**Diversity Plan for Medium Energy Physics Faculty Search**

**Active Recruitment**

The search committee members will contact a broad range of individuals in the field of Nuclear Physics to solicit information of potential candidates, including asking directly about women and candidates from underrepresented groups who are current or recent alumni or postdocs. The committee will contact those identified individuals to encourage them to apply for the position.

This list will include a number of senior women in nuclear physics:

* Elizabeth Biese, Prof. of Physics and Assoc. Provost, University of Maryland.
* Haiyan Gao, Professor, Duke University, Vice Chancellor Duke Kunshan University.
* June Matthews, Professor Emeritus, MIT
* Patrizia Rossi, Deputy Associate Director for Physics, Jefferson Lab

The committee members will also contact colleagues at or affiliated with HBCUs to solicit the names of potential candidates in the field, with particular emphasis on minority candidates.

* Keith Baker, Professor, Yale University
* Cynthia Keppel, Hampton University/Jefferson Lab Hall-A/C Leader
* Ashot Gasparian, NC A&T University
* Carlos Salgado, Norfolk State University

**Expected Diversity of the Applicant Pool**

Data from the American Institute of Physics indicate that women make up about 20% of the Ph.Ds. granted in 2012, African Americans make up about 2% and Hispanic about 3%. These are the expectations for the applicant pool.

**Application Processing**

The candidates will apply through AcademicJobsOnline.org. This has been set up to track diversity information according the legal guideline provided by the university.

**Advertisement**

The primary advertisement will be placed in Physics Today and the expanded job description will be hosted on the physics department web server. In addition, a copy of the advertisement (with links) will be sent to the Users Groups of Jefferson Lab, RHIC, FRIB, FAIR and RIKEN.

Advertisements will also be placed with the following organizations to promote the position to a more diverse applicant pool.

* HBCU's with Advanced Degrees in Physics [http://www.edonline.com/cq/hbcu](http://www.edonline.com/cq/hbcu" \t "_blank)
* National Society of Black Physicists [http://www.nsbp.org](http://www.nsbp.org" \t "_blank)
* Society for Advancement of Native Americans and Chicanos in Science [http://www.sacnas.org](http://www.sacnas.org" \t "_blank)