

The goal of the Oregon Tech's recruitment and hiring process is to achieve an excellent and balanced workforce with representation and participation from diverse sectors of our society. The University has a responsibility to its students and to the citizens of the Oregon to actively recruit and hire the best-qualified individuals, and to do so in the context of its commitment to a diverse and inclusive university.

In order to meet the University's commitment to maintain and improve workforce diversity, hiring officials must show good faith efforts to target recruitment of racial, ethnic, women, veteran, and disabled job-seekers to ensure their representation in the applicant pool, and to treat all applicants fairly. The following websites may assist in developing a robust, diverse pools of candidates for vacant positions. Please note that the costs listed below are approximations for a single job posting.

### Quick Links

[National](#) | [Regional](#) | [Local](#) | [General Diversity](#) | [Free](#)

[African American](#) | [Asian/Pacific Islander](#) | [Hispanic/Latino\(a\)](#) | [Individuals With Disabilities](#) | [LGBT Community](#) | [Native American/Alaskan Native](#) | [Veterans](#) | [Women](#)

### National Advertising Sources

[AcademicKeys.com](#)

(\$210; 120 days online)

Academic Keys is the premier source for academic employment. They have 18 discipline-focused sites offering comprehensive information about faculty, educational resources, research interests, and professional activities pertinent to institutions of higher education.

[Beyond.com](#)

(\$199; 30 days online)

An online career network to connect job seekers and employers through career channels, and industry and regional communities.

[CareerBuilder.com](#)

(\$419; 30 days online)

A global (60+ markets) end-to-end human capital solutions company. They combine advertising, software and services to help companies find, hire and manage great talent. The site generates 24 million job applications per month, and has 14 million unique visitors per month.

[Chronicle of Higher Education](#)

(\$350; 30 days online)

Connects career-minded faculty and administrators with the best jobs in higher education. It attracts the best and brightest in academe with its authoritative news, insights, career advice, and resources, helping them advance their careers and improve their institutions. This recruiting platform has 2.3 million unique monthly visitors.

[College Recruiter](#)

(\$250; 30 days online)

Leading job search site used by students and recent graduates who are searching for internships, part-time jobs, seasonal work, and entry-level career opportunities.

### [Dice.com](#)

(\$395; 30 days online)

The leading **tech** talent acquisition platform which has 2 million unique visitors per month, 2.2 million searchable tech resumes, 18+ million tech pro social profiles, and 3,000+ partner sites for job cross-posting. Each week, nearly 75% of site visitors search and review job postings and 59% apply for a job.

### [Glassdoor.com](#)

(\$349; 30 days online)

Offers effective recruiting and employer branding solutions via Glassdoor for Employers. Helps thousands of clients and partners promote their employer brand to candidates researching them and advertise their jobs to ideal candidates who may not be aware of them.

### [Handshake](#)

(\$0; 30 days online)

A recruiting platform used by over 8,000,000 students and young alumni from 400 top universities including 15 universities in Oregon. Handshake is a free option that can generate additional exposure.

### [HigherEdJobs.com](#)

(\$0; 30 days online)

Leading source for jobs and career information in academia. More colleges and universities trust HigherEdJobs to recruit faculty and administrators than any other source. Used by 1.5 million monthly visitors among over 200 categories provide a targeted audience for every job in academe. Jobs posted through the HEROES system can automatically be posted to HigherEdJobs.com.

### [Indeed](#)

(Max \$200; 30 days online)

Has over 200 million unique visitors every month from over 60 different countries. The platform does not focus on any particular type of position, and a broad range of positions are posted in Indeed.com.

### [Inside Higher Ed](#)

(\$349; 60 days online)

The online source for news, opinions and jobs for all of higher education.

### [Monster](#)

(\$399; 30 days online)

A global online employment solution for people seeking jobs and the employers who need great people. Every minute there are 29 resumes uploaded, 7,900 jobs searched, and 2,800 jobs viewed.

### [Association of American Colleges & Universities](#)

(\$0)

AAC&U is the leading national association dedicated to advancing the vitality and public standing of liberal education by making quality and equity the foundations for excellence in undergraduate education in service to democracy.

## Regional Advertising Sources

### [The Mail Tribune](#)

(\$99; 30 days online)

A seven-day daily newspaper and covers Medford and Ashland, many small communities in the county, Central Point, Talent, Eagle Point, Phoenix, Jacksonville, and other cities in the Rogue Valley.

### [The Mercury News](#)

(\$299; 30 days online)

A daily newspaper published in San Jose, California and is located in Silicon Valley. Weekly audience exceeds 5 million through print and digital products. A 30 day job ad includes a 30-day job ad on Monster, 900+ job sites, and Diversity and Veteran Reach.

[The Oregonian](#)

(\$375; 30 days online)

A daily online newspaper based in Portland, Oregon. Reaches more than 30 million consumers through its 12 local news and information websites.

[The Seattle Times](#)

(\$375; 30 days online)

A print and online newspaper serving Seattle, Washington. Reaches three out of five adults in King and Snohomish counties, 78% of whom have college degrees.

[Worksource Oregon](#)

(\$0; 120 days online)

A statewide group dedicated to stimulating job growth by connecting businesses and workers with the resources they need to succeed. It has a network of public and private partners work together to provide an available supply of trained workers ready for the needs of today's businesses. Does not focus on any particular type of position, and a broad range of positions are posted in Indeed.com.

## Local Advertising Sources

[Craigslist](#)

(\$7 -\$45; area dependent)

A classified advertisements website with sections that cover a wide variety of topics. It includes a section devoted to job advertisements. Craigslist has over 700 local sites and 788.23 million visits per month. Approximately, 1 million job listings are posted on the site each month.

[Herald and News](#)

(\$199; 30 days online)

The premier source of information in Klamath, Lake, Siskiyou, and Modoc Counties. Read more in the Klamath Basin than any other out of area paper in the state. Its online recruiting site reaches more local job seekers than any other site, exposes the ad across hundreds of targeted niche sites with one single posting, and provides access to local and national resume databases.

[KlamathJobs.net](#)

(\$149; 30 days online)

Part of the Workin.com network of locally focused job sites. Employers can take advantage of a low-cost, easy job posting system to fill positions at any level and any function.

[Mac's List](#)

(\$149; 30 days online)

The premier resource for connecting passionate, creative professionals to meaningful and creative work throughout Oregon (primarily Portland) and SW Washington, with a growing monthly outreach to more than 80,000 people.

[PDX Pipeline](#)

(\$79; 30 days online)

The site gets 15,000 monthly page views. All job posting will be included in the Tuesday Newsletter (50,000+ Subscribers), Facebook Post at PortlandOregonJobs (25,000+ Fans), and Tweeter on @PDXJobs (12,000+ Followers).

### GENERAL

#### [Academic Diversity Search](#)

(\$150; 45 Days online)

A nationwide employment resource specializing in connecting women and minorities with academic institutions that truly value diversity.

#### [Diversity.com](#)

(\$160; 30 days online)

The most trusted and affordable resource for any organization in search of diverse professionals, managers and executives. Offers a variety of diversity job posting options.

#### [EmployDiversity](#)

(\$150; 30 days online)

Mission is to provide an efficient and cost effective online solution for recruiting multicultural and foreign national job seekers. Employers can post jobs as a nonmember or sign up for a membership plans.

#### [HEJ Diversity and Inclusion Email](#)

(\$110; Email Blast)

The email is sent weekly to 334,889 job seekers, featuring job postings from colleges and universities that are actively recruiting candidates in accordance with diversity, inclusion, and equal opportunity policies.

#### [IMDiversity](#)

(\$125; 30 days online)

One-stop career and self-development site/job board aimed to serve the cultural and career-related needs of underrepresented minority groups, specifically African Americans, Asian Americans and Pacific Islanders, Latino/Hispanic Americans, Native Americans and women.

#### [JobTarget Diversity Media Package \(DMP\)](#)

(\$249; 30 days online)

Makes it affordable to reach the best minority candidates. Job posting will be listed on the following diversity sites and many others:

WorkplaceDiversity.com | The National Urban League | AsianLife.com | Diversitree.com | Latin American Association | Veterans Enterprise | WeHireWomen.com | DiversityJobs.com | Women in Business | Black Perspective | Mamiverse.com | AllLGBTJobs.com

#### [WorkplaceDiversity](#)

(\$200; 60 days online)

Main focus is to help connect organizations that support and value diversity and inclusion within the workplace. Present organizations with a central location to accommodate any of their online recruiting needs.

### AFRICAN AMERICAN

#### [Blacks in Higher Ed](#)

(\$125; 30 days online)

An 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 to work at their institutions.

[American Association of Blacks in Higher Education \(AABHE\)](#)

(\$200; 30 days online)

Pursues the educational and professional needs of Blacks in higher education with a focus on leadership, access, and vital issues impacting students, faculty, staff, and administrators.

[Black Colleges and Universities \(HBCU\)](#)

(\$99; 30 days online)

Employers interested in connecting with this audience and the extended communities they serve can share job and internship opportunities through the job board.

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ASIAN/PACIFIC ISLANDER

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[Asians in Higher Ed](#)

(\$125; 30 days online)

An 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 to work at their institutions.

[Asian-jobs.com](#)

(\$150; 30 days online)

The career site for employers who want to reach bilinguals who speak English and Asian languages such as Japanese, Korean, Thai, Chinese, Mandarin, Hindi and so many other Asian dialects.

Provides you with one central place for your online recruiting to find bilingual individuals from all over the world. Employers/Recruiters can post jobs and randomly become a featured employer (free). Each job that is posted with us becomes a featured job on the home page until the next job is posted.

[National Association of Asian American Professionals \(NAAAP\)](#)

(\$150; 60 days online)

A non-profit organization that cultivates and empowers Asian & Pacific Islander leaders through professional development, community service, and networking. As the largest and fastest growing API professional association,

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HISPANIC/LATINO(A)

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[2Trabajo](#)

(\$0; 30 days online)

Free job posting site for companies who want to increase their employee diversity, seek qualified professionals with experience in the Latino market or community, and/or are bilingual in Spanish.

[Hispanics in Higher Ed](#)

(\$125; 30 days online)

An 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 to work at their institutions.

[Hispanic-jobs.com](#)

(\$175; 30 days online)

Provides you with one central place for your online recruiting to find bilingual/Spanish-speaking individuals from all over the world. Employers/Recruiters can post jobs and randomly become a featured employer (no additional cost). Each job that is posted with us becomes a featured job on the home page until the next job is posted.

[Latinos in Higher Ed](#)

(\$220; 90 days online)

Leading Latino/a professional employment website. Connects colleges and universities with the largest pool of Latino/a professionals in higher education in the United States, Puerto Rico and internationally by disseminating employment opportunities to registered candidates and a national network of Latino-serving organizations. Over 100,000 visitors a month. Over 10,000 e-mail notifications sent to active and passive job candidates weekly.

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## INDIVIDUALS WITH DISABILITIES

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### [Association of University Centers on Disabilities \(AUCD\)](#)

(\$0; duration unknown)

A membership organization that supports and promotes a national network of university-based interdisciplinary programs. Network members consist of:

- 67 University Centers for Excellence in Developmental Disabilities (UCEDD)
- 52 Leadership Education in Neurodevelopmental Disabilities (LEND) Programs
- 14 Developmental Disability Research Centers (IDDRC)

### [AbilityJOBS.com](#)

(\$175; 30 days online)

Leading website dedicated to employment of people with disabilities. ABILITYJobs is the largest resume bank with tens of thousands of job seekers with disabilities, from entry level candidates to PhD's.

### [disABLED Person](#)

(\$50; 30 days online)

A public charity with a mission to reduce the unemployment rate amongst individuals and veterans with disabilities. National job boards are disABLEDperson.com and Job Opportunities For Disabled American Veterans or JOFDAV.com. US job boards are state-of-the-art in functionality, providing Automatic Batch Job Postings through our API, Activity Reports, Geocentric Job Displays, Email Job Alerts to Job Seekers, and SMS Texting Job Alerts to Job Seekers.

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## LGBT COMMUNITY

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### [LGBT in Higher Ed](#)

(\$125; 30 days online)

An 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 to work at their institutions.

### [Out and Equal](#)

(\$300; 30 days online)

The world's premier nonprofit organization dedicated to achieving lesbian, gay, bisexual, and transgender workplace equality. Partners with Fortune 1000 companies and government agencies to provide executive leadership development, comprehensive training and consultation, and professional networking opportunities that build inclusive and welcoming work environments.

### [ProGayJobs](#)

(\$0; duration unknown)

Assists diversity-focused employers and recruiters in recruiting and retaining highly qualified, talented GLBT employees for their companies and clients. Recruiting portal provides diversity-focused employers with opportunities to post jobs and advertise to the GLBT workforce.

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## NATIVE AMERICAN/ALASKAN NATIVE

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### [American Indian Science & Engineering Society \(AISES\)](#)

(\$195; 30 days online)

Sustains 189 chartered college and university chapters, 15 professional chapters, and 158 affiliated K-12 schools supporting American Indian students in the critically needed disciplines of Science, Technology, Engineering and Math (STEM) and has a membership of more than 4,000 individual members.

### [Native Americans in Higher Ed](#)

(\$100; 30 days online)

An 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 to work at their institutions.

### [NativeAmericanJobs.com](#)

(\$130; 30 days online)

Provides employment opportunities for all people from diverse, indigenous, and minority cultures.

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## VETERANS

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### [Be a Hero - Hire a Hero](#)

(\$199; 30 days online)

National leader in protecting and enhancing employment opportunities for veterans and individuals with disabilities. Through educational campaigns surrounding employment law, education opportunities, and assistive technology, the company facilitates the success of veterans, wounded warriors and individuals with disabilities and employers alike.

### [We Hire Heroes](#)

(\$125; 30 days online)

Serves U.S. active duty, retired military, transitioning veterans, the National Guard, and Reservists of all branches. A national job board for veterans which provides employment opportunities and resources for veterans, retired military, active duty, and their spouses.

### [We Hire Heroes USA](#)

(\$125; 30 days online)

Connects employers looking to hire veterans, with military veterans and spouses that are looking for them - and then helps them establish successful working relationships by providing coaching, workshops, tools and resources for both groups.

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## WOMEN

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### [American Association of University Women \(AAUW\)](#)

(\$3 per word; 90 days online)

The nation's leading voice promoting equity and education for women and girls. Has over 170,000 members and supporters, 1,000 local branches, and 800 college and university partners.

### [Association for Women in Science \(AWIS\)](#)

(\$300; 30 days online)

Dedicated to achieving equality and full participation for women in science, technology, engineering, and mathematics. AWIS has a global network of 100,000 members, allies, and supports. Promote women leaders in STEM by driving systemic change through research, advocacy, and career-focused initiatives.

### [Women For Hire](#)

(\$75; 30 days online)

First and only company devoted to a comprehensive array of recruitment services for women. Offers an online job board that helps leading employers connect with top-notch professional women in all fields.

### [Women's Jobs List](#)

(\$220; 30 days online)

Gives employers a tool to promote diversity and inclusion within their workplaces, and to provide job seekers with easy access to those companies. Mission is to not only continue proven success in job matching, but to work with both clients and users to tear down walls in the workplace that stifle innovation and create barriers to progress.

### [Professional Women of Color Network Career Board](#)

(\$160; 90 days online)

Premiere multicultural networking organization that empowers women of color through networking. Comprised of professional women from many industry sectors and are growing larger each day. Connects tremendous women with one another and members are translating those connections into phenomenal business success.

## Free

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### Facebook

(\$0)

All faculty and staff jobs are posted to the Oregon Tech Office of Human Resources page at <https://www.facebook.com/oregontechhr>. Leverage department and/or college Facebook pages to link interested applicants to the HEROES applicant portal. Invite colleagues, students, alumni, and industry professionals to like the Oregon Tech HR Facebook page to link interested candidates to Oregon Tech job opportunities.

### LinkedIn

(\$0)

All faculty and staff jobs are posted to the Oregon Tech Office of Human Resources page at <https://twitter.com/OITCareers>. Leverage department and/or college LinkedIn pages to link interested applicants to the HEROES applicant portal. Invite colleagues, students, alumni, and industry professionals to follow the Oregon Tech HR LinkedIn page to link interested candidates to Oregon Tech job opportunities.

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