needs and interests of its diverse population.

*Austin Peay State University is an AA/EEO employer and does not discriminate on the basis of race, color, creed, ethnic or national origin, gender (including pregnancy), sexual orientation/gender identity, religion, age, disability status, genetic information, and/or veteran status in its programs and activities. Inquiries or complaints regarding the non-discrimination policies should be directed to the Office of Equity, Access, & Inclusion at [Nondiscrimination@apsu.edu](mailto:Nondiscrimination@apsu.edu).*

Applicants should minimally have a Ph.D. (or Masters Degree for positions in writing, language teaching, or physical education, or equivalent experience for Practice positions) in appropriate field of study, research expertise and/or teaching abilities commensurate with rank and title, as appropriate. For more information regarding open faculty positions, please go to <https://uscscareers.usc.edu/> to submit the requested materials. We are accepting applications, from qualified applicants only, until positions are filled.

**BIOLOGY**

**Assistant Professor of Biology Tenure Track Position**

*Truman State University*  
 Biology: Truman State University seeks applications for a tenure track position in Biology. Requires PhD in Biology or closely related discipline. PhD candidates (ABD) are welcome to apply. Completion of the PhD is required by May 2022. Full-time position teaching undergraduate level biology courses. For further information see <http://employment.truman.edu>. AA/EEO/ADA

**BIOLOGY,**

**Junior and Senior Faculty Positions at the Department of Biology, SUSTech**

*Southern University of Science and Technology*  
 Southern University of Science and Technology (SUSTech) is fast becoming one of the leading research universities in China. The Department of Biology of SUSTech was established in 2012 and now has a diverse group of 38 faculty members. With an ambitious goal to build a world-class center for biomedical research and education, we are actively recruiting faculty members at the ranks of the assistant professor, associate professor, and full professor in the following areas: 1. Cell Biology 2. Neurobiology 3. Plant Biology

4. Systems Biology 5. Structural Biology Please visit the website at <https://bio.sustech.edu.cn/en/> for more information about these subject areas. Faculty Positions in Biology The appointee will be required to: (a) Develop curricula, teach undergraduate students and graduate students, and mentor post-doctorate fellows; (b) Build up a vigorous research program, conduct cutting-edge research in important areas of biology, and publish papers in high profile journals; and (c) Contribute to departmental administration. Applicants should have (i) a doctoral degree in the field of Biology or a related discipline; (ii) relevant experience in teaching and research; (iii) a good publication track record in peer-reviewed international journals; (iv) good team spirit and the ability to work with other members in the university. Remuneration and Conditions of Service Rank and salary will be commensurate with qualifications and experience. An internationally competitive start-up package will be offered. Application Please submit application to [biohire@sustech.edu.cn](mailto:biohire@sustech.edu.cn)

**CHEMISTRY**

**Full-time Tenure-Track Faculty**

*Walla Walla University*  
 Walla Walla University's Department of Chemistry, College Place, WA seeks applicants for a full-time tenure-track faculty position. Teaching responsibilities would include physical chemistry, general chemistry and relevant upper division courses. In addition to teaching responsibilities it is expected the candidate would participate in academic advisement of students. Req: Doctorate in chemistry or related field. Must demonstrate a commitment to and participation in the Seventh-day Adventist Church. Please email resume or CV to [erika.sanderson@wallawalla.edu](mailto:erika.sanderson@wallawalla.edu) or by mail to Erika Sanderson, Walla Walla University, 204 S College Ave,

College Place, WA 99324.

**COMPUTER SCIENCE/ENGINEERING**

**Faculty Positions in Computer Science and Engineering**

*Southern University of Science and Technology*  
 The Department of Computer Science and Engineering (CSE, <http://cse.sustc.edu.cn/en/>), Southern University of Science and Technology (SUSTech) has multiple Tenure-track faculty openings at all ranks, including Professor/Associate Professor/Assistant Professor. We are looking for outstanding candidates with demonstrated research achievements and keen interest in teaching, in the following areas (but are not limited to): Data Science Artificial Intelligence Computer Systems Software Engineering (senior positions only) Cognitive Robotics and Autonomous Systems Programming Languages and Compilers Applicants should have an earned Ph.D. degree and demonstrated achievements in both research and teaching. The teaching language at SUSTech is bilingual, either English or Putonghua. It is perfectly acceptable to use English in all lectures, assignments, exams. In fact, our existing faculty members include several non-Chinese speaking professors. The Department of Computer Science and Engineering at SUSTech was founded in 2016. It has 27 tenured or tenure-track professors, all of whom hold doctoral degrees or have years of experience in overseas universities. 24 of the 27 were recruited from outside the mainland China. Among them, three are IEEE fellows, two were editors-in-chief of IEEE journals. The department is expected to grow to 50 tenured or tenure-track faculty members eventually, in addition to teaching-only professors and research-only professors. In 2019, the department has secured external grants of RMB123.5 million

# Assistant Clinical Professor of Veterinary Pathology

Storrs Mansfield, CT  
University of Connecticut

## INTRODUCTION

The Department of Pathobiology and Veterinary Science (PVS) invites applications for an Assistant Clinical Professor of Veterinary Pathology. This position does not lead to tenure but does lead to multi-year contracts. The appointment will be 70% Service in the Connecticut Veterinary Medical Diagnostic Laboratory (CVMDL) and 30% Teaching. The CVMDL is housed within PVS and serves as the veterinary diagnostic laboratory for the State of Connecticut. The CVMDL provides quality extension, diagnostic and necropsy services to the University, the public, and the New England region.

The CVMDL boasts a broad range of species accessions that includes not only domestic animal species but also non-domestic, exotic, wildlife, laboratory and aquatic species. Case materials are received from regional farms, practitioners, the general public, institutional veterinarians, aquaria, zoological collections, and marine laboratories nationwide. The CVMDL is a member of national and regional laboratory groups, including the National Animal Health Laboratory Network (NAHLN); the National Poultry Improvement Plan (NPIP) authorized laboratory system, the Veterinary Laboratory Investigation and Response Network (Vet-LiRN), and the New England Wildlife Disease Cooperative (NWDC). The CVMDL works cooperatively with state and federal agencies to enable and enhance state and national disease surveillance and emergency response.

The Department of Pathology & Veterinary Science has teaching, research and service/public engagement missions focusing on the study of infectious diseases and pathology of multiple species. The undergraduate curriculum is designed for students preparing to enter medical, dental, veterinary, or graduate schools, and students preparing for careers in the biomedical industry, and global health professions. The graduate degree programs include a combined Residency/MS program in veterinary anatomic pathology, as well as MS and PhD programs with areas of concentrations in bacteriology, pathology and virology.

Current research focuses on infectious diseases of animals and humans, veterinary pathology, wildlife diseases and vaccine development in its Center of Excellence for Vaccine Research (CEVR) and the U. S. Animal Vaccinology Research Coordination Network (USAVRCN).

The successful candidate will:

- Deliver professional veterinary diagnostic and necropsy services complying with accreditation and membership standards of American Association of Veterinary Laboratory Diagnosticians (AAVLD), NAHLN, NPIP, and Vet-LiRN.
- Teach undergraduate classes, such as Anatomy & Physiology, as well as participate in team teaching of graduate classes in the Residency/MS program in veterinary anatomic pathology.
- Instruct and mentor veterinary pathology residents
- Participate in Pathology service-related duties at the direction of the Director of CVMDL.

The College of Agriculture, Health and Natural Resources has developed and implemented a Strategic Vision to guide the development and focus of our teaching, research, and extension programs in the years 2020-2025. Faculty hired for this position will be expected to make significant contributions in their area of expertise, contributing to the advancement of one or more of the CAHNR's four strategic initiatives.

- Ensuring a vibrant agricultural industry and sustainable food supply
- Enhancing health and well-being locally, nationally, and globally
- Designing sustainable landscapes across urban-rural interfaces
- Advancing resilience and adaptation in a changing climate

Founded in 1881, UConn is a Land Grant and Sea Grant institution and member of the Space Grant Consortium. It is the state's flagship institution of higher education and includes a main campus in Storrs, CT, four regional campuses throughout the state, and 13 Schools and Colleges, including a Law School in Hartford, and Medical and Dental Schools at the UConn Health campus in Farmington. The University has approximately 10,000 faculty and staff and 32,000 students, including nearly 24,000 undergraduates and over 8,000 graduate and professional students. UConn is a Carnegie Foundation R1 (highest research activity) institution, among the top 25 public universities in the nation. Through research, teaching, service, and outreach, UConn embraces diversity and cultivates leadership, integrity, and engaged citizenship in its students, faculty, staff, and alumni. UConn promotes the health and well-being of citizens by enhancing the social, economic, cultural, and natural environments of the state and beyond. The University serves as a beacon of academic and research excellence as well as a center for innovation and social service to communities. UConn is a leader in many scholarly, research, and innovation areas. Today, the path forward includes exciting opportunities and notable challenges. Record numbers of undergraduate applications and support for student success have enabled the University to become extraordinarily selective.

## **MINIMUM QUALIFICATIONS**

A DVM degree (or equivalent), American College of Veterinary Pathologists (ACVP) (or equivalent) board certification or years of documented experience as a diagnostic pathologist in a veterinary diagnostic laboratory, experience in teaching; and work experience in a veterinary diagnostic laboratory or institutional pathology service.

## **PREFERRED QUALIFICATIONS**

Diagnostic pathology experience with a diverse caseload, particularly avian or aquatic species; demonstrated undergraduate and graduate teaching experience; excellent oral and written communication skills; publication in peer reviewed journals; MS or PhD in pathobiology/pathology, molecular/cellular biology, immunology/infectious disease or related field; work experience in an AAVLD-accredited (or equivalent) laboratory.

## **APPOINTMENT TERMS**

This is a full-time position with an anticipated start date of August 23, 2021. The successful candidate's primary academic appointment will be at the Storrs campus.

## **TO APPLY**

Please refer to Academic Jobs Online <https://academicjobsonline.org/ajo/jobs/17195> and submit the following application materials:

1. A **cover letter** that addresses your vision, experience, and desire for this position;
2. **Curriculum vitae**;
3. Names and contact information of **five references**.

Screening of applicants will begin immediately and continue until position is filled. For more information regarding the Department of Pathobiology and Veterinary Science, please visit the department website at <http://patho.uconn.edu/>.

At the University of Connecticut, our commitment to excellence is complemented by our commitment to building a culturally diverse community.

Employment of the successful candidate will be contingent on the successful completion of a pre-employment criminal background check.

This position will be filled subject to budgetary approval.

All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>.

The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty and staff. The diversity of students, faculty and staff continues to increase, as does the number of honors students, valedictorians and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.

Posted: 02/19/2021

📍 Storrs, CT

**[VIEW EMPLOYER PROFILE](#)**

**OTHER OPENINGS**

Assistant/Associate/Professor of Law - Criminal Law Clinic

Assistant/Associate Professor/Full Professor (Tenure/Tenure-Track)

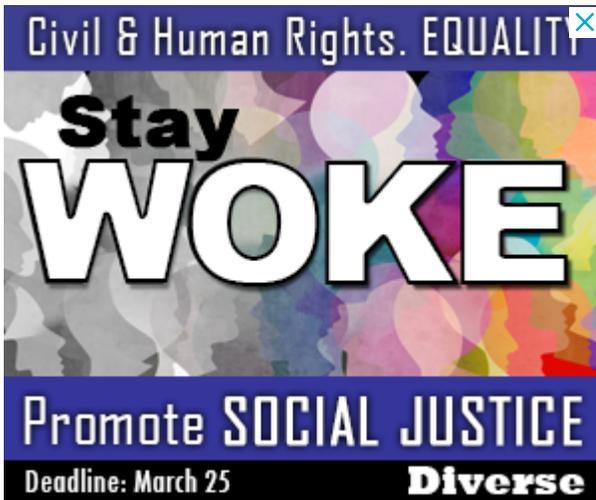
Nicholas E. Madonna Professorship in Electrical and Computer Engineering, Assoc



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# Financial Assistant 1

Storrs Mansfield, CT  
University of Connecticut

## **JOB SUMMARY**

The Department of Psychological Sciences at the University of Connecticut seeks qualified applicants for the entry level position of Financial Assistant 1. Under the direction of the Administrative Manager, the Financial Assistant 1 meets the a high volume financial needs of faculty, researchers, and graduate student employees.

## **DUTIES AND RESPONSIBILITIES**

Prepares documents for procurement of supplies and payment of travel, expense reimbursements, and for other related services; initiates and reconciles procard purchases; processes paperwork for department financial transactions; prepares correspondence related to financial matters; verifies and enters data into spreadsheets/databases, including invoice details, requisitions and other disbursements; monitors and tracks expenditures for appropriateness and compliance; provides expense summaries and budget projections as needed; maintains and dispenses office supplies, and/or processes supply orders; manages departmental photocopy/scan center, mail services, room reservations, equipment loan, tagging, sign-out functions and associated recordkeeping; serves as a resource to faculty, students, and staff on issues related to student employment; collaborates with college business and grant management teams; assists in maintenance of equipment and space surveys; and serves as a back-up to other members of the financial team including student employees; other related duties as required.

Associates degree in accounting or related field; two to three years experience in accounting or related area

#### **PREFERRED QUALIFICATIONS**

Bachelors degree; proficiency in use of spreadsheet and database software and MS Office Products; demonstrated knowledge of recordkeeping system; ability for precision with quantitative data; ability to follow established procedures and compile new ones; familiarity with KUALI, CONCUR, HuskyBuy, Core-CT, Paper Save, or PeopleSoft student administration systems. Ability to or experience working collaboratively with individuals of diverse cultural, social and educational backgrounds. Ability to communicate effectively with foreign students and scholars whose first language is not English.

#### **APPOINTMENT TERMS**

This is a full-time position. The salary for this position is \$41,531. The University offers a outstanding benefits including employee and dependent tuition waivers at UConn, and a highly desirable work environment.

#### **TO APPLY**

Please apply online at <https://hr.uconn.edu/jobs> , Staff Positions, Search # 494842 to upload a **resume, cover letter**, and contact information for **three (3) professional references**. Screening will begin immediately and the search will remain open until a suitable candidate is found.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check.

This job posting is scheduled to be removed at 11:55 p.m. Eastern time on March 3, 2021.

All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp> .

The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty and staff. The diversity of students, faculty and staff continues to increase, as does the number of honors students, valedictorians and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.

📍 Storrs, CT

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The advertisement features a woman with dark curly hair, wearing a white sweater and a black watch, pointing to her wrist. The background is yellow. A blue horizontal bar is overlaid across the middle of the image. A small blue 'X' icon is in the top right corner of the image area.

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Associate Professor University of Connecticut

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INTRODUCTION

The University of Connecticut School of Law solicits applications for a tenure-track faculty position to commence in fall 2021. This position constitutes part of a university-wide, cross-disciplinary cluster hire focused on anti-racism scholarship and teaching. The goal of the cluster hire is to enlarge and deepen the University's ongoing work in addressing societal and structural bias and disparities that impact Black, indigenous, Latinx, and other persons of color both domestically and internationally. In addition to joining the UConn Law faculty, this faculty member will benefit from engagement with a cohort of other new anti-racism scholarship hires from different UConn Schools and Colleges. The anti-racism cluster is consistent with several aspects of the University's ongoing strategic planning, including a focus on diversity/equity/inclusion as one of the foundational UConn values.

UConn School of Law is the top-ranked public law school in the Northeast, offering a professional education of the highest quality. UConn Law is committed to building and supporting a vibrant, multicultural and diverse community of students, faculty and staff. Its Gothic Revival campus is located in the West End of Hartford, a few miles from the state capitol and courts, as well as the headquarters of leading insurance companies and other major corporations. The school has day and evening divisions, and offers the JD (juris doctor), LLM (master of laws) and SJD (doctor of laws) degrees, as well as several dual degrees. The UConn Law faculty includes leading scholars, experienced practitioners and internationally known experts in a wide range of fields. The Law School hosts four student journals, over forty student organizations, extensive clinical and service engagement with the surrounding communities, and one of the largest law libraries in the world.

The successful candidate will teach one or two courses per semester; advise students on independent projects; complete research in the candidate's academic area of interest, and publish scholarship. As a member of the faculty, the successful candidate will participate in faculty governance via committee work; participate in national organizations related to their area of research/scholarship interest; attend and speak at national, regional, and local conferences and other events; and perform related duties as required.

UConn Law is especially interested in candidates who will add to the diversity of our faculty and community. We welcome applications from members of underrepresented and diverse groups with experiences, backgrounds, and viewpoints that will enrich the diversity of our institution.

Founded in 1881, UConn is a Land Grant and Sea Grant institution and member of the Space Grant Consortium. It is the state's flagship institution of higher education and includes a main campus in Storrs, CT, four regional campuses throughout the state, and 13 Schools and Colleges, including a Law School in Hartford, and Medical and Dental Schools at the UConn Health campus in Farmington. The University has approximately 10,000 faculty and staff and 32,000 students, including nearly 24,000 undergraduates and over 8,000 graduate and professional students. UConn is a Carnegie Foundation R1 (highest research activity) institution, among the top 25 public universities in the nation. Through research, teaching, service, and outreach, UConn embraces diversity and cultivates leadership, integrity, and engaged citizenship in its students, faculty, staff, and alumni. UConn promotes the health and well-being of citizens by enhancing the social, economic, cultural, and natural environments of the state and beyond. The University serves as a beacon of academic and

Application



First Name
Last Name
Email

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Details

Posted: February 18, 2021

Location: Connecticut

Salary: Unpaid

Categories: Academic/Faculty, Education

Preferred Education: Bachelor's

research excellence as well as a center for innovation and social service to communities. UConn is a leader in many scholarly, research, and innovation areas. Today, the path forward includes exciting opportunities and notable challenges. Record numbers of undergraduate applications and support for student success have enabled the University to become extraordinarily selective.

#### MINIMUM QUALIFICATIONS

- A JD from an accredited institution or equivalent terminal degree in a related field (equivalent foreign degrees are acceptable)
- Demonstrated scholarly capacity and commitment
- A well-defined research and teaching agenda that furthers anti-racist inquiry and practice
- Demonstrated skills to be an effective teacher
- A demonstrated ability to contribute through research, teaching, and public engagement to the diversity and excellence of the Law School

#### PREFERRED QUALIFICATIONS

- In addition to a well-defined research and teaching agenda that furthers anti-racist inquiry and practice, demonstrated expertise and ability to teach in one or more areas that include, but are not limited to, critical race theory, race and the law, constitutional law, criminal law and/or procedure, business/corporate law, consumer law, or banking law

#### APPOINTMENT TERMS

This is a full time 9-month position. Salary will be commensurate with background, qualifications, and experience.

Candidates should expect to work at the Law School located in Hartford, Connecticut.

#### TO APPLY

Please apply online to Academic Jobs

Online <https://academicjobsonline.org/ajo/jobs/18112> and submit the following application materials:

- **A cover letter,**
- **Curriculum vitae,**
- **Research agenda** (innovative concepts that will form the basis of academic career, experience in proposal development, mentorship of graduate students, etc.);
- **Teaching statement** (including teaching philosophy, teaching experience, commitment to effective learning, concepts for new course development, etc.);
- **Commitment to diversity statement** (including broadening participation, integrating multicultural experiences in instruction and research and pedagogical techniques to meet the needs of diverse learning styles, etc.);
- **Writing sample**
- Contact information for **three (3) references.**

Applicants are encouraged to submit materials by February 22, 2021. Review of applications will continue until the position is filled.

Any questions about application materials may be directed to the Search Committee Chair at [susan.schmeiser@uconn.edu](mailto:susan.schmeiser@uconn.edu)

At the University of Connecticut, our commitment to excellence is complemented by our commitment to building a culturally diverse community.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check.

This position will be filled subject the budgetary approval.

All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>.

The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty and staff. The diversity of students, faculty and staff continues to increase, as does the number of honors students, valedictorians and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.

See Job Description

Internal Number: 495035-2276\_1613525354

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### About University of Connecticut

The University of Connecticut is a national leader among public research universities, with more than 30,000 students seeking answers to critical questions in classrooms, labs, and the community. A culture of innovation drives this pursuit of knowledge throughout the University's network of campuses. Connecticut's commitment to higher education helps UConn attract students who thrive in the most competitive environments, as well as globally renowned faculty members. Our school pride is fueled by a history of success that has made us a standout in Division I athletics. UConn fosters a diverse and vibrant culture that meets the needs and seizes the opportunities of a dynamic global society.

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Laboratory Technician 3

SAVE

University of Connecticut

JOB SUMMARY

The Department of Biomedical Engineering (BME) in the School of Engineering, University of Connecticut seeks applicants for the position of Laboratory Technician 3 to support the undergraduate teaching lab courses and the faculty research labs. Working under the direction of the department head, the successful candidate will be responsible for the computer hardware and software needs of the faculty and staff, maintenance and operation of laboratory equipment, safety training of students, and assist in teaching basic cell culture methods.

DUTIES AND RESPONSIBILITIES

- Able to provide safety training in general, chemical, biological and laser labs.
Able to repair, maintain and operate laboratory equipment including, DMMs, Oscilloscopes, Functions Generators, Power Supplies, Data Acquisition Systems, Motion Capture Systems, High Temperature Furnaces, Centrifuges, pH Meters, Microscopes, Mechanical Testing Equipment, incubators, biological hoods, water baths and 3D printers
Ensure BME labs comply with University Standards by performing monthly inspections of labs and safety equipment, coordinating annual lab inspections, and coordinate necessary repairs or maintenance
Maintain chemical inventory & Workplace Hazards Assessment documents
Manages/orders consumable and reusable supplies for courses
Provides Safety training as required to undergrad students and course TA's, including safe and proper operation of equipment
Assist in teaching basic cell culture methods to students, including sterile culture methods, cell expansion, cell counting, etc.
Work with undergraduate lab faculty to design and build custom fixtures or test apparatus for labs. Identify, evaluate and obtain new technology to ensure undergraduate labs are equipped with current technology found in industry. Ensure that lab experiments are relevant not only to coursework but also provide tools that will translate into skills sought by employers
Serves as BME representative on Lab Safety Committees
Knowledge of Computer hardware and software, including the ability to troubleshoot hardware problems to board level and repair; install and troubleshoot software issues; and build/modify/deploy computer images
Provide computer support to faculty research labs and BME staff
Maintains Department Equipment Inventory (orders necessary supplies), and performs annual inventory of equipment
Provides support as needed for other departmental activities such as ABET, summer and other outreach programs.

MINIMUM QUALIFICATIONS

- Bachelor's degree in Biomedical Engineering or closely related discipline
At least four years of related experience
Experienced in concepts, practices and standard laboratory procedures
Previous experience in chemical and biohazard waste handling and processing

PREFERRED QUALIFICATIONS

Application



First Name

Last Name

Email

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Details

Posted:

February 13, 2021

Location:

Storrs, Connecticut

Salary:

Unpaid

Categories:

Academic/Faculty, Education

Preferred Education:

Bachelor's

- Master's degree in Biomedical Engineering or closely related discipline

**APPOINTMENT TERMS**

This is a 35-hour per week, full-time, annually renewable position, with an excellent benefits package including medical and retirement. Salary will be commensurate with experience.

**TO APPLY**

Please apply online at <https://hr.uconn.edu/jobs>, Staff Positions, Search #494541 to upload a **resume, cover letter**, and contact information for **three (3) professional references**.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check.

All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>.

The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty and staff. The diversity of students, faculty and staff continues to increase, as does the number of honors students, valedictorians and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.

See Job Description

Internal Number: 494541-2276\_1613079270



**About University of Connecticut**

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## ASSISTANT PROFESSOR IN RESIDENCE, MEDICAL LABORATORY SCIENCES

### Job description

**Search #:** 495039

**Work type:** Full-time

**Location:** Storrs Campus

**Categories:** Faculty Non Tenure Track

### INTRODUCTION

The Department of Allied Health Sciences (AHS) in the College of Agriculture, Health and Natural Resources (CAHNR) at the University of Connecticut invites applications for a faculty appointment as Assistant Professor in Residence in Medical Laboratory Science (MLS). This is a full-time, 9-month, non-tenure track appointment with an expected start date of August 23, 2021.

Medical Laboratory Sciences (formerly Medical Technology) has been a major at UConn for over forty years, offering a Bachelor of Science degree in Medical Laboratory Sciences (MLS) and a post-baccalaureate certificate in MLS. In 2014, the MLS program

transitioned from a National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) accredited hospital-based program to a NAACLS accredited university-based program. The program is an important contributor to addressing state and regional workforce needs in clinical laboratory sciences.

Allied Health Sciences is one of eight academic departments in the College of Agriculture, Health and Natural Resources (CAHNR). It is a large, vibrant, multidisciplinary department dedicated to advancing knowledge through research, teaching, advising, and community engagement. With 30 faculty, over 750 undergraduates (40% of whom are non-white), 30 post-baccalaureate students, and 30 graduate students, we actively engage in educating and training the next generation of health professionals. The Department offers an undergraduate major in Allied Health Sciences with multiple concentrations; three nationally accredited professional programs; four post-baccalaureate programs, two master's programs; and a PhD program in Health Promotion Sciences. Departmental faculty conduct grant-funded research in obesity, HIV/AIDS, digital health, behavioral genomics, nutrition, food policy, health disparities, cancer and cardiovascular disease prevention, women's health, big data and research methodologies, and public/community-engaged health. Diversity is one of UConn's core values, and our Department strives to be an inclusive educational institution that attracts, retains, and values talented people from all backgrounds.

The College of Agriculture, Health and Natural Resources has developed and implemented a Strategic Vision to guide the development and focus of our teaching, research, and extension programs in the years 2020-2025. The successful candidate will be expected to make significant contributions to one of CAHNR's four strategic initiatives

- Ensuring a vibrant agricultural industry and sustainable food supply
- Enhancing health and well-being locally, nationally, and globally
- Designing sustainable landscapes across urban-rural interfaces
- Advancing resilience and adaptation in a changing climate

The [CAHNR Strategic Vision](#) provides additional information on the strategic initiatives and their related areas of emphasis.

Founded in 1881, UConn is a Land Grant and Sea Grant institution and member of the Space Grant Consortium. It is the state's flagship institution of higher education and includes a main campus in Storrs, CT, four regional campuses throughout the state, and 13 Schools and Colleges, including a Law School in Hartford, and Medical and Dental Schools at the UConn Health campus in Farmington. The University has approximately 10,000 faculty and staff and 32,000 students, including nearly 24,000 undergraduates and over 8,000 graduate and professional students. UConn is a Carnegie Foundation R1 (highest research activity) institution, among the top 25 public universities in the nation. Through research, teaching, service, and outreach, UConn embraces diversity and cultivates leadership, integrity, and engaged citizenship in its students, faculty, staff, and alumni. UConn promotes the health and well-being of citizens by enhancing the social, economic, cultural, and natural environments of the state and beyond. The University serves as a beacon of academic and research excellence as well as a center for innovation and social service to communities. UConn is a leader in many scholarly, research, and innovation areas. Today, the path forward

includes exciting opportunities and notable challenges. Record numbers of undergraduate applications and support for student success have enabled the University to become extraordinarily selective.

## **DUTIES AND RESPONSIBILITIES**

The successful candidate will be based in the Medical Laboratory Sciences program as a full faculty member in the Department of Allied Health Sciences (AHS). The appointment will be 85% teaching and 15% research. Primary responsibility will be teaching courses and advising students in the MLS program, with possible opportunity for teaching at the graduate level. Engaging in scholarly activities and participating in professional service are also expected under the position. There will be opportunity to contribute to the design and development of growth initiatives in the MLS program. The successful candidate will work under the advisement of program and department leadership, and function effectively as a team member with faculty and staff in clinical laboratory science programs (MLS and Diagnostic Genetic Sciences) and the Department.

As Assistant Professor in Residence, the successful candidate will:

- Teach undergraduate classes and lab sections in the Department and MLS program as well as participate in team-teaching graduate classes in traditional and online courses.
- Participate in investigator-initiated or collaborative research in their area of expertise.
- Collaborate with clinical affiliates and supervise activities when students participate in clinical rotations.
- Broaden participation among members of under-represented groups by demonstrating the richness of diversity in research, teaching, and/or public engagement and integrating multicultural experiences into instructional methods and research tools.
- Provide leadership in developing pedagogical techniques designed to meet the needs of diverse learning styles and intellectual interests.
- Participate in the MLS program and Department recruitment and orientation of new students, which may include occasional weekend/evening hours.
- Serve as a resource and maintain cooperative relationships with Department faculty and staff, and other University offices, making referrals as appropriate.
- Participate in an active program of professional development consistent with personal and professional goals.
- Share a deep commitment to effective instruction at the undergraduate and graduate levels, to the development of innovative courses; and, to the mentoring of students in research, outreach, and professional development.
- Advise and mentor MLS students and participate in the shared service responsibilities (committees, faculty meetings, retreats, etc.) expected of all faculty in the Department.
- Participate in Department and College service and scholarly activities.
- Perform other duties as assigned.

## **MINIMUM QUALIFICATIONS**

- Doctorate in health-related field or higher education; or terminal degree (Master's or higher) in health-related field
- A minimum of five years' experience in a relevant clinical laboratory
- Previous teaching experience in an institution of higher education, demonstrating excellence in teaching,
- Demonstrated excellence to communicate effectively, both verbally and in writing, including small group and/or large group presentations and demonstrating interpersonal relationship skills and strategies
- Hold nationally recognized Medical Technology or MLS certification (e.g., ASCP Board of Certification)
- Proven record of scholarly productivity with demonstrated potential to establish a successful research program
- Demonstrated ability to work both independently and collaboratively
- Strong commitment and value for promoting and supporting diverse and inclusive educational and research programming
- Experience in integrating technology into instruction and/or conducting online instruction

### **PREFERRED QUALIFICATIONS**

- Doctorate in health-related field
- Relevant clinical laboratory experience in microbiology, parasitology, and/or mycology
- Engagement in health promotion research that contributes to current departmental research initiatives integrating multiple levels, from basic biological (e.g., biomarkers) to individual behavioral, in addressing chronic disease
- Experience advising or mentoring clinical laboratory science students
- Ability to enhance the curriculum within the Department of Allied Health Sciences and/or MLS program
- Experience in understanding and contributing to cultures of inclusive excellence, including working with those who have historically experienced barriers to achieving health and well-being due to their race or ethnicity, socioeconomic status, sexual orientation, disability, geographic location, or other characteristics linked to discrimination or exclusion
- Experience in MLS education that includes classroom and laboratory teaching, conducting, and managing learning experiences, evaluating student achievement, and contributing to curriculum development
- Knowledge of current accreditation/certification procedures relevant for MLS programs to meet NAACLS accreditation standards

### **APPOINTMENT TERMS**

This is a 9-month, full-time faculty position with an anticipated start date of August 23, 2021. It is a non-tenure track appointment that is eligible for promotion to Associate Professor in Residence and Professor in Residence. This appointment is renewable annually and may lead to successive multi-year contracts. The successful candidate's primary academic appointment will be in the MLS program at the Storrs campus. Salary will be commensurate with qualifications and experience.

### **TO APPLY**

Please apply online to Academic Jobs Online <https://academicjobsonline.org/ajo/jobs/18135> and submit the following application materials:

- **A cover letter,**
- **Curriculum vitae,**
- **Teaching and advising statement** (including teaching philosophy, teaching experience, commitment to effective learning, concepts for new course development, etc.);
- **Commitment to diversity statement** (including broadening participation, integrating multicultural experiences in instruction and research and pedagogical techniques to meet the needs of diverse learning styles, etc.);
- **Three (3) letters of reference.**

Only applications submitted via Academic Jobs Online will be accepted. To ensure full consideration, applications should be received no later than March 3, 2021. Evaluation of applicants will begin immediately and continue until the position is filled. For more information regarding the Department of Allied Health Sciences please visit the department website at <https://alliedhealth.uconn.edu/>.

Inquiries should be sent to the search committee chair, Lauren Wilson ([Lauren.Wilson@UConn.edu](mailto:Lauren.Wilson@UConn.edu)).

Employment of the successful candidate will be contingent upon the successful completion of a pre-employment criminal background check.

At the University of Connecticut, our commitment to excellence is complemented by our commitment to building a culturally diverse community.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check.

This position will be filled subject the budgetary approval.

All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>.

*The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty and staff. The diversity of students, faculty and staff continues to increase, as does the number of honors students, valedictorians and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.*

Advertised: Feb 15 2021 Eastern Standard Time  
Applications close: Mar 03 2021 Eastern Standard Time

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## University of Connecticut

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**University of Connecticut**

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## BUSINESS DEVELOPMENT COORDINATOR (EDUCATIONAL PROGRAM COORDINATOR)

### Job description

**Search #:** 495021

**Work type:** Full-time

**Location:** Storrs Campus

**Categories:** Academic Programs and Services

### JOB SUMMARY

The University of Connecticut's School of Engineering seeks applications for the position of Business Development Coordinator for the Professional Education (PE) program. Under the general direction/supervision of the manager or administrator of the PE program, the successful candidate will provide engagement and outreach to industry related to PE educational programs, create new relationships for future prospective students, and carry out long range planning for customer/public relations to increase enrollment and partnerships. The Business Development Coordinator will be responsible for implementing engagement activities and corporate partnerships for the program, and is expected to act independently within established program goals and objectives.

## **DUTIES AND RESPONSIBILITIES**

- Builds strong relationships with industry and continues to steward and monitor the status of partnership engagements
- Utilizes strong communication and presentation skills for discussions with industry partner representatives, as well as prospective students
- Gives presentations at events such as, but not limited to workshops, lunch and learns, and informational sessions in accordance with program goals.
- Engages in “cold calling” industry partners to build new working relationships.
- Will decipher/highlight/consolidate key points during communication and respond to such points.
- Serves as a resource to prospective students, current students, industry partners, faculty and staff on matters relating to the program.
- Engages in promotional activities for the program, implements recruiting and promotional strategies, as requested by the manager or administrator.
- Assists the manager with collecting and analyzing program data and evaluation of program effectiveness.
- May assist in securing funding for various programs.
- Recruits qualified students or participants to the program through promotional activities and contact with the target population.
- Performs office management duties to coordinate processing of necessary paperwork to support the program related to industry requests and needs.
- Will travel on occasion throughout the state, as well as limited travel out of state for conferences, seminars and industry partnership opportunities (pending pandemic restrictions – right now all meetings are conducted virtually).
- Prepares necessary information reports as requested by the manager or administrator.
- Performs related duties as required.

## **MINIMUM QUALIFICATIONS**

1. Bachelor’s degree.
2. At least four years business development and/or customer relations experience as appropriate to the program.
3. Excellent interpersonal and communication skills.
4. Excellent presentation skills
5. Ability to interact with academic staff, faculty, and management throughout a University.
6. Ability to travel to in and out of state work locations on occasion.

## **PREFERRED QUALIFICATIONS**

1. Demonstrated client relation management.
2. Demonstrated creativity for marketing program.

3. Experience as webmaster.
4. Familiarity with CRM software.

## APPOINTMENT TERMS

This is a twelve month permanent full-time position with full benefits and an expected start date of March 29, 2021. Salary is expected to be in the \$58,000-\$65,000 range, which will be dependent upon qualifications and experience.

## TO APPLY

Please apply online at <https://hr.uconn.edu/jobs>, Staff Positions, Search #495021 to upload a **resume, cover letter**, and contact information for **three (3) professional references**. The required submission format is a single PDF file in the order listed. Screening of applications will begin immediately.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check.

This job posting is scheduled to be removed at 11:55 p.m. Eastern time on March 1, 2021.

All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>.

*The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty and staff. The diversity of students, faculty and staff continues to increase, as does the number of honors students, valedictorians and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.*

**Advertised:** Feb 15 2021 Eastern Standard Time

**Applications close:** Mar 01 2021 Eastern Standard Time

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# University of Connecticut

The University of Connecticut is a national leader among public research universities, with more than 30,000 students seeking answers to critical questions in classrooms, labs, and the community. A culture of innovation drives this pursuit of knowledge throughout the University's network of campuses. Connecticut's commitment to higher education helps UConn attract students who thrive in the most competitive environments, as well as globally renowned faculty members. Our school pride is fueled by a history of success that has made us a standout in Division I athletics. UConn fosters a diverse and vibrant culture that meets the needs and seizes the opportunities of a dynamic global society.

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[coronavirus-and-rigger-education\)](#) | [offensive-post\)](#) | [years\)](#)

### BREAKING NEWS

[\(/quicktakes/2021/02/19/james-kvaal-nominated-under-secretary-education\)](#)  
[James Kvaal Nominated for Under Secretary of Education \(/quicktakes/2021/02/19/james-kvaal-nominated-under-secretary-education?utm\\_source=ihe&utm\\_medium=editorial-site&utm\\_content=breakingnews\)](#)

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Learn more on **Inside Higher Ed's College Page** for **University of Connecticut**



<b>Posted:</b>	2/16/2021
<b>Work Type:</b>	Full Time

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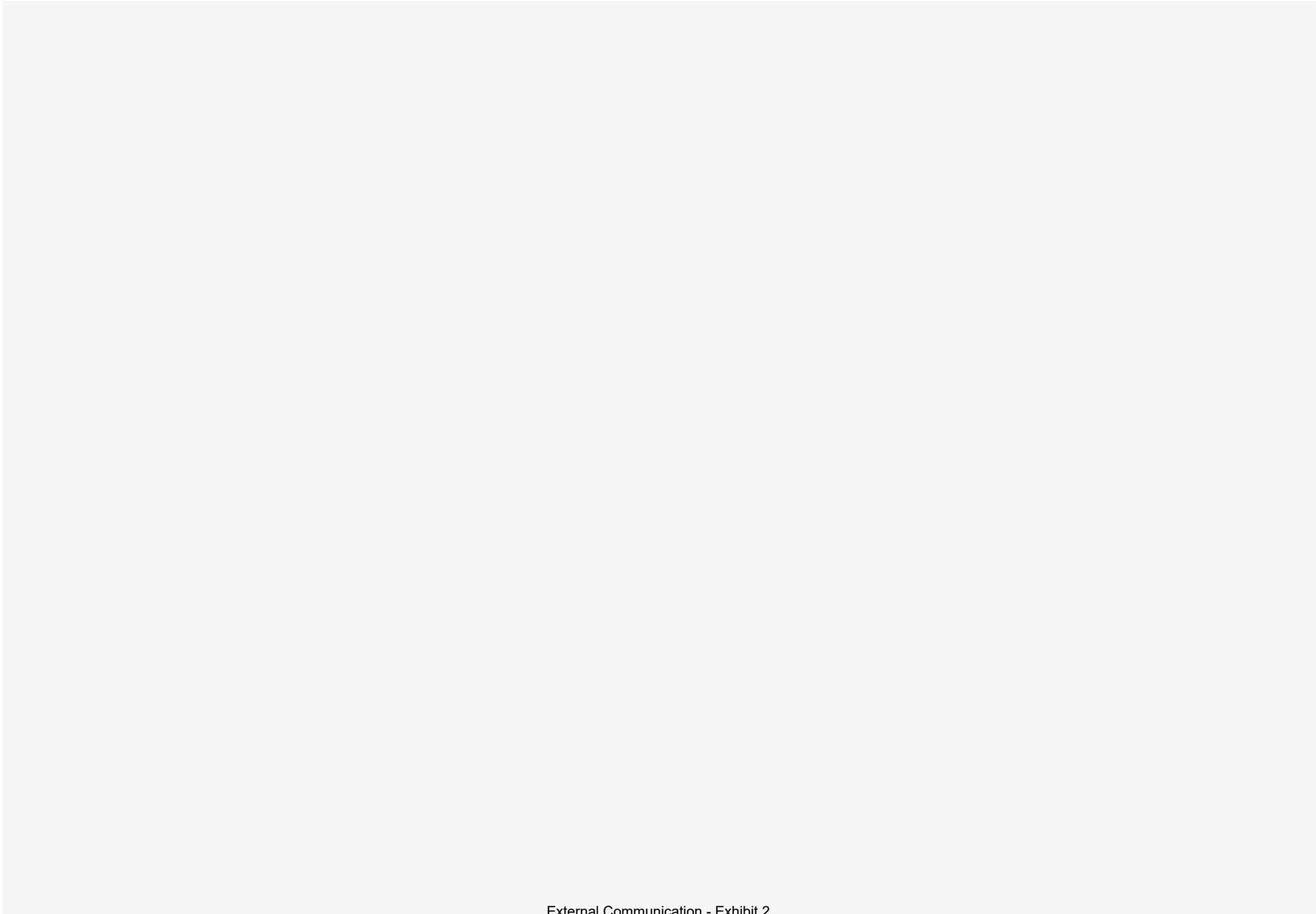


 **University of Connecticut**

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# Connecticut State Department of Administrative Services

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## Lead Custodian (37.5 Hour)

### Recruitment #210208-0428TC-001

Location	Mansfield, CT
Date Opened	2/10/2021 2:00:00 PM
Salary	\$39,472 - \$49,986/year
Job Type	Open to Agency Employees
Close Date	2/28/2021 11:59:00 PM

## INTRODUCTION



The State of Connecticut, University of Connecticut, Facilities Operations Department has a job opening for a permanent, full-time, Lead Custodian position. The work schedule is Monday through Friday 11:00pm to 7:00am. This position is open to internal applicants only. ***To be eligible for this position, the applicant must be a current, permanent NP-2 employee at UConn.***

This position is categorized as Emergency Support Services/Essential Staff. Incumbent must be willing and able to work during emergency closures/delayed openings due to inclement weather or for significant events that effect campus operations.

## **SELECTION PLAN**

This position is open to University of Connecticut employees only. In order to be considered for this job opening, you must meet the minimum qualifications as listed on the job opening and must specify your qualifications on your application. If selected for an interview, you may be asked to provide copies of the last two (2) performance appraisals.

Questions pertaining to this position should be directed to UConn HR's Services Unit phone number at 860-486-3034.

## **PURPOSE OF JOB CLASS (NATURE OF WORK)**

In a state agency this class is accountable for acting as a working supervisor for a crew of Custodians engaged in the cleaning of buildings.

## **EXAMPLES OF DUTIES**

Plans crew workflow and determines priorities; schedules, assigns, oversees and reviews work; establishes and maintains crew procedures; provides staff training and assistance; conducts or assists in conducting performance evaluations; acts as liaison with operating units, agencies and outside officials regarding unit policies and procedures; may make recommendations on policies or standards; may prepare reports and correspondence; ensures supplies and equipment for crew are adequate by reporting shortages to supervisor; performs full range of duties as outlined in Custodian class specification; performs related duties as required.

## **KNOWLEDGE, SKILL AND ABILITY**

Knowledge of building custodial and/or housekeeping work and related equipment; interpersonal skills; oral and written communication skills; ability to operate, care for and perform minor maintenance on tools and equipment used in daily work; some supervisory ability; some ability to utilize computer software

## MINIMUM QUALIFICATIONS - GENERAL EXPERIENCE

One (1) year of experience in work that could reasonably be expected to provide the knowledge, skills, and abilities listed above.

## SPECIAL REQUIREMENTS

Incumbents in this class may be required by the appointing authority to possess and retain appropriate current licenses, permits and/or certifications.

## PHYSICAL REQUIREMENTS

1. Incumbents in this class must have adequate physical strength, stamina, physical agility and visual and auditory acuity and must maintain such physical fitness as to be able to perform the duties.
2. A physical examination may be required.

## WORKING CONDITIONS

Incumbents in this class may be required to lift moderate to heavy weights and may be exposed to risk of injury from equipment and/or assaultive and/or abusive patients or clients.

## CONCLUSION

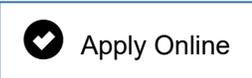
All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>

Information concerning the University's policies regarding the Clery Act Statement, Non-Discrimination Policy, Accommodations for Applicants with Disabilities and Recruiting Veterans can be found on UConn's Job page at: <https://hr.uconn.edu/jobs/>

*The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty and staff. The diversity of students, faculty and staff continues to increase, as does the number of honors students, valedictorians and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to*

*UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.*

**Click on a link below to apply for this position:**

<p><b>Fill out the Supplemental Questionnaire and Application NOW using the Internet.</b></p>	<p> <b>Apply Online</b></p>
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The State of Connecticut is an Affirmative Action/Equal Opportunity Employer and strongly encourages the application of women, minorities and persons with disabilities.

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## UConn - Certified Police Officer

### Job Overview

Department	<u>UConn Police Department</u>
Type	Certified
Job Title	Certified Police Officer
Salary	\$57,354 - \$75,468 plus \$5,000 in additional stipends
Deadline	May 31, 2021 11:59 PM Eastern
Registration Fee	\$25.00
Location	Storrs, CT

### Job Announcement

**University of Connecticut**

**Police Department**

**Statewide Locations**

**\_Police Officers**

(Positions may be filled with P.O.S.T Certified Police Officers or Police Officer Trainees)

### Compensation

- Annual Salary upon Connecticut P.O.S.T. Certification: \$57,354 - \$75,468 (plus \$5,000 in additional stipends)

Additional benefits include:

- State of Connecticut Hazardous Duty Retirement Plan
- State of Connecticut Medical and Dental Plans
- Voluntary supplemental 457 and 403b Defined Contribution Plans

### **UConn Police. Protecting Connecticut's Future.**

The University of Connecticut Police Department, an internationally accredited police agency, is inviting applicants to apply for Police Officer vacancies currently available throughout statewide locations of the University of Connecticut including: Storrs, Hartford, Farmington, Stamford, Avery Point, and Waterbury. A career with UConn Police is multi-dimensional, challenging, and an

External Communication - Exhibit 2

opportunity to serve a unique and diverse community. UConn Police Officers, through a community-centered approach, provide a wide range of police services including hosting or attending community events, investigation of criminal incidents, enforcement of motor vehicle and criminal laws, management of public demonstrations and large gatherings, and overall service and protection of persons and property on all of UConn's campuses. The UConn Police Department focuses on being a community-oriented police department in all that it does. UConn Police Officers work a challenging schedule that includes major university events, NCAA athletics events, dignitary visits, specialized community-based initiatives, and other complex assignments.

For more information on state class specification (job description) and qualifications, go to: <https://www.jobapscloud.com/CT/specs/classspecdisplay.asp?ClassNumber=9036PS&R1=&R3=>

#### **MINIMUM QUALIFICATIONS:**

**In order to be considered for employment as a P.O.S.T. Certified Police Officer with the UConn Police Department, applicants must:**

- Currently be a Certified Police Officer in the State of Connecticut through the Police Officers Standards and Training Council.
- Possess and maintain a valid Motor Vehicle operator's license.
- Possess excellent written communication skills.
- Possess excellent interpersonal communication skills.

#### **PREFERRED QUALIFICATIONS:**

- Earned Associates degree or minimum of 60 credits in any field of study from an accredited college/university.
- Volunteer work in the community. Please reference specific details in application materials.
- United States Military Service.

#### **APPOINTMENT TERMS:**

These are full time, permanent positions on various shifts. The University of Connecticut offers a comprehensive benefits package that includes hazardous duty retirement and full medical and dental benefits. Employment of the successful candidate will be contingent upon successfully completing Polygraph, Psychological, Background and Pre-Employment physical.

#### **TO APPLY:**

Qualified applicants must apply online using <https://www.policeapp.com/>. To be eligible you must provide a **resume, references, and a cover letter** that includes why you want to become a Police Officer at the University of Connecticut; your expectations of the job and what skillsets you can bring to the Police Department. Candidates will be selected for interview based on a review of their application materials and exam score. Preference will be given to candidates who meet one or more of the preferred qualifications.

Application deadline is **May 31, 2021**.

All employees are subject to adherence to the State Code of Ethics, which may be found at <http://www.ct.gov/ethics/site/default.asp>.

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*Jobs close at 11:59 PM (Eastern) on the deadline date specified, or when the position capacity has been met, or unless otherwise specified in the announcement. If the deadline date is not specified in the announcement, the agency has sole discretion on setting the deadline and jobs may close without notice. It is the applicant's responsibility to thoroughly read and understand the deadline requirements and capacity limits as outlined by the agency.*

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# UConn Careers

APPLY FOR JOBS

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## REFINE YOUR SEARCH

---

## FILTER RESULTS

### WORK TYPE

Full-time (47)

## LOCATIONS

- Avery Point Campus (2)
- Law School (3)
- School Of Social Work (1)
- Stamford Campus (3)
- Storrs Campus (38)

## CATEGORIES

- Academic Programs and Services (4)
  - Administrative Services (4)
  - Custodial (1)
  - Faculty Non Tenure Track (6)
  - Faculty Tenure Track (19)
  - Fiscal, Accounting and Budget (1)
  - Laboratory and Research Operations (1)
  - Libraries (1)
  - Marketing and Communication (1)
  - Postdoctoral Research Associates (6)
  - Public Safety (1)
  - Research (1)
  - Student Programs and Services (1)
- 

## Husky Programs Publicity/Marketing Coordinator

---

**Search #:** 495023

**Work type:** Full-time

**Location:** Storrs Campus

**APPLY NOW**

**Categories:** Marketing and Communication

## **JOB SUMMARY**

The Publicity/Marketing Coordinator is a full-time, grant-funded position. Under the general supervision of the Principal Investigator (PI) and housed in the Neag School of Education's Department of Educational Leadership (EDLR), the individual will carry out to maximize the effectiveness of digital communications to internal and external stakeholders of the Husky Programs team. The team is supported by U.S. Department of Agriculture funding (SNAP-Ed) to provide nutritional and physical activity education to Connecticut residents qualifying for SNAP benefits.

## **DUTIES AND RESPONSIBILITIES**

- Assists in planning and developing branding initiatives, promotional strategies and a marketing and communication plan designed to attract SNAP/EBT recipients and SNAP eligible residents in CT to participate in targeted online education initiatives (live and pre-recorded virtual events as well as web-based content.)
- Leads a team of staff and students who provide content and creative development of online and print-ready materials related to the SNAP4CT platforms. Managing includes:
  - Assignment of duties and projects to ensure that priority items are given close attention and deadlines are met
  - Production of digital (video, web-based, and social media) and print-ready materials
  - Consultation with faculty, staff members and students in the creation of nutrition and physical activity resource materials (static and video) in a web-friendly format, and effective promotional strategies
- Works continually to expand their own and others' understanding of SNAP-Ed recipients, the current and historical policies and structures impacting them, and the most effective strategies in providing nutrition and physical activity education.
- Manages the [www.SNAP4CT.org](http://www.SNAP4CT.org) website, associated domains and the social media platform that support nutrition and physical activity education and communications that flow across the platform.
- Maintains working relationship with internal and external stakeholders such as SNAP participants, community partners, funding agency, SNAP-Ed implementing agencies and others as deemed appropriate, to promote the [www.SNAP4CT.org](http://www.SNAP4CT.org) website and associated social media platforms.
- Researches advancements in, and remains current with, industry standards and best practices in the realm of website and social media management and search engine optimization, along with sponsoring agencies' policies as they pertain to program activity. Maintains working understanding of relevant University, Neag School, and department electronic systems, policies and applications.
- Works closely with grant evaluation team to support and integrate SNAP-Ed evaluation framework into all digital platforms, and engages in the grant reporting process.
- Assists in developing and managing digital communications budget including existing Google Ads campaign and Facebook promotions, assesses the effectiveness of all digital initiatives through Google Analytics, Facebook Insights and Hootsuite metrics.

## **MINIMUM QUALIFICATIONS**

- Bachelor's degree in related field.
- Two to three years of post-graduate professional experience in digital communications.
- Clear commitment to, increasing diversity and fostering an inclusive and equitable working and learning environment.

## **PREFERRED QUALIFICATIONS**

- Master's Degree in a related field.
- Substantial content knowledge with nutrition or physical activity.

- Demonstrated experience with community-based systems.
- Demonstrated experience in a team-based work environment.

## APPOINTMENT TERMS

This position is full time (100% employed), grant-funded position with excellent benefits.

## TO APPLY

Please apply online at <https://hr.uconn.edu/jobs>, Staff Positions, Search #495023 to upload a **resume, cover letter**, and contact information for **three (3) professional references**.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check.

This job posting is scheduled to be removed at 11:55 p.m. Eastern time on March 12, 2021.

All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>.

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**Advertised:** Feb 09 2021 Eastern Standard Time

**Applications close:** Mar 12 2021 Eastern Standard Time

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# UConn Careers

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  - Faculty Tenure Track (19)
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  - Laboratory and Research Operations (1)
  - Libraries (1)
  - Marketing and Communication (1)
  - Postdoctoral Research Associates (6)
  - Public Safety (1)
  - Research (1)
  - Student Programs and Services (1)
- 

## Assistant Professor In Art History And Human Rights

---

**Search #:** 495005

**Work type:** Full-time

**Location:** Storrs Campus

**Categories:** Faculty Tenure Track

## **INTRODUCTION**

The University of Connecticut's Human Rights Institute and the Department of Art and Art History in the School of Fine Arts are pleased to invite applications for a jointly appointed, tenure-track position at the rank of Assistant Professor in Art History and Human Rights. Time period and geographical focus are open.

This position is part of a larger anti-racism hiring initiative across the University of Connecticut, and part of the ongoing development of the arts-human rights collaboration jointly developed by the School of Fine Arts and the Human Rights Institute. We especially seek applicants whose research and teaching actively confront the dehumanizing legacies of racism and colonialism, while engaging with art, visual and material culture through the critical lens of diasporas, migration, and trans-national histories. Areas of expertise might include Africa and/or its diasporas, Asia and/or its diasporas, the Black Atlantic, Indigenous peoples, and/or the Global South. The faculty member will contribute to efforts to better understand how art, visual and/or material cultures have been deployed in mobilizations for justice or human rights. We hope that the candidate will generate publicly engaged scholarship and work with colleagues at UConn to move towards a more equitable global society in which the creation and experience of art and visual culture are rooted in human dignity and historical knowledge.

Potential areas of scholarly focus:

- Black radical thought, critical race theory, and/or critical theory reflecting Global South perspectives in trans-historical or trans-regional perspective;
- Visual or material cultures of migration and diaspora;
- Ethics of image and material culture circulation, display, and consumption;
- Cultural modes of justice, memorialization, and reparation;
- Histories and ethics of cultural appropriation across time;
- Studies of colonialism, coloniality, and state-sanctioned violence in relation to art, visual and/or material culture;
- Participatory art as a mode of dissent, resistance, or mobilization for justice.

We seek a scholar-teacher who is committed to innovative research, scholarly engagement, and student-centered pedagogies. In addition to teaching a range of courses in their field, the successful candidate will participate in our introductory survey, relevant courses on human rights, social justice and the arts broadly construed, and will act as a member of the University of Connecticut graduate faculty. A Ph.D. in Art History or related field is required at the time of hire. A strong record of research and teaching is highly desirable, commensurate with the University of Connecticut's status as a public, Research 1 institution.

The successful candidate will be expected to contribute to research and scholarship through extramural funding, high quality publications, conference presentations, grants, fellowships, and national recognition as demonstrated through honorific awards. In the area of teaching, the successful candidate will share a deep commitment to effective instruction at the undergraduate and graduate levels, development of innovative courses and mentoring of students in research, outreach and professional development. Successful candidates will also be expected to broaden participation among members of under-represented groups; demonstrate through their research, teaching, and/or public engagement the richness of diversity in the learning experience; integrate multicultural experiences into instructional methods and research tools; and provide leadership in developing pedagogical techniques designed to meet the needs of diverse learning styles and intellectual interests.

The Art History program, located on UConn's main Storrs campus in the Department of Art and Art History, features a strong interdisciplinary understanding of contemporary and historical roles that the visual arts play in a range of artistic, cultural and social contexts. Our courses address chronological breadth as well as issues of gender, identity, class, race and ethnicity, human rights, digital media and digital culture. Enriching the program's interdisciplinary reach, members of the Art History faculty are affiliated with programs in Africana Studies, American Studies, European Studies, Human Rights Studies, Latin American, Caribbean and Latinx Studies, Women's Gender & Sexuality Studies.

The Human Rights Institute (HRI) at UConn is one of the nation's leading academic centers, offering undergraduate majors and minors in human rights as well as a Graduate Certificate in Human Rights. The undergraduate program is among the largest in the country, and UConn is the only public university offering a major. Program graduates go on to hold key humanitarian positions with NGOs, governments, and leading universities. HRI is globally recognized for its faculty expertise and being a center to convene high-level international conferences and symposia. HRI is a key collaborator with the Dodd Human Rights Impact (Program) that is part of HRI and Digital Media and Design on a Human Rights Film and Digital Media Initiative. The Institute has hosted a human rights film series since 2005, and has worked with UConn Libraries to build a collection of human rights film. UConn Libraries is also site for Archives and Special Collections related to human rights documentary and photography.

Founded in 1881, the UConn is a Land Grant and Sea Grant institution and member of the Space Grant Consortium. It is the state's flagship institution of higher education and includes a main campus in Storrs, CT, four regional campuses throughout the state, and 13 Schools and Colleges, including a Law School in Hartford, and Medical and Dental Schools at the UConn Health campus in Farmington. The University has approximately 10,000 faculty and staff and 32,000 students, including nearly 24,000 undergraduates and over 8,000 graduate and professional students. UConn is a Carnegie Foundation R1 (highest research activity) institution, among the top 25 public universities in the nation. Through research, teaching, service, and outreach, UConn embraces diversity and cultivates leadership, integrity, and engaged citizenship in its students, faculty, staff, and alumni. UConn promotes the health and well-being of citizens by enhancing the social, economic, cultural, and natural environments of the state and beyond. The Storrs campus is located in a beautiful area of New England, with a moderate cost of living and proximity to major cultural, recreational, and urban centers of the Northeast. The University community provides residents with a rich diversity of cultural, artistic, athletic, and historic experiences, and the surrounding area offers affordable quality housing and top schools for faculty and families. The University serves as a beacon of academic and research excellence as well as a center for innovation and social service to communities. UConn is a leader in many scholarly, research, and innovation areas. Today, the path forward includes exciting opportunities and notable challenges. Record numbers of undergraduate applications and support for student success have enabled the University to become extraordinarily selective. We are pleased to continue these investments by inviting applications for a joint faculty position in the Department of Art & Art History and the Human Rights Institute.

## **DUTIES AND RESPONSIBILITIES**

- Teach undergraduate-level courses in Art History and Human Rights, including an introductory art history survey.
- Produce a significant record of research and publications in the candidate's primary field of study.
- Establish a national presence in professional organizations and among peers in academic and professional art history, architectural history, visual culture studies, and/or human rights studies.
- The candidate will be expected to help broaden participation among members of under-represented groups and demonstrate through their research, teaching, and/or public engagement a commitment to both addressing issues of diversity and equity within society and employing pedagogies designed to meet the needs of diverse learning styles and intellectual interests communities.
- Advise/mentor undergraduate students in Art History and Human Rights.
- Collaborate to build curricula and develop courses.
- Participate in service activities for the Human Rights Institute, Office of Global Affairs, the Department of Art and Art History, the School of Fine Arts, and the University.
- Other duties as assigned.

## **MINIMUM QUALIFICATIONS**

- A completed Ph.D. in Art History or History of Architecture or related field. Equivalent foreign degrees are acceptable.
- A demonstrated potential for establishing a successful research and scholarship profile in the candidate's primary field of study.
- A demonstrated potential for establishing a national presence in professional organizations and among peers in academic and professional communities.
- A deep commitment to promoting diversity and excellence through innovative research, teaching, and public engagement.

- Excellent interpersonal skills and demonstrated collegiality.

## PREFERRED QUALIFICATIONS

- A record of publications in candidate's primary field of study, preferably in peer-review contexts.
- Teaching experience beyond the Teaching Assistant level.
- A commitment to, and record of, interdisciplinarity in research and teaching.
- A demonstrated commitment to contribute through research, scholarship, and teaching to promoting diversity in the learning experience.
- A demonstrated commitment to bringing transregional, transcultural, and global perspectives to research and teaching.
- An established record of publications related to human rights and art, architecture, visual and/or material culture.
- Demonstrated record of working effectively on interdisciplinary teams in higher education.
- Ability to contribute to a university-wide life transformative, experiential education model, with a focus on human rights in the history of art, architecture, visual and/or material culture.
- A demonstrated record of human rights practice and maintaining relationships with human rights and community organizations.

## APPOINTMENT TERMS

This is a full-time, 9-month, tenure-track position with an anticipated start date of August 23, 2021. The successful candidate's academic appointment will be at the Storrs campus with the possibility of travel to regional campuses on occasion and/or online instruction. Faculty may also be asked to teach at one of UConn's regional campuses as part of their ordinary workload. Salary will be commensurate with qualifications and experience.

## TO APPLY

Please apply online to Academic Jobs Online <https://academicjobsonline.org/ajo/jobs/18024> and submit the following application materials:

- **A cover letter,**
- **Curriculum vitae,**
- **Research and scholarship statement** (innovative concepts that will form the basis of academic career, experience in proposal development, mentorship of graduate students, etc.);
- **Teaching statement** (including teaching philosophy, teaching experience, commitment to effective learning, concepts for new course development, etc.) and **copies of course syllabi;**
- **Commitment to diversity statement** (including broadening participation and increasing diversity among scholars and students in the applicant's field, integrating multicultural experiences in instruction and research and pedagogical techniques to meet the needs of diverse learning styles, etc.);
- Up to 3 sample **journal articles or books** (e.g. scholarly articles, book chapters, dissertation chapters);
- Names and contact information for **three academic references.**

Evaluation of applications will begin on February 15, 2021, and applications will continue to be reviewed until position is filled. To ensure full consideration, application materials should be submitted no later than March 1, 2021. Please contact Charlene Haukom ([charlene.haukom@uconn.edu](mailto:charlene.haukom@uconn.edu)), Administrative Assistant for the Department of Art & Art History with any questions.

For more information regarding the Department of Art & Art History, please visit the department website at <https://art.uconn.edu/>. For more information regarding the Human Rights Institute, please visit the department website at <https://humanrights.uconn.edu/>.

Inquiries other than applications can be directed to: Robin Greeley, Department of Art and Art History, University of Connecticut, via email to [robin.greeley@uconn.edu](mailto:robin.greeley@uconn.edu).

At the University of Connecticut, our commitment to excellence is complemented by our commitment to building a culturally diverse community.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check.

This position will be filled subject to budgetary approval.

All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>.

*The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty and staff. The diversity of students, faculty and staff continues to increase, as does the number of honors students, valedictorians and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.*

**Advertised:** Jan 27 2021 Eastern Standard Time

**Applications close:** Aug 15 2021 Eastern Daylight Time

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# UConn Careers

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## REFINE YOUR SEARCH

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## FILTER RESULTS

### WORK TYPE

Full-time (6)

## LOCATIONS

- Avery Point Campus (2)
- Law School (0)
- School Of Social Work (0)
- Stamford Campus (0)
- Storrs Campus (4)

## CATEGORIES

- Academic Programs and Services (0)
  - Administrative Services (0)
  - Custodial (0)
  - Faculty Non Tenure Track (0)
  - Faculty Tenure Track (0)
  - Fiscal, Accounting and Budget (0)
  - Laboratory and Research Operations (0)
  - Libraries (0)
  - Marketing and Communication (0)
  - Postdoctoral Research Associates (6)
  - Public Safety (0)
  - Research (0)
  - Student Programs and Services (0)
- 

## Postdoctoral Research Associate

---

**Search #:** 494814

**Work type:** Full-time

**Location:** Storrs Campus

**APPLY NOW**

**Categories:** Postdoctoral Research Associates

## **JOB SUMMARY**

Two postdoctoral positions are currently available in the lab of Dr. Jianzhong Yu at the Department of Physiology and Neurobiology, University of Connecticut. The lab uses a combination of genetic, cell biology, molecular and biochemical approaches with various model systems including *Drosophila*, mice, and cell cultures to decipher the molecular mechanisms underlying related human diseases.

Position 1. The focus of this position is to understand the molecular mechanisms underlying organ size control and tumorigenesis, with specific emphasis on understanding the molecular mechanisms of the Hippo signaling pathway and mTOR/Insulin signaling pathway. The project will be focused on characterization of novel growth regulators identified through our recent large-scale genetic screens.

Position 2. The focus of this position is to understand the molecular pathophysiology of Parkinson's disease. The project will be focused on in vitro molecular and cellular study of gene function in Parkinson's disease and in vivo Parkinson disease modeling including fly, mouse and human dopamine neuronal models.

## **DUTIES AND RESPONSIBILITIES**

Designing and executing research experiments:

- Conduct studies of related literature and research to support the design of research projects;
- Conduct molecular bench work and cell culture work;
- Confocal/fluorescence microscopy analysis;

Data record and analysis:

- Report project progress and data analysis;
- Draft scientific manuscripts;

Other duties:

- Supervise technician, students, and undergraduates in the lab

## **MINIMUM QUALIFICATIONS**

1. Recent PhD related to biological or biomedical sciences
2. Strong interests in the molecular basis of human diseases
3. Expertise in the areas of biochemistry, molecular or cellular biology
4. Strong written and oral communication skills
5. Ability to independently manage work and projects

## **PREFERRED QUALIFICATIONS**

1. Experience working with mice and mouse colonies
2. Background with fly genetics

## **APPOINTMENT TERMS**

This position is a full time, 12-month appointment. The position may be annually renewable based on performance, budget and needs of the department and college.

## TO APPLY

Please apply online at <https://hr.uconn.edu/jobs>, Staff Positions, Search #494814 and upload a **resume, cover letter**, and contact information for **three (3) professional references**.

Employment of the successful candidate is contingent upon the successful completion of a pre-employment criminal background check.

This job posting is scheduled to be removed at 11:55 p.m. Eastern time on May 16, 2021.

All employees are subject to adherence to the State Code of Ethics which may be found at <http://www.ct.gov/ethics/site/default.asp>.

*The University of Connecticut is committed to building and supporting a multicultural and diverse community of students, faculty and staff. The diversity of students, faculty and staff continues to increase, as does the number of honors students, valedictorians and salutatorians who consistently make UConn their top choice. More than 100 research centers and institutes serve the University's teaching, research, diversity, and outreach missions, leading to UConn's ranking as one of the nation's top research universities. UConn's faculty and staff are the critical link to fostering and expanding our vibrant, multicultural and diverse University community. As an Affirmative Action/Equal Employment Opportunity employer, UConn encourages applications from women, veterans, people with disabilities and members of traditionally underrepresented populations.*

**Advertised:** Feb 15 2021 Eastern Standard Time

**Applications close:** May 16 2021 Eastern Daylight Time

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<p align="center"><b><u>NP-2 Maintenance &amp; Service Unit (CEUI)</u></b></p> <p><b>CT Employees Union “Independent” (CEUI)</b>  110 Randolph Road  PO Box 1268  Middletown, CT 06457</p> <p>Phone: 1-800-622-3359 or (860) 344-0311  Fax: (860) 344-8648  <a href="http://www.ceui.org">www.ceui.org</a></p> <p><b>Ron McLellan</b>, President  <a href="mailto:rmclellan@ceui.org">rmclellan@ceui.org</a> (860) 343-8718  Cara Wachsmann, General Council <a href="mailto:cwachsmann@ceui.org">cwachsmann@ceui.org</a>  <b>Thomas White</b>, Staff Rep (Storrs/Greater Hartford/Law School/Avery Point) <a href="mailto:twhite@ceui.org">twhite@ceui.org</a> (860) 343-8716</p>	<p align="center"><b><u>NP-3 Administrative Clerical Unit (AFSCME)</u></b></p> <p><b>AFSCME Council 4</b>  444 East Main St.  New Britain, CT 06051</p> <p>Phone: (860) 224-4000  Fax: (860) 224-3041  <a href="http://www.afscme.org">www.afscme.org</a> or <a href="http://www.council4.org">www.council4.org</a></p> <p><b>Sal Luciano</b>, Executive Director <a href="mailto:s.luciano@council4.org">s.luciano@council4.org</a>  <b>Tom Sellas</b>, Staff Rep (Storrs/Hartford) <a href="mailto:tsellas@council4.org">tsellas@council4.org</a>  <b>Linda Armstrong</b>, President, Local 355 (Storrs)  <a href="mailto:linda.armstrong@uconn.edu">linda.armstrong@uconn.edu</a>  Roberta Price, President, Local 610 (Windham Ext.)  (860) 908-1296  Deborah Civitello, Vice President Local 610 (Ext.Center)  (860)886-0711 ext. 2900  Carol Lee, Steward Local 610 (Avery Point) (860) 383-5288  Thursa Isaac, President, Local 562 (203) 592-4476  Patricia Wright, (203) 280-3897</p>
<p align="center"><b><u>NP-5 Connecticut Police and Fire Union</u></b></p> <p><b>Connecticut Police and Fire Union</b>  50 Columbus Blvd.  Hartford, CT 06106</p> <p>Phone: (860) 953-2626 x205  Fax: (860) 953-1978  <a href="http://www.cpfu.org">www.cpfu.org</a></p> <p>Glenn Terlecki,, President  <a href="mailto:gterlecki@cpfu.org">gterlecki@cpfu.org</a></p> <p>Stephen Cox, NP-5 Representative <a href="mailto:stevecox@cpfu.org">stevecox@cpfu.org</a>  Patrick Selburg, Steward  Jason Hyland, Steward</p>	<p align="center"><b><u>P-5 Administrative &amp; Residual Unit</u></b></p> <p><b>Administrative &amp; Residual Employees Union</b>  805 Brook Street  Rocky Hill, CT 06067  Phone: (860) 953-1316  Fax: (860) 953-1377  <a href="http://www.andr.org">www.andr.org</a></p>

<p style="text-align: center;"><b><u>P-2 Social &amp; Human Services</u></b></p> <p><b>AFSCME Council 4</b>  444 East Main St.  New Britain, CT 06051</p> <p>Phone: (860) 224-4000  Fax: (860) 224-3041  <a href="http://www.council4.org">www.council4.org</a></p> <p>Sal Luciano, Executive Director <a href="mailto:s.luciano@council4.org">s.luciano@council4.org</a></p>	<p style="text-align: center;"><b><u>Non-State Contract only with Student Commissaries</u></b></p> <p><b>NEW ENGLAND JOINT BOARD UNITE</b>  33 Harrison Avenue 4th Floor  Boston, Ma 02111</p> <p>Phone: (617) 426-1515  <b>Fax: (617)426-1653 997-6069</b></p> <p>Al Scafuri – Business Agent  John Dumphy, local President, 486-3011  <a href="mailto:john.dumphy@uconn.edu">john.dumphy@uconn.edu</a>  Dave Gould, local Vice President, 486-2087</p>
<p style="text-align: center;"><b><u>AAUP</u></b></p> <p><b>American Association of University Professors</b>  1875 Storrs Road  Storrs, CT 06268  Phone: (860) 487-0450  Fax: (860) 487-0341  <a href="http://www.uconnaaup.org">www.uconnaaup.org</a></p> <p>Carol Polifroni, President <a href="mailto:carol.polifroni@uconn.edu">carol.polifroni@uconn.edu</a>  Michael Bailey, Executive Director  <a href="mailto:michaelbailey@uconnaaup.org">michaelbailey@uconnaaup.org</a>  Barbara Kratochvil, Admin. Asst. <a href="mailto:barbarak@uconnaaup.org">barbarak@uconnaaup.org</a></p>	<p style="text-align: center;"><b><u>UCPEA</u></b></p> <p><b>University of Connecticut Professional Employees Assoc.</b>  18 Dog Lane  Storrs, CT 06268  Phone: (860) 487-0850  Fax: (860) 487-0050  <a href="http://vm.uconn.edu/~ucpea/">http://vm.uconn.edu/~ucpea/</a></p> <p>Kathy Sanner, President <a href="mailto:kathleen.sanner@uconn.edu">kathleen.sanner@uconn.edu</a>  VACANT, Vice President</p> <p>Peggy Beckett-Rinker, Director for Regional Campuses and  Reclassification Issues</p> <p><a href="mailto:pbeckettrinker@ucpea.org">pbeckettrinker@ucpea.org</a></p> <p>AFT-CT  35 Marshall Road  Rocky Hill, CT 06067  Field Rep: 860-257-9782  Fax: 860-257-8214</p>

TO: All University Faculty, Staff, and Union Representatives

FROM: Elizabeth A. Conklin, Associate Vice President  
Office of Institutional Equity

DATE: June 3, 2019

SUBJECT: Affirmative Action Plan Update and Distribution of Policy Statements

The University of Connecticut's 2018 Affirmative Action Plan for Employment (*Plan*) was approved by the Commission on Human Rights and Opportunities on April 10, 2019. The *Plan* reports the University's good faith efforts towards diversifying the workforce of the University, attaining goals, and achieving equal employment opportunity.

All employees are invited to review and comment on the 2018 *Plan* until September 30, 2019. A full copy of the *Plan* is available for review in the following locations:

- [The Office of Institutional Equity \(OIE\)](#)  
Wood Hall, 241 Glenbrook Road  
Storrs, CT 06269
- [The Connecticut Commission on Human Rights and Opportunities \(CHRO\)](#)  
450 Columbus Boulevard  
Hartford, CT 06103

An electronic (PDF) version also is available on [OIE's website](#).

All comments or questions are welcome and may be sent to:

[Elizabeth A. Conklin](#), Associate Vice President  
Office of Institutional Equity  
Wood Hall, Unit Box 4175  
241 Glenbrook Road  
Storrs, CT 06269-4175  
860-486-2943

The following policies and procedures have been included in the *Plan*, distributed to every employee through The Office of Institutional Equity's webpage and the University's policy website, and posted throughout the University:

- [Affirmative Action and Equal Employment Opportunity](#)
- [Policy Against Discrimination, Harassment and Related Interpersonal Violence](#)
- [Policy Statement: People with Disabilities](#)
- [University of Connecticut Discrimination Complaint Procedures](#)

### **Policy Posting Obligation:**

As in previous years, OIE will satisfy the statutory requirement of policy distribution to employees via this notification and mail distribution as necessary. Additionally, policies will be posted in visible locations throughout the University.

### **Employee Demographic Data**

As a federal contractor, the University is required to annually report demographic data about the workforce, which includes disability and veteran data. To ensure the most accurate demographic profile of the current employee population is reported, all employees are requested to voluntarily provide their demographic information including race/ethnicity, gender, disability and veteran status. All demographic information is kept confidential and used for federal and state aggregate reporting only, and does not affect current employment status.

### **Recruitment, Compliance, and Diversification:**

As a federal contractor and state agency, the University's recruiting and hiring activities are audited regularly by external and government enforcement units. Vice Presidents, Deans, Directors, Department Heads, Hiring Managers, and Search Committee Chairs are accountable for ensuring compliance with state and federal regulations and record-keeping requirements concerning recruitment and applicant evaluation activities, and progressive and proactive recruitment programs.

To fulfill the requirement of proactive and strategic recruitment efforts, department faculty and staff should engage in professional networking, join professional and discipline-specific associations, and participate in pipeline-building initiatives with an aggressive focus on the diversity of graduate students.

To assist search committees and hiring departments, OIE is available for consultation about the search process, compliance obligations, best practices in building diverse pools of qualified applicants, and objective evaluation techniques.

### **Mandatory Search Training:**

The Office of Institutional Equity (OIE) in conjunction with the Office of Diversity and Inclusion (ODI) continues to provide mandatory Search Training for search committee members. All committee members are required to complete search committee training before serving on a search committee. Training workshops are scheduled monthly and include AA/EEO compliance information, search process steps, and overcoming implicit bias in the search and hire process. Search committee training status is verified in Recruiting Solutions prior to interview approval of all searches. For more information or to enroll in a training session, please visit <http://equity.uconn.edu/education-and-training/search-orientation-workshops/>.

## **Discrimination Complaint Management:**

OIE's Staff investigators are responsible for objectively investigating complaints of discrimination and discriminatory harassment to determine if employee conduct violates UConn's [non-discrimination policies](#). These policies are constructed to provide the same or similar protections as those contained pursuant to state and federal law and regulation. OIE is responsible for making recommendations that are designed to mitigate the effects of discriminatory conduct, thoroughly investigating discrimination complaints, making determinations regarding violations of UConn policy, and following statutory requirements regarding recommendations for remedial action when there is evidence of policy violations.

OIE also assists with developing and implementing the University's non-discrimination and affirmative action policies, procedures, and programs and offers information, consultation, and training to the University community on these areas of focus.

Additional information about reporting discrimination and [OIE's complaint procedures](#), as well as OIE's [Discrimination and Discriminatory Harassment Complaint form](#), can be found online at [www.equity.uconn.edu](http://www.equity.uconn.edu). If you have a specific question or need further assistance, please do not hesitate to contact a member of OIE at (860) 486-2943 or by email at [equity@uconn.edu](mailto:equity@uconn.edu), [website: www.equity.uconn.edu](http://www.equity.uconn.edu).

## **Americans with Disabilities Act (ADA) Compliance Activities:**

The Department of Human Resources manages the Americans with Disabilities Act (ADA) workplace accommodation function. Ryan Bangham, the ADA Workplace Accommodations Case Manager, supports employees, supervisors, and University staff in understanding rights and responsibilities under the ADA and facilitates the review of requests for reasonable accommodations for employees with disabilities. If you believe that you may need an accommodation, or if you are a supervisor or manager who has been presented with a request for an accommodation, please contact Ryan at (860) 486-2036 or via email to [ryan.bangham@uconn.edu](mailto:ryan.bangham@uconn.edu).

OIE monitors the University's compliance with the ADA's requirements. In this regard, OIE is responsible for resolving allegations of discrimination based on disability; ensuring University compliance with all laws and regulations related to the ADA; providing consultation, information and referral to appropriate resources for disability-related issues; and providing training regarding the ADA. If you believe that you have been subjected to discrimination based on disability, please continue to contact the Office of Institutional Equity at (860) 486-2943 or via email at [equity@uconn.edu](mailto:equity@uconn.edu), [website: www.accessibility.uconn.edu](http://www.accessibility.uconn.edu)

## **Diversity and Sexual Harassment Prevention Training:**

OIE, in partnership with the Office for Diversity and Inclusion (ODI), is presenting 3-hour Diversity Awareness and Sexual Harassment Prevention Training sessions throughout the 2018–2019 Academic Year. These are both a one-time training, required for all University employees within 6 months of hire and graduate assistants within their first semester as assistants. For further information, please visit [OIE's website](#).

## **Affirmative Action Plan Program Goals for the current Plan Year**

The following program goals were established in the 2018 University of Connecticut State Affirmative Action Plan:

### **Goal #1**

The department of Human Resources will implement PageUp People, which is a software solution to replace the University's recruiting software. The Office of Institutional Equity (OIE) will collaborate on the design and implementation, review and improve existing processes, make recommendations, and ensure EEO/AA compliance throughout the process.

### **Goal #2**

OIE will ensure that all disposition reasons provided for candidates are clear, objective, and qualification-based. Enhanced search committee training content will focus on providing examples of correct disposition language, as well as a guide on appropriate and objective language.

### **Goal #3**

OIE will collaborate with University departments on improving information and guidance on physical accessibility for both employees and the public.

### **Goal #4**

OIE will develop an assessment program to evaluate the efficacy of both Diversity Awareness and Sexual Harassment Prevention Training. These assessments will help ensure that the overall training experience is meaningful, and the topics are well understood by participants.

## **Policy Statement: Affirmative Action & Equal Employment Opportunity**

### **Equal Employment Opportunity**

The University of Connecticut is an equal employment opportunity/affirmative action employer. In order to ensure that employees and job applicants are not subjected to unlawful discrimination, it is the University's policy to comply with all State and Federal laws and regulations that prohibit employment discrimination and mandate specific actions for the purpose of eliminating the present effects of past discrimination. Equal employment opportunity is the purpose and goal of affirmative action. The University has established equal employment opportunity and affirmative action as immediate and necessary objectives because we are committed to its concepts, principles and goals.

At the University equal employment opportunity (EEO) means nondiscrimination in employment policies and practices. The University is committed to ensuring that individual employees and applicants are not excluded from participation in the employment process based on an individual's legally protected status which includes race, color, ethnicity, religious creed, age, sex (including pregnancy and sexual harassment), marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), prior conviction of a crime (or similar characteristic), veteran status, workplace hazards to reproductive systems, gender identity or expression, or other factors which cannot lawfully be the basis for employment actions, unless there is a bona fide occupational qualification.

Affirmative action is a positive program of purposeful activity undertaken with conviction and effort to overcome the present effects of past practices, policies and barriers to equal employment opportunity. Affirmative action plans and programs are designed to achieve the full and fair participation of all protected class members found to be underutilized in the workforce or adversely affected by past policies and practices.

### **Affirmative Action**

Affirmative action plays a role at all stages of the employment process, including, but not limited to: recruitment, evaluation, interview, selection, hire, promotion, demotion, transfer, discipline, layoff, termination, benefits, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all University sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity or age limitations will be adhered to by the University where appropriate. Accordingly, the University pledges to regularly reexamine all policies and procedures to identify and eliminate barriers to access, and to change practices that may have a discriminatory impact.

The University's commitment to affirmative action requires that we make the good faith efforts that may be necessary in all aspects of personnel administration to ensure that the recruitment and hire of underrepresented individuals reflect their availability in the job market; that the causes of underutilization are identified and eliminated; that alternative approaches are explored when personnel practices have a negative impact on protected classes; and that the terms,

conditions, and privileges of employment, including upward and lateral mobility, are equitably administered.

The University recognizes the employment difficulties experienced by individuals with disabilities and by many older persons. Therefore, the University will take necessary steps to identify and overcome areas of underutilization of such persons in the workforce and to achieve their full participation in all University programs, processes and services.

The University is committed to ensuring that all services and programs are provided in a fair and impartial manner and thus has established affirmative action and equal employment opportunity as immediate and necessary agency objectives.

As a Connecticut state agency, the University prepares its *Affirmative Action Plan* each year. The *Plan* is a detailed, results-oriented set of procedures, which blueprints a strategy to combat discrimination and implement affirmative action. The objectives of the *Plan* are to set both quantitative and non-quantitative goals, which promote affirmative action and/or eliminate any policy or employment practice that adversely affects protected class members.

A complete version of the University's current *Affirmative Action Plan* is available at the Office of Institutional Equity (OIE) and may also be found [online](#) on the OIE website.

### **Procedure:**

For more information and advice regarding rights and responsibilities under the *Plan*, the University's Equal Employment Opportunity Officer can be contacted by telephone, email or in person during regular office hours. All comments are welcome.

#### **Elizabeth A. Conklin**

Associate Vice President, Office of Institutional Equity  
Equal Employment Opportunity Officer  
Wood Hall, Unit 4175,  
241 Glenbrook Road  
Storrs, Connecticut 06269-4175  
elizabeth.conklin@uconn.edu  
860-486-2943.

The University's [policies against discrimination and harassment](#) are included in the *Plan* along with [complaint procedures](#). Employees and others wishing to file complaints of discrimination or of affirmative action policy violations may do so by contacting the Office of Institutional Equity by telephone, email or in person during regular office hours:

Office of Institutional Equity  
Wood Hall, First Floor  
241 Glenbrook Road  
Storrs, Connecticut 06279  
860-486-2943

[equity@uconn.edu](mailto:equity@uconn.edu)  
[www.equity.uconn.edu](http://www.equity.uconn.edu)

Employees and others shall not be subjected to harassment, intimidation or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

**Accountability:**

As President, I commit the University and myself to make every effort to implement an effective *Affirmative Action Plan* within timetables set forth in the *Plan*. I fully expect my managerial and supervisory staff to treat compliance with Federal and State of Connecticut affirmative action statutes as a top priority and take positive steps to ensure the successful implementation of the policies, procedures and objectives of affirmative action and equal opportunity at the University.

In issuing the University's affirmative action policy, I reiterate the need for affirmative action and attest to the University's determination to identify strengths and weaknesses in our employment system, resolve problems when they appear, recruit employees vigorously and affirmatively, and retain current employees while also helping them prepare for advancement.

1/25/19  
Date

  
Susan Herbst  
President, University of Connecticut

## **Policy Statement: People with Disabilities**

The University of Connecticut is committed to achieving equal educational and employment opportunity and full participation for persons with disabilities. It is the University's policy that no qualified person be excluded from consideration for employment, participation in any University program or activity, be denied the benefits of any University program or activity, or otherwise be subjected to discrimination with regard to any University program or activity. This policy derives from the University's commitment to nondiscrimination for all persons in employment, academic programs, and access to facilities, programs, activities, and services.

A person with a disability must be ensured the same access to programs, opportunities, and activities at the University as all others. Existing barriers, whether physical, programmatic, or attitudinal must be removed. Further, there must be ongoing vigilance to ensure that new barriers are not erected.

The University's efforts to accommodate people with disabilities must be measured against the goal of full participation and integration. Services and programs to promote these benefits for people with disabilities shall complement and support, but not duplicate, the University's regular services and programs.

Achieving full participation and integration of people with disabilities requires the cooperative efforts of all of the University's departments, offices, and personnel. To this end, the University will continue to strive to achieve excellence in its services and to assure that its services are delivered equitably and efficiently to all of its members.

Anyone with questions regarding this policy is encouraged to consult the Office of Institutional Equity (OIE). The office is located in Wood Hall, Unit 2175, 241 Glenbrook Road, Storrs, Connecticut 06269-2175, telephone, 860-486-2943.

UNIVERSITY OF CONNECTICUT POLICY AGAINST  
DISCRIMINATION, HARASSMENT, AND RELATED  
INTERPERSONAL VIOLENCE

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*Including Sexual and Gender-Based Harassment, Sexual  
Assault, Sexual Exploitation, Intimate Partner Violence,  
Stalking, Complicity, Retaliation and Inappropriate Amorous  
Relationships*

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## **I. STATEMENT OF POLICY**

The University of Connecticut (the “University”) is committed to maintaining a safe and non-discriminatory learning, living, and working environment for all members of the University community – students, employees, and visitors. Academic and professional excellence can exist only when each member of our community is assured an atmosphere of safety and mutual respect. All members of the University community are responsible for the maintenance of an environment in which people are free to learn and work without fear of discrimination, discriminatory harassment or interpersonal violence. Discrimination diminishes individual dignity and impedes equal employment and educational opportunities.

The University does not unlawfully discriminate in any of its education or employment programs and activities on the basis of an individual’s race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disability (including learning disabilities, intellectual disabilities, and past or present history of mental illness), veteran’s status, prior conviction of a crime, workplace hazards to the reproductive system, gender identity or expression, or membership in any other protected classes as set forth in state or federal law. To that end, this Policy Against Discrimination, Harassment and Related Interpersonal Violence, Including Sexual and Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, Retaliation and Inappropriate Amorous Relationships (the “Policy Against Discrimination” or “Policy”) prohibits specific forms of behavior that violate state and federal laws, including but not limited to Title VII of the Civil Rights Act of 1964 (“Title VII”), Title IX of the Education Amendments of 1972 (“Title IX”), the Violence Against Women Reauthorization Act of 2013 (“VAWA”), and related state and federal anti-discrimination laws. Such behavior may also require the University to fulfill certain reporting obligations under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”), as amended by VAWA, and Connecticut state law regarding reporting suspected child abuse and neglect.

The University prohibits discrimination, as well as discriminatory harassment, sexual assault, sexual exploitation, intimate partner violence, stalking, sexual or gender-based harassment, complicity in the commission of any act prohibited by this Policy, retaliation against a person for the good faith reporting of any of these forms of conduct or participation in any investigation or proceeding under this Policy (collectively, “Prohibited Conduct”<sup>1</sup>). These forms of Prohibited Conduct are unlawful and undermine the mission and values of our academic community. In addition, engagement in or pursuit of inappropriate amorous relationships with employees in positions of authority can undermine the University’s mission when those in positions of authority abuse or appear to abuse their authority.

The University adopts this Policy with a commitment to: (1) eliminating, preventing, and addressing the effects of Prohibited Conduct; (2) fostering a safe and respectful University community; (3) cultivating a climate where all individuals are well-informed and supported in reporting Prohibited

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<sup>1</sup> Definitions for all forms of Prohibited Conduct can be found in Section IX of this Policy.

Conduct; (4) providing a fair and impartial process for all parties in the investigation and resolution of such reports; and (5) identifying the standards by which violations of this Policy will be evaluated and disciplinary action may be imposed. In addition, the University conducts ongoing prevention, awareness, and training programs for employees and students to facilitate the goals of this Policy.

A student or employee determined by the University to have committed an act of Prohibited Conduct is subject to disciplinary action, up to and including separation from the University. Third Parties who commit acts of Prohibited Conduct may have their relationships with the University terminated and/or their privileges of being on University premises withdrawn.

It is the responsibility of every member of the University community to foster an environment free of Prohibited Conduct. All members of the University community are encouraged to take reasonable and prudent actions to prevent or stop an act of Prohibited Conduct. The University will support and assist community members who take such actions.

Retaliation against any individual who, in good faith, reports or participates in the reporting, investigation, or adjudication of Prohibited Conduct is strictly forbidden.

This Policy applies to all reports of Prohibited Conduct occurring on or after the effective date of this Policy. Where the date of the Prohibited Conduct precedes the effective date of this Policy, the definitions of misconduct in effect at the time of the alleged incident(s) will be used.

## **II. TO WHOM THIS POLICY APPLIES**

This Policy applies to: students as defined in *UConn's Responsibilities of Community Life: The Student Code* and students enrolled at UConn Health ("Students"); University employees, consisting of all full-time and part-time faculty, University Staff (including special payroll employees), UConn Health employees (including residents and fellows), professional research staff, and post-doctoral research associates ("Employees"); and contractors, vendors, visitors, guests or other third parties ("Third Parties"). This Policy pertains to acts of Prohibited Conduct committed by or against Students, Employees and Third Parties when:

1. the conduct occurs on campus or other property owned or controlled by the University;
2. the conduct occurs in the context of a University employment or education program or activity, including, but not limited to, University-sponsored study abroad, research, on-line, or internship programs; or
3. the conduct occurs outside the context of a University employment or education program or activity, but has continuing adverse effects on or creates a hostile environment for Students, Employees or Third Parties while on campus or other property owned or controlled by the University or in any University employment or education program or activity.

### III. APPLICABLE PROCEDURES UNDER THIS POLICY

The specific procedures for reporting, investigating, and resolving Prohibited Conduct are based upon the nature of the respondent's relationship to the University (Student, Employee, or Third Party). Each set of procedures referenced below is guided by the same principles of fairness and respect for complainants and respondents. "Complainant" means the individual who presents as the victim of any Prohibited Conduct under this Policy, regardless of whether that person makes a report or seeks action under this Policy.<sup>2</sup> "Respondent" means the individual who has been accused of violating this Policy.

The procedures referenced below provide for prompt and equitable response to reports of Prohibited Conduct. The procedures designate specific timeframes for major stages of the process, provide for thorough and impartial investigations that afford the Complainant and Respondent notice and an opportunity to present witnesses and evidence, and assure equal and timely access to the information that will be used in determining whether a Policy violation has occurred. The University applies the Preponderance of the Evidence standard when determining whether this Policy has been violated. "Preponderance of the Evidence" means that it is more likely than not that a Policy violation occurred.

#### A. WHERE THE RESPONDENT IS A STUDENT

Except as noted in Section IIIE, below, the procedures for responding to reports of Prohibited Conduct committed by Students are detailed in *Responsibilities of Community Life: The Student Code* ("The Student Code") (<http://community.uconn.edu/the-student-code-preamble/>).

#### B. WHERE THE RESPONDENT IS AN EMPLOYEE

The procedures for responding to reports of Prohibited Conduct committed by Employees are detailed in OIE's Complaint Processes (<http://www.equity.uconn.edu/discrimination/complaint-procedures/>).

#### C. WHERE THE RESPONDENT IS BOTH A STUDENT AND AN EMPLOYEE

Each situation will be evaluated for context and the University will determine which of the procedures applies based on the facts and circumstances (such as which role predominates in the context of the alleged Prohibited Conduct). The Student-Respondent procedures typically will apply to graduate students except in those cases

<sup>2</sup> UConn recognizes that an individual may choose to self-identify as a victim or a survivor. For consistency in this Policy, the University uses the term Complainant to maintain the neutrality of the Policy and procedures.

where the graduate student's assistantship role predominated in the context of the Prohibited Conduct. Further, where a Respondent is both a Student and an Employee (including but not limited to graduate students), the Respondent may be subject to any of the sanctions applicable to Students or Employees.

D. WHERE THE RESPONDENT IS A THIRD PARTY

The University's ability to take appropriate corrective action against a Third Party will be determined by the nature of the relationship of the Third Party to the University. The University will determine the appropriate manner of resolution consistent with the University's commitment to a prompt and equitable process under federal law, federal guidance, and this Policy.

E. WHERE THE RESPONDENT IS A UCONN HEALTH STUDENT, EMPLOYEE OR THIRD PARTY

Parties should contact the UConn Health Office of Institutional Equity by calling (860) 679-3563 or email: [equity@uconn.edu](mailto:equity@uconn.edu). UConn's *Responsibilities of Community Life: The Student Code* does not apply to students enrolled in MD or DMD/DDS degree programs at UConn Health.

**IV. TITLE IX COORDINATOR**

Under Title IX:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.

The Title IX Coordinator is charged with monitoring the University's compliance with Title IX, ensuring appropriate education and training, coordinating the University's investigation, response, and resolution of all reports under this Policy, and ensuring appropriate actions to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects. The Office of Institutional Equity oversees reports involving Students, Employees, and Third Parties. The University has also designated Deputy Title IX Coordinators who may assist the Title IX Coordinator in the discharge of these responsibilities. The Title IX Coordinator and Deputy Title IX Coordinators receive ongoing appropriate training to discharge their responsibilities.

Concerns about the University's application of Title IX may be addressed to the Title IX Coordinator. Additionally, concerns about the University's application of Title VII and/or other federal and state anti-discrimination laws may be addressed to the Office of Institutional Equity.

The Title IX Coordinator and Deputy Title IX Coordinators can be contacted by telephone, email, or in person during regular office hours:

**Elizabeth A. Conklin**

Associate Vice President, Office of Institutional Equity

Title IX Coordinator

Storrs: Wood Hall, First Floor

UConn Health: Munson Road, Fourth Floor

[elizabeth.conklin@uconn.edu](mailto:elizabeth.conklin@uconn.edu)

(860) 486-2943

**Sarah Chipman**

Director of Investigations, Office of Institutional Equity

Deputy Title IX Coordinator

Storrs: Wood Hall, First Floor

UConn Health: Munson Road, Fourth Floor

[sarah.chipman@uconn.edu](mailto:sarah.chipman@uconn.edu)

(860) 486-2943

External reporting options include the United States Department of Education, Clery Act Compliance Team (at [clery@ed.gov](mailto:clery@ed.gov)); the United States Department of Education, Office for Civil Rights (at [OCR@ed.gov](mailto:OCR@ed.gov) or (800) 421-3481); the Equal Employment Opportunity Commission (at [info@eeoc.gov](mailto:info@eeoc.gov) or (800) 669-4000); and/or the Connecticut Commission on Human Rights and Opportunities ((800)-477-5737).

**V. UNDERSTANDING THE DIFFERENCE BETWEEN PRIVACY AND CONFIDENTIALITY**

The University is committed to protecting the privacy of all individuals involved in the investigation and resolution of a report under this Policy. The University also is committed to providing assistance to help Students, Employees, and Third Parties make informed choices. With respect to any report under this Policy, the University will take reasonable efforts to protect the privacy of participants, in accordance with applicable state and federal law, while balancing the need to gather information to assess the report and to take steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

Privacy and confidentiality have distinct meanings under this Policy.

**Privacy:** Privacy means that information related to a report of Prohibited Conduct will be shared with University Employees who need to know the information in order to assist individuals identified as having been impacted by the alleged conduct in the assessment, investigation, and resolution of the report. All Employees who are involved in the University's response to reports of Prohibited Conduct receive specific training and guidance about sharing and safeguarding private information in accordance with state and federal law.

The privacy of Student education records will be protected in accordance with relevant

privacy laws including the Family Educational Rights and Privacy Act (“FERPA”), as outlined in the University’s FERPA policy. (<http://policy.uconn.edu/2011/05/24/ferpa-policy/>).

**Confidentiality:** Confidentiality exists in the context of laws that protect certain relationships, including with medical and clinical care providers (and those who provide administrative services related to the provision of medical and clinical care), mental health providers, counselors, and ordained clergy, all of whom may engage in confidential communications under Connecticut law. The University has designated individuals who have the ability to have privileged communications as “Confidential Employees.” When information is shared by an individual with a Confidential Employee or a community professional with the same legal protections, the Confidential Employee (and/or such community professional) cannot reveal the information to any third party except where required or permitted by law. For example, information may be disclosed when: (i) the individual gives written consent for its disclosure; (ii) there is a concern that the individual will likely cause serious physical harm to self or others; or (iii) the information concerns conduct involving suspected abuse or neglect of a minor under the age of 18.

## VI. EMPLOYEE REPORTING RESPONSIBILITIES

### A. TITLE IX REPORTING OBLIGATIONS

Most University employees are required to immediately report information about certain types of Prohibited Conduct involving any Student to the University’s Office of Institutional Equity.<sup>3</sup> An Employee’s responsibility to report under this Policy is governed by their role at the University. The University designates every Employee as either a Confidential Employee or a Responsible Employee.

**Confidential Employee:** Any Employee who is entitled under state law to have privileged communications. Confidential Employees will not disclose information about Prohibited Conduct to the University without the permission of the Student or Employee (subject to the exceptions set forth in the Confidentiality section of this Policy). Confidential Employees at the University of Connecticut include:

- Student Health Services
- Counseling and Mental Health Services
- Employee Assistance Program

**Responsible Employee:** Any Employee who is not a Confidential Employee, and

<sup>3</sup> Although this Policy is directed primarily to disclosures by Students, as explained herein certain supervisory employees are obligated to report disclosures about all types of Prohibited Conduct involving a University employee.

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certain categories of student employees. Responsible Employees include (but are not necessarily limited to) Faculty and Staff, Resident Assistants, Post-Doctoral Research Assistants, Graduate Teaching Assistants, Graduate Research Assistants, and any student-employees serving as Campus Security Authorities (CSAs) when disclosures are made to any of them in their capacities as Employees.

Responsible Employees are required to immediately report to the University's Office of Institutional Equity all relevant details (obtained directly or indirectly) about an incident of Sexual Assault, Intimate Partner Violence and/or Stalking (as defined in Section IX, below) that involves any Student as a Complainant, Respondent, and/or witness, including dates, times, locations, and names of parties and witnesses.<sup>4</sup> Reporting is required when the Responsible Employee knows (by reason of a direct or indirect disclosure) of such Sexual Assault, Intimate Partner Violence, and/or Stalking. Reporting is required when a student is reported to have been involved in such an incident, regardless of the date, location (on or off campus) or identities of other parties alleged to have been involved in the incident. This manner of reporting may help inform the University of the general extent and nature of allegations of Prohibited Conduct on and off campus so the University can track patterns, evaluate the scope of the problem, formulate appropriate campus-wide responses, and ensure that impacted students are provided with information about reporting options and support resources.

Responsible Employees are not required to report information disclosed (1) at public awareness events (*e.g.*, "Take Back the Night," candlelight vigils, protests, "survivor speak-outs" or other public forums in which Students may disclose incidents of Prohibited Conduct; collectively, "Public Awareness Events"); (2) during a Student's participation as a subject in an Institutional Review Board-approved human subjects research protocol ("IRB Research"); or (3) as part of coursework submitted to an instructor in connection with a course assignment. Even in the absence of such obligation, all Employees are encouraged to contact the Title IX Coordinator if they become aware of information that suggests a safety risk to the University community or any member thereof. The University may provide information about Students' Title IX and/or other civil rights and about available University and community resources and support at Public Awareness Events, however, and Institutional Review Boards may, in appropriate cases, require researchers to provide such information to all Student subjects of IRB Research.

**Dean, Director, Department Head, and Supervisor Responsibility to Report Prohibited Conduct Where Either the Complainant or the Respondent is an**

<sup>4</sup> While Employees are encouraged to report any form of Prohibited Conduct, only Sexual Assault, Intimate Partner Violence and Stalking **must** be reported under this Policy.

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**Employee.** Under this Policy, Deans, Directors, Department Heads and Supervisors are required to report to the Office of Institutional Equity all relevant details about an incident of Prohibited Conduct<sup>5</sup> (including but not limited to discrimination, discriminatory harassment, sexual harassment, and/or retaliation) where either the Complainant or the Respondent is an Employee. Reporting is required when such Deans, Directors, Department Heads and Supervisors know (by reason of direct or indirect disclosure) or should have known of such Prohibited Conduct.

All University Employees are strongly encouraged to report to the law enforcement any conduct that could potentially present a danger to the community or may be a crime under Connecticut law.

#### B. CLERY REPORTING OBLIGATIONS

Under the Clery Act, certain University employees are designated as Campus Security Authorities. CSAs generally include individuals with significant responsibility for campus security or student and campus activities. Based on information reported to CSAs, the University includes statistics about certain criminal offenses in its annual security report and provides those statistics to the United States Department of Education in a manner that does not include any personally identifying information about individuals involved in an incident. The Clery Act also requires the University to issue timely warnings to the University community about certain reported crimes that may pose a serious or continuing threat to Students and Employees. Consistent with the Clery Act, the University withholds the names and other personally identifying information of Complainants when issuing timely warnings to the University community.

#### C. CHILD ABUSE REPORTING OBLIGATIONS

**All** University Employees except student employees are **mandated reporters** of child abuse or neglect as defined by Connecticut General Statutes Section 17a-101(b) and must comply with Connecticut's mandated reporting laws. See Connecticut General Statutes Sections 17a-101a to 17a-101d. All University Employees should refer to UConn's Protection of Minors and Reporting of Child Abuse and Neglect Policy (<http://policy.uconn.edu/?p=6754>) for detailed definitions and reporting information.

### VII. COMPLAINANT OPTIONS FOR REPORTING PROHIBITED CONDUCT

A Complainant may choose to report to the University and/or to law enforcement when alleged Prohibited Conduct may also constitute a crime under the applicable laws. These two reporting options are not mutually exclusive. Therefore, Complainants may choose to pursue both the

<sup>5</sup> These supervisory employees are required to report **all** forms of Prohibited Conduct where the Complainant or Respondent is an Employee.

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University process and the criminal process concurrently. The University will support Complainants in understanding, assessing and pursuing these options.

The first priority for any individual should be personal safety and well-being. In addition to seeking immediate medical care, the University encourages all individuals to seek immediate assistance from 911, UConn Police, and/or local law enforcement. This is the best option to ensure preservation of evidence. The University also strongly urges that law enforcement be notified immediately in situations that may present imminent or ongoing danger.

#### A. REPORTING TO LAW ENFORCEMENT

Conduct that violates this Policy may also constitute a crime under the laws of the jurisdiction in which the incident occurred. For example, the State of Connecticut criminalizes and punishes some forms of Sexual Assault, Intimate Partner Violence, Sexual Exploitation, Stalking, and Physical Assault. See Title 53a of the Connecticut General Statutes for the State of Connecticut's Penal Code ([https://www.cga.ct.gov/current/pub/title\\_53a.htm](https://www.cga.ct.gov/current/pub/title_53a.htm)). Whether or not any specific incident of Prohibited Conduct may constitute a crime is a decision made solely by law enforcement. Similarly, the decision to arrest any individual for engaging in any incident of Prohibited Conduct is determined solely by law enforcement and not the University. Such decisions are based on a number of factors, including availability of admissible evidence.

Complainants have the right to notify or decline to notify law enforcement. In keeping with its commitment to take all appropriate steps to eliminate, prevent, and remedy all Prohibited Conduct, the University urges Complainants (or others who become aware of potential criminal conduct) to report Prohibited Conduct immediately to local law enforcement by contacting:

- i. 911 (for emergencies)
- ii. University Police (for non-emergencies):
  1. **Storrs and Regional Campuses** (860) 486-4800
  2. **UConn Health** (860) 679-2121
- iii. State Police (for conduct occurring off campus in Connecticut) (800) 308-7633

Police have unique legal authority, including the power to seek and execute search warrants, collect forensic evidence, make arrests, and assist in seeking protective and restraining orders. Although a police report may be made at any time, Complainants should be aware that delayed reporting may diminish law enforcement's ability to take certain actions, including collecting forensic evidence and making arrests. The University will assist Complainants in notifying law enforcement if they choose to do so. Under limited circumstances posing a threat to health or safety of any University community member, the University may independently notify law enforcement.

B. REPORTING TO THE UNIVERSITY

Complainants (or others who become aware of an incident of Prohibited Conduct) are encouraged to report the incident to the University through the following reporting options:

By contacting the Office of Institutional Equity by telephone, email, or in person during regular office hours (8am-5pm, M-F):

Office of Institutional Equity (Storrs and Regionals)  
Wood Hall, First Floor  
241 Glenbrook Road  
Storrs, Connecticut  
(860) 486-2943  
[equity@uconn.edu](mailto:equity@uconn.edu)  
[www.titleix.uconn.edu](http://www.titleix.uconn.edu)  
[www.equity.uconn.edu](http://www.equity.uconn.edu)

Office of Institutional Equity (UConn Health)  
16 Munson Road, 4th Floor  
Farmington, Connecticut  
(860) 679-3563  
[equity@uconn.edu](mailto:equity@uconn.edu)  
[www.equity.uconn.edu](http://www.equity.uconn.edu)

There is no time limit to report Prohibited Conduct to the University under this Policy;<sup>6</sup> however, the University's ability to respond may diminish over time, as evidence may erode, memories may fade, and Respondents may no longer be affiliated with the University. If the Respondent is no longer affiliated with the University, the University will provide reasonably appropriate remedial measures, assist the Complainant in identifying external reporting options, and take reasonable steps to eliminate Prohibited Conduct, prevent its recurrence, and remedy its effects.

The University will not pursue disciplinary action against Complainants or witnesses for disclosure of illegal personal consumption of drugs or alcohol where such disclosures are made in connection with a good faith report or investigation of Prohibited Conduct.

**VIII. ACCESSING CAMPUS AND COMMUNITY RESOURCES**

<sup>6</sup> This statement does not relieve Responsible Employees of their obligation to report Sexual Assault, Intimate Partner Violence and/or Stalking involving a Student immediately to the Office of Institutional Equity.

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The University offers a wide range of resources to provide support and guidance to Students and Employees in response to any incident of Prohibited Conduct. Comprehensive information on accessing University and community resources is contained online at the following sites:

- Sexual assault, sexual exploitation, intimate partner violence, sexual or gender-based harassment, and stalking: [www.titleix.uconn.edu](http://www.titleix.uconn.edu)
- Discrimination and discriminatory harassment where the Respondent is an Employee or Third Party: [www.equity.uconn.edu](http://www.equity.uconn.edu)
- Related violations of *The Student Code* where the Respondent is a Student: [www.community.uconn.edu](http://www.community.uconn.edu)

Available resources include: emergency and ongoing assistance; health, mental health, and victim-advocacy services; options for reporting Prohibited Conduct to the University and/or law enforcement; and available support with academics, housing, and employment.

The University offers a wide range of resources for Students and Employees, whether as Complainants or Respondents, to provide support and guidance throughout the submission, investigation, and resolution of a report of Prohibited Conduct. The University will offer reasonable and appropriate measures to individuals impacted by an allegation of Prohibited Conduct in order to facilitate their continued access to University employment or education programs and activities. These measures may be both remedial (designed to address a Complainant's safety and well-being and continued access to educational opportunities) or protective (designed to reduce the risk of harm to an individual or community). Remedial and protective measures, which may be temporary or permanent, may include no-contact directives, on-campus residence modifications, academic modifications and support, work schedule modifications, suspension from employment, and pre-disciplinary leave (with or without pay). Remedial measures are available regardless of whether a Complainant pursues a complaint or investigation under this Policy and may continue regardless of the outcome of an investigation if reasonable and appropriate.

The University will maintain the privacy of any remedial and protective measures provided under this Policy to the extent practicable and will promptly address any violation of the protective measures. The University has the discretion to impose and/or modify any remedial or protective measure based on all available information.

The University will provide reasonable remedial and protective measures to Third Parties as appropriate and available, taking into account the role of the Third Party and the nature of any contractual relationship with the University.

## IX. PROHIBITED CONDUCT UNDER THIS POLICY<sup>7</sup>

Conduct under this Policy is prohibited regardless of the sex, sexual orientation and/or gender identity/expression of the Complainant or Respondent. Prohibited Conduct includes the following specifically defined forms of behavior: Discrimination, Discriminatory Harassment, Sexual or Gender-Based Harassment, Sexual Assault, Sexual Exploitation, Intimate Partner Violence, Stalking, Complicity, and Retaliation.

### A. DISCRIMINATION

**Discrimination** is any unlawful distinction, preference, or detriment to an individual that is based upon an individual's race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law and that: (1) excludes an individual from participation; (2) denies the individual the benefits of; (3) treats the individual differently; or (4) otherwise adversely affects a term or condition of an individual's employment, education, living environment or participation in a University program or activity.

Discrimination includes failing to provide reasonable accommodation, consistent with state and federal law, to persons with disabilities. The University of Connecticut is committed to achieving equal educational and employment opportunity and full participation for persons with disabilities. See Policy Statement: People with Disabilities (<http://policy.uconn.edu/2011/05/24/people-with-disabilities-policy-statement/>).

### B. DISCRIMINATORY HARASSMENT

**Discriminatory Harassment** consists of verbal, physical, electronic, or other conduct based upon an individual's race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disabilities (including learning disabilities, intellectual disability, past/present history of a mental disorder), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law that interferes with that individual's educational or employment opportunities, participation in a University program or activity, or receipt of legitimately-requested services or benefits. Such conduct is a violation of this Policy when the circumstances demonstrate the existence of either *Hostile Environment Harassment* or *Quid Pro Quo Harassment*, as defined below.

<sup>7</sup> These definitions may overlap with Connecticut criminal statutes in some cases, and provide greater protection in other instances. Connecticut's Penal Code may be found in Title 53a of the Connecticut General Statutes. ([https://www.cga.ct.gov/current/pub/title\\_53a.htm](https://www.cga.ct.gov/current/pub/title_53a.htm))

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*Hostile Environment Harassment: Discriminatory Harassment* that is so severe, persistent or pervasive that it unreasonably interferes with, limits, deprives, or alters the conditions of education (e.g., admission, academic standing, grades, assignment); employment (e.g., hiring, advancement, assignment); or participation in a University program or activity (e.g., campus housing, official University list-servs or other University-sponsored platforms), when viewed from both a subjective and objective perspective.

*Quid Pro Quo Harassment: Discriminatory Harassment* where submission to or rejection of unwelcome conduct is used, explicitly or implicitly, as the basis for decisions affecting an individual's education (e.g., admission, academic standing, grades, assignment); employment (e.g., hiring, advancement, assignment); or participation in a University program or activity (e.g., campus housing).

**Discriminatory Harassment** may take many forms, including verbal acts, name-calling, graphic or written statements (including the use of cell phones or the Internet), or other conduct that may be humiliating or physically threatening.

#### C. SEXUAL OR GENDER-BASED HARASSMENT

**Sexual Harassment** is unwelcome conduct of a sexual nature. This may include, but is not limited to, unwanted sexual advances, requests for sexual favors, inappropriate touching, acts of sexual violence, or other unwanted conduct of a sexual nature, whether verbal, non-verbal, graphic, physical, written or otherwise. Such conduct is a violation of this Policy when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

**Gender-Based Harassment** includes harassment based on gender, sexual orientation, gender identity, or gender expression, which may include acts of aggression, intimidation, or hostility, whether verbal or non-verbal, graphic, physical, written or otherwise, even if the acts do not involve conduct of a sexual nature. Such conduct is a violation of this Policy when the conditions for *Hostile Environment Harassment* or *Quid Pro Quo Harassment* are present, as defined above.

#### D. SEXUAL ASSAULT

**Sexual Assault** consists of (1) Sexual Contact and/or (2) Sexual Intercourse that occurs without (3) Consent.

1. **Sexual Contact** (or attempts to commit) is the intentional touching of another person's intimate body parts, clothed or unclothed, if that intentional touching can reasonably be construed as having the intent or purpose of obtaining sexual arousal or gratification.

2. **Sexual Intercourse** (or attempts to commit) is any penetration, however slight, of a bodily orifice with any object(s) or body part. Sexual Intercourse includes vaginal or anal penetration by a penis, object, tongue or finger, or any contact between the mouth of one person and the genitalia of another person.
3. **Consent** is an understandable exchange of affirmative words or actions, which indicate a willingness to participate in mutually agreed upon sexual activity. Consent must be informed, freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to one form of sexual activity does not imply consent to other forms of sexual activity. The lack of a negative response is not consent. An individual who is incapacitated by alcohol and/or other drugs both voluntarily or involuntarily consumed may not give consent. Past consent of sexual activity does not imply ongoing future consent.

**Consent** cannot be given if any of the following are present: A. Force, B. Coercion or C. Incapacitation.

- A. **Force** is the use of physical violence and/or imposing on someone physically to gain sexual access. Force also includes threats, intimidation (implied threats) and/or coercion that overcome resistance.
- B. **Coercion** is unreasonable pressure for sexual activity. Coercion is more than an effort to persuade, entice, or attract another person to have sex. Conduct does not constitute coercion unless it wrongfully impairs an individual's freedom of will to choose whether to participate in the sexual activity.
- C. **Incapacitation** is a state where an individual cannot make rational, reasonable decisions due to the debilitating use of alcohol and/or other drugs, sleep, unconsciousness, or because of a disability that prevents the individual from having the capacity to give consent. Intoxication is not incapacitation and a person is not incapacitated merely because the person has been drinking or using drugs. Incapacitation due to alcohol and/or drug consumption results from ingestion that is more severe than impairment, being under the influence, drunkenness, or intoxication. The question of incapacitation will be determined on a case-by-case basis. Being intoxicated or incapacitated by drugs, alcohol, or other medication will not be a defense to any violation of this Policy.

#### E. SEXUAL EXPLOITATION

**Sexual Exploitation** is taking advantage of a person due to their sex and/or gender identity for personal gain or gratification. It is the abuse of a position of vulnerability, differential power, or trust for sexual purposes. Examples include, but are not limited to:

- Recording, photographing, disseminating, and/or posting images of private sexual activity and/or a person's intimate parts (including genitalia, groin, breasts, or buttocks) without consent;
- Threatening to disseminate sensitive personal materials (e.g. photos, videos) by any means to any person or entity without consent;
- Allowing third parties to observe private sexual activity from a hidden location without consent (for example through a hidden location (e.g., closet) or through electronic means (e.g., Skype or livestreaming of images));
- Fetish behaviors including stealing articles of clothing for personal gain and/or satisfaction;
- Manipulation of contraception;
- Peeping or voyeurism;
- Prostituting another person; or
- Intentionally or knowingly exposing another person to a sexually transmitted infection or virus without the other's knowledge.

#### F. INTIMATE PARTNER VIOLENCE

**Intimate Partner Violence** includes any act of violence or threatened act of violence that occurs between individuals who are involved or have been involved in a sexual, dating, spousal, domestic, or other intimate relationship. Intimate Partner Violence may include any form of Prohibited Conduct under this Policy, including Sexual Assault, Stalking (as defined herein) and/or physical assault. Intimate Partner Violence may involve a pattern of behavior used to establish power and control over another person through fear and intimidation, or may involve one-time conduct. A pattern of behavior is typically determined based on the repeated use of words and/or actions and inactions in order to demean, intimidate, and/or control another person. This behavior can be verbal, emotional and/or physical.

#### G. STALKING

**Stalking** means engaging in a course of conduct directed at a specific individual that would cause a reasonable person to fear for their safety or the safety of others, or for the individual to suffer substantial emotional distress.

Stalking includes unwanted, repeated, or cumulative behaviors that serve no purpose other than to threaten, or cause fear for another individual.

Common stalking acts include, but are not limited to: harassing, threatening or obscene phone calls, excessive and/or threatening communication, following, vandalism of personal property, and/or leaving/giving unwanted gifts or objects. Stalking includes cyberstalking.

## H. RETALIATION

**Retaliation** means any adverse action taken against a person for making a good faith report of Prohibited Conduct or participating in any proceeding under this Policy, including requesting remedial and/or protective measures. Retaliation includes threatening, intimidating, harassing, coercing, interfering with potential witnesses or a potential proceeding under this Policy, or any other conduct that would discourage a reasonable person from engaging in activity protected under this Policy. Retaliation may be present even where there is a finding of “no responsibility” on the allegations of Prohibited Conduct. Retaliation does not include good faith actions lawfully pursued in response to a report of Prohibited Conduct.

Retaliation can include, but is not limited to, actions taken by the University, actions taken by one Student against another Student, actions taken by an Employee against another Employee or Student, or actions taken by a Third Party against a Student or Employee. *See the University’s Non-Retaliation Policy* [<http://policy.uconn.edu/2011/05/24/non-retaliation-policy/>].

## I. COMPLICITY

**Complicity** is any act taken with the purpose of aiding, facilitating, promoting or encouraging the commission of an act of Prohibited Conduct by another person.

## X. INAPPROPRIATE AMOROUS RELATIONSHIPS

For the purposes of this Policy, “amorous relationships” are defined as intimate, sexual, and/or any other type of amorous encounter or relationship, whether casual or serious, short-term or long-term.

### A. INSTRUCTIONAL/STUDENT CONTEXT

All faculty and staff must be aware that amorous relationships with students are likely to lead to difficulties and have the potential to place faculty and staff at great personal and professional risk. The power difference inherent in the faculty-student or staff-student relationship means that any amorous relationship between a faculty or staff member and a student is potentially exploitative or could at any time be perceived as exploitative and should be avoided. Faculty and staff engaged in such relationships should be sensitive to the continuous possibility that they may unexpectedly be placed in a position of responsibility for the student’s instruction or evaluation. In the event of a charge of Sexual Harassment arising from such circumstances, the University will in general be unsympathetic to a defense based upon consent when the facts establish that a faculty-student or staff-student power differential existed within the relationship.

#### 1. Undergraduate Students

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Subject to the limited exceptions herein, all members of the faculty and staff are prohibited from pursuing or engaging in an amorous relationship with any undergraduate student.

## 2. Graduate Students

With respect to graduate students (including but not limited to Master's, Law, Doctoral, Medical, Dental and any other post-baccalaureate students), all faculty and staff are prohibited from pursuing or engaging in an amorous relationship with a graduate student under that individual's authority. Situations of authority include, but are not limited to: teaching; formal mentoring or advising; supervision of research and employment of a student as a research or teaching assistant; exercising substantial responsibility for grades, honors, or degrees; and involvement in disciplinary action related to the student.

Students and faculty/staff alike should be aware that pursuing or engaging in an amorous relationship with any graduate student will limit the faculty or staff member's ability to teach, mentor, advise, direct work, employ and promote the career of the student involved with them in an amorous relationship.

## 3. Graduate Students in Positions of Authority

Like faculty and staff members, graduate students may themselves be in a position of authority over other students, for example, when serving as a teaching assistant in a course or when serving as a research assistant and supervising other students in research. The power difference inherent in such relationships means that any amorous relationship between a graduate student and another student over whom they have authority (undergraduate or graduate) is potentially exploitative and should be avoided. All graduate students currently or previously engaged in an amorous relationship with another student are prohibited from serving in a position of authority over that student. Graduate students also should be sensitive to the continuous possibility that they may unexpectedly be placed in a position of responsibility for another student's instruction or evaluation.

## 4. Pre-existing Relationships with Any Student

The University recognizes that an amorous relationship may exist prior to the time a student enrolls at the University or, for amorous relationships with graduate students, prior to the time the faculty or staff member is placed in a position of authority over the graduate student. The current or prior existence of such an amorous relationship must be disclosed to the Office of Institutional Equity by the employee in a position of authority immediately if the student is an undergraduate, and prior to accepting a supervisory role of any type over any graduate student.

All faculty and staff currently or previously engaged in an amorous relationship with a student are prohibited from the following unless effective steps have been taken in conjunction with Labor Relations and the applicable dean or vice president to eliminate any potential conflict of interest in accordance with this Policy: teaching; formal mentoring or advising; supervising research; exercising responsibility for grades, honors, or degrees; considering disciplinary action involving the student; or employing the student in any capacity - including but not limited to student employment and internships, work study, or as a research or teaching assistant.

Similarly, all graduate students currently or previously engaged in an amorous relationship with another student are prohibited from serving in a position of authority over that student.

#### 5. If an Amorous Relationship Occurs with Any Student

If, despite these warnings, a faculty member, staff member, or graduate student becomes involved in an amorous relationship with a student in violation of this Policy, the faculty member, staff member, or graduate student must disclose the relationship immediately to the Office of Institutional Equity. Absent an extraordinary circumstance, no relationships in violation of this Policy will be permitted while the student is enrolled or the faculty or staff member is employed by the University. In most cases, it will be unlikely that an acceptable resolution to the conflict of interest will be possible, and the faculty or staff member's employment standing or the graduate student's position of authority may need to be adjusted until they no longer have supervisory or other authority over the student.

In addition to the amorous relationship itself, a faculty, staff or graduate student's failure to report the existence of an inappropriate amorous relationship with a student is also a violation of this Policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

#### B. EMPLOYMENT CONTEXT

Amorous relationships between supervisors and their subordinate employees often adversely affect decisions, distort judgment, and undermine workplace morale for all employees, including those not directly engaged in the relationship. Any University employee who participates in supervisory or administrative decisions concerning an employee with whom they have or has had an amorous relationship has a conflict of interest in those situations. These types of relationships, specifically those involving spouses and/or individuals who reside together, also may violate the State Code of Ethics for Public Officials as well as the University's Policy on Employment and Contracting for Service of Relatives.

Accordingly, the University prohibits all faculty and staff from pursuing or engaging in amorous relationships with employees whom they supervise. No supervisor shall initiate or participate in institutional decisions involving a direct benefit or penalty (employment, retention, promotion, tenure, salary, leave of absence, etc.) to a person with whom that individual has or has had an amorous relationship. The individual in a position of authority can be held accountable for creating a sexually hostile environment or failing to address a sexually hostile environment and thus should avoid creating or failing to address a situation that adversely impacts the working environment of others.

1. Pre-existing Amorous Relationships Between Supervisors and Subordinate Employees

The University recognizes that an amorous relationship may exist prior to the time an individual is assigned to a supervisor. Supervisory, decision-making, oversight, evaluative or advisory relationships for someone with whom there exists or previously has existed an amorous relationship is unacceptable unless effective steps have been taken to eliminate any potential conflict of interest in accordance with this Policy. The current or prior existence of such a relationship must be disclosed by the employee in a position of authority prior to accepting supervision of the subordinate employee to the Office of Institutional Equity. Labor Relations and the applicable dean or vice president will determine whether the conflict of interest can be eliminated through termination of the situation of authority. The final determination will be at the sole discretion of the relevant dean or vice president.

2. If an Amorous Relationship Occurs or has Occurred between a Supervisor and their Subordinate Employee

If, despite these warnings, a University employee enters into an amorous relationship with someone over whom they have supervisory, decision-making, oversight, evaluative, or advisory responsibilities, that employee must disclose the existence of the relationship immediately to the Office of Institutional Equity. Labor Relations and the applicable dean or vice president will determine whether the conflict of interest can be eliminated through termination of the situation of authority. The final determination will be at the sole discretion of the relevant dean or vice president. In most cases, it will be likely that an acceptable resolution to the conflict of interest will be possible. If the conflict of interest cannot be eliminated, the supervisor's employment standing may need to be adjusted. In addition to the amorous relationship itself, a supervisor's failure to report the existence of the relationship with a subordinate employee is also a violation of this Policy. The University encourages immediate self-reporting, and will consider this factor in the context of any resolution that may be able to be reached.

## **XI. PREVENTION, AWARENESS AND TRAINING PROGRAMS**

The University is committed to the prevention of Prohibited Conduct through regular and ongoing education and awareness programs. Incoming Students and new Employees receive primary prevention and awareness programming as part of their orientation, and returning Students and current Employees receive ongoing training and related education and awareness programs. The University provides training, education and awareness programs to Students and Employees to ensure broad understanding of this Policy and the topics and issues related to maintaining an education and employment environment free from harassment and discrimination.

For a description of the University's Prohibited Conduct prevention and awareness programs, including programs on minimizing the risk of incidents of Prohibited Conduct and bystander intervention, see the University's annual Clery reports (found online at: <http://publicsafety.uconn.edu/police/clery/about-clery/uconn-and-the-clery-act/>).

## **XII. OBLIGATION TO PROVIDE TRUTHFUL INFORMATION**

All University community members are expected to provide truthful information in any report, investigation, or proceeding under this Policy. Submitting or providing false or misleading information in bad faith or in an effort to achieve personal gain or cause intentional harm to another in connection with an incident of Prohibited Conduct is prohibited and subject to disciplinary sanctions under *The Student Code* (for Students), *The Code of Conduct* (for Employees), and any other applicable and appropriate University policy or policies. This provision does not apply to reports made or information provided in good faith, even if the facts alleged in the report are not later substantiated.

## **XIII. RELATED POLICIES**

### **A. STUDENTS**

*Responsibilities of Community Life: The Student Code:*

[http://www.community.uconn.edu/student\\_code.html](http://www.community.uconn.edu/student_code.html)

### **B. EMPLOYEES AND THIRD PARTIES**

Policy Statement: People With Disabilities: <http://policy.uconn.edu/?p=419>

Protection of Minors and Reporting of Child Abuse and Neglect Policy:

<http://policy.uconn.edu/?p=6754>

Non-Retaliation Policy: <http://policy.uconn.edu/?p=415>

Policy Statement: Affirmative Action and Equal Employment Opportunity:

<http://policy.uconn.edu/?p=102>

Age Act Policy: <http://policy.uconn.edu/?p=2007>

Code of Conduct (employees): <http://policy.uconn.edu/?p=140>

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Code of Conduct for University of Connecticut Vendors: <http://policy.uconn.edu/?p=2718>  
Policy on Employment and Contracting for Service of Relatives:  
<http://policy.uconn.edu/?p=357>

#### **XIV. POLICY REVIEW**

This Policy is maintained by the Office of Institutional Equity (OIE). The University will periodically review and update this Policy and will evaluate, among other things, any changes in legal requirements, existing University resources, and the resolution of cases from the preceding year (including, but not limited to, timeframes for completion and sanctions and remedies imposed).

rev. 12/10/2018

Job_ID	Date	Job_Name	Media Source	Ad_Type
129570	10/02/2018	Health Information & Privacy Manager, UCP 7 - S #2019113	CAREERBUILDER.COM	Web
129570	10/02/2018	Health Information & Privacy Manager, UCP 7 - S #2019113	American Health Information Management Association	Web
129570	10/05/2018	Health Information & Privacy Manager, UCP 7 - S #2019113	CTJOBS.COM	Web
129827	10/08/2018	Alumni Relations Coordinator, Hartford (Program Coordinator), UCP 5	INDEED.COM	Web
129827	10/08/2018	Alumni Relations Coordinator, Hartford (Program Coordinator), UCP 5	HIGHEREDJOBS.COM	Web
129829	10/08/2018	Assistant Professor - S #2019114	Chronicle of Higher Education	Web
129570	10/09/2018	Health Information & Privacy Manager, UCP 7 - S #2019113	LINKEDIN	Web
129699	10/10/2018	Qualified Craft Worker (Carpentry) - S #2018643	CAREERBUILDER.COM	Web
129699	10/10/2018	Qualified Craft Worker (Carpentry) - S #2018643	Veterans Enterprise	Web
129702	10/10/2018	Assistant/Associate/Full Professor - S #2019128	Ims Bulletin	Web
129702	10/10/2018	Assistant/Associate/Full Professor - S #2019128	Association for Information Systems	Web
129702	10/10/2018	Assistant/Associate/Full Professor - S #2019128	INFORMS Job Placement Service	Web
129702	10/10/2018	Assistant/Associate/Full Professor - S #2019128	PhD Project	Web
129702	10/10/2018	Assistant/Associate/Full Professor - S #2019128	Chronicle of Higher Education	Web
129702	10/11/2018	Assistant/Associate/Full Professor - S #2019128	Communications of the Acm	Web
129699	10/13/2018	Qualified Craft Worker (Carpentry) - S #2018643	Willimantic Chronicle	Display
129699	10/13/2018	Qualified Craft Worker (Carpentry) - S #2018643	Manchester Journal Inquirer	Line Ad
129699	10/14/2018	Qualified Craft Worker (Carpentry) - S #2018643	Norwich Bulletin	Line Ad
130243	10/15/2018	Program Manager – Facilities - S #2019132	CAREERBUILDER.COM	Web
130211	10/16/2018	Assistant/Associate Professor - S #2019016	Chronicle of Higher Education	Web
130211	10/16/2018	Assistant/Associate Professor - S #2019016	Financial Management Association	Web
130242	10/16/2018	Qualified Craft Worker – HVACR (Rotating Shifts) - S #2019014	CAREERBUILDER.COM	Web
130242	10/16/2018	Qualified Craft Worker – HVACR (Rotating Shifts) - S #2019014	Veterans Enterprise	Web
130243	10/16/2018	Program Manager – Facilities - S #2019132	Veterans Enterprise	Web
130211	10/17/2018	Assistant/Associate Professor - S #2019016	AMERICAN REAL ESTATE SOCIETY	Web
130211	10/17/2018	Assistant/Associate Professor - S #2019016	PhD Project	Web
130211	10/17/2018	Assistant/Associate Professor - S #2019016	American Real Estate and Urban Economics Association	Web
129749	10/19/2018	Assistant Professor S #2019125	Academic Keys	Web
130242	10/20/2018	Qualified Craft Worker – HVACR (Rotating Shifts) - S #2019014	Willimantic Chronicle	Display
130243	10/20/2018	Program Manager – Facilities - S #2019132	Willimantic Chronicle	Display
130243	10/20/2018	Program Manager – Facilities - S #2019132	Manchester Journal Inquirer	Line Ad
130242	10/21/2018	Qualified Craft Worker – HVACR (Rotating Shifts) - S #2019014	Hartford Courant	Line Ad
130242	10/21/2018	Qualified Craft Worker – HVACR (Rotating Shifts) - S #2019014	New London Day	Line Ad
130242	10/21/2018	Qualified Craft Worker – HVACR (Rotating Shifts) - S #2019014	Manchester Journal Inquirer	Line Ad
130242	10/21/2018	Qualified Craft Worker – HVACR (Rotating Shifts) - S #2019014	Norwich Bulletin	Line Ad
130729	10/23/2018	Assistant Director of Graduate Recruitment	HIGHEREDJOBS.COM	Web
130729	10/23/2018	Assistant Director of Graduate Recruitment	INDEED.COM	Web
129749	10/24/2018	Assistant Professor S #2019125	Aaps News	Web
130864	10/24/2018	Program Assistant Global Partnerships & Outreach (Program Assistant 2), UCP	LINKEDIN	Web
130864	10/24/2018	Program Assistant Global Partnerships & Outreach (Program Assistant 2), UCP	Chronicle of Higher Education	Web
129749	10/25/2018	Assistant Professor S #2019125	Science Magazine - Www.postandgo.org	Web
130211	10/25/2018	Assistant/Associate Professor - S #2019016	Job Openings for Economists -aeaweb.org	Web
130864	10/25/2018	Program Assistant Global Partnerships & Outreach (Program Assistant 2), UCP	idealst.org --action Without Borders, Inc.	Web
130864	10/25/2018	Program Assistant Global Partnerships & Outreach (Program Assistant 2), UCP	Global Jobs	Web
130900	10/25/2018	Business Advisor (Business Consultant) - S #2019161	INDEED.COM	Web
130900	10/25/2018	Business Advisor (Business Consultant) - S #2019161	HIGHEREDJOBS.COM	Web
130900	10/25/2018	Business Advisor (Business Consultant) - S #2019161	America's SBDC	Web

130974	10/25/2018	Assistant/Associate Professor, Department of Statistics - S #2019163	Chronicle of Higher Education	Web
130974	10/25/2018	Assistant/Associate Professor, Department of Statistics - S #2019163	Science Magazine - Www.postandgo.org	Web
130974	10/25/2018	Assistant/Associate Professor, Department of Statistics - S #2019163	HIGHEREDJOBS.COM	Web
130974	10/25/2018	Assistant/Associate Professor, Department of Statistics - S #2019163	IMSTAT	Web
130976	10/25/2018	Admissions & Program Coordinator (Administrative Coordinator), UCP 5 - S #	INDEED.COM	Web
130976	10/25/2018	Admissions & Program Coordinator (Administrative Coordinator), UCP 5 - S #	HIGHEREDJOBS.COM	Web
130974	10/30/2018	Assistant/Associate Professor, Department of Statistics - S #2019163	American Mathematical Society - Ams.org	Web
130974	10/30/2018	Assistant/Associate Professor, Department of Statistics - S #2019163	Caucus for Women in Statistics	Web
131298	11/01/2018	Field Coordinator, UCP 5 S #2019183	Women in Higher Education - John Wiley & Sons	Web
131299	11/01/2018	Computer Technical Support Consultant 2, UCP 7 - S #2019186	Women in Higher Education - John Wiley & Sons	Web
131329	11/01/2018	Qualified Craft Worker (Plumbing and Steamfitting) - S #2019013	Veterans Enterprise	Web
131329	11/02/2018	Qualified Craft Worker (Plumbing and Steamfitting) - S #2019013	CAREERBUILDER.COM	Web
131329	11/03/2018	Qualified Craft Worker (Plumbing and Steamfitting) - S #2019013	Willimantic Chronicle	Display
131329	11/03/2018	Qualified Craft Worker (Plumbing and Steamfitting) - S #2019013	Manchester Journal Inquirer	Line Ad
131329	11/04/2018	Qualified Craft Worker (Plumbing and Steamfitting) - S #2019013	Norwich Bulletin	Line Ad
131329	11/04/2018	Qualified Craft Worker (Plumbing and Steamfitting) - S #2019013	Hartford Courant	Line Ad
131329	11/04/2018	Qualified Craft Worker (Plumbing and Steamfitting) - S #2019013	New London Day	Line Ad
131298	11/05/2018	Field Coordinator, UCP 5 S #2019183	blacksinhighered.com	Web
131298	11/05/2018	Field Coordinator, UCP 5 S #2019183	Hispanicsinhighered.com	Web
131299	11/05/2018	Computer Technical Support Consultant 2, UCP 7 - S #2019186	blacksinhighered.com	Web
131299	11/05/2018	Computer Technical Support Consultant 2, UCP 7 - S #2019186	Hispanicsinhighered.com	Web
131524	11/05/2018	Temporary University Specialist - S #HR19-16	INDEED.COM	Web
131304	11/06/2018	Assistant Professor, Sociology and Africana Studies -S# 2019184	Association of Black Sociologists	Web
131622	11/06/2018	State Director (University Staff Professional 3) - (S # 2019196	HIGHEREDJOBS.COM	Web
131622	11/06/2018	State Director (University Staff Professional 3) - (S # 2019196	INDEED.COM	Web
131647	11/06/2018	HR Specialist – Compensation and Classification REVISED REPOST - S #201839	HIGHEREDJOBS.COM	Web
131622	11/07/2018	State Director (University Staff Professional 3) - (S # 2019196	America's SBDC	Web
131647	11/07/2018	HR Specialist – Compensation and Classification REVISED REPOST - S #201839	World At Work	Web
130974	11/09/2018	Assistant/Associate Professor, Department of Statistics - S #2019163	Purdue University Department of Statistics	Web
131657	11/09/2018	University Educational Assistant 3 - Search # 2019193	CAREERBUILDER.COM	Web
131657	11/11/2018	University Educational Assistant 3 - Search # 2019193	Hartford Courant	Line Ad
131870	11/13/2018	Administrative Services Assistant 3, UCP 4 -S #2019191	Ct Association of Latinos in Higher Ed	Web
131538	11/16/2018	Emiliana Pasca Noether Chair in Modern Italian History - S#2019189	Times Literary Supplement	Display
131304	11/19/2018	Assistant Professor, Sociology and Africana Studies -S# 2019184	American Sociological Association	Web
132284	11/20/2018	University Educational Assistant 3 -S#2019228	CAREERBUILDER.COM	Web
131538	11/22/2018	Emiliana Pasca Noether Chair in Modern Italian History - S#2019189	London Review of Books	Display
132284	11/25/2018	University Educational Assistant 3 -S#2019228	Hartford Courant	Line Ad
132098	11/26/2018	Assistant Professor in Residence, Storrs and Waterbury -S #2019203	American Sociological Association	Web
132398	11/29/2018	Senior Research Scientist or Research Scientist -S#2019230	Materials Research Society	Web
132398	11/29/2018	Senior Research Scientist or Research Scientist -S#2019230	MICROSCOPY SOCIETY OF AMERICA	Web
132799	12/03/2018	Stamford Business Information Technology Services, UCP 7 - S# 2019245	INDEED.COM	Web
132799	12/03/2018	Stamford Business Information Technology Services, UCP 7 - S# 2019245	HIGHEREDJOBS.COM	Web
131538	12/06/2018	Emiliana Pasca Noether Chair in Modern Italian History - S#2019189	New York Review of Books	Display
132963	12/10/2018	Assistant Professor in Residence, Stamford - S 2019238	Academy of Management	Web
132963	12/10/2018	Assistant Professor in Residence, Stamford - S 2019238	Chronicle of Higher Education	Web
133050	12/14/2018	Temporary University Specialist - HR19-16	HIGHEREDJOBS.COM	Web
133147	12/14/2018	Assistant Professor in Early Modern European Art History- S# 2019232	Academic Diversity Search	Web
133457	12/19/2018	Area Manager (Facilities Professional 2), UCP 7 - S#2019154	Veterans Enterprise	Web

133457	12/19/2018	Area Manager (Facilities Professional 2), UCP 7 - S#2019154	CAREERBUILDER.COM	Web
133544	12/20/2018	Doris and Simon Konover Chair of Judaic Studies - S#2019185	H-net -- Humanities & Social Sciences	Web
133332	12/21/2018	Jorgensen Publicity/Marketing Administrator, UCP 6 - S#2019243	INDEED.COM	Web
133544	12/21/2018	Doris and Simon Konover Chair of Judaic Studies - S#2019185	Academic Diversity Search	Web
133677	12/21/2018	Organizational & Skill Development Consultant & Project Manager - S# 20192	Women in Higher Education - John Wiley & Sons	Web
133677	12/21/2018	Organizational & Skill Development Consultant & Project Manager - S# 20192	Hispanicsinhighered.com	Web
133677	12/21/2018	Organizational & Skill Development Consultant & Project Manager - S# 20192	blacksinhighered.com	Web
133752	12/21/2018	Full Stack .Net Developers, UCP 7/9/10- s# 2019239	Dice.com Tech Jobs	Web
133457	12/22/2018	Area Manager (Facilities Professional 2), UCP 7 - S#2019154	Willimantic Chronicle	Display
133457	12/22/2018	Area Manager (Facilities Professional 2), UCP 7 - S#2019154	Manchester Journal Inquirer	Line Ad
133332	12/24/2018	Jorgensen Publicity/Marketing Administrator, UCP 6 - S#2019243	ARTSEARCH	Web
133332	12/24/2018	Jorgensen Publicity/Marketing Administrator, UCP 6 - S#2019243	Association of Performing Arts Professionals	Web
133332	12/24/2018	Jorgensen Publicity/Marketing Administrator, UCP 6 - S#2019243	Americans for the Arts Job Bank	Web
133822	12/26/2018	Administrative Services Assistant 4, UCP 6 - S#2019280	Chronicle of Higher Education	Web
133822	12/26/2018	Administrative Services Assistant 4, UCP 6 - S#2019280	MONSTER.COM	Web
133822	12/26/2018	Administrative Services Assistant 4, UCP 6 - S#2019280	INDEED.COM	Web
133823	12/26/2018	Assistant Dean for Finance and Administration (USP 3) - S#2019302	INDEED.COM	Web
133823	12/26/2018	Assistant Dean for Finance and Administration (USP 3) - S#2019302	MONSTER.COM	Web
133823	12/26/2018	Assistant Dean for Finance and Administration (USP 3) - S#2019302	Chronicle of Higher Education	Web
133843	12/27/2018	Business Services Supervisor - S#2019272	Chronicle of Higher Education	Web
133843	12/27/2018	Business Services Supervisor - S#2019272	INDEED.COM	Web
133843	12/27/2018	Business Services Supervisor - S#2019272	CAREERBUILDER.COM	Web
133843	12/28/2018	Business Services Supervisor - S#2019272	MONSTER.COM	Web
133457	01/07/2019	Area Manager (Facilities Professional 2), UCP 7 - S#2019154	Chronicle of Higher Education	Web
133457	01/07/2019	Area Manager (Facilities Professional 2), UCP 7 - S#2019154	HIGHEREDJOBS.COM	Web
133790	01/11/2019	Assistant Professor of Art, Graphic Design - S# 2019271	Academic Diversity Search	Web
133790	01/11/2019	Assistant Professor of Art, Graphic Design - S# 2019271	AIGA.ORG	Web
134313	01/11/2019	Program Assistant 1 (UCP 3), Alumni Relations - S #2019288	HIGHEREDJOBS.COM	Web
134313	01/11/2019	Program Assistant 1 (UCP 3), Alumni Relations - S #2019288	INDEED.COM	Web
134314	01/11/2019	Graphic Designer/Illustrator 3, UCP 6 - S#2019287	INDEED.COM	Web
134314	01/11/2019	Graphic Designer/Illustrator 3, UCP 6 - S#2019287	HIGHEREDJOBS.COM	Web
134316	01/11/2019	Program Assistant 1 (UCP 3), Business Connections Learning Community - S#2	HIGHEREDJOBS.COM	Web
134316	01/11/2019	Program Assistant 1 (UCP 3), Business Connections Learning Community - S#2	INDEED.COM	Web
134552	01/18/2019	Qualified Craft Worker (HVACR), Hartford – Law School Campus - S 2019176	CAREERBUILDER.COM	Web
134552	01/18/2019	Qualified Craft Worker (HVACR), Hartford – Law School Campus - S 2019176	Veterans Enterprise	Web
134616	01/21/2019	Business Advisor, Mid-State Region (Business Consultant), UCP - 2019322	America's SBDC	Web
134617	01/21/2019	Business Advisor, Bridgeport Region (Business Consultant), UCP 7 - 2019323	America's SBDC	Web
134599	01/22/2019	eLearning Developer 3, UCP 8 - S 2019308	Hispanicsinhighered.com	Web
134599	01/22/2019	eLearning Developer 3, UCP 8 - S 2019308	Women in Higher Education - John Wiley & Sons	Web
134599	01/22/2019	eLearning Developer 3, UCP 8 - S 2019308	blacksinhighered.com	Web
134616	01/22/2019	Business Advisor, Mid-State Region (Business Consultant), UCP - 2019322	INDEED.COM	Web
134616	01/22/2019	Business Advisor, Mid-State Region (Business Consultant), UCP - 2019322	HIGHEREDJOBS.COM	Web
134617	01/22/2019	Business Advisor, Bridgeport Region (Business Consultant), UCP 7 - 2019323	HIGHEREDJOBS.COM	Web
134720	01/23/2019	Department Assistant (Administrative Coordinator), UCP 5 - 2019225	HIGHEREDJOBS.COM	Web
134720	01/23/2019	Department Assistant (Administrative Coordinator), UCP 5 - 2019225	INDEED.COM	Web
134552	01/26/2019	Qualified Craft Worker (HVACR), Hartford – Law School Campus - S 2019176	Willimantic Chronicle	Display
134552	01/26/2019	Qualified Craft Worker (HVACR), Hartford – Law School Campus - S 2019176	Manchester Journal Inquirer	Line Ad
134552	01/27/2019	Qualified Craft Worker (HVACR), Hartford – Law School Campus - S 2019176	Hartford Courant	Line Ad

134885	01/29/2019	Hazardous Material Abatement & Code Correction Coordinator - 2019304	CAREERBUILDER.COM	Web
134885	01/30/2019	Hazardous Material Abatement & Code Correction Coordinator - 2019304	Veterans Enterprise	Web
134897	01/30/2019	Maintenance Supervisor 1, HVACR - 2019335 / 2019051 combo	CAREERBUILDER.COM	Web
134897	01/31/2019	Maintenance Supervisor 1, HVACR - 2019335 / 2019051 combo	Veterans Enterprise	Web
135086	01/31/2019	Postdoctoral Research Associate, PBIS-V S# 2019305	Chronicle of Higher Education	Web
135096	01/31/2019	Assistant Professor in Community/Public Health Nutrition S# 2019328	HIGHEREDJOBS.COM	Web
135096	01/31/2019	Assistant Professor in Community/Public Health Nutrition S# 2019328	Chronicle of Higher Education	Web
135096	02/01/2019	Assistant Professor in Community/Public Health Nutrition S# 2019328	Academic Keys	Web
135096	02/01/2019	Assistant Professor in Community/Public Health Nutrition S# 2019328	Universityjobs.com - Americareers.com	Web
135192	02/01/2019	Administrative Coordinator, CT Information Technology Institute - S#2019344	INDEED.COM	Web
135192	02/01/2019	Administrative Coordinator, CT Information Technology Institute - S#2019344	HIGHEREDJOBS.COM	Web
134885	02/02/2019	Hazardous Material Abatement & Code Correction Coordinator - 2019304	Willimantic Chronicle	Display
134885	02/02/2019	Hazardous Material Abatement & Code Correction Coordinator - 2019304	Manchester Journal Inquirer	Line Ad
134897	02/02/2019	Maintenance Supervisor 1, HVACR - 2019335 / 2019051 combo	Willimantic Chronicle	Display
134897	02/02/2019	Maintenance Supervisor 1, HVACR - 2019335 / 2019051 combo	Manchester Journal Inquirer	Line Ad
134897	02/03/2019	Maintenance Supervisor 1, HVACR - 2019335 / 2019051 combo	Norwich Bulletin	Line Ad
134897	02/03/2019	Maintenance Supervisor 1, HVACR - 2019335 / 2019051 combo	New London Day	Line Ad
134897	02/03/2019	Maintenance Supervisor 1, HVACR - 2019335 / 2019051 combo	Hartford Courant	Line Ad
135210	02/05/2019	Temporary University Specialist - S#HR19-29	INDEED.COM	Web
135197	02/06/2019	Violence Against Women Prevention Program (VAWPP) Coordinator - S# 2019319	COLLEGE STUDENT EDUCATORS INTERNATIONAL - ACPA	Web
135197	02/06/2019	Violence Against Women Prevention Program (VAWPP) Coordinator - S# 2019319	Chronicle of Higher Education	Web
135197	02/07/2019	Violence Against Women Prevention Program (VAWPP) Coordinator - S# 2019319	National Women's Studies Association	Web
135197	02/07/2019	Violence Against Women Prevention Program (VAWPP) Coordinator - S# 2019319	Idealist.org --action Without Borders, Inc.	Web
135359	02/07/2019	Administrative Manager 1, UCP 6 - s#2019319	CAREERBUILDER.COM	Web
135359	02/10/2019	Administrative Manager 1, UCP 6 - s#2019319	Hartford Courant	Line Ad
135624	02/11/2019	Program Assistant Global Partnerships & Outreach (Program Assistant 2), UCP 9 - S#2019313	Idealist.org --action Without Borders, Inc.	Web
134727	02/12/2019	Student Health Services Psychiatrist 2, (UCP 12) - S# 2019177	American Psychiatric Association	Web
134727	02/12/2019	Student Health Services Psychiatrist 2, (UCP 12) - S# 2019177	HIGHEREDJOBS.COM	Web
135468	02/12/2019	Information Systems Analyst 2, UCP 7 - S#2019313	LINKEDIN	Web
135468	02/12/2019	Information Systems Analyst 2, UCP 7 - S#2019313	MONSTER.COM	Web
135468	02/12/2019	Information Systems Analyst 2, UCP 7 - S#2019313	INDEED.COM	Web
135624	02/12/2019	Program Assistant Global Partnerships & Outreach (Program Assistant 2), UCP 9 - S#2019313	Global Jobs	Web
134727	02/13/2019	Student Health Services Psychiatrist 2, (UCP 12) - S# 2019177	CAREERBUILDER.COM	Web
135468	02/13/2019	Information Systems Analyst 2, UCP 7 - S#2019313	Dice.com Tech Jobs	Web
135623	02/14/2019	Organizational and Skill Development Consultant & Project Manager, UCP 9 - S#2019313	Women in Higher Education - John Wiley & Sons	Web
135631	02/14/2019	Temporary University Specialist - S# HR19-32	INDEED.COM	Web
135633	02/14/2019	Temporary University Specialist -S# HR19-33	INDEED.COM	Web
135670	02/14/2019	Academic Counselor & International Program Specialist (Academic Counselor), UCP 9 - S#2019313	INDEED.COM	Web
135670	02/14/2019	Academic Counselor & International Program Specialist (Academic Counselor), UCP 9 - S#2019313	HIGHEREDJOBS.COM	Web
135731	02/14/2019	Administrative Assistant (Administrative Services Assistant 3), UCP 4 - S#2019313	ZipRecruiter	Web
135731	02/14/2019	Administrative Assistant (Administrative Services Assistant 3), UCP 4 - S#2019313	HIGHEREDJOBS.COM	Web
135623	02/15/2019	Organizational and Skill Development Consultant & Project Manager, UCP 9 - S#2019313	blacksinhigher.com	Web
135623	02/15/2019	Organizational and Skill Development Consultant & Project Manager, UCP 9 - S#2019313	Hispanicsinhigher.com	Web
135901	02/18/2019	Graduate Career Counselor (Program Administrator) - S#2019362	INDEED.COM	Web
135901	02/18/2019	Graduate Career Counselor (Program Administrator) - S#2019362	HIGHEREDJOBS.COM	Web
135869	02/20/2019	Academic Counselor & International Program Specialist (Academic Counselor), UCP 9 - S#2019313	STUDENTAFFAIRS.COM	Web
136021	02/20/2019	Temporary University Specialist - S# HR19-36	INDEED.COM	Web
136147	02/22/2019	Associate Director of Student Activities for Community Outreach Programs (P	INDEED.COM	Web

136147	02/22/2019	Associate Director of Student Activities for Community Outreach Programs (P	Journal of Blacks in Higher Education	Web
136147	02/25/2019	Associate Director of Student Activities for Community Outreach Programs (P	Hispanic Outlook	Web
136195	02/25/2019	Rainbow Center Coordinator (Program Specialist 1), UCP 6 - S# 2019382	HIGHEREDJOBS.COM	Web
136196	02/26/2019	University Ombudsman, Uconn Health - S# 2019387	Chronicle of Higher Education	Web
136284	03/04/2019	HRIS Systems & Business Analyst (University Staff Professional 1) - S#2019366	LINKEDIN	Web
136284	03/04/2019	HRIS Systems & Business Analyst (University Staff Professional 1) - S#2019366	Hartford Courant	Web
136284	03/04/2019	HRIS Systems & Business Analyst (University Staff Professional 1) - S#2019366	Human Resource Association of Central Connecticut	Web
136284	03/04/2019	HRIS Systems & Business Analyst (University Staff Professional 1) - S#2019366	National Association of African Americans in Human Resource	Web
136284	03/04/2019	HRIS Systems & Business Analyst (University Staff Professional 1) - S#2019366	Women in Higher Education - John Wiley & Sons	Web
136442	03/05/2019	Administrative Services Assistant 3 (UCP 4), Part-time MBA Program - S# 2019	INDEED.COM	Web
136442	03/05/2019	Administrative Services Assistant 3 (UCP 4), Part-time MBA Program - S# 2019	HIGHEREDJOBS.COM	Web
136443	03/05/2019	Program Manager-MBA (UCP 6), Part-time MBA Program - S# 2019402	HIGHEREDJOBS.COM	Web
136443	03/05/2019	Program Manager-MBA (UCP 6), Part-time MBA Program - S# 2019402	INDEED.COM	Web
136284	03/06/2019	HRIS Systems & Business Analyst (University Staff Professional 1) - S#2019366	blacksinhighered.com	Web
136284	03/06/2019	HRIS Systems & Business Analyst (University Staff Professional 1) - S#2019366	Hispanicsinhighered.com	Web
136445	03/06/2019	Assistant Professor in Residence, Operations & Information Management	INFORMS Job Placement Service	Web
136445	03/06/2019	Assistant Professor in Residence, Operations & Information Management	Chronicle of Higher Education	Web
136445	03/06/2019	Assistant Professor in Residence, Operations & Information Management	PhD Project	Web
136852	03/11/2019	Director of Non-Credit Programs (Program Director), UCP 8 - S #2019415	HIGHEREDJOBS.COM	Web
136852	03/11/2019	Director of Non-Credit Programs (Program Director), UCP 8 - S #2019415	INDEED.COM	Web
136445	03/12/2019	Assistant Professor in Residence, Operations & Information Management	Decision Sciences Institute	Web
136852	03/12/2019	Director of Non-Credit Programs (Program Director), UCP 8 - S #2019415	MONSTER.COM	Web
136895	03/13/2019	Assistant/Associate Professor of Landscape Architecture - S #2019397	Acp Update	Web
136895	03/14/2019	Assistant/Associate Professor of Landscape Architecture - S #2019397	Asla Joblink	Web
136979	03/14/2019	Temporary University Specialist - S #HR19-39	LINKEDIN	Web
136895	03/15/2019	Assistant/Associate Professor of Landscape Architecture - S #2019397	Environmental Design Research Association	Web
136895	03/18/2019	Assistant/Associate Professor of Landscape Architecture - S #2019397	Ecological Society of America	Web
136895	03/18/2019	Assistant/Associate Professor of Landscape Architecture - S #2019397	International Federation of Landscape Architects	Web
136895	03/18/2019	Assistant/Associate Professor of Landscape Architecture - S #2019397	Cela Newsletter	Web
136827	03/20/2019	Protective Services Trainee (Fire), Firefighter (Recruit Certified) - S#2019405	National Association of Hispanic Firefighters	Web
136827	03/20/2019	Protective Services Trainee (Fire), Firefighter (Recruit Certified) - S#2019405	First Responder Broadcast Network	Web
136827	03/22/2019	Protective Services Trainee (Fire), Firefighter (Recruit Certified) - S#2019405	Journal of Emergency Medical Services	Web
137485	03/26/2019	Temporary University Specialist - Search # HR19-41	INDEED.COM	Web
136445	03/28/2019	Assistant Professor in Residence, Operations & Information Management	MONSTER.COM	Web
137794	04/03/2019	Power Plant Operator 2 (Rotating Days and Shifts) - S#2019435	CAREERBUILDER.COM	Web
137794	04/04/2019	Power Plant Operator 2 (Rotating Days and Shifts) - S#2019435	Veterans Enterprise	Web
137854	04/05/2019	Temporary University Specialist - HR19-45	INDEED.COM	Web
137898	04/05/2019	Organizational and Skill Development (OSD) Consultant and Project Manager,	Women in Higher Education - John Wiley & Sons	Web
137794	04/06/2019	Power Plant Operator 2 (Rotating Days and Shifts) - S#2019435	Willimantic Chronicle	Display
137794	04/06/2019	Power Plant Operator 2 (Rotating Days and Shifts) - S#2019435	Manchester Journal Inquirer	Line Ad
137794	04/07/2019	Power Plant Operator 2 (Rotating Days and Shifts) - S#2019435	New London Day	Line Ad
137794	04/07/2019	Power Plant Operator 2 (Rotating Days and Shifts) - S#2019435	Norwich Bulletin	Line Ad
137794	04/07/2019	Power Plant Operator 2 (Rotating Days and Shifts) - S#2019435	Hartford Courant	Line Ad
137794	04/07/2019	Power Plant Operator 2 (Rotating Days and Shifts) - S#2019435	Worcester Telegram and Gazette	Line Ad
137898	04/08/2019	Organizational and Skill Development (OSD) Consultant and Project Manager,	blacksinhighered.com	Web
137898	04/08/2019	Organizational and Skill Development (OSD) Consultant and Project Manager,	Hispanicsinhighered.com	Web
137898	04/16/2019	Organizational and Skill Development (OSD) Consultant and Project Manager,	CTJOBS.COM	Web
138649	04/24/2019	Manager of Stamford Business Information Technology Services, UCP 8	MONSTER.COM	Web

138649	04/24/2019	Manager of Stamford Business Information Technology Services, UCP 8	ZipRecruiter	Web
138649	04/24/2019	Manager of Stamford Business Information Technology Services, UCP 8	HIGHEREDJOBS.COM	Web
138655	04/24/2019	Director of Communications (Publicity/Marketing Director), UCP 9 - S#201951	American Marketing Association	Web
138655	04/24/2019	Director of Communications (Publicity/Marketing Director), UCP 9 - S#201951	HIGHEREDJOBS.COM	Web
138655	04/24/2019	Director of Communications (Publicity/Marketing Director), UCP 9 - S#201951	Case Website	Web
138655	04/24/2019	Director of Communications (Publicity/Marketing Director), UCP 9 - S#201951	PRSA.ORG	Web
138655	04/24/2019	Director of Communications (Publicity/Marketing Director), UCP 9 - S#201951	LINKEDIN	Web
138655	04/24/2019	Director of Communications (Publicity/Marketing Director), UCP 9 - S#201951	ZipRecruiter	Web
138496	04/25/2019	Software Developer (Info Systems Analyst 2), UCP 7 REV REPOST - S#2019313	INDEED.COM	Web
138496	04/25/2019	Software Developer (Info Systems Analyst 2), UCP 7 REV REPOST - S#2019313	LINKEDIN	Web
138655	04/25/2019	Director of Communications (Publicity/Marketing Director), UCP 9 - S#201951	INDEED.COM	Web
138496	04/26/2019	Software Developer (Info Systems Analyst 2), UCP 7 REV REPOST - S#2019313	MONSTER.COM	Web
138496	04/26/2019	Software Developer (Info Systems Analyst 2), UCP 7 REV REPOST - S#2019313	Dice.com Tech Jobs	Web
138655	04/26/2019	Director of Communications (Publicity/Marketing Director), UCP 9 - S#201951	Hartford Courant	Web
138655	04/26/2019	Director of Communications (Publicity/Marketing Director), UCP 9 - S#201951	Society for Healthcare Strategy & Market Development - SHS	Web
139051	05/02/2019	UConn Facilities Operations Department – Multiple Openings- S #2019530	CAREERBUILDER.COM	Web
139051	05/03/2019	UConn Facilities Operations Department – Multiple Openings- S #2019530	MONSTER.COM	Web
139051	05/03/2019	UConn Facilities Operations Department – Multiple Openings- S #2019530	Veterans Enterprise	Web
139052	05/04/2019	Water Compliance and Pool Operations Manager (Facilities Professional 2), U	Willimantic Chronicle	Display
139051	05/05/2019	UConn Facilities Operations Department – Multiple Openings- S #2019530	Hartford Courant	Line Ad
139052	05/05/2019	Water Compliance and Pool Operations Manager (Facilities Professional 2), U	Manchester Journal Inquirer	Line Ad
139052	05/05/2019	Water Compliance and Pool Operations Manager (Facilities Professional 2), U	Norwich Bulletin	Line Ad
139052	05/05/2019	Water Compliance and Pool Operations Manager (Facilities Professional 2), U	New London Day	Line Ad
139051	05/06/2019	UConn Facilities Operations Department – Multiple Openings- S #2019530	CTJOBS.COM	Web
139259	05/09/2019	Publicity/Marketing Administrator, UCP 6 - S #2019541	PRSA.ORG	Web
139259	05/09/2019	Publicity/Marketing Administrator, UCP 6 - S #2019541	HIGHEREDJOBS.COM	Web
139259	05/09/2019	Publicity/Marketing Administrator, UCP 6 - S #2019541	Case Website	Web
139259	05/12/2019	Publicity/Marketing Administrator, UCP 6 - S #2019541	Hartford Courant	Line Ad
139445	05/13/2019	Qualified Craft Worker - Electrical - S#2019547 & S#2019548	CAREERBUILDER.COM	Web
139445	05/14/2019	Qualified Craft Worker - Electrical - S#2019547 & S#2019548	Veterans Enterprise	Web
139445	05/14/2019	Qualified Craft Worker - Electrical - S#2019547 & S#2019548	MONSTER.COM	Web
139490	05/15/2019	Grants & Contracts Specialist 1, UCP 6 - S #2019536	HIGHEREDJOBS.COM	Web
139490	05/15/2019	Grants & Contracts Specialist 1, UCP 6 - S #2019536	LINKEDIN	Web
139671	05/16/2019	Qualified Craft Worker - Plumbing - S#2019572	CAREERBUILDER.COM	Web
138751	05/17/2019	Temporary University Specialist - S #HR19-49	ZipRecruiter	Web
139593	05/17/2019	Program Advisor (Program Specialist 1), UCP 6 - S #2019539	HIGHEREDJOBS.COM	Web
139593	05/17/2019	Program Advisor (Program Specialist 1), UCP 6 - S #2019539	MONSTER.COM	Web
139593	05/17/2019	Program Advisor (Program Specialist 1), UCP 6 - S #2019539	ZipRecruiter	Web
139594	05/17/2019	Administrative Services Assistant 3, UCP 4 - S #2019546	HIGHEREDJOBS.COM	Web
139594	05/17/2019	Administrative Services Assistant 3, UCP 4 - S #2019546	ZipRecruiter	Web
139595	05/17/2019	Program Coordinator (UCP 5), School of Business Undergraduate Advising - S	HIGHEREDJOBS.COM	Web
139595	05/17/2019	Program Coordinator (UCP 5), School of Business Undergraduate Advising - S	ZipRecruiter	Web
139671	05/17/2019	Qualified Craft Worker - Plumbing - S#2019572	MONSTER.COM	Web
139671	05/17/2019	Qualified Craft Worker - Plumbing - S#2019572	Veterans Enterprise	Web
139445	05/18/2019	Qualified Craft Worker - Electrical - S#2019547 & S#2019548	Willimantic Chronicle	Display
139445	05/18/2019	Qualified Craft Worker - Electrical - S#2019547 & S#2019548	Manchester Journal Inquirer	Line Ad
139671	05/18/2019	Qualified Craft Worker - Plumbing - S#2019572	Willimantic Chronicle	Display
139671	05/18/2019	Qualified Craft Worker - Plumbing - S#2019572	Manchester Journal Inquirer	Line Ad

139595	05/20/2019	Program Coordinator (UCP 5), School of Business Undergraduate Advising - S	STUDENTAFFAIRS.COM	Web
139737	05/20/2019	University Accountant 2 - Search # 2019560	CAREERBUILDER.COM	Web
139696	05/21/2019	Clinical Applications Support Consultant - S #2019522	LINKEDIN	Web
139696	05/21/2019	Clinical Applications Support Consultant - S #2019522	CAREERBUILDER.COM	Web
139696	05/22/2019	Clinical Applications Support Consultant - S #2019522	CTJOBS.COM	Web
139865	05/22/2019	Computer Technical Support Consultant 1, UCP 4 - S# 2019538	LINKEDIN	Web
139873	05/23/2019	Global Partnerships & Outreach Coordinator (Program Specialist 1), UCP 6	LINKEDIN	Web
140009	05/23/2019	Instructor In-Residence or Assistant Professor In-Residence, Business Writing	HIGHEREDJOBS.COM	Web
140009	05/23/2019	Instructor In-Residence or Assistant Professor In-Residence, Business Writing	Chronicle of Higher Education	Web
140063	05/24/2019	Assistant Professor in Residence, Department of Statistics - S# 2019545	Chronicle of Higher Education	Web
140063	05/24/2019	Assistant Professor in Residence, Department of Statistics - S# 2019545	HIGHEREDJOBS.COM	Web
140063	05/24/2019	Assistant Professor in Residence, Department of Statistics - S# 2019545	IMSTAT	Web
139873	05/25/2019	Global Partnerships & Outreach Coordinator (Program Specialist 1), UCP 6	Global Jobs	Web
139873	05/25/2019	Global Partnerships & Outreach Coordinator (Program Specialist 1), UCP 6	Idealist.org --action Without Borders, Inc.	Web
139873	05/25/2019	Global Partnerships & Outreach Coordinator (Program Specialist 1), UCP 6	Philanthropy News Digest - Pnd Online	Web
139737	05/26/2019	University Accountant 2 - Search # 2019560	Hartford Courant	Line Ad
140063	05/27/2019	Assistant Professor in Residence, Department of Statistics - S# 2019545	Science Faculty Jobs	Web
140063	05/27/2019	Assistant Professor in Residence, Department of Statistics - S# 2019545	American Mathematical Society - Ams.org	Web
140063	05/27/2019	Assistant Professor in Residence, Department of Statistics - S# 2019545	Purdue University Department of Statistics	Web
140063	05/27/2019	Assistant Professor in Residence, Department of Statistics - S# 2019545	Caucus for Women in Statistics	Web
140009	05/28/2019	Instructor In-Residence or Assistant Professor In-Residence, Business Writing	PhD Project	Web
140015	05/30/2019	Postdoctoral Research Associate (Anticipated) - S#2019517	Science Magazine - Www.postandgo.org	Web
140458	06/07/2019	Administrative Services Specialist 2 (UCP 4) - S # 2019599	ZipRecruiter	Web
140458	06/07/2019	Administrative Services Specialist 2 (UCP 4) - S # 2019599	National Association of Colleges and Employers	Web
140458	06/07/2019	Administrative Services Specialist 2 (UCP 4) - S # 2019599	HIGHEREDJOBS.COM	Web
140612	06/07/2019	Lead Stationary Engineer – Avery Point - S #2019454	CAREERBUILDER.COM	Web
140612	06/08/2019	Lead Stationary Engineer – Avery Point - S #2019454	New London Day	Line Ad
140612	06/08/2019	Lead Stationary Engineer – Avery Point - S #2019454	Norwich Bulletin	Line Ad
140612	06/08/2019	Lead Stationary Engineer – Avery Point - S #2019454	Veterans Enterprise	Web
139600	06/10/2019	Associate Vice President of Financial Operations & Controller - S # 2019551	HIGHEREDJOBS.COM	Web
139600	06/10/2019	Associate Vice President of Financial Operations & Controller - S # 2019551	NACUBO	Web
139600	06/10/2019	Associate Vice President of Financial Operations & Controller - S # 2019551	Chronicle of Higher Education	Web
140458	06/11/2019	Administrative Services Specialist 2 (UCP 4) - S # 2019599	Graduate Management Admission Council	Web
140784	06/12/2019	Academic Advisor 2	HIGHEREDJOBS.COM	Web
140784	06/12/2019	Academic Advisor 2	MONSTER.COM	Web
140784	06/12/2019	Academic Advisor 2	ZipRecruiter	Web
140784	06/13/2019	Academic Advisor 2	STUDENTAFFAIRS.COM	Web
140612	06/15/2019	Lead Stationary Engineer – Avery Point - S #2019454	Willimantic Chronicle	Display
140910	06/19/2019	Assistant/Associate or Full Professor, Rudd Center for Food Policy and Obesity	CAREERMART - American Public Health Association - NHCN	Web
140910	06/19/2019	Assistant/Associate or Full Professor, Rudd Center for Food Policy and Obesity	Obesity Society	Web
140910	06/19/2019	Assistant/Associate or Full Professor, Rudd Center for Food Policy and Obesity	PSYCCAREERS	Web
141084	06/21/2019	Case Manager (Counselor, UCP 7) - S #2019584	CAREERBUILDER.COM	Web
141084	06/21/2019	Case Manager (Counselor, UCP 7) - S #2019584	University Counseling Jobs (formally Positions in Counseling C	Web
141084	06/21/2019	Case Manager (Counselor, UCP 7) - S #2019584	HIGHEREDJOBS.COM	Web
139696	06/26/2019	Clinical Applications Support Consultant - S #2019522	Dice.com Tech Jobs	Web
141412	06/26/2019	Temporary University Specialist - S #HR19-57	INDEED.COM	Web
141470	06/26/2019	Director, Academic Policy (University Staff Professional 2) - S #2019637	HIGHEREDJOBS.COM	Web
141908	07/10/2019	Associate Director (Executive Program Director) - S #2019647	America's SBDC	Web

141908	07/10/2019	Associate Director (Executive Program Director) - S #2019647	HIGHEREDJOBS.COM	Web
141908	07/10/2019	Associate Director (Executive Program Director) - S #2019647	INDEED.COM	Web
141957	07/12/2019	Professor in Residence - S #2019620	Chronicle of Higher Education	Web
141957	07/12/2019	Professor in Residence - S #2019620	Society for Social Work & Research	Web
141957	07/12/2019	Professor in Residence - S #2019620	Nasw - Ct Chapter	Web
141957	07/12/2019	Professor in Residence - S #2019620	National Association of Black Social Workers, Inc	Web
141957	07/12/2019	Professor in Residence - S #2019620	Nasw News	Web
142339	07/19/2019	Senior Tax Accountant (University Accountant 2), UCP 7 - S #2019649	CAREERBUILDER.COM	Web
142384	07/19/2019	Qualified Craft Worker Intern, HVACR and Qualified Craft Worker, Sign Makin	CAREERBUILDER.COM	Web
142384	07/19/2019	Qualified Craft Worker Intern, HVACR and Qualified Craft Worker, Sign Makin	MONSTER.COM	Web
142021	07/20/2019	Program Assistant 1, UCP 3 - S #2019641	Willimantic Chronicle	Display
142021	07/21/2019	Program Assistant 1, UCP 3 - S #2019641	Norwich Bulletin	Display
142339	07/21/2019	Senior Tax Accountant (University Accountant 2), UCP 7 - S #2019649	Hartford Courant	Line Ad
142282	07/24/2019	Assistant Professor, Marketing - S #2019607	Chronicle of Higher Education	Web
142282	07/24/2019	Assistant Professor, Marketing - S #2019607	Women in Higher Education - John Wiley & Sons	Web
142282	07/24/2019	Assistant Professor, Marketing - S #2019607	American Marketing Association	Web
142282	07/24/2019	Assistant Professor, Marketing - S #2019607	HIGHEREDJOBS.COM	Web
142282	07/25/2019	Assistant Professor, Marketing - S #2019607	Hispanic Outlook	Web
142282	07/25/2019	Assistant Professor, Marketing - S #2019607	Journal of Blacks in Higher Education	Web
142282	07/25/2019	Assistant Professor, Marketing - S #2019607	Academic Keys	Web
142750	07/26/2019	Administrative Services Specialist 3, UCP 5 - S #2020052	INDEED.COM	Web
142750	07/26/2019	Administrative Services Specialist 3, UCP 5 - S #2020052	LINKEDIN	Web
142750	07/26/2019	Administrative Services Specialist 3, UCP 5 - S #2020052	Women in Higher Education - John Wiley & Sons	Web
142340	07/27/2019	Senior Oracle Developer – PeopleSoft Specialist (Sr. Computer Programmer/A	Willimantic Chronicle	Line Ad
142384	07/27/2019	Qualified Craft Worker Intern, HVACR and Qualified Craft Worker, Sign Makin	Willimantic Chronicle	Display
142384	07/27/2019	Qualified Craft Worker Intern, HVACR and Qualified Craft Worker, Sign Makin	Manchester Journal Inquirer	Line Ad
142340	07/28/2019	Senior Oracle Developer – PeopleSoft Specialist (Sr. Computer Programmer/A	Hartford Courant	Line Ad
142384	07/29/2019	Qualified Craft Worker Intern, HVACR and Qualified Craft Worker, Sign Makin	Veterans Enterprise	Web
142437	07/29/2019	Instructor, Assistant, Associate, or Full Professor In-Residence - S2019035[3]	American Accounting Association	Web
142437	07/29/2019	Instructor, Assistant, Associate, or Full Professor In-Residence - S2019035[3]	Chronicle of Higher Education	Web
142665	07/29/2019	Temporary University Specialist - S# HR20-04	INDEED.COM	Web
142665	07/29/2019	Temporary University Specialist - S# HR20-04	HIGHEREDJOBS.COM	Web
142689	07/29/2019	Qualified Craft Worker, HVACR - S #2020050	MONSTER.COM	Web
142689	07/29/2019	Qualified Craft Worker, HVACR - S #2020050	CAREERBUILDER.COM	Web
142750	07/29/2019	Administrative Services Specialist 3, UCP 5 - S #2020052	Hispanicsinhigher.com	Web
142750	07/29/2019	Administrative Services Specialist 3, UCP 5 - S #2020052	blacksinhigher.com	Web
142639	07/30/2019	Temporary University Specialist- HR20-03	ZipRecruiter	Web
142689	07/30/2019	Qualified Craft Worker, HVACR - S #2020050	Veterans Enterprise	Web
142796	07/30/2019	Assistant Finance Director 1 - S #2019442	CAREERBUILDER.COM	Web
142796	07/30/2019	Assistant Finance Director 1 - S #2019442	MONSTER.COM	Web
142437	07/31/2019	Instructor, Assistant, Associate, or Full Professor In-Residence - S2019035[3]	Accounting Research Network	Web
142965	07/31/2019	Student Health Services Psychologist, Uconn Student Health and Wellness, UC	Chronicle of Higher Education	Web
142965	07/31/2019	Student Health Services Psychologist, Uconn Student Health and Wellness, UC	American College Personnel Association	Web
142681	08/01/2019	Associate Professor or Professor, Human Development and Family Sciences - S	Chronicle of Higher Education	Web
142965	08/01/2019	Student Health Services Psychologist, Uconn Student Health and Wellness, UC	University Counseling Jobs (formally Positions in Counseling C	Web
142965	08/01/2019	Student Health Services Psychologist, Uconn Student Health and Wellness, UC	Universityjobs.com - Americareers.com	Web
142681	08/02/2019	Associate Professor or Professor, Human Development and Family Sciences - S	Society for Research in Child Development - NHCN	Web
142681	08/02/2019	Associate Professor or Professor, Human Development and Family Sciences - S	Zero to Three	Web

142681	08/02/2019	Associate Professor or Professor, Human Development and Family Sciences -	Childhood Career Forum	Web
142689	08/03/2019	Qualified Craft Worker, HVACR - S #2020050	Willimantic Chronicle	Display
142689	08/03/2019	Qualified Craft Worker, HVACR - S #2020050	Manchester Journal Inquirer	Line Ad
142796	08/03/2019	Assistant Finance Director 1 - S #2019442	Willimantic Chronicle	Display
142796	08/03/2019	Assistant Finance Director 1 - S #2019442	Manchester Journal Inquirer	Line Ad
142340	08/04/2019	Senior Oracle Developer – PeopleSoft Specialist (Sr. Computer Programmer/A	Hartford Courant	Line Ad
143047	08/06/2019	Graduate Career Counselor (Program Administrator), UCP 6 - S #2020034	HIGHEREDJOBS.COM	Web
143047	08/06/2019	Graduate Career Counselor (Program Administrator), UCP 6 - S #2020034	ZipRecruiter	Web
143047	08/06/2019	Graduate Career Counselor (Program Administrator), UCP 6 - S #2020034	INDEED.COM	Web
143047	08/06/2019	Graduate Career Counselor (Program Administrator), UCP 6 - S #2020034	National Association of Colleges and Employers	Web
143056	08/06/2019	Undergraduate & Part-Time MBA Career Counselor, Stamford (Program Admi	HIGHEREDJOBS.COM	Web
143056	08/06/2019	Undergraduate & Part-Time MBA Career Counselor, Stamford (Program Admi	INDEED.COM	Web
143056	08/06/2019	Undergraduate & Part-Time MBA Career Counselor, Stamford (Program Admi	National Association of Colleges and Employers	Web
143056	08/06/2019	Undergraduate & Part-Time MBA Career Counselor, Stamford (Program Admi	ZipRecruiter	Web
143057	08/06/2019	Graduate Career Counselor (Program Administrator), UCP 6 - S #2020061	INDEED.COM	Web
143057	08/06/2019	Graduate Career Counselor (Program Administrator), UCP 6 - S #2020061	National Association of Colleges and Employers	Web
143057	08/06/2019	Graduate Career Counselor (Program Administrator), UCP 6 - S #2020061	HIGHEREDJOBS.COM	Web
143057	08/06/2019	Graduate Career Counselor (Program Administrator), UCP 6 - S #2020061	ZipRecruiter	Web
143060	08/07/2019	Temporary University Specialist - S #HR20-07	ZipRecruiter	Web
143060	08/07/2019	Temporary University Specialist - S #HR20-07	HIGHEREDJOBS.COM	Web
143087	08/08/2019	Temporary University Specialist - S #HR19-57	INDEED.COM	Web
143109	08/08/2019	Power Plant Operator, Trainee, PPO 1, Lead - S# #2020066, 2020067, 202006	CAREERBUILDER.COM	Web
143222	08/08/2019	Fiscal & Operations Assistant (Administrative Services Assistant 3), UCP 4 - S#	INDEED.COM	Web
143222	08/08/2019	Fiscal & Operations Assistant (Administrative Services Assistant 3), UCP 4 - S#	HIGHEREDJOBS.COM	Web
143228	08/08/2019	Temporary University Specialist - S#HR20-02	INDEED.COM	Web
143256	08/08/2019	Temporary University Assistant - S# HR20-09	HIGHEREDJOBS.COM	Web
143256	08/08/2019	Temporary University Assistant - S# HR20-09	INDEED.COM	Web
143109	08/09/2019	Power Plant Operator, Trainee, PPO 1, Lead - S# #2020066, 2020067, 202006	Veterans Enterprise	Web
143109	08/10/2019	Power Plant Operator, Trainee, PPO 1, Lead - S# #2020066, 2020067, 202006	Willimantic Chronicle	Display
143109	08/10/2019	Power Plant Operator, Trainee, PPO 1, Lead - S# #2020066, 2020067, 202006	Manchester Journal Inquirer	Line Ad
143109	08/11/2019	Power Plant Operator, Trainee, PPO 1, Lead - S# #2020066, 2020067, 202006	Hartford Courant	Line Ad
143109	08/11/2019	Power Plant Operator, Trainee, PPO 1, Lead - S# #2020066, 2020067, 202006	Worcester Telegram and Gazette	Line Ad
143109	08/11/2019	Power Plant Operator, Trainee, PPO 1, Lead - S# #2020066, 2020067, 202006	New London Day	Line Ad
143290	08/12/2019	Director of Academic Affairs (Executive Program Director), UCP 9 - S# 201947	HIGHEREDJOBS.COM	Web
143290	08/12/2019	Director of Academic Affairs (Executive Program Director), UCP 9 - S# 201947	Chronicle of Higher Education	Web
143332	08/12/2019	Assistant Vice President for Global Affairs - S# 2020038	LINKEDIN	Web
143332	08/12/2019	Assistant Vice President for Global Affairs - S# 2020038	Chronicle of Higher Education	Web
143332	08/12/2019	Assistant Vice President for Global Affairs - S# 2020038	NAFSA - Association of International Educators	Web
143359	08/12/2019	Senior Housekeeping Manager (Facilities Professional 3), UCP 9 - S# 2020073	CAREERBUILDER.COM	Web
143359	08/12/2019	Senior Housekeeping Manager (Facilities Professional 3), UCP 9 - S# 2020073	MONSTER.COM	Web
143331	08/13/2019	Technical Records Coordinator, UCP 3 – Multiple Positions - 2019569	INDEED.COM	Web
143332	08/13/2019	Assistant Vice President for Global Affairs - S# 2020038	Global Jobs	Web
143359	08/13/2019	Senior Housekeeping Manager (Facilities Professional 3), UCP 9 - S# 2020073	Veterans Enterprise	Web
143332	08/14/2019	Assistant Vice President for Global Affairs - S# 2020038	Philanthropy News Digest - Pnd Online	Web
143359	08/17/2019	Senior Housekeeping Manager (Facilities Professional 3), UCP 9 - S# 2020073	Willimantic Chronicle	Display
143359	08/17/2019	Senior Housekeeping Manager (Facilities Professional 3), UCP 9 - S# 2020073	Manchester Journal Inquirer	Line Ad
143954	08/27/2019	Assistant/Associate Professor of Landscape Architecture	Ecological Society of America	Web
143954	08/27/2019	Assistant/Associate Professor of Landscape Architecture	Environmental Design Research Association	Web

143954	08/27/2019	Assistant/Associate Professor of Landscape Architecture	Acsj Update	Web
143954	08/27/2019	Assistant/Associate Professor of Landscape Architecture	Asla Joblink	Web
143954	08/27/2019	Assistant/Associate Professor of Landscape Architecture	Cela Newsletter	Web
144132	08/29/2019	Assistant Professor, Human Development and Family Sciences- S #2020032	Chronicle of Higher Education	Web
144132	08/29/2019	Assistant Professor, Human Development and Family Sciences- S #2020032	Diverse Issues in Higher Education	Web
144132	08/29/2019	Assistant Professor, Human Development and Family Sciences- S #2020032	Gerontological Society of America	Web
144167	08/29/2019	Data Analyst (University Staff Professional 1)	CAREERBUILDER.COM	Web
144238	08/29/2019	Qualified Craft Worker Intern, Locksmith	MONSTER.COM	Web
144238	08/29/2019	Qualified Craft Worker Intern, Locksmith	CAREERBUILDER.COM	Web
144132	08/30/2019	Assistant Professor, Human Development and Family Sciences- S #2020032	Society for Research in Child Development - NHCN	Web
144238	08/30/2019	Qualified Craft Worker Intern, Locksmith	Veterans Enterprise	Web
144238	08/31/2019	Qualified Craft Worker Intern, Locksmith	Willimantic Chronicle	Display
144238	08/31/2019	Qualified Craft Worker Intern, Locksmith	Manchester Journal Inquirer	Line Ad
144311	09/05/2019	Assistant Professor in Marketing, Advertising, Public Relations - S#2020071	Chronicle of Higher Education	Web
144448	09/05/2019	Temporary University Specialist - HR20-16	INDEED.COM	Web
144527	09/06/2019	Professional Electronics Technician REVISED REPOST - S #2019563	ZipRecruiter	Web
144527	09/06/2019	Professional Electronics Technician REVISED REPOST - S #2019563	CAREERBUILDER.COM	Web
144527	09/06/2019	Professional Electronics Technician REVISED REPOST - S #2019563	LINKEDIN	Web
144527	09/09/2019	Professional Electronics Technician REVISED REPOST - S #2019563	IHIREENGINEERING.COM	Web
144616	09/09/2019	Administrative Services Specialist 2, UCP 4 - S# 2019601	CAREERBUILDER.COM	Web
144830	09/12/2019	Publicity/Marketing Manager, UCP 7 - S 2020105	AAM-US.ORG	Web
144830	09/12/2019	Publicity/Marketing Manager, UCP 7 - S 2020105	NEMAJOBS	Web
144844	09/12/2019	Temporary University Specialist - S #HR20-15	INDEED.COM	Web
144844	09/12/2019	Temporary University Specialist - S #HR20-15	CAREERBUILDER.COM	Web
144983	09/13/2019	Full-Time MBA Career Counselor (Program Administrator), UCP 6 - S #202010	LINKEDIN	Web
144983	09/13/2019	Full-Time MBA Career Counselor (Program Administrator), UCP 6 - S #202010	ZipRecruiter	Web
144983	09/13/2019	Full-Time MBA Career Counselor (Program Administrator), UCP 6 - S #202010	HIGHEREDJOBS.COM	Web
144616	09/15/2019	Administrative Services Specialist 2, UCP 4 - S# 2019601	Hartford Courant	Line Ad
144836	09/16/2019	Assistant Professor of Watershed Hydrology	Academic Keys	Web
144836	09/16/2019	Assistant Professor of Watershed Hydrology	Women in Higher Education - John Wiley & Sons	Web
144983	09/16/2019	Full-Time MBA Career Counselor (Program Administrator), UCP 6 - S #202010	Eace.org - Job Connections	Web
144836	09/17/2019	Assistant Professor of Watershed Hydrology	EOS - American Geophysical Union	Web
144836	09/17/2019	Assistant Professor of Watershed Hydrology	MANRRS.ORG	Web
145154	09/18/2019	Financial Analyst (Financial Assistant 2), UCP 5, Connecticut Small Business De	INDEED.COM	Web
145154	09/18/2019	Financial Analyst (Financial Assistant 2), UCP 5, Connecticut Small Business De	ZipRecruiter	Web
145154	09/18/2019	Financial Analyst (Financial Assistant 2), UCP 5, Connecticut Small Business De	America's SBDC	Web
145154	09/18/2019	Financial Analyst (Financial Assistant 2), UCP 5, Connecticut Small Business De	HIGHEREDJOBS.COM	Web
145334	09/19/2019	Graduate Marketing Specialist (Publicity/Marketing Administrator), UCP 6 -	ZipRecruiter	Web
145334	09/19/2019	Graduate Marketing Specialist (Publicity/Marketing Administrator), UCP 6 -	HIGHEREDJOBS.COM	Web
144836	09/27/2019	Assistant Professor of Watershed Hydrology	Chronicle of Higher Education	Line Ad
145221	09/27/2019	Benefits Specialist (University Staff Professional 1)	CAREERBUILDER.COM	Web
145221	09/27/2019	Benefits Specialist (University Staff Professional 1)	LINKEDIN	Web
145590	09/27/2019	Lead Stationary Engineer - S #2019454[2]	MONSTER.COM	Web
145590	09/27/2019	Lead Stationary Engineer - S #2019454[2]	CAREERBUILDER.COM	Web
145590	09/29/2019	Lead Stationary Engineer - S #2019454[2]	Norwich Bulletin	Line Ad
145590	09/29/2019	Lead Stationary Engineer - S #2019454[2]	New London Day	Line Ad
145618	09/29/2019	Billing Assistant (Administrative Services Specialist 2), UCP 4	Hartford Courant	Line Ad
145590	09/30/2019	Lead Stationary Engineer - S #2019454[2]	Veterans Enterprise	Web

			<b>Total Ads</b>	<b>479</b>
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*Faculty Recruitment &*

*Outreach*

*Resources*

Office of Institutional Equity



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# College of Agriculture & Natural Resources

## Discipline/Subject Specific

### ACADEMIC KEYS, HEALTH SCIENCES

Academic Keys for Health Sciences provides resources to further academic careers and find jobs. This higher education job site for academics offers 17 discipline focused sites with compressive information about faculty, educational resources, research interests and relevant professional activities. More than 89% of the top 120 universities (as ranked by US news and World Report) contribute job postings and ads to this site.

### AGCAREERS.COM

Agcareers.com posts over 2400 jobs on its site each month. Posting on AgCareers.com can assist employers in selectively targeting only candidates from specific industry sectors. Employers can post their new openings and search a database of almost ten thousand applicant resumes.

### AMERICAN AGRICULTURAL AND APPLIED ECONOMICS ASSOCIATION

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and extension/outreach activities. A career opportunities page hosts employment ads of interest to members and a resume bank is available.

### AMERICAN ASSOCIATION OF VETERINARY LABORATORY DIAGNOSTICIANS

The American Association of Veterinary Laboratory Diagnosticians (AAVLD) is a not-for-profit professional organization which seeks to disseminate information relating to the diagnosis of animal diseases, coordinate diagnostic activities of regulatory, research and service laboratories, establish uniform diagnostic techniques, improve existing diagnostic techniques, develop new diagnostic techniques, and to establish accepted guidelines for the improvement of diagnostic laboratory organizations relative to personnel qualifications and facilities Act as a consultant to the [United States Animal Health Association](#) on uniform diagnostic criteria involved in regulatory animal disease programs. The career center connects job seekers with prospective employers in the veterinary diagnostics industry.

### AMERICAN FISHERIES SOCIETY

The mission of the American Fisheries Society is to improve the conservation and sustainability of fishery resources and aquatic ecosystems by advancing fisheries and aquatic science and promoting the development of fisheries professionals. The job board posts openings for six months.

### AMERICAN SOCIETY FOR HORTICULTURAL SCIENCE

ASHS supports science for specialty crops: global solutions for nutritious food sources and healthy, beautiful environments. ASHS members (researchers, faculty and other educational personnel,

extension agents, Federal and state experiment station representatives, and growers and distributors of horticultural products) continue to make significant advances in these areas, and are well-positioned to lead the rapid evolution of horticultural science through the 21st century.

#### **AMERICAN SOCIETY FOR NUTRITION**

The American Society for Nutrition is an excellent resource for nutrition research and practice for those looking to acquire and extend knowledge of nutrition across all species. Goals of the ASN include multidisciplinary and clinical research, contact among investigators of the nutritional sciences, generate interest in medicine and related fields, support of education and training to improve public health, and provide nutritional information to those in need.

#### **AMERICAN SOCIETY OF AGRICULTURE AND BIOLOGICAL ENGINEERS**

The American Society of Agricultural and Biological Engineers is an educational and scientific organization dedicated to the advancement of engineering applicable to agricultural, food, and biological systems. Agricultural, Food and Biological Engineers develop efficient and environmentally sensitive methods of producing food, fiber, timber, and renewable energy sources for an ever-increasing world population.

#### **AMERICAN SOCIETY OF AGRONOMY**

The American Society of Agronomy (ASA) is a prominent international scientific society headquartered in Madison, Wisconsin. Because of their common interests, ASA, the Crop Science Society of America (CSSA), and the Soil Science Society of America (SSSA) share a close working relationship as well as the same headquarters office staff.

#### **ASSOCIATION OF ENVIRONMENTAL RESOURCE ECONOMICS**

AERE was founded as a means for exchanging ideas, stimulating research, and promoting graduate training in environmental and resource economics. AERE currently has over 900 members from more than thirty nations, coming from academic institutions, the public sector, and private industry. AERE provides many forums for exchanging ideas relevant to the management of natural and environmental resources.

#### **THE ASSOCIATION OF PUBLIC AND LAND GRANT UNIVERSITIES**

The Association of Public and Land Grant Universities (APLU) includes more than 100 universities including all land grant institutions (which includes a number of historically black, tribal and Hispanic Sciences serving institutions).

#### **FEDERATION OF ANIMAL SCIENCES SOCIETIES**

The Federation of Animal Sciences Societies is a service organization representing animal agriculture. FASS unites individuals through a science-based voice that supports animal agriculture, animal products, and food systems globally through effective and innovative management services. Currently, FASS serves over 10,000 professionals from animal agriculture. There are also many opportunities individuals of FASS to represent FASS in Congress on a national scale.

### **INSTITUTE OF FOOD TECHNOLOGY**

The Institute of Food Technology is a resource for anyone looking to further their career in food science and the food industry. IFT provides insight about food science jobs by creating a space to discuss the latest salary figures, employment outlook data and workplace issues with peers. In addition, the institute offers online mentoring services to match up mentors and mentees who have similar academic interests.

### **JOURNAL OF ANIMAL SCIENCE**

The Journal of Animal Science (JAS) is the premier journal for animal science and serves as the leading source of new knowledge and perspective in this area. JAS publishes more than 400 fully reviewed research articles, invited reviews, technical notes, and letters to the editor each year.

### **JOURNAL OF DAIRY SCIENCE**

The Journal of Dairy Science is a leading dairy research journal in the world, representing education, industry, and government groups from over 70 countries. This journal provides information from various interests including biochemistry, breeding, economics, engineering, environment, food science, genetics, microbiology, nutrition, pathology, physiology, processing, public health, quality assurance, and sanitation.

### **JOURNAL OF EXTENSION**

The Journal of Extension (JOE) is the official refereed journal of the U.S. Cooperative Extension System. JOE expands and updates the research and knowledge base for Extension professionals and other adult educators to improve their effectiveness. In addition, JOE serves as a forum for emerging and contemporary issues affecting Extension education.

### **NATUREJOBS**

Naturejobs is the worldwide career resource for scientists, providing a wide range of career advice and information across Nature Publishing Group journals as well as centrally at naturejobs.com.

### **NATIONAL INSTITUTE OF FOOD AND AGRICULTURE**

The National Institute of Food and Agriculture (NIFA) is an agency within the U.S. Department of Agriculture (USDA), part of the executive branch of the Federal Government. Congress created NIFA through the Food, Conservation, and Energy Act of 2008. NIFA replaced the former Cooperative State Research, Education, and Extension Service (CSREES), which had been in existence since 1994.

### **POULTRY SCIENCE**

Poultry Science is an international publication offering original papers, research notes, symposium papers, and elementary science as applied to poultry. Poultry science is at the forefront of poultry oriented research and seeks to educate about breeding, genetics, immunology, metabolism, and physiology amongst other topics.

### **SOCIETY FOR NUTRITION EDUCATION**

The Society for Nutrition Education (SNE) represents the unique professional interests of nutrition educators in the United States and worldwide. SNE is dedicated to promoting effective nutrition

education and communication to support and improve healthful behaviors and has a vision of healthy communities through nutrition education and advocacy. SNE provides forums for sharing innovative strategies for nutrition education, expressing a range of views on important scientific, pedagogic and policy issues, and disseminating research findings.

## **Race/Gender Specific**

### **ASSOCIATION FOR WOMEN IN SCIENCE**

The Association for Women in Science is composed of both men and women who support equality for women in science, technology, engineering, and mathematics. AWIS strives to advocate for women looking to embrace these career goals by outlining public policy objectives, position statements, and advocacy for females in these disciplines.

### **COMMITTEE ON THE OPPORTUNITIES AND THE STATUS OF BLACKS IN AGRICULTURAL ECONOMICS**

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and extension/outreach activities.

### **COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS**

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and extension/outreach activities.

### **LATINOS IN AGRICULTURE**

LIA is committed to providing resources to better educate and inform Latinos of the opportunities afforded to them in agriculture in order to stay competitive in the marketplace. Lia reaches out to students from under-represented groups that will impact the future of agriculture in the US.

### **MINORITIES IN AGRICULTURE AND NATURAL RESOURCES AND RELATED SCIENCES**

MANRRS is a national society that welcomes membership of people of all racial and ethnic group participation in agricultural and related sciences careers. MANRRS attempts to provide networks to support professional development of minorities. It is a springboard for their entry into and advancement in careers where they otherwise could be lost in the sheer number and established connections of mainstream participants. MANRRS also serves employers in the broader agricultural sector. It provides them a locus to identify prospective well qualified employees who are members of ethnic groups.

#### SOCIETY OF WOMEN ENVIRONMENTAL PROFESSIONALS

Membership is composed of a diverse and dynamic network of professionals who regularly come together to share their knowledge and work experiences and to promote the professional development and achievement of women in the environmental field.

#### WOMEN IN NATURAL RESOURCES

Women in Natural Resources (WiNR) is a unique, high quality e-journal in the field of natural resources. It combines the best elements of a technical journal, the informal style of a newsletter, and the reader-friendly format of a magazine. It is designed and written by women at all levels in forestry, fisheries, wildlife, range, recreation, soils, and the environmental and social sciences as they relate to natural resources.

## School of Business

### Discipline/Subject Specific

#### ACADEMY OF MANAGEMENT

The Academy of Management (the Academy; AOM) is a leading professional association for scholars dedicated to creating and disseminating knowledge about management and organizations. Their central mission is to enhance the profession of management by advancing the scholarship of management and enriching the professional development of its members. The Academy is also committed to shaping the future of management research and education.

#### AMERICAN MARKETING ASSOCIATION

The American Marketing Association (AMA) is the largest marketing association in North America. It is a professional association for individuals and organizations involved in the practice, teaching, and study of marketing worldwide. AMA members are connected to a network of leading marketing academics and, researchers and practitioners from every industry.

#### AMERICAN PURCHASING SOCIETY

The American Purchasing Society is an organization of buyers, purchasing managers, executives, and others interested in the purchasing profession whose main objective is to improve the business purchasing function through education and a certification program. The American Purchasing Society's educational objectives are achieved through training programs and educational publications of interest to business and the purchasing community.

#### AMERICAN REAL ESTATE SOCIETY

The objectives of the American Real Estate Society are to encourage research and promote education in real estate, improve communication and exchange of information in real estate and allied matters among college/university faculty and practicing professionals, and facilitate the association of academic, practicing professional, and research persons in the area of real estate.

#### ASSOCIATION TO ADVANCE COLLEGIATE SCHOOLS OF BUSINESS

AACSB International - The Association to Advance Collegiate Schools of Business is an association of educational institutions, businesses, and other organizations devoted to the advancement of higher education in management education. It is also the premier accrediting agency of collegiate business schools and accounting programs worldwide.

#### MARKETING NEWS

The American Marketing Association (AMA) is the professional association for individuals and organizations who are leading the practice, teaching, and development of marketing worldwide

#### UNITED STATES ASSOCIATION FOR SMALL BUSINESS AND ENTREPRENEURSHIP

The United States Association for Small Business and Entrepreneurship (USASBE) is the largest independent, professional, academic organization in the world dedicated to advancing the discipline of entrepreneurship. With over 1000 members from universities and colleges, for-profit businesses,

nonprofit organizations, and the public sector, USASBE is a diverse mix of professionals that share a common commitment to fostering entrepreneurial attitudes and behaviors.

## **Race/Gender Specific**

### **ACCOUNTING & FINANCIAL WOMEN'S ALLIANCE**

The Accounting & Financial Women's Alliance (formerly American Society of Women Accountants or ASWA) was formed in 1938 to increase the opportunities for women in all fields of accounting and finance. The mission of the Accounting & Financial Women's Alliance is to enable women in all accounting and related fields to achieve their full personal, professional and economic potential and to contribute to the future development of their profession.

### **AMERICAN BUSINESS WOMEN'S ASSOCIATION**

The mission of the American Business Women's Association is to bring together business women of diverse occupations and to provide opportunities for them to help themselves and others grow personally and professionally through leadership, education, networking support and national recognition.

### **AMERICAN SOCIETY OF WOMEN ACCOUNTANTS**

The American Society of Women Accountants (ASWA) was formed to increase the opportunities for women in all fields of accounting and finance. ASWA members tap into an extensive knowledge base of accounting and finance professionals with technical expertise to provide solutions for the most complex issues.

### **ASCEND**

Ascend is a non-profit professional association that enables its members, corporate partners and the community to realize the leadership of Pan-Asians in global corporations. Ascend reaches 20,000 people with 28 student chapters and 16 professional chapters located in the U.S and Canada around major business hubs and educational institutions.

### **ASIAN FINANCIAL SOCIETY**

Asian Financial Society (AFS) is a globally oriented non-profit organization of business people and professionals in the financial community, sharing common professional, educational and philanthropic interests. Founded in 1984, AFS draws its membership from the many fields of finance including: international trade and finance, commercial banking, investment banking, securities research and trading, insurance, law, real estate, taxation, regulation, accounting, information services and entrepreneurship.

### **ASIAN MBA INTERNATIONAL**

Asian MBA International (AsianMBA.org) is a social venture powered by Asian Diversity, Inc., which has been empowering Asian professionals since 1987. Asian MBA (AMBA) is the largest group of Asian professionals in the U.S. which comprises either MBA students or working professionals with equivalent

work experiences in various industries. AMBA's programs include organizing the flagship event, "Annual Asian MBA Leadership Conference & Career Expo," which is the largest career event for Asians in the U.S. with over 3,000 attendees, managing the largest Asian professional online community, operating the most comprehensive job board to connect top talent with top global companies in both U.S. and Asia, and providing leadership training, network building, and delivering the information that is critical to success

#### ASIAN WOMEN IN BUSINESS

Founded in 1995, Asian Women in Business (AWIB) is the only non-profit, tax-exempt organization in the country with the primary mission of assisting Asian women entrepreneurs. Over the years, AWIB, a dynamic organization, has expanded its mission to address issues affecting Asian Americans on the corporate level; and has established a scholarship program for undergraduates which promotes and rewards demonstrated leadership. AWIB also serves on various task forces and boards to promote the inclusion of minority and women owned businesses and professionals.

#### ASSOCIATION OF LATINO PROFESSIONALS IN FINANCE AND ACCOUNTING

ALPFA is the premier Latino organization for professionals and students in business, finance, accounting, and related professions. ALPFA has active members, committed business partners, and quality programs.

#### BLACK MBA WOMEN

Black MBA Women is a diversified media platform offering content, community, and career development for black women from top business schools. The network consists of established and emerging women business leaders, top-tier MBA candidates and alumnae, organizational and corporate partners.

#### FACULTY FOR THE FUTURE

FacultyForTheFuture.org is the only website dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country. It was developed by Barbara Bogue and [College of Engineering](#) of The Pennsylvania State University as part of the Penn State GE Foundation Faculty for the Future Project and was merged into the capstone FFF WEPAN grant as part of multi institution/organization collaboration.

#### HISPANIC BUSINESS

This site targets the Hispanic business population. Candidates can search job postings by Occupation, keyword and/or state. Occupation choices range from Accounting to Writing/Journalism.

#### LATIN BUSINESS ASSOCIATION

The Latin Business Association (LBA) is recognized as the nation's largest and most-active Latino business trade organization. Its commitment is not merely to maintain, but to further build upon that position. By serving as a leading advocate and unifying voice for the small business community, and providing services, opportunities and the tools to business owners that equip them to successfully compete in

today's challenging environment, the LBA contributes to the overall wellness of our community, and prosperity as a nation.

#### **NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS**

the mission of NABA, Inc. is to address the professional needs of its members and to build leaders that shape the future of the accounting and finance profession with an unfaltering commitment to inspire the same in their successors. The Association unites through membership accountants, finance and business related professionals and students who have similar interests and ideals, are committed to professional and academic excellence, possess a sense of professional and civic responsibility, and are concerned with enhancing opportunities for minorities in the accounting, finance and business related professions.

#### **NATIONAL BLACK MBA ASSOCIATION**

The National Black MBA Association® is the most powerful social network of individuals dedicated to increasing corporate diversity and access to capital. The National Black MBA Association leads in the creation of educational opportunities and economic growth for African Americans. The NBMBA Employment Network™ links employers with NBMBA members, diverse MBA holders, and job seeking candidates through the National Black MBA Association's on-line job board. Employers can post positions and search one of the largest professional résumé databases in the country.

#### **NATIONAL SOCIETY OF HISPANIC MBAS**

The National Society of Hispanic MBAs (NSHMBA) is a non-profit organization serving 32 chapters and 8,000 members in the U.S. and Puerto Rico. It exists to foster Hispanic leadership through graduate management education and professional development. NSHMBA works to prepare Hispanics for leadership positions throughout the U.S., so that they can provide the cultural awareness and sensitivity vital in the management of the nation's diverse workforce.

#### **MBA WOMEN INTERNATIONAL**

MBAWI is a not-for-profit organization dedicated to empowering female business professionals, to assisting women into leadership positions in business, and to enhancing the diversity of the workforce worldwide. MBAWI serves four related client groups: female MBA students, female business professionals and MBA-level entrepreneurs, universities and corporate partners.

#### **THE PhD PROJECT**

The PhD Project's mission is to increase the diversity of corporate America by increasing the diversity of business school faculty. We attract African-Americans, Hispanic-Americans and Native Americans to business Ph.D. programs, and provide a network of peer support on their journey to becoming professors. As faculty, they serve as role models attracting and mentoring minority students while improving the preparation of all students for our diverse workplace and society.

#### **SOUTH ASIAN MBA ASSOCIATION**

SAMBAA is the premier association that connects South Asian MBAs and business professionals worldwide; the organization was founded to help develop and mentor a future leadership that

understands South Asian business. SAMBAA membership is open to all MBAs and business professionals with interest in South Asia.

#### **WOMEN IN FINANCE**

AFP's Women in Finance initiative focuses on professional development by providing research, publications, training and networking events. The Association for Financial Professionals (AFP) serves a network of more than 16,000 treasury and finance professionals.

#### **WOMEN IN MANAGEMENT**

The mission of Women in Management, Inc. is to promote the professionalism of members through education, development, encouragement and mentoring; to promote the growth of the organization to bring these services to other women throughout the nation and to encourage growth, networking and quality within existing chapters. Women in Management, Inc. is dedicated to the process of developing long-term, mutually beneficial relationships and cultivating new opportunities for collaboration through a supportive exchange of ideas and resources.

#### **WOMEN IN PROJECT MANAGEMENT SPECIFIC INTEREST GROUP**

While the types of services we provide are standard, we try to gear them with a female twist. Although our name and logo implies "women only," that's not the case--we also have men who are members. From the male perspective, WPM provides a unique opportunity to learn first-hand about both the similarities and differences in gender as applied to our field.

## School of Education

### Discipline/Subject Specific

#### AMERICAN COUNCIL ON EDUCATION

The American Council on Education represents the presidents of the United States accredited, degree-granting institutions, including two and four year colleges, private and public universities, as well as nonprofit and for profit groups. This knowledge base includes over 1,800 institutions with representatives to tackle challenges regarding higher education and improving access and preparation of students desiring higher learning opportunities.

#### AMERICAN EDUCATIONAL RESEARCH ASSOCIATION

The American Educational Research Association is a national research society, founded in 1916, that looks to extend knowledge of education, encourage scholarly inquiry related to education, and to promote the use of research to improve education and serve the public good.

#### AMERICAN SOCIETY FOR ENGINEERING EDUCATION

The American Society for Engineering Education is a nonprofit organization of individuals and institutions committed to furthering education in engineering and engineering technology. ASEE accomplishes this mission by promoting excellence in instruction, research, public service, and practice, exercising worldwide leadership, fostering the technological education of society, and providing quality products and services to members.

#### ASSOCIATION OF AMERICAN EDUCATORS

The Association of American Educators (AAE) is the largest national, non-union, professional educators' organization, advancing the profession by offering a modern approach to teacher representation and educational advocacy, as well as promoting professionalism, collaboration and excellence without a partisan agenda.

#### CARNEGIE FOUNDATION FOR THE ADVANCEMENT OF TEACHING

Carnegie Foundation gathers researchers, teachers, designers, practitioners, students, and policymakers, organized as Networked Improvement Communities. These communities of thinkers and doers invent new knowledge and approaches. Carnegie inspires these innovators to design, develop, evaluate and refine tools, materials, roles, procedures, data and other artifacts and information that will improve teaching and learning.

#### COUNCIL FOR AID TO EDUCATION

CAE (the Council for Aid to Education) is a national nonprofit organization based in New York City. CAE was established in 1952 to conduct policy research on higher education and to promote corporate support of education. CAE offers the Collegiate Learning Assessment (CLA) and the College and Work Readiness Assessment (CWRA). To date more than 1,000 colleges and high schools have participated in the CLA and CWRA. Delivered on-line, the assessments use real-world problem solving tasks to measure student critical thinking skills.

### [COUNCIL FOR EXCEPTIONAL CHILDREN](#)

The Council for Exceptional Children (CEC) is the largest international professional organization dedicated to improving the educational success of individuals with disabilities and/or gifts and talents. CEC advocates for appropriate governmental policies, sets professional standards, provides professional development, advocates for individuals with exceptionalities, and helps professionals obtain conditions and resources necessary for effective professional practice.

### [DIRECTORY OF MINORITY CANDIDATES](#)

This is an on-line directory of minority Ph.D., M.F.A., and M.L.S. candidates and recipients at schools that are a part of the Committee on Institutional Cooperation (CIC). The Minority Directory, which is open to Native Americans, African Americans, and Hispanic Americans, in all fields and Asian Americans in humanities and social science, is a valuable resource for those looking to hire minorities from these fields. Those listed have completed the Ph.D. within the last year or expect to complete the degree within a year at one of the CIC institutions.

### [HOLMES PARTNERSHIP WEBSITE](#)

The Holmes Partnership is a consortium of universities, public school districts, teachers associations, and local as well as national organizations. Holmes partnerships serve as a major vehicle to reform teaching and learning whether in a public school or a higher education setting.

### [NATIONAL COUNCIL ON MEASUREMENT IN EDUCATION](#)

The National Council on Measurement in Education (NCME) is a professional organization for individuals involved in assessment, evaluation, testing, and other aspects of educational measurement. Members are involved in the construction and use of standardized tests; new forms of assessment, including performance-based assessment; program design; and program evaluation.

### [NATIONAL NETWORK FOR EDUCATIONAL RENEWAL NEWSLETTER](#)

The NNER is a membership network dedicated to the simultaneous renewal of schools and the institutions that prepare our teachers. NNER's work is based on the four-part mission of providing equal access to quality learning for all students, promoting responsible stewardship of our schools and universities, improving teaching and learning through pedagogy that nurtures and challenges all learners, and providing students with the knowledge, skills, and dispositions to become fully engaged participants in our democratic society.

### [NATIONAL SCIENCE TEACHERS ASSOCIATION](#)

The National Science Teachers Association (NSTA), founded in 1944 and headquartered in Arlington, Virginia, is the largest organization in the world committed to promoting excellence and innovation in science teaching and learning for all. NSTA's current membership of 60,000 includes science teachers, science supervisors, administrators, scientists, business and industry representatives, and others involved in and committed to science education.

### [NEW ENGLAND ASSOCIATION OF CHEMISTRY TEACHERS](#)

NEACT was founded in 1898 by a group of high school and college teachers meeting at Malden, MA High School, and incorporated in Massachusetts in 1910. Today, its [membership](#) also includes middle school

teachers, administrators, and industrial associates interested in chemical education. The aim of NEACT is to promote the teaching and learning of chemistry.

#### **SPENCER FOUNDATION**

The Spencer Foundation, established in 1962, investigates how education can be improved around the world, through their dedication to research. The foundation provides fellowships and training programs to strengthen educational research. Major areas of focus include relations between education and social opportunity, organizational learning in schools, school systems and higher education institutions, instructional resources, as well as the true purposes and values of education.

#### **UNIVERSITY COUNCIL FOR EDUCATION ADMINISTRATION**

The [University Council for Educational Administration](#) is a consortium of higher education institutions committed to advancing the preparation and practice of educational leaders for the benefit of schools and children.

### **Race/Gender Specific**

#### **ASSOCIATION OF LATINO ADMINISTRATORS AND SUPERINTENDENTS**

ALAS was formally established in the summer of 2003, and as an affiliate of the American Association of School Administrators (AASA), AASA has committed to partner in establishing ALAS to bring sharp focus to and support for Latino educational leaders and issues. AASA's mission, as the professional organization for over 14,000 educational leaders across America, is to support and develop effective school system leaders.

#### **ASSOCIATION OF LATINO WORK EDUCATORS**

The ALWE looks to provide a permanent forum for the discussion of ideas and issues of particular relevance and significance to Hispanic educators, both prospective and practicing and to create a student support network for assisting Hispanic background education majors in a variety of academically-focused and professionally related ways.

#### **HISPANIC EDUCATION ASSOCIATION**

The Hispanic Education Association is a non-profit organization created to promote education. It offers assistance to Hispanic students, parents, and employees about issues related to education. The Hispanic Education Association is proud to serve the Hispanic community in the United States

#### **NATIONAL ALLIANCE OF BLACK SCHOOL EDUCATORS**

The National Alliance of Black School Educators, whose membership is composed of more than 5,000 educators (inclusive of teachers, administrators, superintendents), and parents, corporate and institutional members devoted to furthering the academic success of the nation's children - particularly children of African descent.

## NATIONAL LATINO EDUCATION NETWORK

A broad spectrum of researchers, teaching professionals and educators, academics, scholars, administrators, independent writers and artists, policy and program specialists, students, parents, families, civic leaders, activists, and advocates. In short, those sharing a common interest and commitment to educational issues that impact Latinos.

# School of Engineering

## Discipline/Subject Specific

### AMERICAN INSTITUTE OF CHEMICAL ENGINEERS

AICHE is the world's leading organization for chemical engineering professionals, with nearly 40,000 members from 93 countries. The American Institute of Chemical Engineers (AIChE) is a highly respected, non-profit, professional society and the global leader of the chemical engineering profession for 100 years. The site has a job posting section and resume database.

### AMERICAN SOCIETY FOR ENGINEERING EDUCATION

The American Society for Engineering Education is a nonprofit organization of individuals and institutions committed to furthering education in engineering and engineering technology. ASEE accomplishes this mission by promoting excellence in instruction, research, public service, and practice, exercising worldwide leadership, fostering the technological education of society, and providing quality products and services to members.

### AMERICAN SOCIETY FOR MATERIALS

ASM International a society dedicated to serving the materials science and engineering profession. Through a network of 36,000 members worldwide, ASM provides authoritative information and knowledge on materials and processes, from the structural to the nanoscale.

### AMERICAN SOCIETY OF AGRICULTURE AND BIOLOGICAL ENGINEERS

The American Society of Agricultural and Biological Engineers is an educational and scientific organization dedicated to the advancement of engineering applicable to agricultural, food, and biological systems. Agricultural, Food and Biological Engineers develop efficient and environmentally sensitive methods of producing food, fiber, timber, and renewable energy sources for an ever-increasing world population.

### AMERICAN SOCIETY OF CIVIL ENGINEERS

The American Society of Civil Engineers (ASCE) represents more than 147,000 members of the civil engineering profession worldwide, and is America's oldest national engineering society. ASCE's vision is to position engineers as global leaders building a better quality of life.

### AMERICAN SOCIETY OF MECHANICAL ENGINEERS

ASME is a not-for-profit professional organization that enables collaboration, knowledge sharing and skill development across all engineering disciplines, while promoting the vital role of the engineer in society. ASME codes and standards, publications, conferences, continuing education and professional development programs provide a foundation for advancing technical knowledge and a safer world.

### AMERICAN SOCIETY OF SAFETY ENGINEERS

ASSE is secretariat for several American National Standards Institute (ANSI) committees and projects. ASSE organizes the committees that develop and maintain the standard (s), ensures that the revision

process is timely and in accordance with ANSI procedures and publishes the final product of the consensus process.

#### ASPHALT INSTITUTE

The Asphalt Institute is the preeminent center of excellence for asphalt supplier issues. The Asphalt Institute serves as the focal point for applications of new technology and creates a positive environment for sustained asphalt demand based on the highest standards of performance.

#### ASSOCIATION OF ENVIRONMENTAL ENGINEERING AND SCIENCE PROFESSORS

The Association of Environmental Engineering and Science Professors (AEESP) is made up of professors in academic programs throughout the world who provide education in the sciences and technologies of environmental protection. AEESP has more than 700 members in universities throughout the world.

#### BIOMEDICAL ENGINEERING SOCIETY

The Biomedical Engineering Society (BMES) is the full service professional society for biomedical engineering and bioengineering. BMES serves as the lead society and professional home for biomedical engineering and bioengineering. BMES' leadership in accreditation, potential licensure, publications, scientific meetings, global programs, diversity initiatives, and commitment to ethics all serve its mission to promote and enhance knowledge and education in biomedical engineering and bioengineering worldwide and its utilization for the health and wellbeing of humankind.

#### CHEMICAL & ENGINEERING NEWS

Chemical & Engineering News is a weekly magazine published by the American Chemical Society. C&EN editors and reporters based in Europe, the U.S., and Asia cover science and technology, business and industry, government and policy, education, and employment aspects of the chemistry field.

#### CIVIL ENGINEERING MAGAZINE

*Civil Engineering* is the premier magazine of the civil engineering profession and presents information about significant projects, events, and issues of interest to civil engineers. Although it is not a technical publication, the magazine covers topics in depth and the mix of articles included in each issue is designed to appeal to a broad range of readers, who represent the full spectrum of civil engineering disciplines.

#### CONSORTIUM FOR ENERGY EFFICIENCY

The Consortium for Energy Efficiency (CEE), a nonprofit public benefits corporation, develops initiatives for its North American members to promote the manufacture and purchase of energy-efficient products and services. The goal of CEE is to induce lasting structural and behavioral changes in the marketplace, resulting in the increased adoption of energy-efficient technologies.

#### ENGCEN WEBSITE

Engineering Central is a tightly targeted site for engineers, with the vast majority seeking employment. The site offers a high-service job ad program.

## ENGINEER JOBS WEBSITE

On Engineer Jobs.com, engineers looking for employment are able to search for every engineering job available on the Internet.

## ENGINEERING IN MEDICINE AND BIOLOGY

IEEE Engineering in Medicine and Biology Society (EMBS) is the world's largest international society of biomedical engineers. The organization's 8,200 members reside in some 70 countries around the world.

## ENGINEERING NEWS RECORD

ENR provides the business and technical news needed by anyone who makes a living in or from the construction industry, covering major projects, technological achievements, business conditions, markets, finance, costs, legislation, government, management, labor, construction methods, equipment and materials.

## ENVIRONMENTAL ENGINEERING AND SCIENCE PROFESSORS ASSOCIATION

The Association of Environmental Engineering and Science Professors (AEESP) is made up of professors in academic programs throughout the world who provide education in the sciences and technologies of environmental protection. The Association assists its members in improving education and research programs, encourages graduate education, and serves the profession by providing information to government agencies and the public, and provides direct benefits to its members.

## INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS ENGINEERING IN MEDICINE AND BIOLOGY SOCIETY

IEEE Engineering in Medicine and Biology Society (EMBS) is the world's largest international society of biomedical engineers. The organization's 8,200 members reside in some 70 countries around the world. It provides its members with access to the most fascinating people, practices, information, ideas, and opinions, from one of science's fastest growing fields.

## INSTITUTE OF TRANSPORTATION ENGINEERS

The Institute of Transportation Engineers is an international educational and scientific association of transportation professionals who are responsible for meeting mobility and safety needs. ITE facilitates the application of technology and scientific principles to research, planning, functional design, implementation, operation, policy development and management for any mode of ground transportation.

## JOBS FOR PhD'S SCIENCE, MATH, AND ENGINEERING

This site helps PhD's match up with employers. This site allows for people with PhD's to search open positions only for PhD's and to post their resume.

## JOURNAL OF THE MINERALS, METALS, AND MATERIALS SOCIETY

Published monthly by The Minerals, Metals & Materials Society (TMS), *JOM* is a technical journal devoted to exploring the many aspects of materials science and engineering. *JOM* reports scholarly work that explores the state-of-the-art processing, fabrication, design, and application of metals, ceramics, plastics, composites, and other materials. In pursuing this goal, *JOM* strives to balance the

interests of the laboratory and the marketplace by reporting academic, industrial, and government-sponsored work from around the world.

#### **NATIONAL SOCIETY OF PROFESSIONAL ENGINEERS**

NSPE, in partnership with the State Societies, is the organization of licensed Professional Engineers (PEs) and Engineer Interns (EIs). Through education, licensure advocacy, leadership training, multi-disciplinary networking, and outreach, NSPE enhances the image of its members and their ability to ethically and professionally practice engineering.

### **Race/Gender Specific**

#### **AMERICAN ASSOCIATION OF BLACKS IN ENERGY**

The American Association of Blacks in Energy (AABE) serves as a resource for discussion on how environmental and energy policies impact African American and other minorities, economically, socially and politically. In addition, AABE involves African Americans in government energy policy making and encourages African American students to pursue careers in energy-related fields and to provide scholarship and financial assistance for such students. To help African Americans in society, AABE encourages public and private sectors to listen and be responsive to problems and goals of African Americans in energy related fields.

#### **AMERICAN INDIAN COUNCIL OF ARCHITECTS AND ENGINEERS**

The American Indian Council of Architects and Engineers is a non-profit organization comprised of American Indian architecture, engineering, and design professionals throughout the United States of America.

#### **AMERICAN INDIAN SCIENCE & ENGINEERING SOCIETY**

The AISES mission is to increase substantially the representation of American Indian and Alaskan Natives in engineering, science and other related technology disciplines. AISES' membership is comprised of professionals, students, educators, and others in science, engineering and related technical fields. The Career Services page lists job openings and provides access to a resume database.

#### **COMMITTEE ON WOMEN IN SCIENCE, ENGINEERING, AND MEDICINE**

CWSEM is a standing committee of the National Research Council (NRC). Its mandate is to coordinate, monitor, and advocate action to increase the participation of women in science, engineering, and medicine. Established in 1990 as CWSE, the committee expanded its scope in 2007 to include medicine.

#### **FACULTY FOR THE FUTURE**

FacultyForTheFuture.org is the only website dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country. It was developed by Barbara Bogue and [College of Engineering](#) of The Pennsylvania State University as part of the Penn State GE Foundation Faculty for the

Future Project and was merged into the capstone FFF WEPAN grants as part of multi institution/organization collaboration.

#### **FORD FOUNDATION FELLOWS**

Ford Foundation Fellows recipients include Alaskan natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or Micronesian) and Puerto Ricans in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and 1986. This database only includes those awards administered by the National Research Council.

#### **GREAT MINDS IN STEM**

Great Minds in STEM™ is the gateway for Hispanics in Science, Technology, Engineering and Mathematics (STEM). Established in 1989, as HENAAC, Great Minds in STEM™ is a non-profit organization that focuses on STEM educational awareness programs for students from kindergarten to career. Great Minds in STEM™ provides resources for recognition and recruitment of Hispanics in STEM on a national level, connecting multi-areas of engineering and science arenas to the general population.

#### **IEEE WOMEN IN ENGINEERING**

IEEE Women in Engineering (WIE) is the largest international professional organization dedicated to promoting women engineers and scientists and inspiring girls around the world to follow their academic interests to a career in engineering

#### **LATINOS IN SCIENCE AND ENGINEERING**

MAES was founded in 1974 to increase the number of Mexican Americans and other Hispanics in the technical and scientific fields. MAES promotes, cultivates, and honors excellence in education and leadership among Latino engineers and scientists.

#### **MINORITY ENGINEER MAGAZINE**

launched in 1979, is a career- guidance and recruitment magazine offered at no charge to qualified engineering or computer-science students and professionals who are African American, Hispanic, Native American, and Asian American. Minority Engineer presents career strategies for readers to assimilate into a diversified job marketplace. This magazine reaches minority engineers and students nationwide at their home addresses, colleges and universities, and chapters of student and professional organizations.

#### **MINORITY POSTDOC**

MinorityPostdoc.org is the premier web portal on the minority postdoctoral experience especially in the science, technology, engineering, and math (STEM) disciplines. We feature articles, resources, & events about career advice, professional development, jobs, funding, fellowships, mentoring, and diversity issues.

#### **NATIONAL ACTION COUNCIL FOR MINORITIES IN ENGINEERING**

The mission of the National Action Council for Minorities in Engineering is to insure American resilience in a flat world by leading and supporting the national effort to expand U.S. capability by increasing the

number of successful African American, American Indian, and Latino women and men in science, technology, engineering and mathematics (STEM) education and careers.

#### **NATIONAL ASSOCIATION OF MULTICULTURAL ENGINEERING PROGRAM ADVOCATES**

NAMEPA is a national network of educators and representatives from industry, government, and nonprofit organizations who share a common commitment to improving the recruitment and retention of African Americans, Hispanics, and American Indians earning degrees in engineering. As a recognized authority in minority engineering education, NAMEPA promotes the professional development of its members and serves as an advocate for and resource to those programs and organizations that seek to recruit, educate, and employ diverse engineering talent.

#### **NATIONAL GEM CONSORTIUM**

The mission of The National GEM Consortium is to enhance the value of the nation's human capital by increasing the participation of underrepresented groups (African Americans, American Indians, and Hispanic Americans) at the master's and doctoral levels in engineering and science. Gem is a unique and powerful connection to a national network of universities and employers. This partnership promotes the participation of underrepresented groups in post-graduate science and engineering education and the technical workforce.

#### **NATIONAL NETWORK FOR MINORITY WOMEN IN SCIENCE**

This website provides multiple links to various websites regarding women in the field of science and different career opportunities.

#### **NATIONAL ORGANIZATION FOR THE PROFESSIONAL ADVANCEMENT OF BLACK CHEMISTS & CHEMICAL ENGINEERS**

NOBCChE is committed to the discovery, transmittal, and application of knowledge in the fields of science and engineering. The mission of NOBCChE therefore is to build an eminent community of scientists and engineers by increasing the number of minorities in these fields. NOBCChE will achieve its mission through diverse programs designed to foster professional development and encourage students to pursue careers in science and technical fields. To this end, NOBCChE establishes educational partnerships with school districts, municipalities, businesses, industries, other institutions and organizations in the public and private sectors.

#### **NATIONAL ORGANIZATION OF GAY AND LESBIAN SCIENTISTS AD TECHNICAL PROFESSIONALS**

The National Organization of Gay and Lesbian Scientists and Technical Professionals is a national organization of gay, lesbian, bisexual, and transgender people (and their advocates) employed or interested in scientific or high technology fields. NOGLSTP's goals include educating the scientific and general communities about LGBT issues in science and the technical workplace; educating the queer community about relevant topics in science; dialogue with professional societies and associations; improving members employment and professional environment; opposing queer phobia and stereotypes by providing role models of successful LGBT scientific and technical professionals; and fostering networking and mentoring among our members.

### NATIONAL SOCIETY OF BLACK ENGINEERS

The National Society of Black Engineers (NSBE) is a 501(C) (3) non-profit association that is owned and managed by its members. The organization is dedicated to the academic and professional success of African-American engineering students and professionals. NSBE offers its members leadership training, professional development, mentoring opportunities, career placement services and more. NSBE is comprised of more than 250 collegiate, 68 professional and 99 pre-college active chapters nationwide and overseas

### NATIONAL TECHNICAL ASSOCIATION

TA architectural, engineering and scientific membership volunteers its services nationally to assist public institutions in identifying potential minority technical talent. Public Institutions where the service is encouraged includes high schools, colleges and in the recent past, penal institutions. NTA has spent the ensuing years gaining nation attention through its programs of encouragement to students and professionals alike. The organization has enlarged its goals beyond just gaining economic recognition to include making minority youth aware of the opportunities being made available to them.

### SOCIETY OF HISPANIC PROFESSIONAL ENGINEERS

The Society of Hispanic Professional Engineers (SHPE) was founded with the objective was to form a national organization of professional engineers to serve as role models in the Hispanic community.

### SOCIETY OF WOMEN ENGINEERS

The Society of Women Engineers (SWE), founded in 1950, is a not-for-profit educational and service organization. SWE is the driving force that establishes engineering as a highly desirable career aspiration for women. SWE empowers women to succeed and advance in those aspirations and be recognized for their life-changing contributions and achievements as engineers and leaders.

### WOMEN IN ENGINEERING LEADERSHIP INSTITUTE

The Women in Engineering Leadership Institute (WELI) was established in 2000. WELI aims to develop a group of highly capable women engineering faculty and ensure that they are prepared to assume academic leadership roles across the country where they can transform engineering education both through their presence and by taking initiative to increase diversity. WELI provides training, mentoring, and networking opportunities to female engineering faculty who aspire to academic leadership in engineering schools.

### WOMEN IN ENGINEERING PROGRAMS ADVOCATES NETWORK

Women in Engineering ProActive Network (WEPAN) is a national not-for-profit organization with over 600 members from engineering schools, small businesses, Fortune 500 corporations, and non-profit organizations. WEPAN works to transform culture in engineering education to attract, retain, and graduate women. With a clear focus on research-based issues and solutions, WEPAN helps its members develop a highly prepared, diverse engineering workforce for tomorrow.

### WOMEN IN TECHNOLOGY INTERNATIONAL

With a global network of smart, talented women and a market reach exceeding 2 million, WITI has powerful programs and partnerships that provide connections, resources, opportunities and a

supportive environment of women committed to helping each other. Along with its professional association of Networks throughout the U.S. and worldwide, including Hong Kong, Great Britain, Australia, and Mexico, WITI delivers value for individuals that work for a company, the government or academia, as well as small business owners.

## School of Fine Arts

### Discipline/Subject Specific

#### THE AMERICAN INSTITUTE OF GRAPHIC ARTISTS

AIGA, the professional association for design, is the place design professionals turn to first to exchange ideas and information, participate in critical analysis and research and advance education and ethical practice.

#### AMERICAN SOCIETY OF COMPOSERS, AUTHORS AND PUBLISHERS

the American Society of Composers, Authors and Publishers (ASCAP), a membership association of more than 460,000 US composers, songwriters, lyricists and music publishers of every kind of music. Through agreements with affiliated international societies, ASCAP also represents hundreds of thousands of music creators worldwide

#### THE ASSOCIATION OF RESEARCH INSTITUTES IN ART HISTORY

The Association of Research Institutes in Art History (ARIAH) was incorporated in 1988 to promote scholarship by institutes of advanced research in the history of art and related disciplines; to provide general information about the scholarly activities of its member institutes; and to develop cooperative projects and programs. It currently consists of twenty-four member institutions.

#### COLLEGE ART ASSOCIATION

CAA includes among its members those who by vocation or avocation are concerned about and/or committed to the practice of art, teaching, and research of and about the visual arts and humanities. Over 12,000 artists, art historians, scholars, curators, critics, collectors, educators, publishers, and other professionals in the visual arts belong as individual members. Another 2,000 departments of art and art history in colleges and universities, art schools, museums, libraries, and professional and commercial organizations hold institutional memberships.

#### COLLEGE MUSIC SOCIETY

The College Music Society promotes music teaching and learning, musical creativity and expression, research and dialogue, and diversity and interdisciplinary interaction. A consortium of college, conservatory, university, and independent musicians and scholars interested in all disciplines of music, the Society provides leadership and serves as an agent of change by addressing concerns facing music in higher education.

#### INTERNATIONAL COMMISSION FOR ACOUSTICS

The purpose of the ICA is to promote international development and collaboration in all fields of acoustics including research, development, education, and standardization.

#### INTERNATIONAL COUNCIL OF FINE ARTS DEANS

The International Council of Fine Arts Deans' (ICFAD) membership is comprised of over 400 arts deans throughout North America and around the world. ICFAD is an organization focusing exclusively on

issues that impact all creative units in higher education including fine and performing arts, arts education, art history, architecture and communication.

#### **JOURNAL OF PERFORMING ARTS LEADERSHIP IN HIGHER EDUCATION**

The Journal of Performing Arts Leadership in Higher Education is a peer-reviewed journal dedicated to the enrichment of leadership in the performing arts in higher education. Goals of the JPALHE are to promote scholarship applicable to performing arts leadership, to provide juried research in the field of performing arts leadership, and to disseminate information, ideas and experiences in performing.

#### **NATIONAL ART EDUCATION ASSOCIATION**

This dynamic community of practice is where visual arts teachers, scholars, researchers and professors, students, administrators, and art museum educators, and artists come together around a shared belief in the power of the arts in developing human potential.

#### **NATIONAL ASSOCIATION OF SCHOOLS OF MUSIC**

NASM is an association of approximately 641 schools of music, primarily at the collegiate level, but also including postsecondary non-degree-granting schools of music. The Association also provides information to the public. It produces statistical research, provides professional development for leaders of music schools, and engages in policy analysis.

#### **NATIONAL GUILD FOR COMMUNITY ARTS EDUCATION**

Founded in 1937, the National Guild for Community Arts Education supports and advances access to lifelong learning opportunities in the arts. The National Guild for Community Arts Education fosters the creation and development of community arts education organizations by providing research and information resources, professional development, networking opportunities and funding, and by advocating on behalf of the field.

#### **THEATRE IN HIGHER EDUCATION**

The Association for Theatre in Higher Education (ATHE) is a comprehensive non-profit professional membership organization. Founded in 1986, ATHE serves the interests of its diverse individual and organizational members, including college and university theatre departments and administrators, educators, graduate students, and theatre practitioners.

#### **UNIVERSITY/RESIDENT THEATRE ASSOCIATION**

The University/Resident Theatre Association (U/RTA) advances theatre by connecting educational theatre programs with professional theatre and performing arts industries, promoting professional practices and artistic excellence in higher education, and assisting students with their transition into the profession.

## Race/Gender Specific

### ARTTABLE

ArtTable is dedicated to the visual arts and to advancing women's leadership in the field. Through activities and initiatives ArtTable, a non-profit organization, is dedicated to supporting women leaders in the visual arts at all stages of their careers, recognizing and promoting the achievements of outstanding women in the visual arts, increasing opportunities for professional women in the visual arts, and enriching the nation's cultural life.

### BLACK THEATRE NETWORK

BTN's function is to expose the beauty and complexity of the inherited theatre work of African American ancestors and to take this work to a higher level into the 21st century and beyond. BTN seeks to unite those who share this rich inheritance to assure everyone works together.

### INTERNATIONAL ALLIANCE FOR WOMEN IN MUSIC

The International Alliance for Women in Music builds awareness of women's contributions to musical life through its publications, website, international competitions, conferences, concert promotion, and presentation, and through its support of entrepreneurial and publishing activities, scholarly research and publications, broadcasts, educational initiatives, and advocacy work. The IAWM was incorporated in the USA in 1994, uniting three distinguished organizations; the International Congress on Women in Music, the American Women Composers, and the International League of Women Composers.

### NATIONAL ALLIANCE OF ARTISTS FROM HISTORICAL BLACK COLLEGES & UNIVERSITIES

The Mission of The National Alliance of Artists from HBCU's (NAAHBCU) is to bring Art and Art Education to the forefront of member institutions and to keep these programs as institutional priorities for generations to come. The Alliance is committed to developing in its members and especially students, the artistic and life skills needed to function as literate citizens in the society of today and in the future. The NAAHBCU also exists to provide comprehensive activities that offer artistic and expressive opportunities for professional artists employed or formerly employed at member institutions as well as for historians and curators, collectors, and friends of the arts.

### NATIONAL ASSOCIATION FOR THE STUDY AND PERFORMANCE OF AFRICAN-AMERICAN MUSIC

The *National Association for the Study and Performance of African American Music* was organized in 1972 in Atlanta, Georgia as the National Black Music Caucus. Two-hundred black musicians attending the biennial meeting of the *Music Educators National Conference* gathered at Morehouse College to protest their exclusion from MENC divisional and national Planning sessions and programs. NASPAAM now exists as a non-profit professional organization whose members are dedicated to promoting, performing, and preserving all facets of African American music.

### NATIONAL ASSOCIATION OF LATINO ARTS AND CULTURES

The National Association of Latino Arts and Cultures (NALAC) is the nation's leading nonprofit organization exclusively dedicated to the promotion, advancement, development, and cultivation of the

Latino arts field. In this capacity, NALAC stimulates and facilitates intergenerational dialogues among disciplines, languages, and traditional and contemporary expressions.

#### **ORGANIZATION OF BLACK DESIGNERS**

The Organization of Black Designers (OBD) is a multicultural, multidisciplinary professional association of more than 10,000 members located throughout the United States and world committed to the increased visibility, empowerment and support of its membership.

#### **THE SOCIETY FOR ETHNOMUSICOLOGY**

The Society for Ethnomusicology was founded in 1955 to promote the research, study, and performance of music in all historical periods and cultural contexts. SEM is a U.S.-based organization with an international membership of over 1800 individuals dedicated to the study of all forms of music from diverse humanistic and social scientific perspectives. EM's individual members include scholars, teachers, students, performers, media professionals, museum specialists, archivists, librarians, and administrators from such disciplines as musicology, anthropology, folklore, cultural studies, ethnic and area studies, acoustics, and music education. As a network of individuals that reaches across countries, disciplines, and academic institutions, the Society serves as a leading forum for the production, exchange, and peer review of scholarship on the world's music

#### **WOMEN'S CAUCUS FOR ART**

The mission of the Women's Caucus for Art is to create community through art, education, and social activism. WCA is committed to recognizing the contributions of women in the arts, providing women with leadership opportunities and professional development, expanding networking and exhibition opportunities for women, supporting local, national, and global art activism, and advocating for equity in the arts for all.

#### **WOMEN IN THE ARTS & MEDIA COALITION**

The purpose of the Coalition is to focus the power of member organizations together and to use that combined strength to address issues of concern to women in theatre, film, tv, radio, and new media. The Coalition is committed to being the link between member organizations in the collaborative effort to impact the various topics that affect women in the industry through advocacy, networking, and events.

## School of Law

### Discipline/Subject Specific

#### AMERICAN ASSOCIATION OF LAW SCHOOLS

The AALS is a non-profit educational association of 171 law schools representing over 10,000-law faculty in the United States. AALS is a resource for the improvement of the quality of legal education by networking law school faculty, professional staff and deans to information and resources. AALS is the principal representative of legal education to the federal government, other national higher education organizations, learned societies, and international law schools.

#### ASSOCIATION FOR LEGAL CAREER PROFESSIONALS

NALP is dedicated to continuously improving career counseling and planning, recruitment and retention, and the professional development of law students, lawyers, and its members.

#### ATTORNEY JOBS

AttorneyJobs.com, part of Thomson Reuters, is a job site exclusively for attorneys, containing thousands of jobs nationwide and abroad covering legal and law-related job opportunities in law firms; corporations; public interest/advocacy groups; Federal, state and local governments; Federal, state and local courts; legal service organizations; international organizations; colleges and universities; as well as information about RFPs/appointments and fellowships.

#### CLINICAL LEGAL EDUCATION ASSOCIATION

The Clinical Legal Education Association exists to advocate for clinical legal education as fundamental to the education of lawyers. CLEA and its members seek to foster excellent teaching and scholarship by clinical educators, integrate clinical teaching and extend its methods into the legal education program of every law school, reform legal education so as to prepare law students for excellent and reflective law practice, advance regulation of legal education that insures the continued vitality of clinical education in law schools, and pursue and promote justice and diversity as core values of the legal profession.

#### CONNECTICUT TRIAL LAWYERS ASSOCIATION

The Connecticut Trial Lawyers Association is a non-profit association dedicated to creating and maintaining a more just society by preserving individual rights within the civil justice system.

#### CONNECTICUT LAW TRIBUNE MAGAZINE

Headquartered in Hartford Connecticut, The Law Tribune's Publication are the region's source for current legal, financial, and technology news. The Law Tribune is a member of the ALM publishing family, a leading integrated media company focused on the legal industry. ALM currently owns and publishes 35 national and regional legal magazines and newspapers, including The American Lawyer, and The National Law Journal.

### **GREATER DANBURY BAR ASSOCIATION**

The website provides easy access to legal associations throughout the Greater Danbury area. It provides access to look up attorneys, Connecticut Legal Services, and the Connecticut Bar Association.

### **LAWCROSSING.COM**

LawCrossing offers the largest collection of active legal jobs in the world. LawCrossing locates and classifies jobs on every source it can find and provides its highly specialized research to job seekers, recruiters and other job sites throughout North America.

### **Lawjobs.com**

Law.com connects legal professionals to more than 20 award-winning national and regional legal publications online, including The American Lawyer, The National Law Journal, New York Law Journal, and Legal Times, and delivers top legal news electronically to a growing national and global audience of subscribers each day on [The Newswire](#).

### **NATIONAL ASSOCIATION OF COLLEGE AND UNIVERSITY ATTORNEYS**

The Association's purpose is to enhance legal assistance to colleges and universities by educating attorneys and administrators as to the nature of campus legal issues. It has an equally important role to play in the continuing legal education of university counsel. In addition, NACUA produces legal resources, offers continuing legal education programming, maintains a listserv (NACUANET) and a variety of member-only web-based resources pages, and operates a clearinghouse through which attorneys on campuses are able to share resources, knowledge and work products on current legal concerns and interests. Primarily, NACUA's members are non-profit, regionally accredited institutions of higher education in the United States, Canada, and further abroad.

### **PSLAW NET WEBSITE**

PSLawNet – the Public Service Law Network – is the online clearinghouse for law students and lawyers to connect with public interest opportunities and information on public interest careers. As a collaborative project among over 200 American and Canadian law schools, PSLawNet is a free resource for law students and alumni of our subscriber schools to search among thousands of public interest job opportunities and employer profiles. Employer organizations may also post job opportunities for free. In addition to its database, PSLawNet offers an online library of educational and career-building resources for those interested in pursuing a career in public service.

## **Race/Gender Specific**

### **ASIAN PACIFIC AMERICAN BAR ASSOCIATION**

The National Asian Pacific American Bar Association (NAPABA) is the national association of Asian Pacific American (APA) attorneys, judges, law professors, and law students, providing a national network for its members and affiliates. NAPABA advocates for the legal needs and interests of the APA community and represents the interests of over 40,000 attorneys and 50 local APA bar associations, with practice

settings ranging from solo practices to large firms, corporations, legal services, organizations, non-profit organizations, law schools, and governmental agencies.

#### **ASSOCIATION OF BLACK WOMEN ATTORNEYS**

ABWA's mission is to promote and support the professional development and growth of African-American women attorneys. ABWA accomplishes this mission through a wide variety of monthly programs designed to establish and maintain an effective information and communication system for female attorneys of color, promote legal assistance in the African-American community and assist its members in the development and expression of their professional skills and talents.

#### **CONNECTICUT ASIAN PACIFIC AMERICAN BAR ASSOCIATION**

The Connecticut Asian Pacific American Bar Association (CAPABA) is the only association focused towards all Asian Pacific American attorneys in Connecticut. CAPABA's membership consists of attorneys, law professors, law students and other interested individuals. Membership in CAPABA automatically includes membership in the National Asian Pacific American Bar Association (NAPABA) that is the voice of over 40,000 Asian Pacific American attorneys nationwide through over 45 chapters and affiliates.

#### **CONNECTICUT HISPANIC BAR ASSOCIATION (CHBA)**

The CHBA is an organization that includes attorneys, law students and paralegal members, as well as professors and members of the judiciary. The CHBA focuses on enhancing professional opportunities for Hispanic attorneys, serving as mentors to new lawyers and law students, and helping private and public legal employers achieve their diversity goals.

#### **CRAWFORD BLACK BAR ASSOCIATION**

The George W. Crawford Black Bar Association ("Crawford") is a volunteer state-wide organization of attorneys, judges, and law students in the State of Connecticut. Crawford represents the collective body of Black attorneys in Connecticut, including both the criminal and civil bar, public and private sector employees, and spanning across law firm, corporate and non-profit affiliations.

#### **HISPANIC NATIONAL BAR ASSOCIATION**

The HNBA Career Center is the exclusive resource to provide professional services to our local and national members who seek assistance with their own professional advancement. Full job descriptions are available to HNBA members only.

#### **JD DIVERSITY**

JD Diversity is committed to making the legal profession more inclusive and diverse. JD Diversity seeks to fulfill this commitment by providing an online community of diverse law students, professors, practitioners, and legal employers, allowing for information-sharing and honest communication. JD Diversity views diversity as encompassing race, gender, sexual orientation, disability, and familial status. By creating this community, JD Diversity aims to ultimately help diverse attorneys achieve full inclusion and reach their highest potential within their places of employment, and in the profession at large.

#### **KOREAN AMERICAN LAWYERS ASSOCIATION OF GREATER NEW YORK**

The Korean American Lawyers Association of Greater New York (KALAGNY) is a professional membership organization of attorneys and law students concerned about issues affecting the Korean American community in greater New York. KALAGNY seeks to encourage the professional growth of its members as well as provide legal support for the Korean American community.

#### **LATINA LAWYERS BAR ASSOCIATION**

LLBA recognizes that Latinas bring tremendous talents and perspective to the practice of law, yet Latinas face unique challenges in the attempt to succeed in the legal profession. In the twelve years since its formation, LLBA has worked diligently to provide Latinas with a community of support, together with specific resources and tools to allow them to achieve their greatest potential

#### **LAWYERS COLLABORATIVE FOR DIVERSITY**

The Lawyers Collaborative for Diversity's goal is to increase the recruitment, retention and advancement of lawyers of color, not only as good social policy, but also as exemplary business practice and unite the resources, energy and commitment of Connecticut's leading law firms, corporations, public sector entities, law schools and state bar associations in the joint mission of making Connecticut a more attractive place for lawyers of color and women to practice law and find satisfying professional opportunities.

#### **MASSACHUSETTS BLACK LAWYERS ASSOCIATION**

The Massachusetts Black Lawyers Association (MBLA) provides a valuable network and visible presence for attorneys of color within the Massachusetts legal community. The MBLA is responsible for providing its membership professional development and career advancement through trainings, continued education and mentorship programs.

#### **METROPOLITAN BLACK BAR ASSOCIATION**

The Metropolitan Black Bar Association (MBBA), works to advance equality and excellence in the pursuit of justice, aid the progress of Blacks and other minorities in the profession, address legal issues affecting the citywide community, and foster the study of law by encouraging the personal and professional development of young lawyers and law students. MBBA is comprised of mostly minority attorneys in large and small law firms, solo practitioners, all levels of government, academia, corporations, financial institutions, not-for-profit organizations, and the judiciary.

#### **NATIONAL ASSOCIATION OF WOMEN LAWYERS**

The National Association of Women Lawyers (NAWL) is a national voluntary legal professional organization devoted to promoting the interests and progress of women lawyers and women's legal rights. NAWL continues to support and advance the interests of women in and under the law, and in so doing, supports and advances the social, political, and professional empowerment of women. Through its programs and networks, NAWL provides the tools for women in the profession to advance, prosper and enrich the profession.

#### **NATIONAL BLACK LAW STUDENTS ASSOCIATION**

The National Black Law Students Association (NBSLA) is the nation's largest student-run organization

representing nearly 6,000 minority law students from over 200 chapters and affiliates throughout the United States and six other countries.

#### **NATIONAL BLACK TRIAL LAWYERS ASSOCIATION**

The National Black Trial Lawyers Association is a networked group of attorneys who strive to seek justice and equality in our legal system. The goal is to enable members to draw upon the specialty association's strong training, educational and networking resources so they may have benefits that were either unavailable or difficult to find on their own.

#### **NATIONAL LGBT BAR ASSOCIATION**

The National LGBT Bar Association is a national association of lawyers, judges and other legal professionals, law students, activists and affiliated lesbian, gay, bisexual and transgender legal organizations. The LGBT Bar promotes justice in and through the legal profession for the LGBT community in all its diversity.

#### **NATIONAL NATIVE AMERICAN BAR ASSOCIATION**

Representing Indian Nations not just Indian Lawyers. NNABA shares many of the same goals of diversity and increased understanding of THE communities' unique cultural and legal issues with minority bar associations. However, most of NNABA's lawyers are both U.S. citizens and citizens of their respective Tribal nations. Members, therefore, also share the communal responsibility, either directly or indirectly, of protecting the governmental sovereignty of the more than 560 independent Native American Tribal governments in the United States.

#### **PUERTO RICAN BAR ASSOCIATION**

The Puerto Rican Bar Association, Inc. (PRBA) was founded in 1957 by a group of Puerto Rican and Latino attorneys who began gathering socially to offer one another both personal and professional support in an era when it was difficult for attorneys of color to be accepted as members in established bar associations. Today, the PRBA has grown from a handful of attorney to over 500 members representing the interests of attorneys, judges, law professors and students of Latino descent who share a common interest in fostering professional development in the legal community and addressing issues that are important to other Latino communities as a whole.

#### **SOUTH ASIAN BAR ASSOCIATION**

The South Asian Bar Association of Connecticut (SABAC) was formed in 2003 to serve as a resource to South Asian lawyers and law students for mentoring, networking, and community outreach. SABAC has made significant strides in these areas in the past six years. SABAC is a member organization of the North American South Asian Bar Association (NASABA) and has played an active role in NASABA.

# School of Nursing

## Discipline/Subject Specific

### AMERICAN ACADEMY OF NURSING

The Academy serves the public and the nursing profession by advancing health policy and practice through the generation, synthesis, and dissemination of nursing knowledge. The Academy and its members create and execute knowledge-driven and policy-related initiatives to drive reform of America's health care system. The website includes a job postings page and options for an e-newsletter.

### AMERICAN ASSOCIATION OF COLLEGES OF NURSING

AACN's educational, research, federal advocacy, data collection, publications, and special programs work to establish quality standards for nursing education; assist deans and directors to implement those standards; influence the nursing profession to improve health care; and promote public support for professional nursing education, research, and practice.

### CAMPUS RN

Campus RN is a website to search for nursing jobs though out the country.

### CONNECTICUT LEAGUE FOR NURSING

At the Connecticut League for Nursing (CLN), we are dedicated to expanding educational access and opportunity for all practitioners and students. Our mission is to create better, easier ways to access the latest information, earn additional academic degrees, and help you develop the knowledge, skills, and competencies needed to advance your career. We also provide programs and opportunities to develop your leadership skills.

### JOURNAL OF NURSING SCHOLARSHIP

Reaching health professionals, faculty and students in 103 countries, the *Journal of Nursing Scholarship* is focused on health of people throughout the world. It is the official journal of the Honor Society of Nursing, Sigma Theta Tau International, and reflects the honor society's dedication to providing the tools necessary to improve nursing care globally.

### NATIONAL LEAGUE FOR NURSING

NLN is the preferred membership organization for nurse faculty and leaders in nursing education. NLN members include nurse educators, education agencies, health care agencies, and interested members of the public. The NLN offers faculty development programs, networking opportunities, testing and assessment, nursing research grants, and public policy initiatives to its 30,000 individual and 1,200 institutional members.

### NURSING ORGANIZATION LINKS

This website helps to provide users with links to national nursing organizations.

## Race/Gender Specific

### AMERICAN ASSEMBLY FOR MEN IN NURSING

The purpose of AAMN is to provide a framework for nurses as a group to meet, discuss, and influence factors which affect men as nurses. AAMN is a national organization with local chapters recognized and sanctioned under the Bylaws of AAMN. Members of AAMN have a voice in local, state, and national events that impact nursing and male nurses.

### ASIAN AMERICAN/PACIFIC ISLANDER NURSES ASSOCIATION

AAPINA is an organization for all professional nurses and nursing students Asian/Pacific Islander heritage.

### DIVERSITYNURSING.COM

DiversityNursing.com was born in 2007 as a Career Job Board and Information Resource for Nurses regardless of age, race, gender, religion, education, national origin, sexual orientation, disability or physical characteristics. This is a “niche” website for Nurses of all levels of experience — Student Nurses up to CNO’s. DiversityNursing strives to be the first place Nurses look to for job opportunities and information as it pertains to the Nursing profession, careers, education and diversity.

### JOURNAL OF NATIONAL BLACK NURSES ASSOCIATION

The NBNA goals include support for the development of a cadre of ethnic nurses reflecting the nation's diversity; advocacy for culturally competent, accessible and affordable health care; promotion of the professional and educational advancement of ethnic nurses; education of consumers, health care professionals and policy makers on health issues of ethnic minority populations; development of ethnic minority nurse leaders in areas of health policy, practice, education and research; endorsement of best practice models of nursing practice, education, and research for minority populations.

### MALE NURSE MAGAZINE

Male Nurse Magazine is free and offered exclusively online. Male Nurse Magazine was established over five years ago and gives out nursing information at no cost.

### MINORITYNURSE.COM

MinorityNurse.com provides resources and information pertaining to education, career development, and minority health for the growing population of minority nurses in America. The Web site features several unique resources that focus on career advancement and higher education. [Nursing Employers](#) provides contact information for every hospital in the country, as well as a list of featured employers that are [actively hiring nurses](#) and [allied health](#) personnel.

### NATIONAL ASSOCIATION OF HISPANIC NURSES

NAHN is designed and committed to improving the quality of health and nursing care of Hispanic consumers and toward providing equal access to educational, professional, and economic opportunities for Hispanic nurses

### **NATIONAL ASSOCIATION OF INDIAN NURSES OF AMERICA**

The National Association of Indian Nurses of America (NAINA) is a not-for-profit organization. NAINA is organized with unique mission and goals. The primary goal is to unite all Indian nurses and nursing students of Indian origin and heritage as a professional body under one umbrella at National level. NAINA will be the official voice for Indian nurses in America and outside for professional nursing issues and problems.

### **NATIONAL BLACK NURSES ASSOCIATION**

NBNA represents approximately 150,000 African American nurses from the USA, Eastern Caribbean, and Africa, with 76-chartered chapters nationwide. NBNA mission is to provide 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 to make available to African Americans and other minorities health care commensurate with that of the larger society."

### **NATIONAL COALITION OF ETHNIC MINORITY NURSE ASSOCIATIONS**

The National Coalition of Ethnic Minority Nurse Associations (NCEMNA) is a unified force advocating for equity and justice in nursing and health care for ethnic minority populations. Incorporated in 1998, NCEMNA is made up of five national ethnic nurse associations: Asian American/Pacific Islander Nurses Association, Inc. (AAPINA), National Alaska Native American Indian Nurses Association, Inc. (NANAINA), National Association of Hispanic Nurses, Inc. (NAHN), National Black Nurses Association, Inc. (NBNA), and Philippine Nurses Association of America, Inc. (PNAA). Its goals include support for the development of a cadre of ethnic nurses reflecting the nation's diversity; advocacy for culturally competent, accessible and affordable health care; promotion of the professional and educational advancement of ethnic nurses; education of consumers, health care professionals and policy makers on health issues of ethnic minority populations; development of ethnic minority nurse leaders in areas of health policy, practice, education and research; endorsement of best practice models of nursing practice, education, and research for minority populations.

### **SIGMA THETA TAU INTERNATIONAL- HONOR SOCIETY OF NURSING**

The mission of the Honor Society of Nursing, Sigma Theta Tau International is to support the learning, knowledge and professional development of nurses committed to making a difference in health worldwide. The vision of the Honor Society of Nursing, Sigma Theta Tau International is to create a global community of nurses who lead in using knowledge, scholarship, service and learning to improve the health of the world's people

## School of Pharmacy

### Discipline/Subject Specific

#### AMERICAN ASSOCIATION OF COLLEGES OF PHARMACY

AACP conducts a wide variety of programs and activities in cooperation with a number of other national health and higher education associations. AACP is comprised of all accredited colleges and schools with pharmacy degree programs accredited by the Accreditation Council for Pharmacy Education, including approximately 57,000 professional degree students, 5,700 students enrolled in graduate studies and more than 5,600 full-time faculties.

#### AMERICAN ASSOCIATION OF PHARMACEUTICAL SCIENTISTS

AAPS Pharmaceutical is the web portal for the American Association of Pharmaceutical Scientists, a professional, scientific society of more than 12,000 members employed in academia, industry, government, and other research institutes worldwide. AAPS offers timely scientific programs, on-going education, information resources, opportunities for networking, and professional development.

#### AMERICAN COLLEGE OF CLINICAL PHARMACY

The American College of Clinical Pharmacy (ACCP) is a professional and scientific society that provides leadership, education, advocacy, and resources enabling clinical pharmacists to achieve excellence in practice and research. ACCP's membership is composed of practitioners, scientists, educators, administrators, students, residents, fellows, and others committed to excellence in clinical pharmacy and patient pharmacotherapy.

#### AMERICAN PHARMACISTS ASSOCIATION

The American Pharmacists Association (APhA) is the organization whose members are recognized in society as essential in all patient care settings for optimal medication use that improves health, wellness, and quality of life. Through information, education, and advocacy APhA empowers its members to improve medication use and advance patient care.

#### AMERICAN SOCIETY OF PHARMACOLOGY AND EXPERIMENTAL THERAPEUTICS

The American Society for Pharmacology and Experimental Therapeutics (ASPET) is a 4,800 member scientific society whose members conduct basic and clinical pharmacological research in academia, industry and the government. Members research efforts help develop new medicines and therapeutic agents to fight existing and emerging diseases.

#### SOCIETY OF INFECTIOUS DISEASES PHARMACISTS

The Society of Infectious Diseases Pharmacists (SIDP) is a dynamic association of health professionals dedicated to promoting the appropriate use of antimicrobials. SIDP provides education, advocacy, and leadership in all aspects of the treatment of infectious diseases. SIDP is comprised of pharmacists and other health care professionals involved in patient care, research, teaching, drug development, and governmental regulation that are concerned with all facets of antimicrobial use, and committed to excellence in infectious diseases pharmacotherapy.

## Race/Gender Specific

### ASSOCIATION OF BLACK HEALTH SYSTEM PHARMACISTS

Founded in December 1978, ABHP is the professional organization that represents Black and minority health-system pharmacists. ABHP is dedicated to the growth and development of pharmacy practice in health care facilities; and strives to support the goals of the American Society of Health-System Pharmacists

### NATIONAL ASSOCIATION OF WOMEN PHARMACISTS (UK)

The National Association of Women Pharmacists (NAWP) is an independent organization within the profession in the UK that concerns itself with issues of special relevance to female pharmacists.

# School of Social Work

## Discipline/Subject Specific

### COUNCIL ON SOCIAL WORK EDUCATION

The Council on Social Work Education (CSWE) is a nonprofit national association representing more than 3,000 individual members, as well as graduate and undergraduate programs of professional social work education. This partnership of educational and professional institutions, social welfare agencies, and private citizens is recognized by the Council for Higher Education Accreditation as the sole accrediting agency for social work education in this country.

### GROUP FOR THE ADVANCEMENT OF DOCTORAL EDUCATION IN SOCIAL WORK

The Group for the Advancement of Doctoral Education in Social Work is an organization made up of over 80 social work doctoral program directors worldwide who represent their member Universities. Founded in the late 1970s, GADE primary purpose is to promote excellence in doctoral education in social work, especially through networking, information sharing and advocacy.

### NATIONAL ASSOCIATION OF SOCIAL WORKERS

The NASW provides information and news about social workers throughout the country. It also provides links to help find jobs and a variety of information about career opportunities

### SOCIETY FOR SOCIAL WORK AND RESEARCH

The Society for Social Work and Research is a non-profit professional society incorporated in the State of New York in 1993. The Society is devoted to the involvement of social workers, other social work faculty, and social work students in research and to promotion of human welfare through research and research applications.

## Race/Gender Specific

### ASIAN AND PACIFIC ISLANDER SOCIAL WORK EDUCATORS ASSOCIATION

The Asian and Pacific Islander Social Work Educators Association is an association of social work educators in the United States who share Asian or Pacific Islander (API) heritage or particular interest in the development of social work with those populations, inside or out of the United States.

### LATINO SOCIAL WORKERS ORGANIZATION

The LSWO has a mission focused on the Recruitment and Retention of Latinos in Higher Education, Advocating for Cultural Competency within human service agencies, and as a provider of high quality continuing education programs.

### NATIONAL ASSOCIATION OF BLACK SOCIAL WORKERS

NABSW was established to advocate and address important social issues that impact the health and welfare of the Black community. Affiliate chapters, including student chapters, are spread throughout

the United States. Local chapters are in Hartford and New Haven. Additionally, there are chapters and affiliate groups in Africa and the Caribbean.

#### **NATIONAL ASSOCIATION OF PUERTO RICAN AND HISPANIC SOCIAL WORKERS**

NAPRHSW is a non-profit organization founded in 1983 by a group of Puerto Rican Social Workers dedicated to the enhancement and general welfare of Puerto Rican and other Hispanic families. Members include Social Workers, other Human Service professionals, and students interested in issues that affect and impact the Puerto Rican/Hispanic communities with a commitment to the organization.

## College of Liberal Arts & Sciences

### Biological/Life Sciences

#### Discipline/Subject Specific

##### AMERICAN BIOLOGICAL SAFETY ASSOCIATION

The American Biological Safety Association (ABSA) promotes biosafety as a scientific discipline and serves the growing needs of biosafety professionals throughout the world. Its goals are to provide a professional association that represents the interests and needs of practitioners of biological safety, and to provide a forum for the continued and timely exchange of biosafety information.

##### AMERICAN EDUCATIONAL RESEARCH ASSOCIATION

The American Educational Research Association (AERA) is concerned with improving the educational process by encouraging scholarly inquiries related to education and evaluation, and by promoting the dispersal and practical application of research results. Its more than 25,000 members are educators; administrators; directors of research; persons working with testing or evaluation in federal, state, and local agencies; counselors; evaluators; graduate students; and behavioral scientists. The broad range of disciplines represented by the membership includes education, psychology, statistics, sociology, history, economics, philosophy, anthropology, and political science.

##### AMERICAN PSYCHOLOGICAL SOCIETY

The American Psychological Society is a nonprofit organization dedicated to the advancement of scientific psychology and its representation at the national and international level. The Association's mission is to promote, protect, and advance the interests of scientifically oriented psychology in research, application, teaching, and the improvement of human welfare.

##### AMERICAN PHYTOPATHOLOGICAL SOCIETY

The American Phytopathological Society (APS) is the premier society dedicated to high-quality, innovative plant pathology research. APS is driven by a distinctive community of scientists, whose energy and commitment ensure the global advancement of this critical science.

##### AMERICAN SOCIETY OF AGRICULTURE AND BIOLOGICAL ENGINEERS

The American Society of Agricultural and Biological Engineers is an educational and scientific organization dedicated to the advancement of engineering applicable to agricultural, food, and biological systems. Agricultural, Food and Biological Engineers develop efficient and environmentally sensitive methods of producing food, fiber, timber, and renewable energy sources for an ever-increasing world population.

##### AMERICAN SPEECH-LANGUAGE-HEARING ASSOCIATION

The American Speech-Language-Hearing Association is a professional, scientific, and credentialing association for speech-language pathologists, audiologists, and speech, language, and hearing scientists in the United States. The goal of the association is to have effective communication, a human right, accessible, and achievable for all.

## ASSOCIATION OF ENVIRONMENTAL ENGINEERING AND SCIENCE PROFESSORS

The Association of Environmental Engineering and Science Professors (AEESP) is made up of professors in academic programs throughout the world who provide education in the sciences and technologies of environmental protection. AEESP has more than 700 members in universities throughout the world.

## AUDIOLOGY ONLINE

AO has leading experts who contribute to the content on the website via articles, expert e-seminars, and providing answers to professionals' questions in the Ask the Expert column. These individuals are selected by the AudiologyOnline editorial staff based on their expertise in topic areas that are both relevant and timely for our readers. These two groups include professionals from clinical, industry and research backgrounds.

## COGNITIVE DEVELOPMENT SOCIETY

The Cognitive Development Society (CDS) was incorporated in September 1999 in order to provide a unified voice for the wide range of scholars, practitioners, and others who are interested in change and continuity in the intellectual processes that support mental life. The range of interests includes cognitive development during all stages of life, and we seek to understand ontogenetic processes in both humans and nonhumans. Finally, the interests encompass typical as well as atypical development, and attempt to characterize both biological and cultural influences on cognitive change and continuity.

## COUNCIL FOR DIRECTORS OF SCHOOL PSYCHOLOGY PROGRAMS

CDSPP's mission is to foster the advancement of doctoral education in school psychology in all its aspects. This mission includes both providing a mechanism for dissemination of information, exchange of views, collection of data, facilitation of communication, and formulation of policies, concerning doctoral training in school psychology; and providing consultative resources, maintaining active liaison, and promoting the representation of school psychology programs in functions of APA and other organizations which are relevant to doctoral education in school psychology.

## COUNCIL OF ACADEMIC PROGRAMS IN COMMUNICATION SCIENCES AND DISORDERS

The CAPCSD helps develop and promulgate position statements relevant to educational and professional standards, maintain liaisons with, and advise, related professional organizations, government agencies, and the university community, assist your ability to respond to changes in program accreditation and professional credentialing, gather, organize and distribute information relevant to your program's strategic planning needs, including funding, as well as faculty, staff and student demographics, promote and provide professional development and continuing education opportunities for your department members, foster quality education through meetings and publications designed to enhance curricula and improve instruction.

## COUNCIL ON GRADUATE DEPARTMENTS OF PSYCHOLOGY

The Council of Graduate Departments of Psychology (COGDOP) is a society constituted of Chairs and Heads of Departments of Psychology or other equivalent administrative units, which are authorized to offer graduate degrees in psychology in institutions accredited by their regional accrediting association.

### **ELECTROCHEMICAL SOCIETY**

ECS is an international nonprofit, educational organization concerned with a broad range of phenomena relating to electrochemical and solid-state science and technology. The Electrochemical Society has more than 8,000 scientists and engineers in over 70 countries worldwide that hold individual membership, as well as roughly 100 corporations and laboratories that hold corporate membership.

### **ENVIRONMENTAL ENGINEERING AND SCIENCE PROFESSORS ASSOCIATION**

The Association of Environmental Engineering and Science Professors (AEESP) is made up of professors in academic programs throughout the world who provide education in the sciences and technologies of environmental protection. The Association assists its members in improving education and research programs, encourages graduate education, and serves the profession by providing information to government agencies and the public, and provides direct benefits to its members.

### **FAMILY PSYCHOLOGIST NEWSLETTER**

*The Family Psychologist* is a quarterly publication focusing on Family Psychology across the entire theory-research-practice spectrum. Researchers and practitioners come together in the pages of *TFP* for a truly unique combination of "front lines" reporting and the latest in theory.

### **INSTITUTE OF ELECTRICAL AND ELECTRONICS ENGINEERS ENGINEERING IN MEDICINE AND BIOLOGY SOCIETY**

IEEE Engineering in Medicine and Biology Society (EMBS) is the world's largest international society of biomedical engineers. The organization's 8,200 members reside in some 70 countries around the world. It provides its members with access to the most fascinating people, practices, information, ideas, and opinions, from one of science's fastest growing fields.

### **LIFE SCIENCE MARKETING (ICMG)**

ICMG is a media and publishing company that controls over 50 life science portals geared towards professional scientists and business people. Advertisements to the network reach millions of scientists each year.

### **LINGUISTIC SOCIETY OF AMERICA**

The Linguistic Society of America (LSA) was founded in 1924 to advance the scientific study of language. LSA plays a critical role in supporting and disseminating linguistic scholarship both to professional linguists and to the general public.

### **LINGUISTLIST**

The LINGUIST List is dedicated to providing information on language and language analysis, and to providing the discipline of linguistics with the infrastructure necessary to function in the digital world. LINGUIST is a free resource, run by linguistics professors and graduate students, and supported primarily by your donations.

### **NATIONAL ASSOCIATION OF SCHOOL PSYCHOLOGISTS**

The National Association of School Psychologists (NASP) is the premier source of knowledge, professional development, and resources that empower school psychologists and ensure that all

children/youth attain optimal learning and mental health. (NASP) represents school psychology and supports school psychologists to enhance the learning mental health of all children and youth.

#### **SOCIAL PSYCHOLOGY NETWORK**

Social Psychology Network is today one of the largest Internet sites devoted to psychological research and teaching. In its pages, there are more than 17,000 links related to psychology.

#### **SOCIALSERVICE.COM**

The job site for jobs in social work, counseling, psychology, sociology, mental health, case management, employee assistance, volunteer management, substance abuse treatment, domestic violence, community development, youth development, child welfare, developmental disabilities and all other areas of social services.

#### **SOCIETY OF BEHAVIORIAL MEDICINE**

The Society of Behavioral Medicine is a multidisciplinary, non-profit organization founded in 1978. The Society of Behavioral Medicine is an organization made up of clinicians, educators, and scientists dedicated to promoting the study of the interactions of behavior with biology and the environment, and the application of that knowledge to improve the health and well-being of individuals, families, communities and populations.

#### **SOCIETY FOR CHAOS THEORY IN PSYCHOLOGY**

The Society is an international forum that brings together researchers, theoreticians, and practitioners interested in applying dynamical systems theory, self- organization, neural nets, fractals, cellular automata, agent-based modeling, and related forms of chaos, catastrophes, bifurcations, nonlinear dynamics, and complexity theories to psychology and the life sciences.

#### **SOCIETY OF EXPERIMENTAL SOCIAL PSYCHOLOGY**

The Society of Experimental Social Psychology (SESP) is a scientific organization dedicated to the advancement of social psychology.

#### **SOCIETY FOR INDUSTRIAL ORGANIZATIONAL PSYCHOLOGISTS**

The Society for Industrial and Organizational Psychology is a Division within APA that is also an organizational affiliate of APS. The Society's mission is to enhance human well-being and performance in organizational and work settings by promoting the science, practice, and teaching of industrial-organizational psychology.

#### **SOCIETY OF PERSONALITY AND SOCIAL PSYCHOLOGY**

The Society for Personality and Social Psychology (SPSP) was founded in 1974 when the leadership of Division 8 of the American Psychological Association decided to incorporate as an independent organization. Today, SPSP includes more than 4,500 members from around the world who study a wide array of subfields.

## Race/Gender Specific

### ASIAN AMERICAN PSYCHOLOGICAL ASSOCIATION

The AAPA is a community of diverse graduate students, researchers, teachers, and practitioners in psychology, working to advance the psychological well-being of Asian American communities through affecting professional practice, research, and teaching. The AAPA offers mentoring and networking opportunities, forums to disseminate research and scholarship, structures to share information and receive support, and awards and initiatives to recognize contributions to Asian American psychology as well as an Email Listserv (for sharing information, posting job announcements, discussing relevant issues).

### ASSOCIATION FOR WOMEN IN SCIENCE

AWIS is a national advocacy organization championing the interests of women in science, technology, engineering, and mathematics across all disciplines and employment sectors. By breaking down barriers and creating opportunities, AWIS strives to ensure that women in these fields can achieve their full potential.

### THE ASSOCIATION OF BLACK PSYCHOLOGISTS

The Association of Black Psychologists was founded in San Francisco in 1968 by a number of Black Psychologists from across the country. They united to actively address the serious problems facing Black Psychologists and the larger Black community. Guided by the principle of self-determination, these psychologists set about building an institution through which they could address the long neglected needs of Black professionals. Their goal was to have a positive impact upon the mental health of the national Black community by means of planning, programs, services, training, and advocacy.

### EMBO

EMBO is an organization of more than [1500 leading researchers](#) that promotes excellence in the life sciences. The major goals of the organization are to support talented researchers at all stages of their careers, stimulate the exchange of scientific information, and help build a European research environment where scientists can achieve their best work. EMBO helps young scientists to advance their research, promote their international reputations and ensure their mobility

### FACULTY FOR THE FUTURE

FacultyForTheFuture.org is the only website dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country. It was developed by Barbara Bogue and [College of Engineering](#) of The Pennsylvania State University as part of the Penn State GE Foundation Faculty for the Future Project and was merged into the capstone FFF WEPAN grant as part of multi institution/organization collaboration.

### FORD FOUNDATION FELLOWS

Ford Foundation Fellows recipients include Alaskan natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or

Micronesian) and Puerto Ricans in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and 1986. This database only includes those awards administered by the National Research Council.

#### **GREAT MINDS IN STEM**

Great Minds in STEM™ is the gateway for Hispanics in Science, Technology, Engineering and Mathematics (STEM). Established in 1989, as HENAAC, Great Minds in STEM™ is a non-profit organization that focuses on STEM educational awareness programs for students from kindergarten to career. Great Minds in STEM™ provides resources for recognition and recruitment of Hispanics in STEM on a national level, connecting multi-areas of engineering and science arenas to the general population.

#### **INTERNATIONAL SOCIETY FOR ECOLOGY & CULTURE**

ISEC's mission is to protect and renew ecological and social well-being by promoting a systemic shift away from economic globalization towards localization. Through its 'education for action' programs, ISEC develops innovative models and tools to catalyze collaboration for strategic change at the community and international level.

#### **LATIN AMERICAN SOCIETY FOR DEVELOPMENTAL BIOLOGY**

The Latin American Society of Developmental Biology (LASDB) is a non-profit association that promotes the study of developmental biology in Latin America. To this effect, the LASDB organizes and supports scientific meetings, workshops and courses in this field of study.

#### **LATINOS IN SCIENCE AND ENGINEERING**

MAES was founded in 1974 to increase the number of Mexican Americans and other Hispanics in the technical and scientific fields. MAES promotes, cultivates, and honors excellence in education and leadership among Latino engineers and scientists.

#### **MINORITY POSTDOC**

MinorityPostdoc.org is the premier web portal on the minority postdoctoral experience especially in the science, technology, engineering, and math (STEM) disciplines. We feature articles, resources, & events about career advice, professional development, jobs, funding, fellowships, mentoring, and diversity issues.

#### **NATIONAL ASSOCIATION FOR BLACKS IN BIO**

The National Association for Blacks in Bio (NABB) is dedicated to supporting our nation's effort to remain competitive in the global marketplace by building a broad-based community of minority professionals working in various capacities in biotechnology, biopharmaceutical research and biomedical research (which we refer to collectively as the biosciences industry), and by forging strategic relationships between this industry and communities of color.

#### **NATIONAL BLACK ASSOCIATION FOR SPEECH-LANGUAGE AND HEARING**

The National Black Association for Speech-Language and Hearing is the premier professional and scientific association addressing the communication interests and concerns of black communication

science and disorders professionals, students and consumers. The association is the model for other organizations addressing the concerns of diverse populations.

#### **NATIONAL GEM CONSORTIUM**

The mission of The National GEM Consortium is to enhance the value of the nation's human capital by increasing the participation of underrepresented groups (African Americans, American Indians, and Hispanic Americans) at the master's and doctoral levels in engineering and science. Gem is a unique and powerful connection to a national network of universities and employers. This partnership promotes the participation of underrepresented groups in post-graduate science and engineering education and the technical workforce.

#### **NATIONAL HISPANIC LIFE SCIENCES SOCIETY**

The National Hispanic Life Sciences Society (NHLSS) is a national, independent, non-profit professional membership organization for Hispanics, Latinos, Hispanic/Latino-Americans, and their supporters in the global life sciences industry.

#### **NATIONAL LATINA/O PSYCHOLOGICAL ASSOCIATION**

The National Latina/o Psychological Association (NLPA) is a national organization of mental health professionals and students whose objective is to generate and advance psychological knowledge and foster its effective application for the benefit of the Hispanic/Latino population. LPA's membership represents a rich diversity of national background, ethnic and cultural origin and political ideology. NLPA does not presume to speak for all Latino psychologists or psychologists interested in Latino psychology. However, its members' goal is to see a physical and psychological environment for Latinos in the US reflect the ideals of respect for mental health, dignity, and human and civil rights.

#### **SOCIETY OF INDIAN PSYCHOLOGISTS**

SIP's main goal is to come together as Native psychologists who work in support of professionals, researchers, graduate students, and undergraduate students. As a community, to share ideas, disseminate knowledge and new information relevant to Native People. United by a common core of values, to seek to be a resource for the respective communities, by increasing the knowledge and awareness of issues impacting Native mental health.

#### **WOMEN IN CELL BIOLOGY COMMITTEE OF THE AMERICAN SOCIETY FOR CELL BIOLOGY**

WICB began in the early 1970s as a group of women cell biologists, sensitized by the women's movement of the time, who began to notice the under-representation of women in academia in general and cell biology in particular. In 1992, the ASCB Council invited WICB to become a standing committee of the ASCB, and its by-then traditional activities at the annual meetings have continued apace. In addition to its presence at the annual meeting, WICB is also poised year-round to provide career support and advice.

## Humanities

### Discipline/Subject Specific

#### AMERICAN EDUCATIONAL RESEARCH ASSOCIATION

The American Educational Research Association (AERA) is concerned with improving the educational process by encouraging scholarly inquiries related to education and evaluation, and by promoting the dispersal and practical application of research results. Its more than 25,000 members are educators; administrators; directors of research; persons working with testing or evaluation in federal, state, and local agencies; counselors; evaluators; graduate students; and behavioral scientists. The broad range of disciplines represented by the membership includes education, psychology, statistics, sociology, history, economics, philosophy, anthropology, and political science.

#### AMERICAN HISTORICAL ASSOCIATION

The American Historical Association (AHA) is a nonprofit membership organization founded in 1884 for the promotion of historical studies, the collection, and preservation of historical documents and artifacts, and the dissemination of historical research. As the largest historical society in the United States, the AHA provides leadership and advocacy for the profession, fights to ensure academic freedom, monitors professional standards, spearheads essential research in the field, and provides resources and services to help its members succeed.

#### AMERICAN PHILOSOPHICAL ASSOCIATION

The American Philosophical Association is the main professional organization for philosophers in the United States. Its mission is to promote the exchange of ideas among philosophers, to encourage creative and scholarly activity in philosophy, to facilitate the professional work and teaching of philosophers, and to represent philosophy as a discipline.

#### AMERICAN STUDIES ASSOCIATION

The American Studies Association seeks to engage individuals in interdisciplinary studies of American culture and history. The organization is devoted to understanding American culture, while integrating a variety of perspectives from different academic backgrounds. This is a very inclusive group, with members with interests ranging from history to religion to education.

#### ASIAN AMERICAN JOURNALIST ASSOCIATION

The AAJA mission is to encourage Asian Americans and Pacific Islanders to enter the ranks of journalism, to work for fair and accurate coverage of Asian Americans and Pacific Islanders, and to increase the number of Asian American and Pacific Islander journalists and news managers in the industry.

#### ASSOCIATION FOR ASIAN STUDIES

Association for Asian Studies (AAS) is a scholarly, non-political, non-profit professional association open to all persons interested in Asia. It seeks through publications, meetings, and seminars to facilitate contact and an exchange of information among scholars to increase their understanding of East, South, and Southeast Asia. It counts among its member's scholars, business people, diplomats, journalists, and interested laypersons.

#### ASSOCIATION FOR EDUCATION IN JOURNALISM AND MASS COMMUNICATION

The Association for Education in Journalism and Mass Communication is a non-profit, educational association of journalism and mass communication faculty, administrators, students and media professionals. Dedicated to promoting the highest standards for education, the Association provides an abundance of resources for news, research, and career opportunities, including a multicultural network of practitioners from every discipline of journalism and mass communication.

#### ASSOCIATION OF AMERICAN GEOGRAPHERS

The Association of American Geographers (AAG) is a scientific and educational society with 10,000 members sharing interests in the theory, methods, and practice of geography and geographic education. The AAG holds annual meetings and regional events and publishes a newsletter, journals, and books.

#### ASSOCIATION OF DEPARTMENTS OF ENGLISH

ADE serves as a central source of information and support for chairs of college and university English departments throughout the United States and Canada. ADE has been in existence for forty years as a project of the Modern Language Association and its membership encompasses nearly 750 English departments, writing programs, and humanities divisions in all types and sizes of four- and two-year colleges and universities.

#### GEORGE MOSES HORTON SOCIETY

The Horton Society encourages sustained scholarly focus on the works of African-American poets and to foster presentation and publishing opportunities for that scholarship. The Horton society is an affiliate organization of the American Literature Association.

#### H-NET

H-Net is an international interdisciplinary organization of scholars and teachers dedicated to developing the enormous educational potential of the Internet and the World Wide Web.

#### HERA HUMANITIES EDUCATION AND RESEARCH ASSOCIATION

The Humanities Education and Research Association is organized as a non-profit 501(c)3 organization, exclusively for charitable, research and education purposes.

#### INTERNATIONAL COMMUNICATION ASSOCIATION

ICA is an academic association for scholars interested in the study, teaching, and application of all aspects of human and mediated communication. ICA is an international association with more than 3,500 members in 65 countries. Since 2003, ICA has been officially associated with the United Nations as a non-governmental association (NGO).

#### LATIN AMERICAN STUDIES ASSOCIATION

The LASA is a scholarly association made up of over 7,000 members, both individuals and institutions, from all over the world. The Latin American Studies Association works to foster intelligent discussion, research, and teachings about Latin America, the Caribbean, and its people, while simultaneously supporting the diverse interests of its member group. Additionally, LASA advocates for the Latin American community, providing access to scholarly research and journals on Latin American Studies, as

well as representing the interests of Latin American people before the United States government, as well as to other international governments.

#### **MODERN LANGUAGE ASSOCIATION**

The Modern Language Association of America provides opportunities for its members to share their scholarly findings and teaching experiences with colleagues and to discuss trends in the academy. MLA members host an annual convention and other meetings, work with related organizations, and sustain one of the finest publishing programs in the humanities.

#### **NATIONAL COMMUNICATION ASSOCIATION**

NCA is a scholarly society and as such works to enhance the research, teaching, and service produced by its members on topics of both intellectual and social significance. Staff at the NCA National Office follows trends in national research, teaching, and service priorities. It both relays those opportunities to its members and represents the academic discipline of communication in those national efforts.

#### **NATIONAL COUNCIL FOR BLACK STUDIES**

The National Council for Black Studies (NCBS) is the leading organization of Black Studies professionals in the world. For more than 30 years, the members of the council have been at the forefront of driving the development of Black/Africana Studies as a respected academic discipline. The commitment to putting theory into practice, however, has also led to the front lines of community issues throughout the African Diaspora. The guiding philosophy of the council is that education should engender both academic excellence and social responsibility.

#### **ORGANIZATION OF AMERICAN HISTORIANS**

The Organization of American Historians is the largest professional society devoted to teaching and studying American history. Founded in 1907, this group encompasses three main ambitions in their mission statement. The OAH strives to advance knowledge of history through various initiatives, participate in historical advocacy for all history practitioners, and uphold the highest standards of professional integrity.

#### **SOCIETY FOR NEW DESIGN**

The Society for News Design encourages high standards of journalism through design. An international forum and resource for all those interested in news design, SND works to recognize excellence and strengthen visual journalism as a profession. The Society for News Design (formerly the Society of Newspaper Design) is an international professional organization with more than 2,600 members in the United States, Canada and more than 50 other countries, divided into the 20 regions shown below.

#### **SOCIETY OF AMERICAN ARCHIVISTS**

Founded in 1936, the Society of American Archivists is North America's oldest and largest national archival professional association. SAA's mission is to serve the educational and informational needs of more than 5,500 individual and institutional members and to provide leadership to ensure the identification, preservation, and use of records of historical value.

## WESTERN PUBLICATIONS ASSOCIATION

The Western Publishing Association is a non-profit business trade association dedicated to the advancement of the media publishing industry in the western United States. With over 58 years' experience, the Western Publishing Association offers a variety of services and benefits to its members. WPA's primary mission is to provide continuing education to the media publishing industry, which is accomplished through individual seminars, an annual publishing conference, publishers and executive management roundtables, and partnering with other groups and associations to offer online audio and video conferences.

## Race/Gender Specific

### ASIAN PHILOSOPHICAL ASSOCIATION

The Asian Philosophical Association is a non-profit organization aiming at studying Asian philosophies and perspectives on these philosophies with the objective of gauging the dialectical relationship between Asian Philosophies and epistemological growth worldwide. The Association holds Annual conferences, seminars, panels and publishes a journal called *the International Journal of the Asian Philosophical Association*.

### ASOCIACION HISPANICA DE HUMANIDADES

The Hispanic Association of Humanities (AHH) is an academic and cultural nonprofit organization dedicated to promoting Hispanic Humanities in the United States and other countries. Founded in 1988, the Association has worked extensively in the field of Hispanic humanism, promoting the study and exchange of knowledge through conferences and specialized publications, as a result of research in the writing, the sciences and the arts in all Spanish-speaking countries.

### THE ASSOCIATION FOR WOMEN IN COMMUNICATIONS

The Association for Women in Communications is the one organization that recognizes the complex relationships that exist across communications disciplines. Modern communicators must demonstrate competence in varied disciplines and be able to network and make career moves across the broad spectrum of communications fields. Disciplines represented within the association include: print and broadcast journalism, television and radio production, film, advertising, public relations, marketing, graphic design, multi-media design, and photography.

### ASSOCIATION OF BLACK WOMEN HISTORIANS

Founded in 1979, the Association of Black Women Historians (ABWH) is a dynamic network of scholars representing every region of the country. The organization's goals are to support black women in the historical profession, disseminate information by, for and about black women and promote scholarship by and about black women. ABWH is re-launching the organization into the 21st century.

### COLLEGIUM OF BLACK WOMEN PHILOSOPHERS

The Collegium of Black Women Philosophers (CBWP) is a philosophical organization whose purpose is to

encourage and foster a networking and mentoring relationship between the underrepresented Black women in philosophy including undergraduate students and graduate students as well as assistant, associate, and full professors in the Academy. The objective of the CBWP is to mentor and retain the Black women who are currently professors or graduate students in philosophy while simultaneously recruiting more Black women into the discipline.

#### **EUROPEAN ASSOCIATION FOR DIGITAL HUMANITIES**

The EADH's mission is to represent and bring together the Digital Humanities in Europe across the entire spectrum of disciplines that apply, develop and research digital humanities methods and technology. These include art history, cultural studies, history, image processing, language and literature studies, manuscripts studies, musicology etc. The EADH also supports the formation of DH interest groups in Europe that are defined by region, language, methodological focus or other criteria.

#### **FORD FOUNDATION FELLOWS**

Ford Foundation Fellows recipients include Alaskan natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or Micronesian) and Puerto Ricans in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and 1986. This database only includes those awards administered by the National Research Council.

#### **INTERNATIONAL ASSOCIATION OF WOMEN PHILOSOPHERS**

The International Association of Women Philosophers is a professional association and network that provides a forum for discussion, interaction and cooperation among women engaged in teaching and research in all aspects of philosophy, with a particular emphasis on feminist philosophy. Founded in 1976 in Würzburg (Germany) as APH (Association of Women Philosophers) the IAPH has gradually grown into an international organization with members all over the world. Currently the IAPH has 380 members from as many as 35 different countries, although most of our members are from continental Europe, Canada and the United States.

#### **NATIONAL ASSOCIATION OF BLACK JOURNALISTS**

The National Association of Black Journalists (NABJ) is an organization of journalists, students, and media-related professionals that provides quality programs and services to and advocates on behalf of black journalists worldwide.

#### **NATIONAL ASSOCIATION OF HISPANIC JOURNALISTS'**

The National Association of Hispanic Journalists (NAHJ) is dedicated to the recognition and professional advancement of Hispanics in the news industry. NAHJ is governed by an 18-member board of directors that consists of executive officers and regional directors who represent geographic areas of the United States and the Caribbean.

#### **NATIONAL LESBIAN & GAY JOURNALISTS ASSOCIATION**

NLGJA is an organization of journalists, media professionals, educators, and students working from

within the news industry to foster fair and accurate coverage of LGBT issues. NLGJA opposes all forms of workplace bias and provides professional development to its members.

#### NATIVE AMERICAN JOURNALISTS ASSOCIATION

NAJA recognizes Native Americans as distinct peoples based on tradition and culture. In this spirit, NAJA educates and unifies its membership through journalism programs that promote diversity and defends challenges to free press, speech, and expression. NAJA is committed to increase the representation of Native journalists in mainstream media. NAJA encourages both mainstream and tribal media to attain the highest standards of professionalism, ethics, and responsibility.

#### SOCIETY FOR WOMEN IN PHILOSOPHY

The Society for Women in Philosophy was started in 1972 to promote and support women in philosophy. SWIP holds divisional meetings, meetings in conjunction with the meetings of the American Philosophical Association, and it publishes newsletters.

## Physical Sciences

### Discipline/Subject Specific

#### AMERICAN CHEMICAL SOCIETY

The American Chemical Society (ACS) is the world's largest scientific society and one of the world's leading sources of authoritative scientific information. A nonprofit organization, chartered by Congress, ACS is at the forefront of the evolving worldwide chemical enterprise and the premier professional home for chemists, chemical engineers, and related professions around the globe.

#### AMERICAN EDUCATIONAL RESEARCH ASSOCIATION

The American Educational Research Association (AERA) is concerned with improving the educational process by encouraging scholarly inquiries related to education and evaluation, and by promoting the dispersal and practical application of research results. Its more than 25,000 members are educators; administrators; directors of research; persons working with testing or evaluation in federal, state, and local agencies; counselors; evaluators; graduate students; and behavioral scientists. The broad range of disciplines represented by the membership includes education, psychology, statistics, sociology, history, economics, philosophy, anthropology, and political science.

#### AMERICAN ASSOCIATION FOR THE ADVANCEMENT OF SCIENCE

The American Association for the Advancement of Science, (AAAS), is an international non-profit organization dedicated to advancing science around the world by serving as an educator, leader, spokesperson, and professional association. In addition to organizing membership activities, (AAAS) publishes the journal *Science*, as well as many scientific newsletters, books and reports, and spearheads programs that raise the bar of understanding for science worldwide.

#### AMERICAN INSTITUTE OF PHYSICS

AIP was created for the purpose of promoting the advancement and diffusion of the knowledge of physics and its application to human welfare. It is the mission of the Institute to serve the sciences of physics and astronomy by serving its Member Societies, individual scientists, students and the general public.

#### AMERICAN MATHEMATICAL SOCIETY

Founded in 1888 to further mathematical research and scholarship, the American Mathematical Society (AMS) fulfills its mission through programs and services that promote mathematical research and its uses strengthen mathematical education, and foster awareness and appreciation of mathematics and its connections to other disciplines and to everyday life.

#### AMERICAN PHYSICAL SOCIETY

The APS is a non-profit membership organization working to advance and diffuse the knowledge of physics through its outstanding research journals, scientific meetings, and education, outreach, advocacy and international activities. APS represents over 50,000 members, including physicists in academia, national laboratories, and industry in the United States and throughout the world.

### [AMERICAN STATISTICAL ASSOCIATION \(AMSTAT NEWS\)](#)

The American Statistical Association (ASA), a scientific and educational society provides its members and the public with up-to-date, useful information about statistics. The ASA has a tradition of service to statisticians, quantitative scientists, and users of statistics across a wealth of academic areas and applications.

### [CHEMICAL & ENGINEERING NEWS](#)

Chemical & Engineering News is a weekly magazine published by the American Chemical Society. C&EN editors and reporters based in Europe, the U.S., and Asia cover science and technology, business and industry, government and policy, education, and employment aspects of the chemistry field.

### [CHEMISTRYJOBS.ACS.ORG](#)

This website helps to link chemistry majors and graduate chemists with a career in chemistry. Every field of chemistry is represented and allows for a diverse range of chemistry related careers.

### [INTERNATIONAL BIOMETRIC SOCIETY](#)

The International Biometric Society is an international society promoting the development and application of statistical and mathematical theory and methods in the biosciences, including agriculture, biomedical science and public health, ecology, environmental sciences, forestry, and allied disciplines. The Society members include statisticians, mathematicians, biological scientists, and others devoted to interdisciplinary efforts in advancing the collection and interpretation of information in the biosciences. The Society publishes two journals, Biometrics, reporting communications consistent with the Society's mission, and, jointly with the American Statistical Association, the Journal of Agricultural, Biological, and Environmental Statistics.

### [INTERNATIONAL SOCIETY FOR BAYESIAN ANALYSIS](#)

The International Society for Bayesian Analysis (ISBA) promotes the development and application of Bayesian analysis useful in the solution of theoretical and applied problems in science, industry and government. By sponsoring and organizing meetings, publishing the electronic journal of Bayesian statistics Bayesian Analysis, and other activities ISBA provides a focal point for those interested in Bayesian analysis and its applications.

### [JOBS FOR PhD'S SCIENCE, MATH, AND ENGINEERING](#)

This site helps PhD's match up with employers. This site allows for people with PhD's to search open positions only for PhD's and to post their resume.

### [NATIONAL CENTER FOR ATMOSPHERIC RESEARCH](#)

Each year nearly 700 students, scientists, weather forecasters, and other professionals visit the National Center for Atmospheric Research (NCAR). These visits vary both in purpose – workshops, summer internships, or collaboration on research – and in length, from a few days to several years. Formal programs either provide opportunities for visitors to pursue special training or research in Boulder, Colorado, or place them at designated research and educational institutions around the world.

### NATIONAL PHYSICAL SCIENCE CONSORTIUM

The National Physical Science Consortium (NPSC) provides guidance and services to graduate students looking for Fellowships in the Physical Sciences. NPSC is a caring partnership between government agencies and laboratories, industry, and higher education, whose goal is to increase the number of American people with graduate degrees in the physical sciences (and related engineering fields). The consortium emphasizes the importance of a diverse applicant pool when recruiting, for they pride themselves on their acceptance and openness of diversity across the nation.

### NATIONAL SEA GRANT OFFICE

Environmental stewardship, long-term economic development and responsible use of America's coastal, ocean and Great Lakes resources are at the heart of Sea Grant's mission. Sea Grant is a nationwide network (administered through the National Oceanic and Atmospheric Administration [NOAA]), of 32 university-based programs that work with coastal communities. The National Sea Grant College Program engages this network of the nation's top universities in conducting scientific research, education, training, and extension projects designed to foster science-based decisions about the use and conservation of our aquatic resources.

### NATUREJOBS

Naturejobs is the worldwide career resource for scientists, providing a wide range of career advice and information across Nature Publishing Group journals as well as centrally at [naturejobs.com](http://naturejobs.com).

### NEURO JOBS

The Society for Neuroscience (SfN) is a nonprofit membership organization of scientists and physicians who study the brain and nervous system. Since its inception in 1969, the Society has grown from 500 members to over 40,000. Today, SfN is the world's largest organization of scientists and physicians devoted to advancing understanding of the brain and nervous system.

### NEW ENGLAND ASSOCIATION OF CHEMISTRY TEACHERS

NEACT was founded in 1898 by a group of high school and college teachers meeting at Malden, MA High School, and incorporated in Massachusetts in 1910. Today, its [membership](#) also includes middle school teachers, administrators, and industrial associates interested in chemical education. The aim of NEACT is to promote the teaching and learning of chemistry.

### PHDS.ORG

The goal of the site is help students to prepare for the changing demands of today's job market and to provide a voice for early career scientists.

### SCIENCE MAGAZINE

Founded in 1880 on \$10,000 of seed money from the American inventor Thomas Edison, *Science* has grown to become the world's leading outlet for scientific news, commentary, and cutting-edge research, with the largest paid circulation of any peer-reviewed general-science journal. Through its print and online incarnations, *Science* reaches an estimated worldwide readership of more than one million. In content, too, the journal is truly international in scope; some 35 to 40 percent of the corresponding

authors on its papers are based outside the United States. Its articles consistently rank among world's most cited research.

#### SCIENCE FACULTY JOBS

Science Faculty Jobs is the only website helping schools to fill their Science faculty job openings and find the perfect career for educators in the fields of science.

#### SOCIETY FOR INDUSTRIAL AND APPLIED MATHEMATICS

SIAM exists to ensure the strongest interactions between mathematics and other scientific and technological communities through membership activities, publication of journals and books, and conferences.

#### UNIVERSITY NATIONAL OCEANOGRAPHIC LABORATORY SYSTEM

University-National Oceanographic Laboratory System (UNOLS) is an organization of 61 academic institutions and National Laboratories involved in oceanographic research and joined for the purpose of coordinating oceanographic ships' schedules and research facilities. One of the primary functions of UNOLS is to ensure the efficient scheduling of scientific cruises aboard the 21 research vessels located at 16 operating institutions in the UNOLS organization.

### Race/Gender Specific

#### ACS WOMEN OF COLOR PROGRAM (AMERICAN CHEMICAL SOCIETY)

The mission is to empower women chemists of color to maximize their opportunities in the chemical profession while cultivating an environment that fully engages these members.

#### AMERICAN INDIAN SCIENCE & ENGINEERING SOCIETY

The AISES mission is to increase substantially the representation of American Indian and Alaskan Natives in engineering, science and other related technology disciplines. AISES' membership is comprised of professionals, students, educators, and others in science, engineering and related technical fields. The Career Services page lists job openings and provides access to a resume database.

#### AMERICAN PHYSIOLOGICAL SOCIETY-MINORITY LINKS

The Physiology, American Physiological Society-Minority website provides career resources for aspiring physiologists.

#### ASSOCIATION FOR WOMEN GEOSCIENTISTS

The Association for Women Geoscientists is an international organization devoted to enhancing the quality and level of participation of women in geosciences and to introduce girls and young women to geoscience careers. Membership is open to anyone who supports AWG's goals.

#### ASSOCIATION FOR WOMEN IN MATHEMATICS (AWM)

The purpose of the Association for Women in Mathematics is to encourage women and girls to study

and to have active careers in the mathematical sciences, and to promote equal opportunity and the equal treatment of women and girls in the mathematical sciences.

#### ASSOCIATION FOR WOMEN IN SCIENCE

The Association for Women in Science (AWIS), today's premiere leadership organization, is advocating the interests of women in science and technology. For nearly 40 years, the Association for Women in Science has fought for equity and career advancement for women – from the bench to the board room. We unite women through our nationwide network of chapters and partnerships with aligned professional organizations.

#### THE BLACK SCHOLAR

THE BLACK SCHOLAR is a peer-reviewed, interdisciplinary journal providing cogent articles that help the understanding of issues of social concern to black Americans and other peoples of African descent across the world. To provide full range for the development of black thought in a climate where fora are still limited, we emphasize writings by black authors. TBS is published four times a year by the Black World Foundation, a non-profit educational organization, in association with Paradigm Publishers. THE BLACK SCHOLAR provides a classified advertising service for those of you who are particularly concerned that minority persons and women are made aware of your job vacancies.

#### CAUCUS FOR WOMEN IN STATISTICS

The Caucus membership consists of individual residents mostly in the USA and Canada. The Caucus works with all statistical professional societies. It is informally associated with the American Statistical Association (ASA) and participates in its annual meeting, where it sponsors the Gertrude Cox Scholarship.

#### COMMITTEE ON THE ADVANCEMENT OF WOMEN CHEMISTS

COACH is a grass-roots organization working to increase the number and career success of women scientists and engineers through innovative programs and strategies. COACH provides avenues for networking and mentoring of scientists and engineers at all levels to assist them in their research, teaching and career advancement. COACH works closely in an advisory capacity with many institutions, government organizations and departments to create a professional workplace that provides an equal opportunity for discovery and innovation for its entire scientific and technical workforce.

#### COMMITTEE ON WOMEN IN SCIENCE, ENGINEERING, AND MEDICINE

CWSEM is a standing committee of the National Research Council (NRC). Its mandate is to coordinate, monitor, and advocate action to increase the participation of women in science, engineering, and medicine. Established in 1990 as CWSE, the committee expanded its scope in 2007 to include medicine.

#### FACULTY FOR THE FUTURE

FacultyForTheFuture.org is the only website dedicated to linking a diverse pool of women and under-represented minority candidates from engineering, science, and business with faculty and research positions at universities across the country. It was developed by Barbara Bogue and [College of Engineering](#) of The Pennsylvania State University as part of the Penn State GE Foundation Faculty for the

Future Project and was merged into the capstone FFF WEPAN grant as part of multi institution/organization collaboration.

#### **FORD FOUNDATION FELLOWS**

Ford Foundation Fellows recipients include Alaskan natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or Micronesian) and Puerto Ricans in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and 1986. This database only includes those awards administered by the National Research Council.

#### **GREAT MINDS IN STEM**

Great Minds in STEM™ is the gateway for Hispanics in Science, Technology, Engineering and Mathematics (STEM). Established in 1989, as HENAAC, Great Minds in STEM™ is a non-profit organization that focuses on STEM educational awareness programs for students from kindergarten to career. Great Minds in STEM™ provides resources for recognition and recruitment of Hispanics in STEM on a national level, connecting multi-areas of engineering and science arenas to the general population.

#### **LATINOS IN SCIENCE AND ENGINEERING**

MAES was founded in 1974 to increase the number of Mexican Americans and other Hispanics in the technical and scientific fields. MAES promotes, cultivates, and honors excellence in education and leadership among Latino engineers and scientists.

#### **MINORITY POSTDOC**

MinorityPostdoc.org is the premier web portal on the minority postdoctoral experience especially in the science, technology, engineering, and math (STEM) disciplines. We feature articles, resources, & events about career advice, professional development, jobs, funding, fellowships, mentoring, and diversity issues.

#### **NATIONAL GEM CONSORTIUM**

The mission of The National GEM Consortium is to enhance the value of the nation's human capital by increasing the participation of underrepresented groups (African Americans, American Indians, and Hispanic Americans) at the master's and doctoral levels in engineering and science. Gem is a unique and powerful connection to a national network of universities and employers. This partnership promotes the participation of underrepresented groups in post-graduate science and engineering education and the technical workforce.

#### **NATIONAL NETWORK FOR MINORITY WOMEN IN SCIENCE**

This website provides multiple links to various websites regarding women in the field of science and different career opportunities.

#### **NATIONAL ORGANIZATION FOR THE PROFESSIONAL ADVANCEMENT OF BLACK CHEMISTS & CHEMICAL ENGINEERS**

NOBCChE is committed to the discovery, transmittal, and application of knowledge in the fields of

science and engineering. The mission of NOBCChE therefore is to build an eminent community of scientists and engineers by increasing the number of minorities in these fields. NOBCChE will achieve its mission through diverse programs designed to foster professional development and encourage students to pursue careers in science and technical fields.

#### **NATIONAL SOCIETY OF BLACK PHYSICISTS**

The mission of the National Society of Black Physicists is to promote the professional well-being of African American physicists and physics students within the international scientific community and within society at large. The organization seeks to develop and support efforts to increase opportunities for African Americans in physics and to increase their numbers and visibility of their scientific work

#### **NATIONAL SOCIETY OF HISPANIC PHYSICISTS**

The purpose of this society is to promote the professional well-being and recognize the accomplishments of Hispanic physicists within the scientific community of the United States and within society at large. The Society seeks to develop and support efforts to increase opportunities for Hispanics in physics and to increase the number of practicing Hispanic physicists, particularly by encouraging Hispanic students to enter a career in physics.

#### **SOCIETY FOR ADVANCEMENT OF CHICANOS & NATIVE AMERICANS IN SCIENCE**

SACNAS is a national society with a 37-year history of supporting minority scientists and science students. The society is comprised of over 3,000 paid members along with more than 20,000 affiliates and partners from a diversity of disciplines, institutions, ethnic backgrounds, and levels along the educational trajectory

#### **WOMEN'S AQUATICS NETWORK**

The Women's Aquatic Network is a private, non-profit organization incorporated in 1985 in the District of Columbia. It is lead and organized by women but its membership is open to women and men. Its mission is to bring together professionals with interests in marine, coastal and aquatic policy, research, management, legislation, and other areas. WAN members are scientists, lawyers, policy-makers, natural resource managers, entrepreneurs, environmental advocates, students, professors and from many other professions.

## Social Sciences

### Discipline/Subject Specific

#### ACADEMY OF MANAGEMENT

The Academy of Management is a professional organization that looks to further the scholarship of management across the disciplines. AOM's mission is to "build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas".

#### ACM SIGCHI (SPECIAL INTEREST GROUP ON COMPUTER-HUMAN INTERACTION)

SIGCHI is the leading international society for professionals, academics, and students who are interested in human-technology and human-computer interactions. They provide a forum for discussion of all aspects of human-computer interaction through conferences and publications. The society also works to educate people who are interested in such interactions through tutorials, workshops and other outreach programs. There is a conference scheduled for April 26- May 1 of 2014, in Toronto, Canada. The deadline to sign up for this conference is September 18<sup>th</sup>, 2013.

#### AMERICAN ACADEMY OF ADVERTISING

The American Academy of Advertising is an organization of advertising scholars and professionals with interests in both advertising and advertising education. The 2014 conference is planned for March 27-30 of 2014 in Atlanta, Georgia with the submission deadline as October 1, 2013.

#### AMERICAN ANTHROPOLOGICAL ASSOCIATION

The American Anthropological Association (AAA) founded in 1902 is the world's largest organization of individuals interested in anthropology. This national organization was formed to promote the science of anthropology, to stimulate and coordinate the efforts of American anthropologists, foster local and other societies devoted to anthropology, serve as a bond among American anthropologists and anthropologic organizations present and prospective, and to publish and encourage the publication of matter pertaining to anthropology.

#### AMERICAN ASSOCIATION FOR PUBLIC OPINION RESEARCH

Founded in 1947, the American Association for Public Opinion Research is a leading publishing of public opinion and survey research professionals. The AAPOR community includes researchers and individuals who analyze survey data across various disciplines. Members of this organization have a wide range of interests including election polling, market research, statistics, and research methodology. The 2014 conference is scheduled from May 15-18 in Anaheim California with a submission deadline of November 11, 2013.

#### AMERICAN AGRICULTURAL AND APPLIED ECONOMICS ASSOCIATION

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and

extension/outreach activities. A career opportunities page hosts employment ads of interest to members and a resume bank is available.

#### **AMERICAN ASSOCIATION OF FAMILY & CONSUMER SCIENCES**

The American Association of Family & Consumer Sciences (AAFCS) is recognized as the driving force in bringing people together to improve the lives of individuals, families, and communities. The mission of the AAFCS is to provide leadership and support for professionals whose work assists individuals, families, and communities in making informed decisions about their well-being, relationships, and resources to achieve optimal quality of life.

#### **AMERICAN ASSOCIATION FOR MARRIAGE AND FAMILY THERAPY**

The American Association for Marriage and Family Therapy (AAMFT) is the professional association for the field of marriage and family therapy. The association leads the way to increasing understanding, research, and education in the field of marriage and family therapy, and ensuring that the needs of the public are met by trained practitioners. The (AAMFT) provides individuals with the tools and resources they need to succeed as marriage and family therapists. The job board offers free posting of open positions for employers.

#### **AMERICAN ECONOMIC ASSOCIATION**

The American Economic Association was founded with the purpose to aid with the encouragement of economic research, especially the historical and statistical study of the actual conditions of industrial life, assist with issues of publications on economic subjects, and support the encouragement of perfect freedom of economic discussion.

#### **AMERICAN EDUCATIONAL RESEARCH ASSOCIATION**

The American Educational Research Association (AERA) is concerned with improving the educational process by encouraging scholarly inquiries related to education and evaluation, and by promoting the dispersal and practical application of research results. Its more than 25,000 members are educators; administrators; directors of research; persons working with testing or evaluation in federal, state, and local agencies; counselors; evaluators; graduate students; and behavioral scientists. The broad range of disciplines represented by the membership includes education, psychology, statistics, sociology, history, economics, philosophy, anthropology, and political science.

#### **AMERICAN POLITICAL SCIENCE ASSOCIATION**

The American Political Science Association is the leading professional organization for the study of political science and serves more than 15,000 members in over 80 countries. With a range of programs and services for individuals, departments and institutions, APSA brings together political scientists from all fields of inquiry, regions, and occupational endeavors within and outside academe in order to expand awareness and understanding of politics. The website includes a board where employers can list open positions at no cost.

#### **AMERICAN PUBLIC HEALTH ASSOCIATION**

The American Public Health Association prides themselves on being the oldest and most diverse organization amongst other public health groups around the world. Established in 1872, goals of the

APHA include protecting American families from preventable, yet serious health problems. THE APHA also aims to create preventative trainings and programs to teach people in communities how to protect themselves from disease and other health concerns. The members of this association are a mix of health professionals with various backgrounds and degrees. There is a conference scheduled in New Orleans, Louisiana from November 15-19 of 2014.

#### AMERICAN SOCIOLOGICAL ASSOCIATION

The American Sociological Association is a non-profit membership association based in Washington, DC dedicated to advancing sociology as a scientific discipline and profession serving the public good.

#### ASSOCIATION FOR PUBLIC POLICY ANALYSIS AND MANAGEMENT

APPAM is a nonprofit corporation chartered in Washington, DC and is dedicated to improving public policy and management and fostering excellence in research, analysis, and education.

#### ASSOCIATION FOR EDUCATION IN JOURNALISM AND MASS COMMUNICATION

The Association for Education in Journalism and Mass Communication (AEJMC) is a non-profit organization dedicated to promoting the highest standards in journalism and mass communication education. The AEJMC encourages expansive communication related research as well as maintaining freedom of communication in an effort to have a better informed public. There are over 3,700 educators, students, and practitioners who are members of this organization, including many international members. The 2014 conference is scheduled for August 6-9 in Montreal, Canada.

#### ASSOCIATION OF ENVIRONMENTAL RESOURCE ECONOMICS

AERE was founded as a means for exchanging ideas, stimulating research, and promoting graduate training in environmental and resource economics. AERE currently has over 900 members from more than thirty nations, coming from academic institutions, the public sector, and private industry. AERE provides many forums for exchanging ideas relevant to the management of natural and environmental resources.

#### ASSOCIATION OF FEMINIST ANTHROPOLOGIST (AFA)

The purposes of AFA is to foster development of feminist analytic perspectives in all dimensions of anthropology; to facilitate communication among feminist anthropologists and between them and feminist scholars in other related fields; to provide information on issues related to gender differences and to gender-based discrimination within the discipline and society; to encourage integration of feminist research from the different subfields of anthropology and to bring the focal concerns of feminist anthropology into the development of the sub-disciplines.

#### ASSOCIATION OF FEMINIST ETHICS AND SOCIAL THEORY

Feminist Ethics and Social Theory is a professional organization dedicated to promoting feminist ethical perspectives on philosophy, moral and political life, and public policy. Through meetings, publications, and projects; visibility and influence of feminist ethics, as well as feminist social and political theory, are increased. The association also helps to provide support to emerging scholars from diverse and underrepresented populations.

#### **BROADCAST EDUCATION ASSOCIATION**

The Broadcast Education Association is an international professional association for professors, industry professionals and students with an interest in teaching and research related to multimedia enterprises and electronic media. The BEA provides a forum where ideas are exchanged through thoughtful discussion on the multiple elements of electronic media such as; regulation, economics, policy, management, news, aesthetics and social problems. The 2014 conference is scheduled for April 6-9 in Las Vegas, Nevada. The submission deadline for panels is September 15<sup>th</sup>, 2013 and December 1<sup>st</sup>, 2013 for papers.

#### **CDC Annual Health Communication, Media, and Marketing Conference**

This conference presented by the Centers for Disease Control and Prevention was held August 20-22 of 2013, in Atlanta, Georgia. The conference brings together academic knowledge, public health researchers and practitioners from all different government and private organizations, to provide an exchange of ideas and information across various disciplines.

#### **CENTRAL STATES COMMUNICATION ASSOCIATION**

The Central States Communication Association works to unite and educate people with an interest in the central region of the United States and a scholarly interest in all areas of communication, for promotion of goals and cooperative achievement. The 2014 conference is scheduled for April 2-6 in Minneapolis, Minnesota, with a submission deadline of October 4<sup>th</sup>, 2013.

#### **COMPUTER SUPPORTED COOPERATIVE WORK AND SOCIAL COMPUTING**

The CSCW community is the premiere conference for presenting research in design and technology that impacts groups, organizations, communities, and larger networks. The conference brings together the most accomplished researchers and practitioners from academia and industry, all with expertise in the area of social computing. A conference is scheduled for February 15-19 of 2014 in Baltimore, Maryland.

#### **COUNCIL ON CONTEMPORARY FAMILIES**

The Council on Contemporary Families (CCF) is a nonprofit organization dedicated to enhancing the national conversation about what contemporary families need and how these needs can best be met.

#### **EASTERN COMMUNICATION ASSOCIATION**

The Eastern Communication Association (ECA) is a professional organization of scholars, teachers, and students with academic background or interest in communication. The ECA was founded in 1910 and is now the oldest professional communication association in the United States. The 2014 conference is scheduled for April 23-27 in Providence Rhode Island, with a submission deadline of October 15<sup>th</sup>, 2013.

#### **EUROPEAN ASSOCIATION OF AGRICULTURAL ECONOMISTS**

The European Association of Agricultural Economists (EAAE) brings together agricultural economists and others interested in the problems of the agricultural and food industries and rural development in Europe. Its principal activities include the holding of a triennial Congress on a general theme, the organization of seminars devoted to more specific subjects and the publication of an electronic newflash and the publication 'EuroChoices'. The European Review of Agricultural Economics (ERA) is the official journal of the Association.

#### INTERNATIONAL ASSOCIATION OF RELATIONSHIP RESEARCHERS (INTERDISPLINARY)

The International Association for Relationship Research is a scientific and professional organization comprised of hundreds of scholars and practitioners, all striving to stimulate and support the science behind personal and social relationships. Those involved usually have academic backgrounds in sociology, family studies, psychology, communication, anthropology, philosophy, and other related disciplines. The 2014 conference is scheduled to be July 10-13, 2014, in Melbourne, Australia.

#### INTERNATIONAL POLITICAL SCIENCE ASSOCIATION

IPSA was founded in Paris in 1949 under the aegis of the United Nations Educational, Scientific and Cultural Organization (UNESCO). The special mandate of IPSA, expressed in its Constitution, is to support the development of political science in all parts of the world, building academic networks linking East and West, North and South. Its aim is to create an inclusive and global political science community in which all can participate. It seeks to promote collaboration between scholars in emerging and established democracies and to support the academic freedoms needed for the social sciences to flourish.

#### FAMILY PSYCHOLOGIST NEWSLETTER

*The Family Psychologist* is a quarterly publication focusing on Family Psychology across the entire theory-research-practice spectrum. Researchers and practitioners come together in the pages of *TFP* for a truly unique combination of "front lines" reporting and the latest in theory.

#### INTERNATIONAL COMMUNICATION ASSOCIATION

The International Communication Association was founded to serve scholars who are interested in studying, teaching, and applying the multiple aspects of the science of communication. Now the ICA has over 3,500 members in 65 countries and in 2003 became officially associated with the United Nations as a non-governmental association.

#### INTERNATIONAL SOCIETY FOR PRESENCE RESEARCH

The International Society for Presence Research is a non-profit organization established in 2002 to support academic research based on the concept of (tele)presence. There is a conference planned for March 17-19 of 2014 in Vienna, Austria, with a submission deadline of September 25<sup>th</sup>, 2013.

#### JOB OPENINGS FOR ECONOMISTS

JOE is provided by the American Economic Association. All members of the American Economic Association have a professional obligation to list their job openings in JOE. JOE is updated near the first of every month except January and July. The deadline for employers to submit listings is the 15th of the month preceding the update on the 1st of the month.

#### NATIONAL COMMUNICATION ASSOCIATION

The National Communication Association looks to spread knowledge of communication across all forms, modes and media, as it is such a prevalent part of society. The NCA enables and encourages scholars, teachers and practitioners to research and teach. The 2013 conference is November 21-24 in Washington, DC. The 2014 conference will be held in Chicago, Illinois November 20-23. The Submission deadline for the 2014 conference is February- March of 2014.

#### [NATIONAL COUNCIL ON FAMILY RELATIONS](#)

The National Council on Family Relations, founded in 1938, is the oldest, multi-disciplinary non-partisan professional organization focused solely on family research, practice and education. The mission of the NCFR's is to provide an educational forum for family researchers, educators, and practitioners to share in the development and dissemination of knowledge about families and family relationships, establish professional standards, and work to promote family well-being.

#### [SOCIALSERVICE.COM](#)

The job site for jobs in social work, counseling, psychology, sociology, mental health, case management, employee assistance, volunteer management, substance abuse treatment, domestic violence, community development, youth development, child welfare, developmental disabilities and all other areas of social services.

#### [SOCIAL SCIENCE RESEARCH COUNCIL](#)

The Social Science Research Council (SSRC) is an independent nonprofit organization devoted to the advancement of social science research and scholarship. Founded in New York City in 1923 as the world's first national coordinating body of the social sciences, it is today an international resource for interdisciplinary, innovative public social science.

#### [SOCIETY FOR MEDICAL ANTHROPOLOGY](#)

The Society for Medical Anthropology was formed in 1967 by a group of persons interested in social sciences and medicine, which had earlier organized in the "Roster of Anthropologists, Physicians, and Others Who Have Special Interests in Medical Anthropology." The Society for Medical Anthropology was formed to serve the needs of medical anthropology graduate students, practicing anthropologists, scholars, and scholar activists who address issues of local, national and international health importance.

#### [SOCIETY FOR PSYCHOPHYSIOLOGICAL RESEARCH](#)

The Society for Psychophysiological research was established in 1960 with the intent to foster research on the complex interrelationships between the physiological and psychological aspects of behavior. The SPR publishes the journal *Psychophysiology* to showcase the most recent advances in their research findings. The 54<sup>th</sup> Annual SPR meeting/conference will be held September 10-14 of 2014 in Atlanta, Georgia.

#### [SOUTHERN STATES COMMUNICATION ASSOCIATION](#)

The Southern States Communication Association is a not-for-profit organization that promotes the study, research, teaching, and application of the artistic, humanistic, and scientific principles all involved in communication. A conference is scheduled for April 1-6 of 2014, in New Orleans, Louisiana. The submission deadline is September 12<sup>th</sup>, 2013.

#### [STATE DEPARTMENT OF COMMUNITY AND ECONOMIC DEVELOPMENT](#)

The Department of Economic and Community Development is the state's lead agency for the development and implementation of policies, strategies and programs all of which are designed to enhance Connecticut's communities and business and housing environments.

### UNIVERSITY ECONOMIC DEVELOPMENT ASSOCIATION

Established in 1976, the University Economic Development Association (UEDA) focuses on the nexus between higher education institutions and economic development partners. UEDA's mission is to serve its members by enhancing members' abilities to deliver economic development benefits through engagement with higher education.

### WESTERN STATES COMMUNICATION ASSOCIATION

The Western States Communication Association is a non-profit educational organization founded in 1929 and has over 1,000 members from all around the world. WCSA publishes two scholarly journals; *Western Journal of Communication* and the *Communication Reports*. The 2014 conference is scheduled to be in Anaheim, California from February 14-18 of 2014.

## Race/Gender Specific

### ASIAN PACIFIC AMERICAN CAUCUS

The Asian Pacific American Caucus is an American Political Science Association Related Group. Membership in the caucus is free and open to all interested students, scholars, and practitioners of and on APA politics. APAC represents members of the American Political Science Association (APSA) who identify as Asian-Pacific American (APA) and scholars interested in the interests of the APA community.

### ASSOCIATION OF BLACK ANTHROPOLOGISTS

Founded in 1970, the mission of the Association of Black Anthropologists (ABA) is to bring together Black Anthropologists and other scholars concerned with the goals of the ABA and support its activities. ABA will achieve its mission by ensuring that people studied by anthropologists are not only objects of study but active makers and/or participants in their own history. We intend to highlight situations of exploitation, oppression and discrimination.

### ASSOCIATION OF BLACK SOCIOLOGISTS

The Association of Black Sociologists (ABS) is a national, professional organization of sociologists and social scientists, founded by women and men of African descent. The organization's mission is to build a tradition of scholarship that will serve Black people in perpetuity.

### ASSOCIATION OF LATINO & LATINA ANTHROPOLOGISTS

The Association of Latino & Latina Anthropologists, a section of the American Anthropological Association, was founded in 1990. ALLA fosters critical research, teaching, mentorship, and scholarly exchange on the experiences of Latinos & Latinas (broadly defined). Its mission includes working with professional and community based organizations, anthropologists outside of academe, and community leaders to promote excellence in scholarship and advocacy about and for Latino/Latina peoples, and for our indigenous, queer, and Black allies.

#### THE ASSOCIATION FOR WOMEN IN COMMUNICATIONS

The Association for Women in Communications is the one organization that recognizes the complex relationships that exist across communications disciplines. Modern communicators must demonstrate competence in varied disciplines and be able to network and make career moves across the broad spectrum of communications fields. Disciplines represented within the association include: print and broadcast journalism, television and radio production, film, advertising, public relations, marketing, graphic design, multi-media design, and photography.

#### AMERICAN SOCIETY OF HISPANIC ECONOMISTS

The American Society of Hispanic Economists (ASHE) is a professional association of economists who are concerned with the under-representation of Hispanic Americans in the economics profession at a time when Hispanics represent over 16 percent of the United States ' population.

#### COMMITTEE ON THE OPPORTUNITIES AND THE STATUS OF BLACKS IN AGRICULTURAL ECONOMICS

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and extension/outreach activities.

#### COMMITTEE ON THE STATUS OF WOMEN IN THE ECONOMICS PROFESSION

SWEP (the Committee on the Status of Women in the Economics Profession) is a standing committee of the American Economic Association charged with serving professional women economists in academia, government agencies and elsewhere by promoting their careers and monitoring their progress. CSWEP activities endeavor to raise the awareness among men and women of the challenges that are unique to women's careers and can be addressed with a wide variety of actions, from inclusive searches to formal and informal mentoring activities. CSWEP freely disseminates information on how the profession works as well as advice to junior economists.

#### COMMITTEE ON WOMEN IN AGRICULTURAL ECONOMICS

The Agricultural & Applied Economics Association (AAEA) is a not-for-profit association serving the professional interests of members working in agricultural and broadly related fields of applied economics. Members of the AAEA are employed by academic or government institutions, as well as in industry and not-for-profit organizations, and engage in a variety of teaching, research, and extension/outreach activities.

#### FORD FOUNDATION FELLOWS

Ford Foundation Fellows recipients include Alaskan natives (Eskimo or Aleut), Native American Indians, Black/African Americans, Mexican Americans/Chicanos, Native Pacific Islanders (Polynesian or Micronesian) and Puerto Ricans in physical and life sciences, mathematics, behavioral and social sciences, engineering, and humanities. This directory contains contact information for Ford Foundation Postdoctoral fellowship recipients awarded since 1980 and 1986. This database only includes those awards administered by the National Research Council.

### THE LATINO CAUCUS IN POLITICAL SCIENCE

The Latino Caucus in Political Science, also known as the Sector Latino de Ciencia Política, was established to both promote and protect the professional development and well-being of Latinas/os in political science and those interested in the study of Latino politics. Founded on September 4, 1998 at the annual meeting of the American Political Science Association (APSA), the Latina/o Caucus is an officially recognized Related Group of the APSA.

### LATINO POLICY COALITION

The Latino Policy Coalition is a national non-partisan non-profit consortium of the country's leading Latino research organizations and scholars. The coalition includes: the Tomás Rivera Policy Institute; William C. Velasquez Institute; National Association of Latino Elected and Appointed Officials; National Institute for Latino Policy; Leavey Center for the Study of Los Angeles; University of Washington Institute for the Study of Ethnicity, Race, and Sexuality; Program in the Politics of Immigration, Ethnicity and Race; and Diversity Focus/National Community for Latino Leadership. The LPC analyzes, through nationwide public opinion surveys, policy issues affecting the Latino community. Chaired by former San Francisco City and County Supervisor Jim Gonzalez, the LPC seeks to highlight Latino community views on key national issues; and thus stimulate public policy debate among local, state and national elected officials.

### NATIONAL CONFERENCE OF BLACK POLITICAL SCIENTISTS

The National Conference of Black Political Scientists (NCOBPS) is a professional organization that was organized in 1969 at Southern University in Baton Rouge, Louisiana, to study, enhance, and promote the political aspirations of people of African descent, in the United States and through-out the world. It aims to contribute to the resolution of the many challenges that black people confront. NCOBPS has a broad membership of political science faculty, students, elected politicians, and policy analysts. Its members are committed to the study and practice of black politics, both here and abroad. The scholarly interests of NCOBPS members span the range of political science sub-fields – political theory, international relations, comparative politics, methods, public policy, and American politics. The professional pursuits of NCOBPS members are similarly varied, ranging from public policy analysis to international consultancies to elected office.

### PUERTO RICAN STUDIES ASSOCIATION FOR RESEARCH AND ADVOCACY AND EDUCATION INC

The PRSA is a non-profit professional organization established in 1992, with the goal of uniting scholars, educators, public policy experts, community activists, and students whose academic interest or work focuses on or incorporates Puerto Rico, or Puerto Ricans in the United States. This organization welcomes individuals in all fields of research and teaching in disciplines such as Anthropology, Architecture, Art History, Economics, Education, History, Linguistics, Literature, Philosophy, Psychology, Social Work, and Urban Planning.

### SOCIOLOGISTS FOR WOMEN IN SOCIETY

SWS is a non-profit scientific and educational organization of sociologists and others dedicated to; maximizing the effectiveness of and professional opportunities for women in sociology; exploring the

contributions which sociology can, does and should make to the investigation of and humanization of current gender arrangements; improving women's lives and creating feminist social change.

## Higher Education Including Race/Gender Specific Resources

### ABILITY LINKS

AbilityLinks is an advocacy program that matches job-ready people with disabilities to employers through technology and provides ongoing educational programs and support resources to help people with disabilities and employers to work together.

### ACADEMIC CAREERS ONLINE

Academic Careers Online includes faculty, teacher, research, post doc, adjunct, library, administrative, and senior management positions at (community) colleges, universities, research institutes, and schools around the world.

### ACADEMIC DIVERSITY SEARCH

Academic Diversity Search is a nationwide employment resource specializing in connecting women and minorities with academic institutions that truly value diversity. ADS expertise is in identifying highly skilled professionals who possess the experience, academic credentials and commitment necessary for enhancing faculty, administrative, executive, scientific, and technical staffs.

### ACADEMIC KEYS

Academic Keys is the leading source for academic employment. Academic Keys provides 16 regulated sites that offer comprehensive information about faculty, educational resources, research interests, and professional activities pertinent to institutions of higher education. More than 89% of the top 120 universities (as ranked by US News and World Report) are posting their available higher education jobs with AcademicKeys.com.

### ACADEMIC SEARCH INC.

Academic Search works exclusively for colleges, universities, and related organizations in their search for presidents and senior administrators. Academic Search strives to recruit candidates from a wide variety of backgrounds, both inside and outside academia.

### AFRICAN-AMERICAN REVIEW

The African American Review promotes a lively exchange among writers and scholars in the arts, humanities, and social sciences who hold diverse perspectives on African American literature and culture. The African American Review is printed quarterly in March, June, September, and December.

### AMERICAN ASSOCIATION FOR AFFIRMATIVE ACTION

The American Association for Affirmative Action (AAAA) founded in 1974 is the association of professionals managing affirmative action, equal opportunity, diversity and other human resource programs. The (AAAA) was created to help its members be more successful and productive in their careers, as well as promoting understanding and advocacy of affirmative action to enhance access and equality in employment, economic and educational opportunities.

#### AMERICAN ASSOCIATION OF BLACKS IN HIGHER EDUCATION

The American Association of Blacks in Higher Education (AABHE) is an outgrowth of the Black Caucus, which was a component of the former American Association of Higher Education (AAHE). As such, AABHE has rich history of representing blacks in higher education on a national level. The Black Caucus created the Summit for Blacks in Higher Education. Over the years, AABHE has been involved in numerous initiatives such as addressing the pipeline of Black faculty and staff in higher education, bringing issues pertinent to Black faculty and staff to the attention of the larger academic community and recognizing African American achievements and accomplishments to higher education.

#### AMERICAN ASSOCIATION OF PEOPLE WITH DISABILITIES

The American Association of People with Disabilities (AAPD) is the country's largest cross-disability membership organization. AAPD was founded in 1995 to help unite the diverse community of people with disabilities, including their family, friends and supporters, and to be a national voice for change in implementing the goals of the Americans with Disabilities Act (ADA).

#### AMERICAN ASSOCIATION OF UNIVERSITY WOMEN

The American Association of University Women (AAUW) is the nation's leading voice promoting equity and education for women and girls. Since its founding in 1881, AAUW members have examined and taken positions on the fundamental issues of the day — educational, social, economic, and political.

#### AMERICAN COLLEGE HEALTH ASSOCIATION

The American College Health Association is the principal leadership organization for the field of college health and provides services, communications, and advocacy that help its members to advance the health of their campus communities.

#### AMERICAN COLLEGES AND UNIVERSITIES ASSOCIATION

The AAC & U is the leading national association concerned with the quality, vitality, and public standing of undergraduate liberal education. Its members are committed to extending the advantages of a liberal education to all students, regardless of academic specialization or intended career. AAC&U now comprises more than 1,200 member institutions—including accredited public and private colleges and universities of every type and size.

#### AMERICAN COUNCIL ON EDUCATION

In its role as the major coordinating body for all the nation's higher education institutions, ACE provides leadership on key higher education issues and influences public policy through advocacy, research, and program initiatives. ACE fosters greater collaboration and new partnerships within and outside the higher education community to help colleges and universities anticipate and address the challenges of the 21st century and contribute to a stronger nation and better world.

#### AMERICAN EDUCATIONAL RESEARCH ASSOCIATION

The American Educational Research Association (AERA) is concerned with improving the educational process by encouraging scholarly inquiries related to education and evaluation, and by promoting the dispersal and practical application of research results. Its more than 25,000 members are educators; administrators; directors of research; persons working with testing or evaluation in federal, state, and

local agencies; counselors; evaluators; graduate students; and behavioral scientists. The broad range of disciplines represented by the membership includes education, psychology, statistics, sociology, history, economics, philosophy, anthropology, and political science.

#### **AMERICAN INDIAN HIGHER EDUCATION CONSORTIUM**

Today, AIHEC has grown to 37 Tribal Colleges and Universities (TCUs) in the United States and one in Canada. Each of these institutions was created and chartered by its own tribal government for a specific purpose: to provide higher education opportunities to American Indians through programs that are locally and culturally based, holistic, and supportive. Through AIHEC, our colleges continue to work together to influence policy and establish programs in all facets of higher education. They receive technical assistance in key areas; network with one another, federal agencies, other institutions, and potential partners; mentor new institutions; and plan new initiatives to address evolving areas of need.

#### **ASIANS IN HIGHER ED**

AsiansInHigherEd.com is a job board committed to increasing qualified minority candidates for staff, faculty and management employment opportunities at colleges and universities.

#### **ASSOCIATION OF AMERICAN UNIVERSITIES**

The Association of American Universities (AAU) is a nonprofit organization of 62 leading public and private research universities in the United States and Canada. Founded to advance the international standing of U.S. research universities, AAU focuses on issues that are important to research-intensive universities, such as funding for research, research policy issues, and graduate and undergraduate education.

#### **ASSOCIATION OF BLACK WOMEN IN HIGHER EDUCATION**

ABWHE has been an advocate for and celebrant of the accomplishments of Black women in higher education for more than two decades. Since its inception, ABWHE has served as a forum for developing strategies to improve the quality of education of Black people, with particular emphasis on encouraging Black youth to take full advantage of available educational opportunities. ABWHE is committed to aiding Black women in the academy in fulfilling their own aspirations as well as encouraging Black youth to pursue their education.

#### **BLACK CAREER WOMEN**

Black Career Women (BCW) headquartered in Cincinnati, Ohio, is a non-profit, tax-exempt organization conceived by black women for the professional development of black women.

#### **BLACK COLLEGIAN**

THE BLACK COLLEGIAN is a career and self-development magazine targeted to African-American students and other students of color seeking information on careers, job opportunities, graduate/professional school, internships/co-ops, study abroad programs, etc. The magazine is distributed on over 800 campuses nationwide, primarily through the career services office.

#### **BLACK ENTERPRISE & BLACK ENTERPRISE MAGAZINE**

Black Enterprise, a financial empowerment, is the premier business, investing, and wealth-building

resource for African Americans. Each month, Black Enterprise magazine provides 4.3 million readers with information on entrepreneurship, careers, and financial management. A multimedia company, BE also produces radio and television programming, business and lifestyle events, Web content, and digital media. Black Enterprise is the definitive source of information for and about African American business markets and leaders, and the authority on black business news and trends.

#### **BLACKS IN HIGHER ED**

BlacksInHigherEd.com is a job board committed to increasing qualified minority candidates for staff, faculty and management employment opportunities at colleges and universities.

#### **CIC: DIRECTORY of MINORITY, PhD, MFA and MLS CANDIDATES and RECIPIENTS**

Published on-line in an effort to increase the professional opportunities of minority graduate students and to aid colleges, universities, and other potential employers in the recruitment of highly educated underrepresented minorities. The *Directory* includes Native Americans, African Americans, Mexican Americans, Puerto Ricans, Hispanic Americans, and Asian Americans (in humanities and social sciences) who are United States citizens or permanent residents and who have completed (or expected to complete) the PhD, M.F.A., and M.L.S Degree.

#### **COMMISSION ON ACCESS, DIVERSITY AND EXCELLENCE**

The Commission on Access, Diversity and Excellence (CADE) serves as a national action forum for addressing relevant diversity and social change issues affecting learning, discovery, and engagement at American colleges and universities. Its purpose is to develop and maintain a comprehensive agenda for (CADE) regarding public higher education and the compelling issues.

#### **CONGRESIONAL HISPANIC CAUCUS INITIATIVE**

In 1978, a small group of Hispanic members of Congress established the Congressional Hispanic Caucus Institute (CHCI) to develop the next generation of Latino leaders with a clear vision of a strong America made possible with the many contributions of educated and civic-minded Latino leaders engaged in and contributing to all aspects of U.S. society. By promoting education attainment and college access, providing unmatched career development experience, and offering award-winning leadership programs that connect program participants to the most powerful network of U.S. leaders, CHCI's mission is unwavering and more powerful and critical than ever before in our nation's history. The success of our more than 8,500 young Latinos served across the country, will determine the nation's success in this century.

#### **CONNECTICUT ASSOCIATION ON HIGHER EDUCATION AND DISABILITY**

CT AHEAD is an association that represents a considerable depth of knowledge and experience in supporting students with disabilities in higher education settings. The purposes of CT AHEAD are to develop communication, cooperation, and coordination among institutions of higher education on issues relating to individuals with disabilities and provide professional development for Association members and other professionals working within this field.

#### **CONNECTICUT ASSOCIATION OF LATINOS IN HIGHER EDUCATION**

The Connecticut Association of Latinos in Higher Education (CALAHE) is a non-profit organization

dedicated to promoting the participation of Latinos in different areas of post-secondary education in Connecticut. Membership is comprised of Latino and non-Latino personnel and students from institutions of higher and secondary education, and other professional organizations who share in the spirit of our mission.

#### [COUNCIL FOR OPPORTUNITY IN EDUCATION](#)

The Council for Opportunity in Education is a nonprofit organization, established in 1981, dedicated to furthering the expansion of educational opportunities throughout the United States. Through its numerous membership services, the Council works in conjunction with colleges, universities, and agencies that host TRIO Programs to specifically help low-income Americans enter college and graduate.

#### [COUNCIL OF COLLEGES OF ARTS AND SCIENCES](#)

The Council of Colleges of Arts and Sciences (CCAS) is a national association of baccalaureate degree-granting colleges of arts and sciences whose purpose is to sustain the arts and sciences as a leading influence in American higher education. The Council serves as a forum for the exchange of ideas and information among deans of arts and sciences representing the member colleges and as a representative of the liberal arts and sciences at a national policy-making level.

#### [DIVERSITY.COM](#)

Diversity.com provides best in class recruitment advertising and diversity branding. Our premier job posting service - Prestige Career Jobs- provides a trusted method for recruiting the best and brightest job seekers. Each day, thousands of talented men and women use our free job search services to discover new and challenging career opportunities.

#### [DIVERSITY INC.](#)

Provides a wide range of diversity issues and updates news articles regarding diversity. They also provide areas to network and to post resumes for potential employers.

#### [DIVERSITY LINK](#)

[DiversityLink](#) links females, minorities and other diversity professionals with employers and search firms offering outstanding career opportunities.” The employers that participate at this website have affirmed their commitment to a diverse work force and a culture that provides equal opportunity to all job candidates.

#### [EQUALITY MAGAZINES](#)

Equality Magazines provide visitors with opportunities to reach a variety of unique markets and enhance recruitment and marketing efforts. Publications serve the black, Hispanic/Latino, Asian, Native American communities in addition to military veterans and women. The magazines are distributed electronically online and are designed for long life as each issue is archived and made available to site visitors whenever they wish to access them. Visitors can apply for access, purchase products and services and in turn support those that support them in the pursuit of equality.

#### [HBCUCONNECT](#)

HBCU CONNECT was founded in 1999 by Hampton University graduate William Roger Moss III, who

connected with fellow HBCU grad and entrepreneur E. Shawn Starks to create the first African American targeted social network launched as "hbcu-central.com". We focus on serving the needs of our audience by providing a platform for networking, professional opportunities, educational opportunities and connections with the savvy organizations that are looking to hire from or brand themselves with this tight knit community.

#### HIRE DIVERSITY

This is an online service for diversity recruitment and career development.

#### HISPANIC ASSOCIATION OF COLLEGES & UNIVERSITIES

The Hispanic Association of Colleges and Universities (HACU) was established in 1986 with a founding membership of eighteen institutions. Because of HACU's exemplary leadership on behalf of the nation's youngest and fastest-growing population, the Association rapidly grew in numbers and national impact. Today, HACU represents more than 400 colleges and universities committed to Hispanic higher education success in the U.S., Puerto Rico, Latin America, Spain and Portugal. Although our member institutions in the U. S. represent less than 10% of all higher education institutions nationwide, together they are home to more than two-thirds of all Hispanic college students. HACU is the only national educational association that represents Hispanic-Serving Institutions (HSIs).

#### HISPANICS IN HIGHER ED

HispanicsInHigherEd.com is a job board committed to increasing qualified minority candidates for staff, faculty and management employment opportunities at colleges and universities.

#### iHISPANO

iHispano.com is the nation's premier professional networking site and job board for Latinos in the United States and serves as a resource for connecting aspiring and accomplished Latino professionals with employers.

#### IMDIVERSITY INC.

IMDiversity.com is dedicated to providing career and self-development information to all minorities, specifically African Americans, Asian Americans and Pacific Islanders, Latino/Hispanic Americans, Native Americans and women. The goal of IMDiversity.com is to provide job seekers access to the largest database of equal opportunity employers committed to workplace diversity.

#### INSIGHT INTO DIVERSITY

INSIGHT Into Diversity (formerly Affirmative Action Register) connects diverse professionals with institutions and businesses that embrace a workforce that reflects the world today. Created as a national recruitment publication, INSIGHT Into Diversity was originally intended to help employers comply with equal opportunity employment legislation. Today, through its free magazine and online recruitment site, INSIGHT Into Diversity continues to serve progressive employers looking to find dynamic talent in every field. These fields include higher education, healthcare, government, and business.

### **INTEGRATIVE STUDIES ASSOCIATION**

The Association for Integrative Studies is an interdisciplinary professional organization founded to promote the interchange of ideas among scholars and administrators in all of the arts and sciences on intellectual and organizational issues related to furthering integrative studies. Incorporated as a non-profit educational association in the State of Ohio, it has an international membership.

### **JOURNAL OF BLACKS IN HIGHER EDUCATION**

*The Journal of Blacks in Higher Education* offers multiple online advertising options for academic institutions and affiliated agencies.

### **LATINO PROFESSIONAL NETWORK**

The LPN creates career, educational and social opportunities for Latino professionals, connecting Latino professionals and college students with each other, and with employers seeking to identify, retain and develop Latino talent. LPN fosters an environment for personal and professional growth for Latinos through monthly networking sessions hosted by area corporations, educational institutions, and non-profit organizations.

### **LEAGUE OF UNITED LATIN AMERICAN CITIZENS**

LULAC is the largest and oldest Hispanic Organization in the United States. LULAC advances the economic condition, educational attainment, political influence, health and civil rights of Hispanic Americans through community-based programs operating at more than 900 LULAC councils nationwide. The organization involves and serves all Hispanic nationality groups. In addition, the LULAC National Educational Service Centers, LULAC's educational arm, provides counseling services to more than 18,000 Hispanic students per year at sixteen regional centers.

### **NATIONAL ASSOCIATION FOR EQUAL OPPORTUNITY IN HIGHER EDUCATION**

The National Association for Equal Opportunity in Higher Education (NAFEO) is the not-for-profit umbrella organization of the nation's Historically Black Colleges and Universities (HBCUs) and Predominantly Black Institutions (PBIs). Founded in 1969, NAFEO is the only membership association of its kind, representing the presidents and chancellors of the diverse black colleges and universities: public, private and land-grant, two-year, four-year, graduate and professional, historically and predominantly black colleges and universities.

### **NATIONAL COALITION OF BLACK WOMEN (NCBW)**

NCBW is an outgrowth of dedicated African American women in New York City. These women persistently worked to address the problems that affected their families, their communities, and themselves, and they aggressively began to reach out to other Black women and to mobilize their emerging strength into a visible and influential force. In 1971, an organization developed from these efforts that was called the Coalition of 100 Black Women.

### **NATIONAL CONFERENCE ON RACE & ETHNICITY IN HIGHER EDUCATION**

NCORE is a resource for higher education institutions, providing an annual multicultural forum that attracts Black/African Americans, American Indians, Asian/Pacific Islanders, Latino/as, and European Americans representing campuses across the United States.

#### **NATIONAL COUNCIL ON DISABILITY**

NCD is an independent federal agency charged with advising the President, Congress, and other federal agencies regarding policies, programs, practices, and procedures that affect people with disabilities. NCD is comprised of a team of fifteen Presidential appointees, an Executive Director appointed by the Chairman, and eleven, full-time professional staff.

#### **NATIONAL INDIAN EDUCATION ASSOCIATION**

The National Indian Education Association advances comprehensive educational opportunities for American Indians, Alaska Natives, and Native Hawaiians throughout the United States. The premiere organization advocating for educational excellence, opportunity, and equity for Native students, NIEA focuses on helping tribes and communities control and choose excellent education for our Native students, promoting culturally based education that allows Native students to preserve languages and traditions of their tribes and nations, and expanding equal educational opportunity for every Native student regardless of where they live.

#### **NATIONAL MINORITY TECHNOLOGY COUNCIL**

The National Minority Technology Council has worked to identify and solidify over 5,000 owners of minority technology companies. They are striving to create a relevant platform that captures the need for growth, access, and opportunity but their true competitive resolve rests in the ability to ignite the interest of urban youth towards the industry.

#### **NEMNET – MINORITY RECRUITMENT**

nemnet aspires to be the premier resource in the identification and recruitment of minority teachers, administrators and coaches in North America and, in doing so, serve as a resource to public and private schools [k-12], colleges and universities, and non-profit organizations nationwide.

#### **PHDS.ORG**

The goal of the site is help students to prepare for the changing demands of today's job market and to provide a voice for early career scientists.

#### **UNIVERSITY JOB BANK**

University Job Bank is an online recruiting / career service developed and owned by UniversityJobs.com, LLC. UniversityJobs.com was launched in early 2000 in response to the need to deliver a simple and cost effective way for higher education institutions and other organizations to recruit the right people.

#### **WOMEN FOR HIRE**

Founded in 1999 as the first and only company devoted to a comprehensive array of recruitment services for women, Women for Hire offers signature career expos, inspiring speeches and seminars, a popular career-focused magazine and customized marketing programs. Our website, womenforhire.com, offers a wide variety of career-related information and videos geared to working women, and an online job board that helps leading employers connect with top-notch professional women in all fields.

#### WOMEN IN HIGHER EDUCATION (WIHE)

Women in Higher Education is a monthly practitioner's news journal, designed to help smart women on campus get wise about how gender affects their being successful in the male-dominated world of higher education. Its goals are to enlighten, encourage, empower and enrage women on campus. By sharing problems and solutions, women can learn to talk back, refuse to accept blame and quit taking guff from people who are less enlightened.

#### WOMEN IN ACADEMIA REPORT

*Women in Academia Report* monitors and reports trends concerning women in all areas of higher education, discusses important issues of gender equity, reports instances of gender discrimination, and identifies the leaders and laggards among colleges and universities in creating greater opportunities for women. Special editorial attention will be paid to academic programs and other developments at women's colleges throughout the United States.

#### WORKPLACE DIVERSITY

WorkplaceDiversity.com is a source for recruiters who want to make a good faith effort to reach experienced diversity talent.

If you are having trouble reading this email, [read the online version](#).

# Diverse

ISSUES IN HIGHER EDUCATION

Diverse Daily - June 23, 2020



## FEATURED STORIES

### Education Department Limits Emergency Aid Causing College Access Advocates to Worry

by Sara Weissman

The U.S. Department of Education has officially excluded students ineligible for federal financial aid from receiving coronavirus emergency aid under a regulation made public on June 11. College access experts worry it bars too many students from relief, including undocumented and international students.

### Legislators Look to Diversify Military Academies

by Latoya Robinson

U.S. Senator Kirsten Gillibrand and Congressman Anthony G. Brown has introduced legislation to diversify military service academy nominations by mandating race, gender, ethnicity, and other demographic metrics be collected and published on an annual basis.

## VIEWS

### Stepping Away from The Brink: COVID-19 Pushed

by Edward Summers, Lessie Branch & Adriel Hilton

COVID-19 has exacerbated and accelerated for many colleges and universities the challenges they already faced - rising cost, declining enrollment, not enough financial resources to support the operational structure, and a competitive market - to name a few.

## **Our HBCUs Need Additional Congressional Support**

by Harry L. Williams

As we approach June 30th, a date that marks the end of the annual or biennial fiscal years for forty-six of the nation's fifty states, governors and state legislatures are being forced to make some extremely tough decisions in order to balance their budgets. If past precedent serves as any guide, we can readily anticipate that higher education will be forced to endure an outsized portion of those cuts and, as a consequence, our largely tuition-dependent, public HBCUs will, inevitably, suffer an even greater hardship from those state funding cuts than better-resourced flagship institutions.

## **BLOG**

## **Our Children are Watching: Teachers, What are Your Non-Verbal Messages Saying to Our Black Students?**

by Donna Y. Ford

Due to racial injustices – profiling in society and in schools – Black caregivers are obligated to train our children to be hyper-observant of their surroundings, and strangers and foes when driving, walking, playing, shopping, dining... in all situations. The COVID-19 pandemic has been a physical reprieve from deficit thinking and alienation in a brick-and-mortar setting, but not visually during online teaching where visuals dominate.

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## FEATURED EMPLOYERS

**American International College**

**University of Connecticut**

**San Mateo County Community College District**

## More Headlines

[Two Black Liberty U Football Players to Transfer Citing 'Racial Insensitivity'](#)

[At Bowdoin College, Freshmen Only on Campus in the Fall](#)

[Oklahoma State U to Remove Segregationist's Name From Buildings](#)

[Monmouth U to Remove 'Controversial' Woodrow Wilson's Name From Building](#)

[Michigan State Research Leader Removed From Post After Racism Accusations](#)

[San Jose State Retires Gesture That Resembles a White Supremacist One](#)

[Professor Put on Leave for Telling Student to 'Anglicize' Her Name](#)

[HBCU Clark Atlanta Announces Full Scholarships for Children of Rayshard Brooks](#)

## External Search Firm Guidelines

The Office of Institutional Equity (OIE) Employment Equity staff monitor the search process for compliance with state and federal Affirmative Action and Equal Employment regulations. The University's search process and application system (PageUp) ensure that OIE has an opportunity to review the recruitment and evaluation activities of all search committees for permanent University positions, and to obtain all information necessary for reporting obligations. This is important because it allows the University to demonstrate its good faith efforts to meet its affirmative action goals and to diversify our workforce.

OIE reviews and approves searches at two phases in the process – prior to interview and prior to final offer. At the pre-interview stage, OIE reviews information from the search committee pertaining to recruitment efforts, applicant demographics, and applicant ranking and evaluation. At the pre-offer stage, OIE's review focuses on the search committee's evaluation of all interviewed applicants, including the selected applicant.

The following process ensures that searches handled by external recruitment firms provide information necessary for OIE to demonstrate the University's compliance with affirmative action and equal opportunity regulations:

### Prior to interview

*Recruitment Efforts:* All recruitment efforts are documented and provided to the University search administrator for entry into PageUp. This includes all phone calls and emails as well as print and on-line advertising such as journals, newspapers, listservs, associations, websites, etc. All professional networking and contacts can be summarized without detailed or confidential information by type of contact. For example, "52 e-mails sent to contacts in the field in higher education".

*Applicant Log:* All applicants that have applied or submitted materials must be documented. Each applicant can be ranked "Unqualified", "Qualified", or "Interview." There must be a qualification-based explanation for each applicant ranked as "Qualified" or "Unqualified" clearly explaining why he/she will not be offered an interview. Applicants offered an interview either in person or via any electronic communication medium do not require an explanation at this stage.

Depending on the position and the need for confidentiality, OIE can review the applicant list outside of PageUp. OIE will work with the search chair, search administrator, and Human Resources to determine the best way to include applicant information in PageUp for each search individually. Human Resources will work with the search administrator or search firm to obtain all required applicant materials and can help to ensure applications are loaded into PageUp.

*Applicant demographics:* Race and gender information is solicited from all applicants utilizing the voluntary two-part question as required by Executive Order 11246. Additionally, disability and veteran status is solicited from all applicants as required by Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans' Readjustment Act of 1974 (VEVRAA), as amended. The self-identification is voluntary and the information is kept confidential. OIE can accept the completed forms via e-mail to [searchcompliance@uconn.edu](mailto:searchcompliance@uconn.edu).

### **Post-interview/Pre-offer**

*Selection Report:* Each interviewed applicant that is not selected for hire needs to be given a disposition within PageUp based on the qualifications, explaining why he/she will not be offered the position. The selected candidate also needs an explanation in PageUp demonstrating why he/she is the most qualified for the position.

*Records Retention:* Federal regulations require the University to maintain records of applications received during the search process for two years following the personnel action. All application materials must be provided to the University at the end of the search.

OIE is available for consultation and assistance at all stages of the search regarding the above requirements. We recommend that each designated search firm meet briefly and jointly with HR and OIE prior to the beginning of a search in order to review the search process and to answer any questions the search firm may have – either OIE or HR can help to organize this meeting. The Search Compliance Team in OIE may be reached by phone at 860-486-2944, or via e-mail to: [searchcompliance@uconn.edu](mailto:searchcompliance@uconn.edu). Please visit our [website](#), for more information.

## Checklist for Departments Using External Search Firm

### Recruiting Phase

- ✓ Ongoing documentation of recruitment efforts including any advertising, targeted recruitment, or professional networking
- ✓ Applicants provided voluntary OIE applicant data and voluntary self-ID of disability forms with instructions to return to [searchcompliance@uconn.edu](mailto:searchcompliance@uconn.edu)

### Interview Approval

- ✓ Recruitment Contacts included in PageUp.
- ✓ Disposition reasons (reasons for rejection) included for all non-interviewed candidates.

*Note: Information can be provided by search firm to department via spreadsheet, however spreadsheet must be sent to HR PRIOR to requesting interview approval to ensure complete data entry. We recommend that communication is ongoing with search firm as information is completed.*

### Hire Approval

- ✓ Post-interview comments entered in PageUp. 2-3 sentences for candidates not considered for hire. 3-4 sentences for selected candidate.
- ✓ Draft offer letter included in PageUp.

**University of Connecticut  
Department of Human Resources  
Applicant Counseling  
October 1, 2019 to November 30, 2020**

<b>Date</b>	<b>HR Associate</b>	<b>Race/Sex</b>	<b>Areas of Interest</b>	<b>Comments</b>
11/21/2019	Cassells	F	Working at UConn/how to apply	via telephone counseling
12/28/2019	Cassells	F	faculty position in Art/Art History	Advised on applying and career ops
3/25/2020	B.Williams	W/M	HR, Org & Talent Development	(Virtual) UConn Career Fair
3/25/2020	B.Williams	W/F	Higher Ed	(Virtual) UConn Career Fair
3/25/2020	B.Williams	W/M	Economics	(Virtual) UConn Career Fair
3/25/2020	B.Williams	W/M	HR	(Virtual) UConn Career Fair
4/1/2020	B.Williams	H/M	Urban and Community Studies	(Virtual) UConn Career Fair
4/15/2020	B.Williams	W/F	Undecided	Husky Mentor Network
4/29/2020	B.Williams	W/M	HR, Workplace Safety and Compliance	Husky Mentor Network
4/29/2020	B.Williams	W/F	HR	Husky Mentor Network
5/20/2020	B.Williams	W/M	HR	Husky Mentor Network
5/26/2020	Meacham	AF	Data Anaylst	Over the phone mock interview
5/27/2020	B.Williams	A/F	HR	Husky Mentor Network
5/29/2020	B.Williams	B/F	HR, Full-time Employment	Husky Mentor Network
6/5/2020	B.Williams	B/F	HR, Development Opportunities	Husky Mentor Network
6/29/2020	B.Williams	A/M	HR	Husky Mentor Network
7/14/2020	B.Williams	W/F	HR	Husky Mentor Network
7/16/2020	B.Williams	W/F	HR, Psychology	Husky Mentor Network
7/16/2020	B.Williams	W/M	HR	Husky Mentor Network
7/17/2020	B.Williams	W/M	HR	Husky Mentor Network
7/17/2020	B.Williams	W/M	HR	Husky Mentor Network
7/21/2020	B.Williams	W/M	HR, LR	Husky Mentor Network
8/21/2020	B.Williams	B/F	HR	Husky Mentor Network
9/10/2020	Cassells	F	Faculty or student support positions	via telephone counseling
9/28/2020	B.Williams	H/F	HR	Husky Mentor Network
10/8/2020	B.Williams	W/F	HR	Husky Mentor Network
10/19/2020	B.Williams	H/F	HR	Husky Mentor Network
10/29/2020	Myshrall	W/F	Student affairs, or a student facing role	Teleconference

11/12/2020	Cassells	W/F	Working at UConn/application timelines	Advised on applying and career ops
11/13/2020	B.Williams	U/F	HR	Husky Mentor Network
11/16/2020	B.Williams	W/F	HR, I/O Psych	Husky Mentor Network
11/23/2020	B.Williams	W/M	HR, Internship/Research	Husky Mentor Network



# UConn

PROCUREMENT SERVICES

## SMALL AND MINORITY BUSINESS UTILIZATION REPORTS

Purchasing and Capital Projects

FISCAL YEAR 2020

Submitted by,  
Veronica F. Cook, Exec. Program Director  
UConn Supplier Diversity Program



DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM

*Back-Up Sheets require Totals for each MBE Category*

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter **9/30/2019** Fiscal Year Period **2020**

ENTER THIS QTR-1ST

Agency Name: University of Connecticut Agency Number: 7301  
 Prepared by: UConn Supplier Diversity Program E-mail: [veronica.cook@uconn.edu](mailto:veronica.cook@uconn.edu)  
 Address:

Tel. # - 860-486-0990 *Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 0610*

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 1,463,666,046.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 132,260,726.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$ 33,065,182.00
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 8,266,295.00

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$78,549,057.71	7,303	\$ 78,549,057.71	7,303

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$4,902,301.89	3,804	\$ 4,902,301.89	3,804
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)			\$ -	0
B) Asian (A)			\$ -	0
C) Black (B)	\$153,349.85	8	\$ 153,349.85	8
D) Disabled Individual (D)			\$ -	0
E) Hispanic (H)	\$649,920.96	42	\$ 649,920.96	42
F) Iberian Peninsula (I)	\$13,800.60	3	\$ 13,800.60	3
G) Disabled American Indian (DN)			\$ -	0
H) Disabled Asian American (DA)			\$ -	0
I) Disabled Black American (DB)			\$ -	0
J) Disabled Hispanic American (DH)			\$ -	0
K) Disabled Iberian Peninsula American (DI)			\$ -	0
L) Woman (W)	\$1,039,538.19	641	\$ 1,039,538.19	641
M) Woman American Indian (NW)			\$ -	0
N) Woman Asian (AW)	\$597.00	3	\$ 597.00	3
O) Woman Black (BW)	\$740.70	1	\$ 740.70	1
P) Woman Disabled (DW)			\$ -	0
Q) Woman Hispanic (HW)	\$5,330.42	1	\$ 5,330.42	1
R) Woman Iberian Peninsula (IW)	\$268,548.25	357	\$ 268,548.25	357
S) Disabled American Indian Woman (DNW)			\$ -	0
T) Disabled Asian American Woman (DAW)			\$ -	0
U) Disabled Black American Woman (DBW)			\$ -	0
V) Disabled Hispanic American Woman (DHW)			\$ -	0
W) Disabled Iberian Peninsula American Woman (DIW)			\$ -	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -	0	\$ -	0
WBE TOTAL [Lines L - W]	\$1,314,754.56	1,003	\$1,314,754.56	1,003
MBE TOTAL {Lines A - W}	\$ 2,131,825.97	1,056	\$ 2,131,825.97	1,056

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM

*Back-Up Sheets require Totals for each MBE Category*

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter

12/31/2019

Fiscal Year Period

2020

ENTER THIS QTR-2nd

Agency Name:	University of Connecticut	Agency Number:	7301
Prepared by:	UConn Supplier Diversity Program	E-mail Address:	<a href="mailto:veronica.cook@uconn.edu">veronica.cook@uconn.edu</a>

Tel. # - 860-486-0990

*Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106*

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$ 1,463,666,046.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 132,260,726.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	<u>\$ 33,065,182.00</u>
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$ 8,266,295.00

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$59,697,259.90	7,602	\$138,246,317.61	14,905

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$5,207,933.87	4,884	\$10,110,235.76	8,688
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. <i>PLEASE CATEGORIZE:</i>				
A) American Indian (N)	\$600.00	1	\$ 600.00	1
B) Asian (A)	\$137.17	1	\$ 137.17	1
C) Black (B)	\$5,604.77	4	\$ 158,954.62	12
D) Disabled Individual (D)			\$ -	0
E) Hispanic (H)	\$946,723.86	65	\$ 1,596,644.82	107
F) Iberian Peninsula (I)	\$22,345.54	2	\$ 36,146.14	5
G) Disabled American Indian (DN)			\$ -	0
H) Disabled Asian American (DA)			\$ -	0
I) Disabled Black American (DB)			\$ -	0
J) Disabled Hispanic American (DH)			\$ -	0
K) Disabled Iberian Peninsula American (DI)			\$ -	0
L) Woman (W)	\$1,391,262.79	613	\$ 2,430,800.98	1,254
M) Woman American Indian (NW)			\$ -	0
N) Woman Asian (AW)	\$0.00	0	\$ 597.00	3
O) Woman Black (BW)	\$12,688.93	3	\$ 13,429.63	4
P) Woman Disabled (DW)			\$ -	0
Q) Woman Hispanic (HW)	\$785.90	3	\$ 6,116.32	4
R) Woman Iberian Peninsula (IW)	\$564,411.78	1,528	\$ 832,960.03	1,885
S) Disabled American Indian Woman (DNW)			\$ -	0
T) Disabled Asian American Woman (DAW)			\$ -	0
U) Disabled Black American Woman (DBW)			\$ -	0
V) Disabled Hispanic American Woman (DHW)			\$ -	0
W) Disabled Iberian Peninsula American Woman (DIW)			\$ -	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$ -	0	\$ -	0
WBE TOTAL (Lines L - W)	\$1,969,149.40	2,147	\$ 3,283,903.96	3,150
MBE TOTAL (Lines A - W)	\$ 2,944,560.74	2,220	\$ 5,076,386.71	3,276

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM

*Back-Up Sheets require Totals for each MBE Category*

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter: 3/31/2020 Fiscal Year Period: 2020

ENTER THIS QTR-3rd

Agency Name: University of Connecticut Agency Number: 7301  
 Prepared by: Uconn Supplier Diversity Program E-mail Address: [veronica.cook@uconn.edu](mailto:veronica.cook@uconn.edu)

Tel. # - 860-486-0990 *Please Submit a copy of this form and Back-Up Sheets via Inter-Office Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106*

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$1,463,666,046.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 132,260,726.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	<u>\$33,065,182.00</u>
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$8,266,295.00

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$66,912,437.28	7,211	\$205,158,754.89	22,116

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$5,149,142.00	2,364	\$15,259,377.76	11,052
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
A) American Indian (N)	\$0.00	0	\$600.00	1
B) Asian (A)	\$2,019.00	2	\$2,156.17	3
C) Black (B)	\$13,118.77	4	\$172,073.39	16
D) Disabled Individual (D)	\$0.00	0	\$0.00	0
E) Hispanic (H)	\$909,359.30	53	\$2,506,004.12	160
F) Iberian Peninsula (I)	\$514.64	1	\$36,660.78	6
G) Disabled American Indian (DN)	\$0.00	0	\$0.00	0
H) Disabled Asian American (DA)	\$0.00	0	\$0.00	0
I) Disabled Black American (DB)	\$0.00	0	\$0.00	0
J) Disabled Hispanic American (DH)	\$0.00	0	\$0.00	0
K) Disabled Iberian Peninsula American (DI)	\$0.00	0	\$0.00	0
L) Woman (W)	\$1,536,676.00	210	\$3,967,476.98	1,464
M) Woman American Indian (NW)	\$0.00	0	\$0.00	0
N) Woman Asian (AW)	\$0.00	0	\$13,285.93	6
O) Woman Black (BW)	\$370.00	2	\$1,110.70	2
P) Woman Disabled (DW)	\$0.00	0	\$0.00	0
Q) Woman Hispanic (HW)	\$0.00	0	\$6,116.32	4
R) Woman Iberian Peninsula (IW)	\$425,021.53	760	\$1,257,981.56	2,645
S) Disabled American Indian Woman (DNW)	\$0.00	0	\$0.00	0
T) Disabled Asian American Woman (DAW)	\$0.00	0	\$0.00	0
U) Disabled Black American Woman (DBW)	\$0.00	0	\$0.00	0
V) Disabled Hispanic American Woman (DHW)	\$0.00	0	\$0.00	0
W) Disabled Iberian Peninsula American Woman (DIW)	\$0.00	0	\$0.00	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$0.00	0	\$0.00	0
WBE TOTAL [Lines L - W]	\$1,962,067.53	972	\$5,245,971.49	4,122
MBE TOTAL {Lines A - W}	\$ 2,887,079.24	1,032	\$8,013,465.95	4,308

DEPARTMENT OF ADMINISTRATIVE SERVICES  
 SUPPLIER DIVERSITY PROGRAM

*Back-Up Sheets require Totals for each MBE Category*

SMALL/ MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT

Fiscal Year Quarter

6/30/2020

Fiscal Year Period

2020

ENTER THIS QTR-4th

Agency Name:	University of Connecticut	Agency Number:	7301
Prepared by:	Uconn Supplier Diversity Program	E-mail Address:	<a href="mailto:veronica.cook@uconn.edu">veronica.cook@uconn.edu</a>

Tel. # - 860-486-0990

*Please Submit a copy of this form and Back-Up Sheets via Inter-Office Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106*

1) TOTAL FUNDS AVAILABLE (ALL SOURCES) FROM YOUR ADOPTED BUDGET Page 1 (Summary Page) From The Annual Goals Calculations Report	\$1,463,666,046.00
2) Amount Available for Small/Minority Business Program after DAS APPROVED DEDUCTIONS/EXEMPTIONS	\$ 132,260,726.00
3) 25% of line # 2 Total - Set Aside - Small/Minority Business Enterprises (Combined)	\$33,065,182.00
4) 25% of line # 3 Total- Set Aside - Minority Business Enterprises only	\$8,266,295.00

	QUARTER	Number	YEAR TO DATE	Number
	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
5) Total Agency FY Expenditures for Purchases and Contracts	\$ 58,542,536.81	1,769	\$ 263,701,291.70	23,885

6) Total Agency FY Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$4,818,288.56	2,095	\$20,075,093.89	13,145
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7) Total Agency FY Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only. PLEASE CATEGORIZE:				
A) American Indian (N)	\$0.00	0	\$600.00	1
B) Asian (A)	\$9,579.00	5	\$11,735.17	8
C) Black (B)	\$15,508.21	1	\$187,581.60	17
D) Disabled Individual (D)	\$0.00	0	\$0.00	0
E) Hispanic (H)	\$767,032.54	31	\$2,623,115.70	149
F) Iberian Peninsula (I)	\$0.00	0	\$36,660.78	6
G) Disabled American Indian (DN)	\$0.00	0	\$0.00	0
H) Disabled Asian American (DA)	\$0.00	0	\$0.00	0
I) Disabled Black American (DB)	\$0.00	0	\$0.00	0
J) Disabled Hispanic American (DH)	\$0.00	0	\$0.00	0
K) Disabled Iberian Peninsula American (DI)	\$0.00	0	\$0.00	0
L) Woman (W)	\$1,719,063.11	120	\$5,686,540.09	1,584
M) Woman American Indian (NW)	\$0.00	0	\$0.00	0
N) Woman Asian (AW)	\$597.00	3	\$13,882.93	9
O) Woman Black (BW)	\$224.00	1	\$1,334.70	4
P) Woman Disabled (DW)	\$0.00	0	\$0.00	0
Q) Woman Hispanic (HW)	\$0.00	0	\$6,116.32	4
R) Woman Iberian Peninsula (IW)	\$303,632.69	612	\$1,561,614.25	3,257
S) Disabled American Indian Woman (DNW)	\$0.00	0	\$0.00	0
T) Disabled Asian American Woman (DAW)	\$0.00	0	\$0.00	0
U) Disabled Black American Woman (DBW)	\$0.00	0	\$0.00	0
V) Disabled Hispanic American Woman (DHW)	\$0.00	0	\$0.00	0
W) Disabled Iberian Peninsula American Woman (DIW)	\$0.00	0	\$0.00	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$0.00	0	\$0.00	0
WBE TOTAL (Lines L - W)	\$2,023,516.80	736	\$7,269,315.58	4,857
MBE TOTAL (Lines A - W)	\$2,815,636.55	773	\$10,828,929.79	5,080

**SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - for Reporting Capital Improvement Expenditures**

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter: 1ST Fiscal Year Period: 9/30/2019

ENTER THIS QTR- 1ST

Agency Name: University of Connecticut Agency Number: 7301  
 Prepared by: UConn Supplier Diversity Program E-mail Address: [veronica.cook@uconn.edu](mailto:veronica.cook@uconn.edu)  
 Tel. #: 860-486-0990

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases and Contracts from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$14,302,223.30	336	\$14,302,223.30	336

3) Total Agency FY Capital Improvements Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.  
 PLEASE CATEGORIZE:

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
A) American Indian (N)	\$4,902.50	1	\$4,902.50	1
B) Asian (A)	\$144,248.17	32	\$144,248.17	32
C) Black (B)	\$268,412.31	12	\$268,412.31	12
D) Disabled Individual (D)	\$1,133.70	1	\$1,133.70	1
E) Hispanic (H)	\$27,288.25	4	\$27,288.25	4
F) Iberian Peninsula (I)	\$287,432.42	1	\$287,432.42	1
G) Disabled American Indian (DN)	\$0.00	0	\$0.00	0
H) Disabled Asian American (DA)	\$0.00	0	\$0.00	0
I) Disabled Black American (DB)	\$0.00	0	\$0.00	0
J) Disabled Hispanic American (DH)	\$0.00	0	\$0.00	0
K) Disabled Iberian Peninsula American (DI)	\$0.00	0	\$0.00	0
L) Woman (W)	\$1,609,995.22	73	\$1,609,995.22	73
M) Woman American Indian (NW)	\$0.00	0	\$0.00	0
N) Woman Asian (AW)	\$0.00	0	\$0.00	0
O) Woman Black (BW)	\$0.00	0	\$0.00	0
P) Woman Disabled (DW)	\$0.00	0	\$0.00	0
Q) Woman Hispanic (HW)	\$0.00	0	\$0.00	0
R) Woman Iberian Peninsula (IW)	\$0.00	0	\$0.00	0
S) Disabled American Indian Woman (DNW)	\$0.00	0	\$0.00	0
T) Disabled Asian American Woman (DAW)	\$0.00	0	\$0.00	0
U) Disabled Black American Woman (DBW)	\$0.00	0	\$0.00	0
V) Disabled Hispanic American Woman (DHW)	\$0.00	0	\$0.00	0
W) Disabled Iberian Peninsula American Woman (DIW)	\$0.00	0	\$0.00	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$1,133.70	1	\$1,133.70	1
WBE TOTAL [Lines L - W]	\$1,609,995.22	73	\$1,609,995.22	73
MBE TOTAL {Lines A - W}	\$2,343,412.57	124	\$2,343,412.57	124

SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - for Reporting Capital Improvement Expenditures

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter **2ND** Fiscal Year Period **12/31/2019**

ENTER THIS QTR- **2ND**

Agency Name: University of Connecticut Agency Number: 7301  
 Prepared by: UConn Supplier Diversity Program E-mail Address: [veronica.cook@uconn.edu](mailto:veronica.cook@uconn.edu)

Tel. # - 860-486-0990

**1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET**  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY <b>Capital Improvements Expenditures</b> for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$10,234,380.81	377	\$24,536,604.11	713

**3) Total Agency FY Capital Improvements Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.**

PLEASE CATEGORIZE:

A) American Indian (N)	\$13,671.51	1	\$18,574.01	2
B) Asian (A)	\$65,111.67	13	\$209,359.84	45
C) Black (B)	\$1,108,023.75	16	\$1,376,436.06	28
D) Disabled Individual (D)	\$0.00	0	\$1,133.70	1
E) Hispanic (H)	\$164,805.61	9	\$192,093.86	13
F) Iberian Peninsula (I)	\$131,729.38	1	\$419,161.80	2
G) Disabled American Indian (DN)			\$0.00	0
H) Disabled Asian American (DA)			\$0.00	0
I) Disabled Black American (DB)			\$0.00	0
J) Disabled Hispanic American (DH)			\$0.00	0
K) Disabled Iberian Peninsula American (DI)			\$0.00	0
L) Woman (W)	\$2,722,225.73	103	\$4,332,220.95	176
M) Woman American Indian (NW)	\$0.00	0	\$0.00	0
N) Woman Asian (AW)	\$3,833.66	1	\$3,833.66	1
O) Woman Black (BW)	\$3,000.00	2	\$3,000.00	2
P) Woman Disabled (DW)			\$0.00	0
Q) Woman Hispanic (HW)			\$0.00	0
R) Woman Iberian Peninsula (IW)	\$496.73	1	\$496.73	1
S) Disabled American Indian Woman (DNW)			\$0.00	0
T) Disabled Asian American Woman (DAW)			\$0.00	0
U) Disabled Black American Woman (DBW)			\$0.00	0
V) Disabled Hispanic American Woman (DHW)			\$0.00	0
W) Disabled Iberian Peninsula American Woman (DIW)			\$0.00	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$0.00	0	\$1,133.70	1
WBE TOTAL [Lines L - W]	\$2,729,556.12	107	\$4,339,551.34	180
MBE TOTAL (Lines A - W)	\$4,212,898.04	147	\$6,556,310.61	271

SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - for Reporting Capital Improvement Expenditures.

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter **3rd** Fiscal Year Period **3/31/2020**

ENTER THIS QTR- **3rd**

Agency Name:	University of Connecticut	Agency Number:	7301
Prepared by:	UConn Supplier Diversity Program	E-mail Address:	<a href="mailto:veronica.cook@uconn.edu">veronica.cook@uconn.edu</a>
Tel. # -	860-486-0990		

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$12,298,003.36	233	\$36,834,607.47	946

3) Total Agency FY Capital Improvements Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.  
 PLEASE CATEGORIZE:

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
A) American Indian (N)	\$0.00	0	\$28,576.01	2
B) Asian (A)	\$156,206.66	27	\$365,566.50	72
C) Black (B)	\$1,678,514.63	17	\$3,054,950.69	45
D) Disabled Individual (D)	\$0.00	0	\$1,133.70	1
E) Hispanic (H)	\$396,312.22	4	\$588,406.08	17
F) Iberian Peninsula (I)	\$2,588.89	1	\$421,750.69	3
G) Disabled American Indian (DN)	\$0.00	0	\$0.00	0
H) Disabled Asian American (DA)	\$0.00	0	\$0.00	0
I) Disabled Black American (DB)	\$0.00	0	\$0.00	0
J) Disabled Hispanic American (DH)	\$0.00	0	\$0.00	0
K) Disabled Iberian Peninsula American (DI)	\$0.00	0	\$0.00	0
L) Woman (W)	\$1,649,660.63	39	\$5,981,881.58	215
M) Woman American Indian (NW)	\$0.00	0	\$0.00	0
N) Woman Asian (AW)	\$0.00	0	\$3,833.66	1
O) Woman Black (BW)	\$0.00	0	\$3,000.00	1
P) Woman Disabled (DW)	\$0.00	0	\$0.00	0
Q) Woman Hispanic (HW)	\$0.00	0	\$0.00	0
R) Woman Iberian Peninsula (IW)	\$0.00	0	\$496.73	1
S) Disabled American Indian Woman (DNW)	\$0.00	0	\$0.00	0
T) Disabled Asian American Woman (DAW)	\$0.00	0	\$0.00	0
U) Disabled Black American Woman (DBW)	\$0.00	0	\$0.00	0
V) Disabled Hispanic American Woman (DHW)	\$0.00	0	\$0.00	0
W) Disabled Iberian Peninsula American Woman (DIW)	\$0.00	0	\$0.00	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$0.00	0	\$1,133.70	1
WBE TOTAL (Lines L - W)	\$1,649,660.63	106	\$5,989,211.97	285
MBE TOTAL (Lines A - W)	\$3,883,283.03	146	\$10,439,593.64	416

SMALL/MINORITY BUSINESS ENTERPRISE QUARTERLY REPORT - *for Reporting Capital Improvement Expenditures.*

Please Submit a copy of this form and Back-Up Sheets via InterOffice Mail to CHRO @ 25 SIGOURNEY ST, Hartford CT 06106

Fiscal Year Quarter

4th

Fiscal Year Period

6/30/2020

ENTER THIS QTR- 4th

Agency Name: University of Connecticut  
 Agency Number: 7301  
 Prepared by: UConn Supplier Diversity Program  
 E-mail: veronica.cook@uconn.edu  
 Address:

Tel. # - 860-486-0990

1) TOTAL CAPITAL IMPROVEMENT FUNDS AVAILABLE FROM YOUR ADOPTED BUDGET \$117,847,062.65  
 Page 1 (Summary Page) From The Annual Goals Calculations Report

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
2) Total Agency FY Capital Improvements Expenditures for Purchases from Small and Minority Contractors. Combined TOTALS OF SBE AND MBE EXPENDITURES	\$5,525,810.10	166	\$42,360,417.57	1,112

3) Total Agency FY Capital Improvements Expenditures for Purchases and Contracts from Minority Business Enterprises (MBE) only.  
 PLEASE CATEGORIZE:

	TOTALS (\$)	Contracts	TOTALS (\$)	Contracts
A) American Indian (N)	\$12,112.50	1	\$40,688.51	3
B) Asian (A)	\$243,796.90	14	\$609,363.40	86
C) Black (B)	\$146,055.02	10	\$3,201,005.71	55
D) Disabled Individual (D)	\$0.00	0	\$1,133.70	1
E) Hispanic (H)	\$19,734.80	3	\$608,140.88	20
F) Iberian Peninsula (I)	\$458,077.48	3	\$879,828.17	6
G) Disabled American Indian (DN)	\$0.00	0	\$0.00	0
H) Disabled Asian American (DA)	\$0.00	0	\$0.00	0
I) Disabled Black American (DB)	\$0.00	0	\$0.00	0
J) Disabled Hispanic American (DH)	\$0.00	0	\$0.00	0
K) Disabled Iberian Peninsula American (DI)	\$0.00	0	\$0.00	0
L) Woman (W)	\$2,013,025.91	39	\$7,994,907.49	254
M) Woman American Indian (NW)	\$0.00	0	\$0.00	0
N) Woman Asian (AW)	\$0.00	0	\$3,833.66	1
O) Woman Black (BW)	\$0.00	0	\$3,000.00	1
P) Woman Disabled (DW)	\$0.00	0	\$0.00	0
Q) Woman Hispanic (HW)	\$0.00	0	\$0.00	0
R) Woman Iberian Peninsula (IW)	\$0.00	0	\$496.73	1
S) Disabled American Indian Woman (DNW)	\$0.00	0	\$0.00	0
T) Disabled Asian American Woman (DAW)	\$0.00	0	\$0.00	0
U) Disabled Black American Woman (DBW)	\$0.00	0	\$0.00	0
V) Disabled Hispanic American Woman (DHW)	\$0.00	0	\$0.00	0
W) Disabled Iberian Peninsula American Woman (DIW)	\$0.00	0	\$0.00	0
DisBE TOTAL (Lines D, G, H, I, J, K, P, S,T,U, V, & W)	\$0.00	0	\$1,133.70	1
WBE TOTAL [Lines L - W]	\$2,013,025.91	106	\$8,002,237.88	391
MBE TOTAL {Lines A - W}	\$2,892,802.61	146	\$13,332,396.25	562