





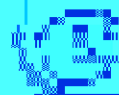
# BUILDING DIVERSE APPLICANT POOLS

## Effective Advertising Tips

- Advertise in a variety of media
- Request names of potential candidates from women and minorities at your institution and at institutions with strong graduate programs for

Armed forces officers.

Chair, Human Resources Director, and/or colleague the opportunity to quickly distribute your ad to interested parties. As Search Chair, you



- Always include statements on a department's commitment to affirmative

action and the role of the department in the affirmative action process.

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## OTHER TIPS

### Committee importance

- **Recruitment begins with the search committee.**
- **A more diverse committee is more likely to look for a more diverse set of candidates.**

### Strategy

- **Identify your organization's needs and goals, and determine the skills and experience required for the position.**
- **Develop a diverse search committee.**

- **Use a variety of recruitment channels, including job boards, social media, and networking events.**
- **Reach out to diverse groups of potential candidates.**

- **Use a structured interview process to evaluate candidates fairly and objectively.**
- **Consider the needs of diverse candidates throughout the recruitment process.**

- **Provide a positive candidate experience throughout the recruitment process.**
- **Communicate clearly and consistently with candidates.**

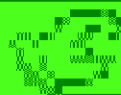
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- Answer questions such as which classes must this individual teach and which classes can be taught by someone else already in the department?

→ The first question is, "What are the classes that are currently being taught in the department?"

→ The second question is, "What are the classes that are currently being taught in the department?"

→ The third question is, "What are the classes that are currently being taught in the department?"

→ The fourth question is, "What are the classes that are currently being taught in the department?"

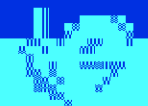
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→ The seventh question is, "What are the classes that are currently being taught in the department?"

→ The eighth question is, "What are the classes that are currently being taught in the department?"

→ The ninth question is, "What are the classes that are currently being taught in the department?"



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## Advertising Article

The article discusses the importance of advertising in recruitment. It highlights that advertising is a key tool for attracting potential candidates and is essential for a successful recruitment process. The article also mentions that advertising can help to create a positive image of the organization and its values.

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### Case Study: Recruitment of a Graduate

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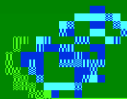
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