INSIGHT Into Diversity®

2018 Media Kit
insightintodiversity.com

Advancing the conversation on diversity and inclusion in higher education and beyond
**INSIGHT Into Diversity** is the oldest and largest diversity magazine and website in higher education today. For over 40 years, **INSIGHT Into Diversity** has connected potential employees with institutions and businesses choosing to embrace a workforce more reflective of our local and national communities.

In recent years, the magazine has striven to advance the national conversation about diversity and inclusion through thought-provoking articles on current trends and relevant news; interviews with innovators, thought leaders, and experts; exploration of best practices; and profiles of successful programs and initiatives. We hope to engage readers in the goal of achieving a more truly inclusive culture on both academic and corporate campuses.

**RECRUITMENT ADVERTISING — PRINT AND ONLINE**
Employers advertising with **INSIGHT Into Diversity** magazine reach hundreds of thousands of readers per issue. In addition, more than 250,000 people visit our website monthly. No other diversity publication comes close to our numbers.

We serve as a comprehensive recruiting vehicle for our advertisers because our definition of diversity goes beyond race and ethnicity. Our pool of job seekers is broad and vast, in part because we’ve formed strategic partnerships with organizations representing a wide range of talented individuals.

**INSIGHT Into Diversity** successfully connects employers to the most highly qualified individuals regardless of race, color, national origin, religion, gender, age, disability, medical condition or history, veteran status, gender identity or expression, and sexual orientation.

**IMAGE ADVERTISING — PRINT**
Image advertising is a great way to communicate your school’s commitment to diversity and inclusion. Let our readers know that diversity is a top priority on your campus with an ad that markets your school’s brand. If you represent a corporation or other organization, advertise your products and services to important decision-makers and purchasers in higher education. It’s a fantastic way to gain exposure with a highly valuable, diverse audience.
Distribution is Vast and Broad

In Higher Education

- AA/EEO/Diversity Offices
- Accredited Postsecondary Minority-Serving Institutions (according to U.S. Department of Education), including those with high Hispanic enrollment
- Administrative Personnel
- All Hispanic Associations of Colleges and Universities
- All Historically Black Colleges and Universities
- All Tribal Colleges
- Business School Deans
- Campus Disability Offices
- College Libraries
- Communications/PR
- Dental School Deans
- Education School Deans
- Engineering School Deans
- Faculty Personnel
- Graduate and Undergraduate Students
- Graduate School Career Centers
- Healthcare Workers
- Higher Ed Assn/Consortiums
- Law School Career Centers
- Law School Deans
- Medical School Deans
- Medical School Libraries
- Nursing School Deans
- Pharmacy School Deans
- Public Affairs Offices
- Presidents/Chancellors
- Schools of Science Deans
- University Medical Centers
- Veterinary School Deans

Outside Higher Education

- Chief Diversity Officers of Fortune 500 companies
- Chief Diversity Officers of Federal Government Agencies
- Employees in corporate America
- Government employees (federal, state, local)
- Government AA/EEO/Diversity officers
- Employees of non-profit associations
- Hospital personnel (private and veteran)
- Military personnel
- Members of our partner organizations (PhD Project; American Association of Blacks in Higher Education; American Association for Access, Equity and Diversity; Association on Higher Education and Disability; Student Veterans of America; Ascend Pan-Asian Leaders; Campus Pride; National Association of Diversity Officers in Higher Education, etc.)
- Diversity consultants/individuals
- Individual career seekers and more!

Circulation

Print Subscribers: 20,000
Online Subscribers: 40,000
Total Readership: 300,000
Online Monthly Visitors: 250,000

Demographics

Online and Print Audience

- 45% Faculty Members
- 18% Deans and Department Chairs
- 13% Directors of Diversity, AA/EEO, Disability Services
- 12% Presidents, Chancellors, Provosts
- 6% Directors of Human Resources
- 4% Staff
- 2% Other
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<thead>
<tr>
<th>Month</th>
<th>Categories</th>
<th>Details</th>
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<tr>
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<td>STEM Programs</td>
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<td><strong>Inspiring Programs in STEM Awards</strong></td>
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<td>Print Publication: 2/17</td>
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</table>
Prestigious institutions, businesses, and organizations advertise with INSIGHT to find employees from underserved populations. Below is just a small sample.

**Colleges/Universities**
(Undergraduate, Graduate, Professional Schools)

California State University, Fresno  
Columbia University  
Cornell University  
DePaul University  
Duke University  
East Carolina University  
Emory University  
Georgetown University  
Harvard University  
Louisiana State University  
Northwestern University  
Oklahoma State University  
Princeton University  
Stanford University  
Texas A&M University  
Texas Tech University  
Tufts University  
Union College, New York  
University of California, Berkeley  
University of Florida  
University of Illinois at Chicago  
University of Wisconsin  
Virginia Commonwealth University  
Yale University

**Business**

Abercrombie & Fitch Co.  
Boehringer Ingelheim Corp.  
Cargill, Inc.  
CVS Caremark  
Home Depot, Inc.  
IBM Corporation  
International Paper Company  
Marriott International, Inc.  
Merck & Co., Inc.  
Northrop Grumman Corp.  
Oakwood Healthcare System  
Pitney Bowes, Inc.  
Prudential Financial, Inc.  
Rand Corporation  
Wellpoint Health

**Federal Government**

National Defense University  
The National Institutes of Health  
Smithsonian Institution  
U.S. Coast Guard  
U.S. Customs & Border Protection  
U.S. Dept. of Agriculture  
U.S. Dept. of Energy  
U.S. Naval War College  
U.S. Nuclear Regulatory Commission  
U.S. Postal Service
INSIGHT Into Diversity offers several advertising opportunities.

**Recruitment Advertising**

- Magazine career section
- Online job board

**Image Advertising**

- Magazine editorial section and premium placements
- Banner ads
- Weekly e-newsletter

Our Career Center at insightintodiversity.com is user-friendly and receives 250,000+ job views monthly!

- Easy-to-use job board for employees and job seekers
- Web-only job postings
- Employers can view resumes
- Banner advertising
- Easy upgrades
- Added value for jobseekers
  - Post resume
  - Job alert emails
  - Thousands of job opportunities
- Current headlines/articles
- Digital magazine
- Featured Careers of the Week
- Featured Employers of the Month
- Scraping of your job board is available for a small fee

Oklahoma State University is proud to be recognized nationally for its commitment to diversity and inclusion with the 2016 Higher Education Excellence in Diversity award from INSIGHT Into Diversity magazine. OSU is one of eighteen schools to serve as a five-year recipient of this prestigious national honor, and is the state’s only institution recognized with the HEED Award for multiple years.

OSU is committed to achieving excellence in diversity and inclusion across its University system. OSU’s efforts earned additional national recognition as a recipient of the 2016 Institutional Excellence Award from the National Association of Diversity Officers in Higher Education. OSU also continues to be the most successful recipient of the Higher Education Excellence in Diversity (HEED) Award, recognized by a national honor that promotes and supports diversity, equity, and inclusion on college and university campuses across the country.

The Division of Institutional Diversity facilitates a campus community that is committed to inclusive excellence. At OSU diversity is the expectation rather than the exception. We strive to enrich and fortify a welcoming and inclusive environment that appreciates, respects and values all members of the university community.

OSU is focused on bright minds, building brighter futures and the brightest world for all.

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**FACULTY**

The University of Maryland School of Nursing offers the following degree programs:
- Bachelor of Science in Nursing (BSN)

**STUDENTS**

The University of Maryland School of Nursing offers the following degree programs:
- Bachelor of Science in Nursing (BSN)
- Master of Science; Doctor of Nursing Practice; and Doctor of Philosophy plus four master’s certificates.

Visit our website at nursing.umaryland.edu for more information.
The INSIGHT Into Diversity Higher Education Excellence in Diversity (HEED) Award, the only annual recognition of its kind, recognizes an institution’s superior achievement and commitment to making diversity and inclusion on campus a top priority.

Whether your school is a community college, small liberal arts college, or large private or state university, we encourage you to apply. Graduate and professional schools are encouraged to apply independently.

Sharing this important recognition with your campus and community helps promote your school’s excellence in developing innovators and leaders for today’s global workforce.

In 2017, we were proud to honor 80 award recipients.
Applications for the 2018 HEED Awards are now available at insightintodiversity.com/about-the-heed-award

### 2017 HEED Award Recipients

<table>
<thead>
<tr>
<th>Arizona Summit Law School</th>
<th>California State University, East Bay</th>
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<tr>
<td>Augusta University</td>
<td>California State University, Fresno</td>
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<td>Ball State University</td>
<td>California State University, Northridge</td>
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<td>Case Western Reserve University</td>
<td>California State University San Marcos</td>
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<td>Central Washington University</td>
<td>Ceylon State University</td>
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<td>Clemson University</td>
<td>Cleveland State University</td>
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<tr>
<td>Columbia University in the City of New York</td>
<td>Cuyahoga Community College</td>
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<td>Davenport University</td>
<td>DePaul University</td>
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<tr>
<td>East Carolina University</td>
<td>Eastern Kentucky University</td>
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<tr>
<td>El Paso County Community College District</td>
<td>Florida Coastal School of Law</td>
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<tr>
<td>Florida State University*</td>
<td>Greenville Technical College</td>
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<tr>
<td>Georgia Institute of Technology</td>
<td>Indiana University-Bloomington*</td>
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<tr>
<td>Georgia State University</td>
<td>Indiana University-Purdue University Indianapolis</td>
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<tr>
<td>James Madison University*</td>
<td>Kansas State University</td>
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<td>Kent State University</td>
<td>Kennesaw State University*</td>
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<td>Louisiana State University and Agricultural</td>
<td>Kentucky State University</td>
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<tr>
<td>and Mechanical College</td>
<td>Kennesaw State University*</td>
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<tr>
<td>Metropolitan State University</td>
<td>Metropolitan State University of Denver*</td>
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<td>Millersville University</td>
<td>Metropolitan State University of Denver*</td>
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<td>North Carolina State University</td>
<td>North Carolina State University</td>
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<td>Northeastern University</td>
<td>Northern Virginia Community College (NOVA)</td>
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<td>Oklahoma State University*</td>
<td>Ohio State University</td>
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<td>Palo Alto University</td>
<td>Oklahoma State University*</td>
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<td>Raritan Valley Community College</td>
<td>Oregon State University</td>
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<td>Rochester Institute of Technology*</td>
<td>Pennsylvania State University</td>
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<td>Salem State University</td>
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<td>San Diego State University</td>
<td>Savannah State College of Florida</td>
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<td>Seminole State College of Florida</td>
<td>Southern Illinois University Carbondale</td>
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<td>Southern Illinois University Carbondale</td>
<td>Southern Illinois University Edwardsville</td>
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<td>Southwestern Law School</td>
<td>State University of Akron</td>
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<td>Stockton University</td>
<td>State University of Central Florida</td>
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<td>SUNY Buffalo State College</td>
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<td>SUNY Oneonta</td>
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<td>SUNY System Administration</td>
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<td>Texas Tech University</td>
<td>State University of South Carolina</td>
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<td>The Pennsylvania State University</td>
<td>The University of Arizona</td>
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<td>The School of the Art Institute of Chicago</td>
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<td>The University of Georgia</td>
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<td>The University of South Carolina</td>
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<td>The University of Texas at Austin</td>
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<td>The University of Tulsa</td>
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<td>Union College in New York</td>
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<td>and Mechanical College</td>
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<td>University of Pittsburgh</td>
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<td>University of Virginia*</td>
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<td>Virginia Polytechnic Institute and State University*</td>
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<td>Western Michigan University</td>
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<td>West Virginia University</td>
<td>William Marsh Rice University (Rice University)</td>
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*Also a 2017 INSIGHT Into Diversity “Diversity Champion” school
Health Professions HEED Award

The INSIGHT Into Diversity Health Professions Higher Education Excellence in Diversity (HEED) Award recognizes U.S. and Canadian medical, dental, pharmacy, osteopathic, nursing, veterinary, and allied health schools as well as medical centers that demonstrate an outstanding commitment to diversity and inclusion on their campuses.

In 2017, we were proud to honor 24 award recipients. Applications for the 2018 Health Professions HEED Awards are now available at insightintodiversity.com/about-the-heed-award

2017 Health Professions HEED Award Recipients

A.T. Still University of Health Sciences
Augusta University, Health Sciences Colleges
California State University, Los Angeles, School of Nursing
Columbia University College of Dental Medicine
Florida State University College of Medicine
Icahn School of Medicine at Mount Sinai
MGH Institute of Health Professions
Penn State College of Medicine and Penn State Health Milton S. Hershey Medical Center
Philadelphia College of Osteopathic Medicine
Purdue University College of Veterinary Medicine
Texas A&M College of Veterinary Medicine and Biomedical Sciences
The Medical University of South Carolina

The Ohio State University College of Medicine
The Ohio State University College of Nursing
The Ohio State University College of Veterinary Medicine
University of Cincinnati College of Nursing
University of Florida College of Dentistry
University of Houston College of Nursing
University of Memphis, Loewenberg College of Nursing
University of Minnesota School of Nursing
University of Rochester School of Nursing
University of Tennessee Health Science Center College of Pharmacy
University of Virginia School of Medicine
University of Washington School of Nursing
Diversity Champions exemplify an unyielding commitment to diversity and inclusion throughout their campus communities, across academic programs, and at the highest administrative levels.

**A limited number of colleges and universities have been selected for this honor.**

Known for visionary leadership, Diversity Champions are institutions that set the standard for thousands of other campus communities striving for diversity and inclusion. They develop successful strategies and programs, which then serve as models of excellence for other institutions. Diversity Champion schools exceed everyday expectations, often eclipsing their own goals.

Selected institutions rank in the top tier of past Higher Education Excellence in Diversity (HEED) Award recipients. The HEED Award is presented annually by INSIGHT Into Diversity to recognize colleges and universities that are dedicated to creating a diverse and inclusive campus environment.
We partner with many highly respected organizations in an effort to reach all underserved populations, and whose members are jobseekers and readers of *INSIGHT Into Diversity* magazine.
Our Editorial Board

Our editorial board is made up of distinguished professionals committed to furthering all aspects of diversity and inclusion.

Linda Akutagawa
President and CEO, Leadership Education for Asian Pacifics, Inc. (LEAP)

Brooke Barnett
Associate Provost for Inclusive Community, Elon University

Kenneth J. Barrett
Chief Diversity Officer, General Motors

LeManuel Lee Bitsóí
Chief Diversity Officer, Stony Brook University

Lynette Chappell-Williams
Chief Diversity Officer and Associate Dean for Diversity and Inclusion at Penn State Health Milton S. Hershey Medical Center and Penn State College of Medicine

Deborah Dagit
Former Chief Diversity Officer, Vice President, Global Diversity & Inclusion, Merck; President, Deb Dagit Diversity LLC

James A. Felton
Chief Diversity Officer, SUNY Cortland

Tia T. Gordon
Vice President, Global Communications at Catalyst

Gretchen Hathaway
Dean of Diversity and Inclusion and Chief Diversity Officer, Union College, NY

Lisa McBride
Vice President for Diversity and Inclusion, Salem State University

Carlos N. Medina
Vice Chancellor and Chief Diversity Officer for the Office of Diversity, Equity and Inclusion at the State University of New York (SUNY)

Julia Méndez
Principal Business Consultant in the Workforce Compliance and Diversity Solutions Division for Peoplefluent Research Institute

Ajay Nair
President, Arcadia University

Joe Santana
President, Joseph Santana, LLC

Julia Méndez
Principal Business Consultant in the Workforce Compliance and Diversity Solutions Division for Peoplefluent Research Institute

Anise D. Wiley-Little
Author, Profitable Diversity: How Economic Inclusion Can Lead to Success

Damon A. Williams

Clyde Wilson Pickett
Senior Diversity Officer, Minnesota State Colleges and Universities system

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Clyde Wilson Pickett
Senior Diversity Officer, Minnesota State Colleges and Universities system
Jennifer Adams, PharmD, EdD
Senior Student Affairs Advisor, American Association of Colleges of Pharmacy (AACP)

Vernell P. DeWitty, PhD, MBA, RN
Deputy Director of the New Careers in Nursing Program, American Association of Colleges of Nursing (AACN)

Lisa M. Greenhill, MPA, EdD
Associate Executive Director for Institutional Research and Diversity, Association of American Veterinary Medical Colleges (AAVMC)

Stephanie Wurth
Director of Application Services, Recruitment and Student Affairs, American Association of Colleges of Osteopathic Medicine (AACOM)

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## Compare INSIGHT Into Diversity to the Competition!

<table>
<thead>
<tr>
<th></th>
<th>INSIGHT Into Diversity ($3,450 - $6,750)^{2}</th>
<th>Diverse Issues in Higher Education ($7,850)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Previous Name</td>
<td>Affirmative Action Register</td>
<td>Black Issues in Higher Education</td>
</tr>
<tr>
<td>Years in Business</td>
<td>45</td>
<td>32</td>
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<tr>
<td>Print Circulation</td>
<td>20,000</td>
<td>4,000 (1)</td>
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<tr>
<td>Online Subscribers</td>
<td>40,000</td>
<td>17,000 (1)</td>
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<tr>
<td>Total Readership</td>
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<td>100,000 (1)</td>
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<tr>
<td>Focused Content</td>
<td></td>
<td></td>
</tr>
<tr>
<td>African American</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Asian American</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Native American</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Native Hawaiian or Pacific Islander</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Women</td>
<td>✓</td>
<td>✓</td>
</tr>
<tr>
<td>Veterans</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>LGBTQ community</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>People with disabilities</td>
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<td></td>
</tr>
<tr>
<td>Other underrepresented groups</td>
<td>✓</td>
<td></td>
</tr>
<tr>
<td>Editorial Board</td>
<td>✓</td>
<td></td>
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<tr>
<td>HEED Award Advisory Board</td>
<td>✓</td>
<td></td>
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<tr>
<td>HEED Award Sponsorship</td>
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<td></td>
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<tr>
<td>Partner Organizations</td>
<td>28</td>
<td>0</td>
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<tr>
<td>Shelf Life Per Issue</td>
<td>4-6 weeks</td>
<td>2 weeks</td>
</tr>
<tr>
<td>60-Day Online Posting Cost</td>
<td>$330</td>
<td>$530</td>
</tr>
<tr>
<td>Unlimited Online Posting Subscription</td>
<td>$3,450 - $6,750 (2)</td>
<td>$7,850</td>
</tr>
<tr>
<td>Free Print Display Advertising (3)</td>
<td>✓</td>
<td></td>
</tr>
</tbody>
</table>

(2) Pricing determined by full-time student enrollment.
(3) With purchase of an unlimited online posting subscription, receive up to a full-page color print ad free (valued at $3,620).

Contact Lenore Pearlstein at lpearlstein@insightintodiversity.com or (301) 219-6464 for more information.
**Online Advertising**

**Career Center Job Postings**

**Premium Posting - $470**
Put your job in the inbox of thousands of diverse candidates. Increase views by close to 1,000%! Your job will be included in the INSIGHT into Diversity newsletter, which is emailed to thousands of diverse candidates! It will also be posted on the INSIGHT Into Diversity Career Center for 60 days where it will stay near the top of search results for the duration AND be highlighted to maximize views. Premium postings attract an average of 1,000% more job views than a basic single posting.

**Enhanced Posting - $395**
Make your job one of the first seen by job seekers for 60 days. Your 60-day job will stay near the top of the search results for the duration of the posting ensuring that is one of the first opportunities job seekers see.

**Single Postings**
- 60 Days: $330
- 90 Days: $415
- 5 job posting package (60-day): $1,485
- 10 job posting package (60-day): $2,800

**1-Year Posting Subscription (best value)**
- Under 5,000 students: $3,450
- 5,001-10,000 students: $4,450
- 10,001-15,000 students: $5,450
- Over 15,000 students/more than 500 postings per year: $6,750

**Website Scraping Service**
Automatically pulls the listings on your job page into your INSIGHT Career Center account.
- $500 per URL

**Newsletter banner ad — 305 pixels wide x 250 pixels high**
Our weekly e-Newsletter is sent to 40,000 subscribers on Thursday of each week. We also send out frequent promotional emails for events and offers that you can also purchase ad space in. Contact us for more information.

- One placement: $500
- Two or more placements: $400 each

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**Ad Rates and Specs**

### Image Advertising Rates (4-color)

<table>
<thead>
<tr>
<th>Size</th>
<th>1x</th>
<th>2x</th>
<th>3x</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spread</td>
<td>$6,950</td>
<td>$6,600</td>
<td>$6,250</td>
</tr>
<tr>
<td>Full page</td>
<td>$3,980</td>
<td>$3,690</td>
<td>$3,490</td>
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<tr>
<td>2/3 page</td>
<td>$2,970</td>
<td>$2,820</td>
<td>$2,670</td>
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<tr>
<td>1/2 page</td>
<td>$2,310</td>
<td>$2,190</td>
<td>$2,080</td>
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<tr>
<td>1/3 page</td>
<td>$1,660</td>
<td>$1,580</td>
<td>$1,490</td>
</tr>
<tr>
<td>1/4 page</td>
<td>$1,240</td>
<td>$1,180</td>
<td>$1,120</td>
</tr>
</tbody>
</table>

### Image Advertising Specs
- Full page (includes covers): 8.375" x 10.875" plus bleeds
- 2/3 page: 4.75" x 10" or 7.875" x 4.8625"
- 1/2 page: 3.8" x 10" or 3.8" x 4.8625"
- 1/3 page: 2.5" x 10" or 2.5" x 4.8625"
- 1/4 page: 1.4" x 10" or 1.4" x 4.8625"

**Recruitment Advertising Rates (B&W)**

<table>
<thead>
<tr>
<th>Size</th>
<th>1x</th>
<th>2x</th>
<th>3x</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full page</td>
<td>$3,300</td>
<td>$3,130</td>
<td>$2,970</td>
</tr>
<tr>
<td>2/3 page</td>
<td>$2,480</td>
<td>$2,360</td>
<td>$2,230</td>
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<tr>
<td>1/2 page</td>
<td>$1,830</td>
<td>$1,740</td>
<td>$1,650</td>
</tr>
<tr>
<td>1/3 page</td>
<td>$1,350</td>
<td>$1,280</td>
<td>$1,220</td>
</tr>
<tr>
<td>1/4 page</td>
<td>$1,030</td>
<td>$980</td>
<td>$930</td>
</tr>
</tbody>
</table>

**Recruitment Advertising Specs**
- Full page: 7.25" x 9.75" or 7.25" x 6.5"
- 2/3 page: 4.675" x 9.75" or 7.25" x 4.75"
- 1/2 page: 3.5" x 9.75" or 7.25" x 4.75"
- 1/3 page: 3.5" x 6.25" or 2.25" x 9.75"
- 1/4 page: 3.5" x 4.75"

Additional custom sizes available at $216 per vertical inch. For color ads, see image ad pricing above. All print recruitment ads include a FREE 60-day posting on our career center. Free 60-day ad will post on the publication date of each issue. Early posting can be made by request.

Other ad sizes and options are available. Contact us for more information.
Email us at ads@insightintodiversity.com
Understanding your campus’s climate is an important first step toward ensuring a positive, enriching experience for all students and employees.

Viewfinder™ Campus Climate Surveys are designed to help colleges and universities measure and assess both their strengths and weaknesses around diversity and inclusion efforts for students, faculty, staff, and administrators.

Brought to you by the diversity experts at INSIGHT Into Diversity magazine, the most well-respected diversity and inclusion publication in higher education, Viewfinder™ is the only campus climate survey instrument of its kind. With in-depth, targeted questions, our surveys provide insight into what shapes the experiences and perceptions of all individuals on campus — including all underrepresented groups — with regard to diversity, equity, inclusion, and culture to help institutions create more inclusive campuses.

We, like you, are committed to ensuring that all students and employees have the opportunity to live, learn, and work in a safe, supportive, respectful, and welcoming environment.

Starting at just $4,250, including administration, Viewfinder™ Campus Climate Surveys:

- Address many of the requirements of higher education accrediting agencies to help institutions meet standards
- Ensure anonymity and increase response rates with external administration by Campus Climate Surveys, LLC
- Allow institutions to make an unlimited number of survey modifications
- Give institutions the ability to offer incentives to respondents
- Provide updates on response rates via interim and final reports

To purchase or learn more about Viewfinder™ Campus Climate Surveys, visit viewfindersurveys.com or email Lenore Pearlstein at lpearlstein@viewfindersurveys.com.