

**IUPUI Office of Equal Opportunity**  
**Faculty and Professional Recruitment Sources**

The following is a list of recruitment sources that will prove helpful in yielding a diversity pool.

<b>Source Type</b>	<b>Source</b>	<b>Web-site</b>	<b>Source Description</b>	<b>Time Frame</b>	<b>Cost</b>
ASN	<b>AsiaMedia</b>	<a href="http://www.asiamedia.com">http://www.asiamedia.com</a>	For Asian Americans seeking out Asian-friendly organizations	Financial Support	\$100-5000
ASN	<b>National Association Asian American Professionals</b>	<a href="http://www.naaap.org">http://www.naaap.org</a>	Resources & career center targeting Asian Americans	60 days	\$100.00
BLK	<b>American Association Blacks in Energy</b>	<a href="http://www.aabe.org">http://www.aabe.org</a>	Focusing on energy issues affecting minorities. Includes jobsite	Membership	\$140.00
BLK	<b>Association of Black Psychologists</b>	<a href="http://www.abpsi.org">http://www.abpsi.org</a>	United to address problems facing Black Psychologists/Black community	Yearly	\$300.00
BLK	<b>Black Collegiate</b>	<a href="http://www.black-collegian.com">http://www.black-collegian.com</a>	Targeted to African American BA/BS graduates (30 days = \$75; 60 days = \$140; 90 days = \$200)	30-90 days	\$75 - \$200
BLK	<b>Historical Black Colleges &amp; Universities</b>	<a href="http://www.hbuconnect.com">http://www.hbuconnect.com</a>	Resources & opportunities catering to students & alumni of HBU	60 days	\$249.00
BLK	<b>National Alliance of Black School Educators</b>	<a href="http://nabse.org">http://nabse.org</a>	Nation's largest network of African American educators	30 days	\$250.00
BLK	<b>National Association Black Accountants</b>	<a href="http://nabainc.org">http://nabainc.org</a>	Resources, publications, on-line job listing and placement service	30 days	\$285.00
BLK	<b>National Association Black Social Workers</b>	<a href="http://www.nabsw.org">http://www.nabsw.org</a>	NABSW addresses individual, family & community needs (30 days = \$225; 60 days = \$325; 90 days = \$450).	30-90 days	\$225 - \$450
BLK	<b>National Black MBA Association, Inc.</b>	<a href="http://www.nbmbaa.org">http://www.nbmbaa.org</a>	Association with more than 6,000 members representing MBA graduates	60 days	\$250.00
BLK	<b>National Forum Black Public Administrators</b>	<a href="http://www.nfbpa.org">http://www.nfbpa.org</a>	NFBPA's mission is to promote, strengthen and expand the roles of Blacks in public administration	30 days	\$350.00
BLK	<b>National Society Black Engineers</b>	<a href="http://nsbe.org">http://nsbe.org</a>	Resources and on-line advertising for engineering positions	60 days	\$250.00
BLK	<b>National Urban League</b>	<a href="http://www.nul.org">http://www.nul.org</a>	"...to secure African Americans self-reliance, parity, power and civil rights."	30 days	\$175.00

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BLK	Urban League - local	<a href="http://www.indplsul.org/">http://www.indplsul.org/</a>	"...to secure African Americans self-reliance, parity, power and civil rights."		Unknown
BLK/FEM	African-American Women in Technology	<a href="http://www.aaawit">http://www.aaawit</a>	Educate, support and advance African American women in IT	Monthly	\$120.00
BLK/FEM	Black Career Women (BCW)	<a href="http://www.bcw.org">http://www.bcw.org</a>	Career assistance and advancement opportunities	45 days	\$100.00
BLK/GMN	National Organization for the Professional Advancement of Black Chemists & Chemical Accessible Employment	<a href="http://www.nobccche.org">http://www.nobccche.org</a>	Mission is to increase the number of minorities in the fields of Science and Engineering	30 days	\$200.00
DSN	Association, Higher Education & Disability	<a href="http://www.ahead.org">http://www.ahead.org</a>	Career site dedicated to creating employment opportunities for qualified workers with disabilities	60 days	\$200.00
DSN	DisabilityInfo.gov	<a href="http://disabilityinfo.gov">http://disabilityinfo.gov</a>	Association committed to persons w/disabilities in higher education	Yearly	\$570.00
DSN	Disabilityresources.org	<a href="http://disabilityresources.org">http://disabilityresources.org</a>	U.S. DoL's Office of Disability Employment Policy. Federal government disability related information and resources	60 days	\$175.00
DSN	disABLEDperson.com	<a href="http://www.disabledperson.com">http://www.disabledperson.com</a>	Non-profit organization dedicated to providing resources that cover a variety of disabilities.		Unknown
FEM	Advancing Women	<a href="http://www.advancingwomen.com">http://www.advancingwomen.com</a>	Resource and recruiting connecting employers with disabled job seekers	Job Fair	Free
FEM	American Association University Women	<a href="http://www.aauw.org">http://www.aauw.org</a>	Career strategy, tools, resources, products and services for women	30-60 days	\$150 - \$200
FEM	American Society Women Accountants	<a href="http://www.aswa.org">http://www.aswa.org</a>	Promoting education and equity for women through diversity initiatives	Membership	\$175.00
FEM	Association Women in Mathematics	<a href="http://www.awm-math.org">http://www.awm-math.org</a>	Resources, publications, job listings and placement	1 month	\$150.00
FEM			Mentor network, resources and job bank for women in math sciences	Yearly	\$150-300

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FEM	<b>Association Women in Science</b>	<a href="http://www.awis.org">http://www.awis.org</a>	Resources, publications, job listings, science, math, engineering and tech	30 days	\$300.00
FEM	<b>Center for Women &amp; Information Technology</b>	<a href="http://www.umbc.edu">http://www.umbc.edu</a>	"...the best resource on women and technology on the web" ABCNews.com		Free
FEM	<b>National Council of Women's Organizations</b>	<a href="http://www.womensorganizations.org">http://www.womensorganizations.org</a>	Improving programs and policies for women's economic, legal, social, physical well-being	Membership	\$200.00
FEM	<b>National Institute for Women in Trades, Technology &amp; Science</b>	<a href="http://www.iwitts.com">http://www.iwitts.com</a>	Training, products, strategies and research projects for women	1 month	\$60.00
FEM	<b>Society of Women Engineers</b>	<a href="http://www.swe.org">http://www.swe.org</a>	Driving force for Engineering as a career aspiration for women	30 days	\$150.00
FEM	<b>Women in Higher Education</b>	<a href="http://www.wihe.com">www.wihe.com</a>	Helps women on campus get wise about how gender affects their being successful in the male-dominated world of higher education.	30 days	\$555-\$1495.
FEM	<b>Women in Technology International</b>	<a href="http://www.witi4hire.com">http://www.witi4hire.com</a>	Empowering women by providing connections, resources and opportunities	60 days	\$295.00
GEN	<b>Academic Careers Online</b>	<a href="http://www.academiccareers.com">http://www.academiccareers.com</a>	Global academic job site for teaching, education, research and professional jobs in education and academia	1 or 3 month	\$165 - \$195
GEN	<b>Academic Employment Network</b>	<a href="http://www.academploy.com">http://www.academploy.com</a>	Collection of internet links to faculty and academic administrative positions	30 days	\$119.00
GEN	<b>Academic Keys for Administration</b>	<a href="http://www.academickeys.com">http://www.academickeys.com</a>	Premier source for academic employment	4 months	\$195.00
GEN	<b>Academic Network</b>	<a href="http://www.needacademicdiversity.com">http://www.needacademicdiversity.com</a>	Provides resources for faculty within higher education	Membership	\$100.00
GEN	<b>Academic Position Network</b>	<a href="http://www.apnjobs.com">http://www.apnjobs.com</a>	Faculty, administrative, postdoc and professional positions in higher education	90 days	\$95.00
GEN	<b>Academic360.com</b>	<a href="http://www.academic360.com">http://www.academic360.com</a>	Formerly <u>Jobs in Higher Education</u> . Higher education opportunities	60 days	\$155.00

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GEN	<b>American Conference of Academic Deans</b>	<a href="http://www.acad-edu.org">http://www.acad-edu.org</a>	Provide leaders who share a commitment to student learning and liberal education with networking and professional development.	90 days	\$100.00
GEN	<b>American Council on Education</b>	<a href="http://www.acenet.edu">http://www.acenet.edu</a>	Maintains resume banks for top administrative positions	membership based on FTE/GE	
GEN	<b>Association of American Colleges and Universities</b>	<a href="http://www.aacu.net/">http://www.aacu.net/</a>	National association concerned with the quality, vitality and public standing of undergraduate liberal education.	90 days	\$100.00
GEN	<b>Career Builder</b>	<a href="http://www.careerbuilder.com">www.careerbuilder.com</a>	Career site for employment opportunities	30 days	\$419.00
GEN	<b>College Job Board.com</b>	<a href="http://collegejobboard.com">http://collegejobboard.com</a>	Career site endorsed by the U.S. Department of Education	30 days	\$750.00
GEN	<b>College Student Educators International</b>	<a href="http://myacpa.org">http://myacpa.org</a>	Student affairs association that advances student affairs and engages students for a lifetime of learning and discovery.	30 days	\$200.00
GEN	<b>Craigslist</b>	<a href="http://www.craigslist.org/about/sites">http://www.craigslist.org/about/sites</a>	Local classifieds and forums - community moderated, and free	Varies	Free
GEN	<b>Diverse Issues in Higher Education</b>	<a href="http://diverseeducation.com/home.html">http://diverseeducation.com/home.html</a>	America's premier source for news and information about diversity in the US educational system	30 days	\$270-\$4760.
GEN	<b>EduCareer/AmeriCareers, LLC</b>	<a href="http://www.educareer.com">http://www.educareer.com</a>	Resource to professionals for education-related job searches	90 days	\$195.00
GEN	<b>Electronic Recruiting News</b>	<a href="http://www.interbiznet.com/hrstart.html">http://www.interbiznet.com/hrstart.html</a>	Multiple links to articles and white papers. To post jobs contact Gil Gildea at 443-745-6131	Gil Gildea	
Gen	<b>Executive Searches</b>	<a href="http://execsearches.com">http://execsearches.com</a>	Recruit fundraising, sr management and exec, in the non profit, education, healthcare and government sectors.	30 days	\$90.00
GEN	<b>HigherEdJobs.com</b>	<a href="http://www.HigherEdJobs.com">http://www.HigherEdJobs.com</a>	Large job Dbase focused exclusively on college and university positions	60 days	\$180.00
GEN	<b>Inside Higher Education</b>	<a href="http://www.insidehighered.com">http://www.insidehighered.com</a>	Online source for news, opinion and jobs for all of higher education.	30-90 days	\$175-\$395

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GEN	<b>Nation Job</b>	<a href="http://www.NationJob.com">http://www.NationJob.com</a>	Employment and job search engines, career search, job listings	30 days	\$300.00
GEN	<b>National Campus Compact</b>	<a href="http://www.compact.org">http://www.compact.org</a>	Promotes public and community service that develops student's citizenship skills, helps campuses forge community partnerships.		Free
GEN	<b>PhDjobs</b>	<a href="http://www.phdjobs.com">http://www.phdjobs.com</a>	Web-site that caters exclusively for postgraduates of all disciplines		Free
GEN	<b>PhDs.org</b>	<a href="http://www.phds.org">http://www.phds.org</a>	Science, Math and Engineering career resources		Free
GEN	<b>Recruiting News</b>	<a href="http://www.recruitersnetwork.com">http://www.recruitersnetwork.com</a>	Newsletter and resource center related to internet recruiting	60 days	\$275.00
GEN	<b>Sciweb</b>	<a href="http://www.sciweb.com">http://www.sciweb.com</a>	Development of professionals & organizations to increase partnering between California, Israel businesses & Universities		\$2,500 - \$50,000
GEN	<b>Student Affairs</b>	<a href="http://www.studentaffairs.com">http://www.studentaffairs.com</a>	A comprehensive index of internet resources for college student affairs professionals	7 weeks	\$125.00
GEN	<b>TechjobsOnline</b>	<a href="http://www.techjobsonline.com">http://www.techjobsonline.com</a>	Resource for employers/candidates for technical job opportunities	30 days	\$50.00
GEN	<b>University Job Bank</b>	<a href="http://www.ujobbank.com">http://www.ujobbank.com</a>	University, faculty, postdoc, administrative and executive openings	90 days	\$195.00
GEN	<b>World Computer Society</b>	<a href="http://www.computer.org">http://www.computer.org</a>	Academic and professional positions	30 days	\$399.00
GEN	<b>CUPA-HR</b>	<a href="http://www.cupahr.org">http://www.cupahr.org</a>	Job line, resources, development opportunities, workshops, and seminars	30 days	\$195 - \$1000
GEN	<b>International Association of Employment Web Sites</b>	<a href="http://www.employmentwesites.org">http://www.employmentwesites.org</a>	More than 40,000 employment sites that serve job seekers, employers, and recruiters worldwide.	Membership	\$10,000.00
GEN	<b>Chronicle of Higher Education</b>	<a href="http://www.chronicle.com">http://www.chronicle.com</a>	Academic/Administrative positions from over 1,400 institutions (Box = \$145; Line = \$260; Web = \$260)	30 days	\$145 - \$260

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GEN/FEM	<b>Institute Electric &amp; Electrical Engineers</b>	<a href="http://www.ieee.org">http://www.ieee.org</a>	WIE - Association of Women Engineers. Technical and professional information and resources	30-60 days	\$220 - \$400
GEN/GMN	<b>American Association for Affirmative Action</b>	<a href="http://www.affirmativeaction.org">http://www.affirmativeaction.org</a>	Resources, publications and on-line job service	Annual	\$475.00
GEN/GMN	<b>American Association University Professors</b>	<a href="http://www.aaup.org">http://www.aaup.org</a>	Ensures higher education's contributions and includes resources on diversity and affirmative action	Membership	\$191.00
GEN/GMN	<b>Monster Worldwide</b>	<a href="http://www.monster.com">http://www.monster.com</a>	Diversity and inclusion advice and job postings from employers seeking diversity candidates	60 days	\$375.00
GEN/GMN	<b>Rutgers Career Services</b>	<a href="http://careerservices.rutgers.edu">http://careerservices.rutgers.edu</a>	Career-related links-diversity websites	Rutgers	Free
GEN/GMN	<b>Collaboration, Advancement of College Teaching &amp; Learning</b>	<a href="http://collab@collab.org">http://collab@collab.org</a>	Cross-disciplinary, multicultural and practical educational development	Yearly	\$6,400.00
GEN/VET	<b>JOBcentral</b>	<a href="http://www.jobcentral.com">http://www.jobcentral.com</a>	Provides employers a cost-effective transition after phase-out of America's Job Bank (AJB)	30 days	\$25.00
GMN	<b>Affirmative Action Register</b>	<a href="http://www.aar-eeo.com">http://www.aar-eeo.com</a>	EEO publication and career website for minorities, women and disabled (30 day = \$260; 60 day = \$390; 90 day = \$520)	30-90 days	\$260 - \$520
GMN	<b>Black E.O.E. Journal</b>	<a href="http://www.blackoejournal.com">http://www.blackoejournal.com</a>	Awareness, higher education and career opportunities for minorities	30 days	\$125.00
GMN	<b>Diverse: Issues in Higher Education</b>	<a href="http://diverseeducation.com">http://diverseeducation.com</a>	News source for higher education issues. Formerly "Black Issues in Higher Education"	30 days	\$195.00
GMN	<b>DiverseJobs.net</b>	<a href="http://www.diversejobs.net">http://www.diversejobs.net</a>	Electronic job fairs for the higher education community	30 days	\$195.00
GMN	<b>Diversity.com</b>	<a href="http://www.diversity.com">http://www.diversity.com</a>	Job search and resume posting for women and minority candidates	30-60 days	\$49.95-\$69.9
GMN	<b>DiversityBusiness.com</b>	<a href="http://www.diversitybusiness.com">http://www.diversitybusiness.com</a>	Resource portal on business initiatives in diversity and multiculturalism	1 month	\$419.00

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GMN	<b>DiversityCentral</b>	<a href="http://www.diversitycentral.com">http://www.diversitycentral.com</a>	Resources for cultural diversity at work	1 month	\$40.00
GMN	<b>DiversityInc.com</b>	<a href="http://www.diversityinc.com">http://www.diversityinc.com</a>	News and resources on diversity in the workplace. Includes career center	30 days	\$300.00
GMN	<b>DiversityLink</b>	<a href="http://www.diversitylink.com">http://www.diversitylink.com</a>	Serving women and minority professionals w/job listings, resume bank	30 days	\$150.00
GMN	<b>Diversityworking.com</b>	<a href="http://www.diversityworking.com">http://www.diversityworking.com</a>	Large diversity job board. Career opportunity and news source	60 days	\$225.00
GMN	<b>EmployDiversity</b>	<a href="http://www.employdiversity.com">http://www.employdiversity.com</a>	Recruiting site linking job seekers with employers committed to diversity	30 days	\$75.00
GMN	<b>HireDiversity.com</b>	<a href="http://www.hirediversity.com">http://www.hirediversity.com</a>	Online service for diversity career development and recruitment	60 days	\$275.00
GMN	<b>IMDiversity.com</b>	<a href="http://www.imdiversity.com">http://www.imdiversity.com</a>	Publishers of the <u>Black Collegian Online</u> and magazine (\$30 days = \$75.00; 60 days = \$140.00; 90 days = \$200.00)	30-90 days	\$75 - \$200
GMN	<b>Insight to Diversity</b>	<a href="http://www.insightintodiversity.com">http://www.insightintodiversity.com</a>	National EEO recruitment publication directed to females, minorities, veterans, and individuals with disabilities	30 - 90 days	\$290 - \$390
GMN	<b>Minority Affairs</b>	<a href="http://www.minorityaffairs.com">http://www.minorityaffairs.com</a>	Career, employment, educational web site dedicated to empowering minority job seekers	30-60 days	\$90 - \$120
GMN	<b>Multicultural Advantage</b>	<a href="http://www.multiculturaladvantage.com">http://www.multiculturaladvantage.com</a>	Career info and management for professionals from diverse backgrounds	2 months	\$200.00
GMN	<b>National Conference on Race &amp; Ethnicity</b>	<a href="http://www.ncore.ou.edu">http://www.ncore.ou.edu</a>	Creating and sustaining comprehensive institutional change designed to improve racial and ethnic relations on campus	6 months	\$150.00
GMN	<b>National Employment Minority Network</b>	<a href="http://www.nemnet.com">http://www.nemnet.com</a>	National resource organization committed to the recruitment of minorities	10 months	\$95.00
GMN	<b>National Minority Faculty Identification Program</b>	<a href="http://www.southwestern.edu">http://www.southwestern.edu</a>	Tool designed to help connect minority faculty with institutions of higher education	Subscription	\$200.00

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GMN	<b>The Academic Network, Inc.</b>	<a href="http://www.theacademicnetwork.org">http://www.theacademicnetwork.org</a>	Providing effective strategies in locating, recruiting, and retaining minority faculty, staff and students	90 days	\$95.00
GMN	<b>WorkplaceDiversity</b>	<a href="http://www.workplacediversity.com">http://www.workplacediversity.com</a>	Diversity news, organizations and career site	60 days	\$200.00
GMN/DSN	<b>Equal Opportunity Publications</b>	<a href="http://www.eop.com">http://www.eop.com</a>	Diversity publications and assistance for under-represented groups	Monthly	\$250.00
GMN/FEM	<b>Minority Professional Network (MPN)</b>	<a href="http://www.minorityprofessionalnetwork.com">http://www.minorityprofessionalnetwork.com</a>	Career, economic and lifestyle connection for culturally diverse and women	30-60 days	\$100 - \$150
HSP	<b>American Association Hispanics in Higher Education</b>	<a href="http://www.aahhe.org">http://www.aahhe.org</a>	AAHHE goals include increasing Hispanic faculty in higher education		\$1,500.00
HSP	<b>Association Latino Professionals in Finance and Accounting</b>	<a href="http://www.alpfa.org">http://www.alpfa.org</a>	ALPFA provides opportunities for Latinos in Accounting, Finance and related professions	Sponsorship	\$3,000.00
HSP	<b>Hispanic Association of Colleges and Universities</b>	<a href="http://www.hacu.net/">http://www.hacu.net/</a>	Serves as a spokesperson and advocate for HACU and HSL's in Washington, DC on issues affecting the Latino in education.	Monthly	\$150.00
HSP	<b>Hispanic Business.com</b>	<a href="http://www.hispanicbusiness.com">http://www.hispanicbusiness.com</a>	Interactive connection to the worldwide Hispanic market	60 days	\$275.00
HSP	<b>Hispanic National Bar Assoc.</b>	<a href="http://www.hnba.com">http://www.hnba.com</a>	Legal education, civil education and Hispanic representation concerns	30 days	\$250.00
HSP	<b>Hispanic Network Magazine</b>	<a href="http://www.hnmagazine.com">http://www.hnmagazine.com</a>	Hispanic/Latino lifestyle, business and employment magazine	30 days	\$125.00
HSP	<b>Hispanic Outlook in Higher Education</b>	<a href="http://www.Hispanicoutlook.com">http://www.Hispanicoutlook.com</a>	Hispanic journal offering employment opportunities in academia	4 weeks	\$195.00
HSP	<b>Latinos in Higher Ed.com</b>	<a href="http://www.latinosinhighered.com/">http://www.latinosinhighered.com/</a>	Launched in response to the need to promote career opportunities in higher education for the growing Latino population.	90 days	\$150.00
HSP	<b>LatPro, Inc.</b>	<a href="http://www.latpro.com/">http://www.latpro.com/</a>	Employment sources for Hispanic/Latino and bilingual professionals	60 days	\$317.68

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HSP	<b>National Society of Hispanic MBAs</b>	<a href="http://www.nshmba.org">www.nshmba.org</a>	Fosters Hispanic leadership through graduate education and development	3 month banner	\$3,000.00
HSP	<b>Saludos Hispanos</b>	<a href="http://www.saludos.com">http://www.saludos.com</a>	Hispanic employment service	30-60 days	\$129 - \$149
HSP	<b>Society of Hispanic Professional Engineers</b>	<a href="http://www.shpe.org">http://www.shpe.org</a>	SHPE's "JobMatch" service reaches a potential audience of thousands of Hispanics	Quarter Net	\$3,250.00
HSP	<b>Society of Mexican American Engineers &amp; Scientists</b>	<a href="http://www.swe.org">http://www.swe.org</a>	Organization representing Mexican Americans and Hispanics in the technical and scientific fields	1 month	\$199.00
HSP	<b>National Association, Puerto Rican &amp; Hispanic Social Workers</b>	<a href="http://www.naprhsw.org">http://www.naprhsw.org</a>	Social Workers and HR professionals interested in issues that affect Puerto Rican & Hispanic comm.	1 month	\$45.00
HSP/NAI	<b>Society for the Advancement of Chicanos &amp; Native Americans in Science</b>	<a href="http://sacnas.org">http://sacnas.org</a>	Leadership and opportunities for minorities in science and academia	30 days	\$300.00
NAI	<b>American Indian Business Association</b>	<a href="http://www.unm.edu/~aiba/">http://www.unm.edu/~aiba/</a>	Supporting and encouraging American Indian people in their academic, personal and professional pursuits	Membership	\$100.00
NAI	<b>American Indian Council of Architects &amp; Engineers</b>	<a href="http://www.aicae.org">http://www.aicae.org</a>	American Indian architecture, engineering and design professionals	Membership	\$100.00
NAI	<b>American Indian Science &amp; Engineering Society</b>	<a href="http://www.aises.org/">http://www.aises.org/</a>	Opportunities for American Indian & Native Alaskans in Science, Engineering & Technology	3 months	\$250.00
NAI	<b>Tribal Colleges &amp; Universities</b>	<a href="http://www.ed.gov">http://www.ed.gov</a>	White House initiative on tribal colleges and universities	30 days	\$80.00
NAI	<b>Tribal College Journal of American Indian Higher Education</b>	<a href="http://www.tribalcollegejournal.org">http://www.tribalcollegejournal.org</a>	Listing for teaching and support jobs, scholarships, fellowships, internships and grants	30 days	\$80.00

Legend: ASN = Asian; BLK = Black; DSN = Disabilities; FEM = Female; GEN = General; GMN = All Minorities; HSP = Hispanic; NAI = Native American

**IUPUI Office of Equal Opportunity**  
**Faculty and Professional Recruitment Sources**

The following is a list of recruitment sources that will prove helpful in yielding a diversity pool.

<b>Source Type</b>	<b>Source</b>	<b>Web-site</b>	<b>Source Description</b>	<b>Time Frame</b>	<b>Cost</b>
The inclusion of organizations and links to their web sites is not intended to endorse any products or services offered on these web sites, or the organizations sponsoring their sites. If you find any of this information to be incorrect or outdated, please contact this Office of Equal Opportunity at 274-2306.					

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