

**Appendix 2**  
**Selected Strategies Reported by Community Colleges Showing Employment**  
**Gains Among Racial/Ethnic and Gender Minorities**  
**Fall 2002 to Fall 2003**

Broward Community College	<ul style="list-style-type: none"> <li>• Advise screening committees of the College's employment accountability requirements to increase the representation of Asians and Native Americans in the faculty ranks.</li> </ul>
Central Florida Community College	<ul style="list-style-type: none"> <li>• Advertise on Minority Websites, College Website and attend Job Fairs.</li> </ul>
Chipola College	<ul style="list-style-type: none"> <li>• Advertise position vacancies with educational institutions.</li> <li>• Ensure non-hostile work environment.</li> </ul>
Gulf Coast Community College	<ul style="list-style-type: none"> <li>• Ensure minority representation on all selection committees.</li> <li>• Advertise in Hispanic Outlook.</li> </ul>
Hillsborough Community College	<ul style="list-style-type: none"> <li>• More minority faculty to recruit using outreach and continued review of applicant pools.</li> </ul>
Indian River Community College	<ul style="list-style-type: none"> <li>• Recruit through conferences and professional associations.</li> <li>• Send position announcements to Bethune Cookman College and Florida A&amp;M University Placement Offices; participate in Job Fairs and make calls to other schools; utilize various websites and print, to include the IRCC website, HigherEDJobs.com (including Affirmative Action mailing), CCollegeJobs.com, Academic Careers.com, IMDiversity.com, The Chronicle of Higher Education, Affirmative Action Register, Community College Week, ccweek.com, and University Faculty Voice.</li> </ul>
Lake City Community College	<ul style="list-style-type: none"> <li>• Continual review and analysis of methods and channels of advertising positions to interest and encourage female, black, and other minority applicants.</li> <li>• Utilize equity coordinators of other colleges to help identify female and black administrator candidates.</li> <li>• Recruit in minority institutions, particularly in the Southeast.</li> <li>• Include equal opportunity efforts in hiring as part of Administrative Evaluations.</li> <li>• Advertise in professional/trade journals with wide and diverse readership to interest female and minority candidates.</li> <li>• Provide vacancy data and information to equity coordinators and minority institution Departments of Human Resources.</li> </ul>
Miami Dade College	<ul style="list-style-type: none"> <li>• Advertise faculty openings in local and national publications, websites and organizations targeting Asians and Native Americans.</li> </ul>
North Florida Community College	<ul style="list-style-type: none"> <li>• President addresses each search committee about the diversity needs and goals of the institution. Provide Diversity Training.</li> </ul>
Okaloosa-Walton College	<ul style="list-style-type: none"> <li>• Equity Coordinator ensures that an interview will be conducted if a qualified minority applicant is in the applicant pool.</li> </ul>

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Palm Beach Community College	<ul style="list-style-type: none"> <li>• The College advertises on websites, including TeachinFlorida.com, Academic Careers.com, Black Issues in Higher Education, Hispanic Outlook, Minority Nurse and newspaper ads in El Latino, Miami Herald and the Atlanta World. Mail announcements of positions to area churches in minority communities. Conduct extensive community outreach to the Hispanic and “Other Minority” communities of Palm Beach and Miami-Dade Counties.</li> </ul>
St. Johns River Community College	<ul style="list-style-type: none"> <li>• Contact universities with significant black student populations to recruit master’s degree candidates.</li> <li>• Encourage SJRCC Hispanic students to complete both a bachelor and a master’s degree and return to SJRCC to teach.</li> </ul>
St. Petersburg College	<ul style="list-style-type: none"> <li>• Conduct a search for Hispanics who are currently in leadership roles in educational settings.</li> <li>• Target women in professional women’s groups and organizations where women network to promote employment opportunities.</li> <li>• Partner with universities and career centers to identify graduates who can meet the need and fill open faculty positions.</li> </ul>
Seminole Community College	<ul style="list-style-type: none"> <li>• Implement the Grow Your Own Program</li> <li>• Subscribe to the Minority &amp; Women Doctoral Directory and forward job announcements to those listed.</li> </ul>
Tallahassee Community College	<ul style="list-style-type: none"> <li>• The College has expanded its scope of advertising to include the Division of Community College System’s website, the website of the college and the State’s website, MyFlorida.com.</li> </ul>
Valencia Community College	<ul style="list-style-type: none"> <li>• Start adverting January-March and extend job offers in April.</li> <li>• Review salary to ensure that women and minorities are compensated fairly.</li> <li>• Develop and utilize recruitment package targeted to desired groups.</li> <li>• Conduct a post-hire interview of faculty recently hired from desired groups to identify strengths/weaknesses of the interview process.</li> </ul>