

Short-and Long-Term Methods for Expanding the Applicant Pool

1. Expanding the pool of candidates-SHORT term
 - [Directory of Minority Ph.D. & MFA candidates & recipients \(CIC\)](#)
 - Journals with wide minority readership
 - Call colleagues across the country for names/nominations
 - Call minority scholars to identify their mentored students
 - Consider minority graduates of your own program
 - [Affirmative Action Register](#)
 - [Black Issues in Higher Education](#)
 - [Historically Black Four-year Colleges/Universities](#)
 - Alumni publications of colleges with high representation of underrepresented populations
2. Expanding the pool of candidates- LONG term

Professional associations & conferences

 - Attend minority caucus meetings
 - Combine travel to conferences with visits to schools with high minority enrollments
 - Join and be active in minority caucuses
 - Commit to Affirmative Action and diversity in newsletters
 - Research with faculty from minority institutions
 - Develop working relationship with faculty from minority colleges
 - Invite minority scholars to participate in symposia and visiting professorships
 - Maintain vitae file of minority candidates from all searches and recruitment efforts
 - Increase recruitment and retention of graduates and undergraduates
 - Create an endowed chair for a scholar with research about women and minority studies