Recruiting Resources

Below is a list of websites that offer resources to help attract well-qualified, diverse pools of candidates.

**Websites where all positions in Taleo are cross posted:**

Inside Higher Ed ([https://www.insidehighered.com/](https://www.insidehighered.com/))
Diverse Jobs ([https://diversejobs.net/](https://diversejobs.net/))
Higher Education Recruiting Consortium (HERC) ([https://www.hercjobs.org/](https://www.hercjobs.org/))

**Websites that scrape our postings:**

Indeed
LinkedIn
(*please note, UTK HR does not have influence over the content scraped or advertised by these entities)

**Pro Tip:** Remember to utilize your professional organizations by posting on their sites, sending to Listservs and asking committee members/colleagues to share with their networks.

**Pro Tip:** Human Resources Recruitment partners with 3rd party vendors who can post on our behalf. Outside of the cost of posting, there is no additional cost to use these vendors. The vendors will generate a single invoice and we will send the invoice to your department for payment. Contact your Recruitment Business Partner for assistance.

**General Diversity Recruiting Resources**

**Diversity Jobs:** [https://www.diversityjobs.com/](https://www.diversityjobs.com/) Engage targeted, diverse candidates through DiversityJobs.com’s network of niche sites for Black Americans, Latinx, Asian Americans, Native Americans, Women, Veterans, People with Disabilities, and members of the LGBTQIA+ Community.

**Employ Diversity:** [http://www.employdiversity.com/](http://www.employdiversity.com/) A cost-effective online solution for recruiting multicultural and foreign national job seekers from higher education and private industry.

**Insight Into Diversity:** [http://careers.insightintodiversity.com/](http://careers.insightintodiversity.com/) Advertisers will reach hundreds of thousands of readers per issue, and more than 125,000 people on the website monthly.

**Workplace Diversity:** [http://workplacediversity.com/](http://workplacediversity.com/) WorkplaceDiversity.com and its family of sites were developed to connect employers to diverse candidates nationwide. VeteransConnect.com,

**IM Diversity:** [https://jobs.imdiversity.com/main/clients/products](https://jobs.imdiversity.com/main/clients/products) The goal of IMDiversity.com is to provide job seekers with access to the largest database of equal opportunity employers committed to workplace diversity.

**Insight Into Diversity:** [http://careers.insightintodiversity.com/](http://careers.insightintodiversity.com/) Their reach spans across all categories of highly-educated underrepresented groups in higher education, government, and corporate America. Weekly emails are sent to more than 40,000 recipients, showcasing a selection of our recently posted jobs.

**DiversityInc:** [https://www.diversityinc.com/](https://www.diversityinc.com/) DiversityInc’s mission is to bring education and clarity to the business benefits of diversity.

**Professional Diversity:** [https://www.prodivnet.com/recruiters/](https://www.prodivnet.com/recruiters/) Professional Diversity’s mission is to provide diverse communities with a trusted professional network, which pairs members with employers who are serious about building a diverse workforce to meet the needs of an increasingly diverse customer base.

**Recruiting Resources for Higher Education**

**Academic Diversity Search (ADS):** [https://www.academicdiversitysearch.com/Aboutus.aspx](https://www.academicdiversitysearch.com/Aboutus.aspx) Academic Diversity Search, Inc. (ADS) is a nationwide employment resource specializing in connecting women and minorities with academic institutions that truly value diversity.

**Academic Keys:** [http://executivesearch.academickeys.com/](http://executivesearch.academickeys.com/) AcademicKeys.com is a faculty, senior administrative and staff recruitment website with a one million opt-in candidate database.

**Chronicle of Higher Education** [https://chroniclevitae.com/](https://chroniclevitae.com/) For more than 50 years, The Chronicle has been the No.1 source of news, information and jobs for faculty and administrative professionals in higher education.

**Resources for Recruiting New Graduates**

**Diversity Employers:** [https://www.diversityemployers.com/](https://www.diversityemployers.com/) A millennial inspired print and digital publication offering a job board with career opportunities that specifically target new college graduates of diverse backgrounds in every industry nationwide.

**GettingHired:** [https://gettinghired.com/](https://gettinghired.com/) Online job board that bridges the gap between job seekers with disabilities and employers looking to hire.

**CollegeGrad:** [https://collegegrad.com/](https://collegegrad.com/) Online job board that focuses on entry-level jobs and internships for new college grads.

**Resources for Recruiting Asian/Pacific Islander Jobseekers**

**Asians in Higher Education:** [https://www.asiansinhighered.com/](https://www.asiansinhighered.com/) Modern online job board committed to increasing the pool of qualified, minority candidates for staff, faculty, and management employment opportunities at colleges & universities.

**National Association of Asian American Professionals (NAAP):** [http://www.naaap.org/careercenter/](http://www.naaap.org/careercenter/) Non-profit organization that cultivates and empowers Asian & Pacific Islander leaders through leadership development, professional networking, and community service.
**Resources for Recruiting Black/African American Jobseekers**

**American Association of Blacks in Higher Education (AABHE):** [http://www.blacksinhighered.org](http://www.blacksinhighered.org) / 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.

**Historically Black Colleges and Universities Connect (HBCU Connect):** [http://hbcuconnect.com/cgi-bin/jobs/index.cgi](http://hbcuconnect.com/cgi-bin/jobs/index.cgi) HBCU Connect provides a platform for networking, professional opportunities, and educational opportunities.

**Blacks in Higher Ed: [https://www.blacksinhighered.com/](https://www.blacksinhighered.com/)** Blacks in Higher Ed offers a recruitment solution that helps colleges and universities find and recruit top professors, administrators, chancellors, presidents, adjunct instructors, financial aid officers, and other academic professionals to work at their institutions.


**National Urban League:** [https://nul.org/program/jobs-network](https://nul.org/program/jobs-network) The National Urban League is a historic civil rights and urban advocacy organization with 90 affiliates serving 300 communities, providing direct services that impact and improve the lives of more than two million people nationwide.

**Resources for Recruiting Individuals with Disabilities**

**Disabled in Higher Ed:** [https://www.disabledinhighered.com/](https://www.disabledinhighered.com/) Affordable, highly effective recruitment solution that helps colleges and universities find and recruit top professors, administrators, chancellors, presidents, adjunct instructors, financial aid officers, and other academic professionals.

**Association on Higher Education & Disability (AHEAD):** [https://www.ahead.org/professional-resources/career-center/post-a-job](https://www.ahead.org/professional-resources/career-center/post-a-job) AHEAD targets experienced candidates who are looking for new opportunities.

**Resources for Recruiting Hispanic/Latinx Jobseekers**

**Hispanic Association of Colleges and Universities (HACU):** [http://www.jobs.hacu.net/](http://www.jobs.hacu.net/) The Hispanic Association of Colleges and Universities (HACU) is a membership organization that represents more than 450 colleges and universities in the U.S., Puerto Rico, Latin America and Spain.

**American Association of Hispanics in Higher Education (AAHHE):** [https://www.aahhe.org/](https://www.aahhe.org/) AAHHE works collaboratively with all sectors of education, business, industry, as well as community and professional organizations to enhance the educational aspirations and to meet the needs of a significantly increasing Hispanic population.

**Hispanics in Higher Education:** [https://www.hispanicsinhighered.com/](https://www.hispanicsinhighered.com/) Recruitment solution that helps colleges and universities find and recruit top professors, administrators, chancellors, presidents, adjunct instructors, financial aid officers, and other academic professionals to work at their institutions.

**Hispanic Outlook:** [http://www.hispanicoutlookjobs.com/employer-products](http://www.hispanicoutlookjobs.com/employer-products) Online magazine providing enlightening and inspirational information and resources that focus on Hispanics in higher education.
Latinos in Higher Education: http://www.latinosinhighered.com/ Latino professional employment website designed specifically for the higher education community, with over 100,000 site visits each month.

Hispanic Latino Professional Association: https://www.hlpa.com/employer/ HLPA continually publishes and updates career information and opportunities from quality socially conscious organizations who support the Hispanic / Latino Community.

Resource for Recruiting LGBTQ+ Jobseekers

Consortium of Higher Education Lesbian Gay Bisexual Transgender Resource Professionals: https://www.lgbtcampus.org/post-a-job-find-a-job Provides job board for members; anyone can post a job to the job board, so it is a robust and dynamic listing of active postings.

LGBT in Higher Ed: https://www.lgbtinhighered.com/ Job board committed to increasing the pool of qualified candidates for staff, faculty and management employment opportunities at colleges & universities.

Resources for Recruiting Native American/Alaskan Native Jobseekers

Native American Jobs: https://nativeamericanjobs.com/ Link to diversity and indigenous employment, career-minded individuals looking for employment and careers in all communities, locally and nationwide, including Tribal and Non-Tribal companies across the nation.

Native Americans in Higher Education: https://www.nativeamericansinhighered.com/ Job board to connect college & university employers with American Indian professionals.

Resources for Recruiting Women

Professional Women of Color Network (PWOCN): https://careers.pwocn.org/ The nation's largest member based professional networking organization for women of color. It has become a premier destination for diversity, job leads, professional development, personal empowerment, business promotion and partnership.

Women in Higher Education: https://www.wihe.com/jobs/ Goal is to enlighten, encourage, empower and enraged women on campus as well as to win the acceptance of women in higher education and our larger culture.

Association of Women in Science: https://awis.associationcareerernetwork/ Global network that inspires bold leadership, research, and solutions that advance women in STEM, spark innovation, promote organizational success, and drive systemic change.

Women for Hire: http://womenforhire.com/ Organization that has formed strategic partnerships with hundreds of professional and diversity associations to deliver a highly skilled and experienced pool of qualified candidates.

Resources for Recruiting Veteran Jobseekers

Veterans in Higher Education: https://www.veteransinhighered.com/ Job board for all transitioning military veterans and their families.

VeteransConnect.com: http://veteransconnect.com/ Resources and tools to help veterans connect with employers across multiple career fields.
Job Opportunities for Disabled American Veterans (JOFDAV): https://wehireheroes.com/ Job opportunities for Disabled American Veterans or JOFDAV.com is a national job board that is specific for veterans with disabilities.

Skilled Trades Posting Resources and Knoxville Area Trade Schools & Apprenticeship Programs

Skilled Trade Jobs: https://www.skilledtradejobs.com/ Skilled Trade Jobs is the leading online job board and resource website for the skilled trades.

TN Department of Labor & Workforce Development: https://www.jobs4tn.gov/vosnet/Default.aspx
User account will need to be created to post.