Where to Seek Highly Qualified Diverse Candidates
Faculty, Post Docs, Staff, Students

All academic disciplines have professional organizations associated with them. Many have subcommittees on women and/or people of color. In addition, most have both national and regional meetings, newsletters, email mailing lists and web sites. These organizational resources can be key in departmental recruiting efforts. Poll faculty members to determine which organizations are active in the discipline area related to the open faculty position. Distribute job announcements to regional contacts or committee chairs. Follow-up with phone calls to discuss the department’s needs and how best to identify promising scholars in the field. Below is a list of discipline-based organizations:

**African American**

**Association of Black Nursing Faculty, Inc. (ABNF)**
http://www.abnf.net/

**Association of Black Cardiologists, Inc.**
The ABC is dedicated to eliminating the disparities related to cardiovascular disease in all people of color.
http://www.abcardio.org

**Association of Black Psychologists**
Founded by a number of black psychologists across the country, they actively address the serious problems facing Black Psychologists and the larger Black community.
http://www.abpsi.org

**Association of Black Women Physicians**
An organized network of Black women physicians committed to the improvement of public health and welfare.
http://www.blackwomenphysicians.org

**Association of Nigerian Physicians in the Americas**
ANPA represents the professional, political and social interests of 4,000 plus physicians, dentists and allied health professionals of Nigerian birth, ethnicity or empathy in the United States, Canada and the Caribbean providing a platform for medical, scientific, political and social dialogue on issues of health within North America, the Caribbean, and Africa, pertinent to persons of descent from the Nigerian Diaspora.
http://www.anpa.org/
Bay Area Black Nurses Association
The Bay Area Black Nurses Association is a professional organization of registered nurses, licensed vocational nurses and nursing students who contribute to improving the quality of life of persons who share the African American heritage and other ethnic groups.
http://www.babna.org/

The National Association of Health Services Executives (NAHSE)
The National Association of Health Services Executives (NAHSE) is a non-profit association of Black health care executives founded in 1968 for the purpose of promoting the advancement and development of Black health care leaders, and elevating the quality of health care services rendered to minority and underserved communities.

National Black Nurses Association, Inc.
NBNA mission is to provide a forum for collective action by African American nurses to “investigate, define and determine what the health care needs of African Americans are.
http://www.nbna.org

National Medical Association (NMA)
Their purpose is to advance the art and science of medicine for people of African descent through education, advocacy, and health policy to promote health and wellness, eliminate health disparities, and sustain physician viability.
http://www.nmanet.org

National Podiatric Medical Association
The NPMA exists to foster the philosophy of disadvantaged/minority recruitment, retention, achievement and professional development.
http://www.npmaonline.org

Physicians Medical Forum
Physicians Medical Forum’s mission is the retention and recruitment of African-American physicians, and the betterment of health care for people of color and the underserved communities in the Bay Area.
http://pmfmd.com/

Sinkler Miller Medical Association (SMMA)
SMMA was created in Alameda and Contra Costa counties (California) to unite and form a professional medical association.
http://www.sinklermiller.org/
Society of Black Academic Surgeons (SBAS)
This organization is designed to stimulate, mentor and inspire young African American surgeons and medical students to pursue academic careers.
http://www.sbas.net

National Society of Black Engineers
National Society of Black Engineers seeks increase the number of minority students studying engineering at both the undergraduate and graduate levels. It encourages members to seek advanced degrees in engineering or related fields and to obtain professional engineering registrations.
www.nsbe.org/

HBCU Connect.com Career Center
This site is a job posting and recruitment site specifically for students and alumni of historically black colleges and universities.
http://hbcuconnect.com/

Asian American/Asian origin

Asian-American Medical Society
The Asian Pacific American Medical Students Association (APAMSA) is a national organization of medical and pre-medical students committed to addressing the unique health challenges of Asian and Pacific Islander American (APIA) communities. APAMSA serves as a forum for student leaders to engage these health issues and develop initiatives and projects addressing those needs. The local, regional, and national activities of APAMSA aim to promote the health of the APIA community and help healthcare workers understand how to care for APIA patients in a culturally sensitive manner. Finally, APAMSA provides an important venue for medical students to meet, exchange experiences, and develop personally and professionally through leadership and service.
http://apamsa.org/

Association of Chinese American Physicians (ACAP)
The Association of Chinese American Physicians (ACAP) is a not for profit professional organization of Chinese American physicians and Physicians that care for the Chinese community (www.acaponline.org). One of ACAP’s objectives is to promote quality healthcare through physician networking and professional development.
http://www.acaponline.org/

Association of Haitian Physicians Abroad
The Association of Haitian Physicians Abroad (AMHE), was founded in August 1972, by a group of Haitian physicians determined to mark their presence as a growing ethnic entity in America, to foster professional alliances, and to promote the health and interest of the Haitian immigrant community at large.
http://www.amhe.org/
Association of Philippine Physicians in America
To provide physicians and other qualified health professionals continuing medical education. To give grants to disadvantage and deserving individuals for the purpose of furthering their medical education. To organize, coordinate and conduct medical relief missions to medically underserved areas of the United States and the Philippines. To provide assistance to victims of natural disasters in the United States and the Philippines. To protect and promote the general interest and welfare of its members. To participate in the promotion and preservation of the Philippine Cultural Heritage.
http://www.appa-usa.org/about-us

Chinese American Medical Society
The Society is incorporated as a non-profit, charitable, educational, and scientific society. It is the mission of CAMS to improve the health status of Chinese Americans and to promote excellence in health care for all through the mobilization of health care professionals.
www.camsociety.org

Chinese American Physicians' Society
The Chinese American Physicians' Society (CAPS) was formed by a group of concerned physicians of Chinese descent in 1977 in the San Francisco area. Our main objectives: To eliminate, eradicate and discourage racial prejudice and discrimination in all facets of the medical profession. To encourage, foster and stimulate a greater awareness of the social responsibility of the medical profession to the community. To provide a forum for the exchange and discussion of information concerning problems, new advancements and improvement of skill relating to the field of medicine. To advocate, promote and encourage the expansion and availability of low-cost medical services in socioeconomically disadvantaged communities.
www.caps-ca.org

Philippine Academy of Family Physicians
The Philippine Academy of Family Physicians, the largest medical specialty organization under the umbrella of the Philippine Medical Association. The PAFP is composed of about 4,500 Family Medicine specialists dedicated to providing holistic, accessible, continuous, comprehensive, family centered, coordinated, compassionate and culturally effective health care.
www.thepafp.org

Society of Philippine Surgeons in America
www.spsatoday.com

Thai Physicians Association of America
www.tpaa.us
Vietnamese Medical Association of the USA  
www.vamausa.org

Korean-American Medical Association of the U.S.  
www.koreanama.org

National Council of Asian & Pacific Islander Physicians  
www.ncapip.org

*Hispanic American/Latino/a*

Association of Hispanic Health Executives (AHHE)  
AHHE seeks to foster programs and policies to increase the presence of Hispanics in health administration professions.  
www.ahhe.org

California Latino Medical Association (CaLMA)  
CaLMA is the largest Latino physician association in the state of California, committed to bringing high-quality, culturally-sensitive health care to the Latino community.  
http://www.calma.org/

Hispanic-Serving Health Professions Schools, Inc.  
HSHPS is a 501(c)3 nonprofit member-based organization that offers essential academic and career development resources to students, faculty, and other health professionals, HSHPS addresses the mounting public health issues of providing quality and culturally competent healthcare to Hispanics living in the United States.  
http://www.hshps.org/about

Latino Caucus American Public Health Association  
The Latino caucus represents the unique perspectives and special public health problems common to Spanish-speaking individuals in the United States.  
https://www.apha.org/apha-communities/caucuses/latino-caucus

National Alliance for Hispanic Health  
We work to insure that health incorporates the best of science, culture, and community.  
www.hispanichealth.org/

National Association of Hispanic Nurses  
A non-profit professional association committed to the promotion of the professionalism and dedication of Hispanic nurses by providing equal access to educational, professional, and economic opportunities for Hispanic nurses.
http://www.nahnnet.org/

**National Forum for Latino Healthcare Executives (NFLHE)**
NFLHE members include Latino/Latina executive leaders of U.S. hospitals and healthcare organizations and experts in the fields of healthcare policy and practice.
http://nflhe.org/

**National Hispanic Health Foundation (NHHF)**
NHHF a 501c3 organization, in 1994 as the National Hispanic Medical Foundation to develop educational and research activities
http://nhmafoundation.org/

**National Hispanic Medical Association (NHMA)**
NHMA is a non-profit association representing 50,000 licensed Hispanic physicians in the U.S. NHMA's mission is to empower Hispanic physicians and other healthcare professionals to improve the health of Hispanic populations with Hispanic medical societies, resident and medical student organizations, and its public and private sector partners.
http://www.nhmamd.org/

**The Latino Medical Student Association (LMSA)**
LMSA is a 501(c)(3) non-profit organization founded to represent, support, educate, and unify US Latino(a) medical students.
https://lmsa.site-ym.com/

**The National Hispanic Chamber of Commerce on Health**
The National Hispanic Chamber of Commerce on Health is dedicated to advocating, promoting and expanding programs and policies which will support the business development goals of Latino businesses in the hospital, pharmaceutical, managed care, insurance, and medical industries.
http://www.nhcch.com/

**Society of Hispanic Professional Engineers**
A leading social-technical organization whose primary function is to enhance and achieve the potential of Hispanics in engineering, math and science.
http://national.shpe.org/index.php/strategic-plan
Native/Alaskan American

Association of American Indian Physicians (AAIP)
AAIP’s membership is made up of American Indian and Alaska Native physicians who are at least 1/8 American Indian or Alaskan Native, and who are licensed to practice medicine in the United States. AAIP also offers an affiliate level membership for American Indian or Alaskan Native physicians who are unable to meet the 1/8 blood quantum requirement.
http://www.aaip.org/

American Association of Cardiologists of Indian Origin
We are committed to promote and maintain high standard of academic excellence and clinical practice of cardiology through educational, social, and scientific activities. We maintain close liaison with local, national, and international cardiovascular societies and organizations. We also address the special cardiovascular health problems of the Indian community in the US.
http://www.aacio.org/

American Association Physicians of Indian Origin, Northern California
AAPI is a forum to facilitate and enable Indian American Physicians to excel in patient care, teaching and research and to pursue their aspirations in professional and community affairs.
https://aapiusa.org/About-AAPI/Mission-and-Goals

American Indian Science & Engineering Society (AISES)
(AISES) is to substantially increase the representation of American Indians and Alaskan Natives in science, technology, engineering and math (STEM) studies and careers. They maintain a job listings page (and a resume database available to Career Fair exhibitors).
http://www.aises.org/

American Indian Graduate Center
The American Indian Graduate Center (AIGC) is a national private 501(c)(3) non-profit headquartered in Albuquerque, New Mexico providing fellowships to American Indian and Alaska Native graduate students throughout the United States. They also host a professional organization, fellowship and postdoctoral listings, and a magazine in which job postings can be advertised.
http://www.aigcs.org/

American Indian Higher Education Consortium
AIHEC provides leadership and influences public policy on American Indian higher education issues through advocacy, research, and program initiatives; promotes and strengthens Indigenous languages, cultures, communities, and tribal nations; and through its unique position, serves member institutions and emerging TCUs.
http://www.aihec.org/
**Indian American Urological Association**  
The Indian American Urological Association is an affiliate organization of the American Urological Association (AUA) that allows interaction of Indian urologists. IAUA provides education and surgical training through fellowship. IAUA's goal is to represent all 600 Indian urologists practicing in the United States and to enhance and provide urological care through educational and charitable work not only in India but also in Southeast Asia and over the world.  
[http://www.iauanet.org/home](http://www.iauanet.org/home)

**American Russian Medical Association**  
The Russian American Medical Association (RAMA) has been truly inspired to help Russian American physicians and RAMA supporters from many parts of the world to excel in patient care, education and research and to pursue their aspirations in professional, humanitarian and community affairs. RAMA is carrying out a unique mission and is proud to be widely recognized for it’s contribution to the world healthcare.  

**Armenian American Medical Society, California**  
The mission of AAMS is to cultivate and develop professional, social, and friendly relations amongst its members, and to contribute toward the improvement of the health services rendered to the Armenian community in the Diaspora and Armenia. Since its inception, the Armenian American Medical Society has been a vibrant and integral part of the community in all its endeavors.  
[https://www.aamsc.com/index.php/site](https://www.aamsc.com/index.php/site)

**Women**

**American Medical Women’s Association**  
The American Medical Women’s Association is an organization which functions at the local, national, and international level to advance women in medicine and improve women’s health. We achieve this by providing and developing leadership, advocacy, education, expertise, mentoring, and strategic alliances.  
[https://www.amwa-doc.org/](https://www.amwa-doc.org/)

**Society of Women Engineers**  
An organization that stimulates women to achieve full potential in careers as engineers. Also, maintains an online career fair and a job listing.  

**American Physical Society (APS)**  
APS Education and Outreach department maintains a roster of women and minorities in physics. It contains the names and qualifications of over 3100 women and 900 minority physicists. The Roster serves as the mailing list for The Gazette, the newsletter of the APS Committee on the Status of Women in Physics (CSWP), and is widely used by prospective employers to identify women and minority physicists for job openings.
Association of American Medical Colleges (AAMC)
The Association of American Medical Colleges is a not-for-profit association representing all 144 accredited U.S. and 17 accredited Canadian medical schools, nearly 400 major teaching hospitals and health systems, including 51 Department of Veterans Affairs medical centers, and nearly 90 academic and scientific societies.
https://www.aamc.org/

AAMC - The Group on Diversity and Inclusion (GDI)
The Group on Diversity and Inclusion (GDI) serves as a national forum and recognized resource to support the efforts of AAMC member institutions and academic medicine at the local, regional, and national levels to realize the benefits of diversity and inclusion in medicine and biomedical sciences.
https://www.aamc.org/members/gdi/about/

American College Health Association
The purpose of the ACHA Ethnic Diversity Coalition is: To maintain ACHA’s core value to support social justice, human dignity, and respect for all. To raise the concerns of students of color and college health professionals while encouraging the development of culturally competent health services on our respective campuses. To be a mechanism for the exchange of information, resources, and tools to address the health concerns of students of color and professional concerns of college health professionals. To identify and disseminate best practices addressing diversity issues. To provide continuing education, advocacy, and professional development across ACHA.
http://www.acha.org/

Institute for Diversity in Health Management
The Institute for Diversity in Health Management is committed to expanding health care leadership opportunities for ethnically, culturally, and racially diverse individuals, and increasing the number of these individuals entering and advancing in the field.
http://www.diversityconnection.org/

Network of Ethnic Physician Organizations (NEPO)
The Ethnic Physician Organization Network (NEPO) is a coalition of more than 50 ethnic physician organizations in California. NEPO began as a project of the California Medical Association Foundation in June, 2002 at the first Ethnic Physician Organization Summit.
http://www.thecmafoundation.org/Programs/About-NEPO
**Minorities in Cancer Research (MICR)**

Minorities in Cancer Research (MICR) is a membership group within the AACR committed to preventing and curing cancer while meeting the professional needs and advancing the careers of minority scientists. To facilitate its mission, MICR meets the needs of minority scientists by:

- increasing the number, participation, visibility, and recognition of minority scientists in cancer research;
- developing programs that address the professional needs of minority scientists in cancer research;
- providing diversity in the field and within the AACR’s membership, programs, committees, and leadership;
- addressing the disparities in cancer incidence and mortality faced by minorities and the medically underserved;
- advocating for relevant, effective legislation pertaining to science and public policy in consultation with the Science Policy and Legislative Affairs Committee; and
- assuming other such roles as are deemed necessary or appropriate to MICR's mission.

Publications

**Affirmative Action Register**
8356 Olive Boulevard
St Louis, MO 63132
Phone: 800-997-0655
Alternate Phone: 314-991-1335
Fax: 314-997-1788
Email: aareeco@concentric.net
URL: [http://www.aar-eco.com](http://www.aar-eco.com)
The Affirmative Action Register is a monthly recruitment magazine directed at females, minorities, people with disabilities and veterans. The Affirmative Action Register, notifies readers of professional, managerial and administrative positions for which qualified candidates are being sought. Advertisers represent institutions, organizations and companies who make extra effort to reach qualified candidates within all segments of our society, and also make a special effort to notify members of Federally mandated groups that the position openings exist.

**Arab American Affairs**
The News Circle Magazine
PO Box 3684
Glendale, CA 91201
Phone: 818-557-1500
Fax: 818-246-1936
URL: [http://arab-american-affairs.net](http://arab-american-affairs.net)
This monthly magazine targeting Arab-American business owners, professionals and scholars includes: news, views, editorials, commentaries, features, profiles, opinion forum, Arab-US business, trade events, politics, Arabic culture and arts, Arab-American society and a calendar of major national events, news analysis, biographies, press/media/books, advertising and other topics of interest to Arab-Americans.

**AsianAvenue.com**
Community Connect
205 Hudson, 6th Floor
New York, NY 10013
Phone: 212-431-4477
Email: memberadvocate@asianavenue.com
URL: [http://www.asianavenue.com](http://www.asianavenue.com)
Asian Avenue is a culturally oriented portal community designed to address the needs of Asian Professionals. The site offers members instant communication and networking opportunities, resulting in a highly personalized and meaningful community experience. The site has free personal pages, email, forums, news, chat, instant messaging, games, and online events. The careers section is a pivotal feature of the portal. Monster.com powers the job board.

**Black Enterprise**
130 Fifth Avenue, 10th Floor
New York, NY 10011
Phone: 212-242-8000
Fax: 212-886-9618
Email: benyc_ads@blackenterprise.com
URL: [http://www.blackenterprise.com](http://www.blackenterprise.com)
Black Enterprise is a business and service monthly magazine for the Black entrepreneur, professional, manager & administrator, that provides essential business and career information and advice. The job board is powered by Careerbuilder.com
Hispanic Outlook in Higher Education
210 Route 4, East
Suite 310
Paramus, NJ 07652
Phone: 201-587-8800, Ext. 102
Fax: 201-587-9105
Email: pub@HispanicOutlook.com
URL: http://www.hispanicoutlook.com

Hispanic Outlook in Higher Education is a biweekly Hispanic journal on today’s college campus that reaches a broad cultural audience of educators, administrators, students, student service and community-based organizations, plus corporations. The journal has an extensive employment advertising section.

Winds of Change Magazine
4450 Arapahoe Avenue, Suite 100
Boulder, CO 80303
Phone: 303-448-8853
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Email: adwoc@indra.com
URL: http://www.wocmag.org

Winds of Change is a national magazine that is published five times a year by AISES Publishing Inc. There is a focus on career and educational advancement for Native people. It serves as a channel for Native Americans that feature articles & issues of interest to educators, professionals, students, and other members of Native American communities. Articles highlight cross-cultural issues of interest to both Native and non-Native people. Winds of Change has explored such topics as bridging traditional science with technology, business and entrepreneurship, long-distance learning, mentoring, public health, and a broad range of careers. The magazine is a forum for internationally recognized educators and writers who address important events, trends and concerns.