



THE UNIVERSITY OF  
TENNESSEE  
KNOXVILLE

## 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:

Higher Ed Jobs (<https://www.higheredjobs.com/>)

Inside Higher Ed (<https://www.insidehighered.com/>)

Diverse Jobs (<https://diversejobs.net/>)

Higher Education Recruiting Consortium (HERC) (<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 3<sup>rd</sup> 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/> 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/> 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/> 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/> WorkplaceDiversity.com and its family of sites were developed to connect employers to diverse candidates nationwide. VeteransConnect.com,

Human Resources

105 Student Services Building, Knoxville, TN 37996-0213

865-974-6642 hr.utk.edu

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LGBTConnect.com, HispanicDiversity.com, DisabilityConnect.com, OutandEqual.com, AllDiversity.com, WomensJobCenter.com, LatinXJobs.com and BlackJobCenter.com.

**IM Diversity:** <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/> 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/> DiversityInc's mission is to bring education and clarity to the business benefits of diversity.

**Professional Diversity:** <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> 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/> 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/> 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/> 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/> Online job board that bridges the gap between job seekers with disabilities and employers looking to hire.

CollegeGrad: <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/> 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/> 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/> 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> HBCU Connect provides a platform for networking, professional opportunities, and educational opportunities.

**Blacks in Higher Ed:** <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.

**Journal of Blacks in Higher Education (JBHE):** <https://www.jbhe.com/jobs/> The Journal of Blacks in Higher Education offers multiple online advertising options for academic institutions and affiliated agencies.

**National Urban League:** <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/> 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> 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/> 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/> 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/> 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> 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 web site designed specifically for the higher education community, with over 100,000 site visits each month.

**Hispanic Latino Professional Association:** <https://www.hlpa.com/employer/> HLPAs 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 enrage 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.associationcareernetwork/> 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.