

Exhibit 4.1 Sites for Advertising School of Education Job Postings

American Educational Research Association AERA.net
<http://www.aera.net>

Chronicle of Higher Education
<http://chronicle.com/>

Hispanic Outlook in Higher Education
<http://www.hispanicoutlook.com/>

Inside Higher Ed
<http://www.insidehighered.com/employment/recruiting>

California State University Channel Islands
<https://www.csucifacultyjobs.com>