

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

4. **Profession Associations**

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

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

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

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

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

8. **Use of Fellowships, Internships, Sponsorships**