



INFORM

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2017-18

ANNUAL REPORT

Higher Education Recruitment Consortium





LETTER FROM THE BOARD

Dear HERC Members,

HERC brings together Provosts, Human Resources, Faculty Affairs, and Diversity Offices to help meet the recruitment and retention needs of our members. We inform, challenge, and inspire each other to make a lasting impact on diversity, equity, and inclusion (DEI).

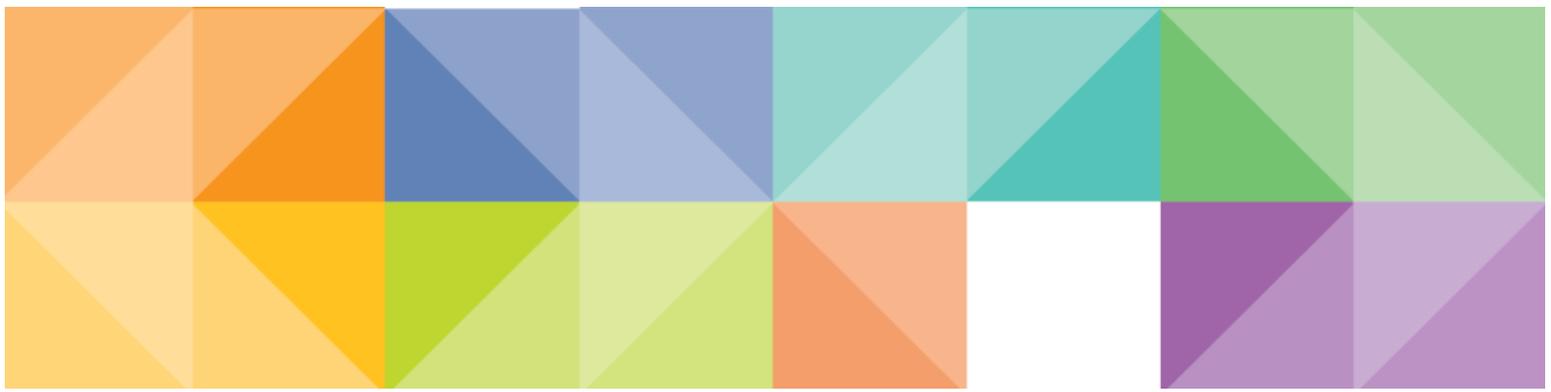
The 2017-18 Annual Report highlights our successes from the past year. In 2017-18 we directly reached over 100,000 jobseekers through our job board and at professional conferences, job fairs, online, and other networking events. We also held 18 professional development webinars for members. We tackled timely and compelling themes such as bullying in the workplace, succeeding with difficult people, and engaging and retaining part time professionals.

Looking forward to 2018-19, we continue to invest in practical, actionable, and timely solutions to our members' most pressing DEI challenges. To improve HERC members' selection process, HERC will release a series of **search committee videos** and background material. These materials – along with HERC's rich catalog of webinars, toolkits, and articles – will be housed on our new **online community portal**. The community portal will help our members connect to colleagues across the country, share and access resources, and track emerging issues. Read on to learn more about these exciting new resources.

We would also like to inform you that Nancy Aebersold, HERC's Founder and Executive Director, is on a leave of absence. We anticipate that she will return in November 2018. During Nancy's absence, Jessica Wise will serve as the Interim Executive Director.

On behalf of all HERC members, board, and staff, we thank you for your continued partnership. Together, we are HERC.

Yours sincerely,
The HERC Executive Committee



JOBSEEKER OUTREACH & ENGAGEMENT

In 2017-18, HERC reached 15,250 jobseekers through in-person outreach at diversity conferences across the country. Additionally, nearly 100,000 job board users are registered with HERCjobs.org. We sent more than 30 million job alerts for your open positions. And we reached millions more through a targeted advertising campaign in leading higher education and diversity magazines and websites.



DIRECT AND IN PERSON

HERC staff and regional directors are onsite representing your institutions at job fairs, professional meetings, student conferences, and networking events. These events give us the opportunity to engage with job seekers and get them excited about careers in higher education. For those already in the academy looking for faculty positions and mid/high-level administrative positions, this direct interaction is an opportunity to talk about your institutions, programs, and career opportunities. In 2018-19, we are exploring ways to further enrich the conference experience by leading professional development seminars and sessions.



DIVERSITY OUTREACH

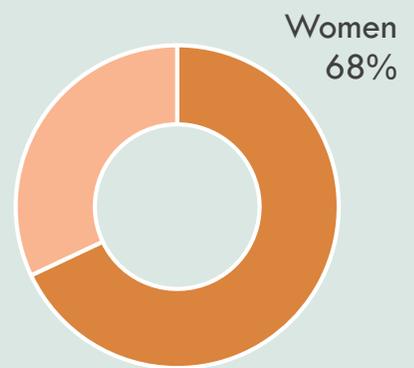
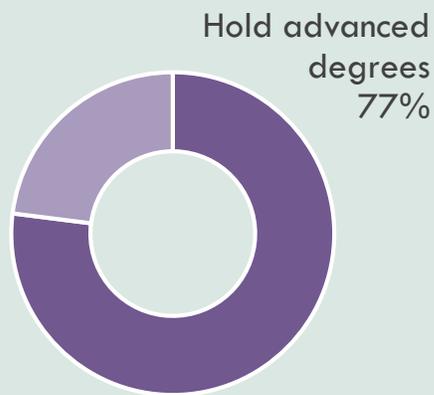
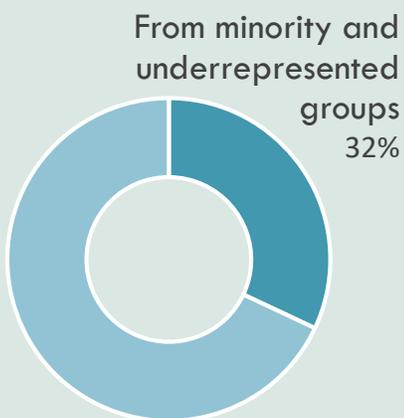
To ensure visibility with key jobseeker segments, HERC invested over \$130,000 in paid and in-kind advertising in 2017-18. In addition to general and disciplinary advertising, we targeted veterans, professionals with disabilities, racial and ethnic minority groups, and women.





JOBSEEKER DEMOGRAPHICS

HERC job board visitors are incredibly diverse and well trained. They come from all walks of life and career stages, but share a common interest in careers in higher education.



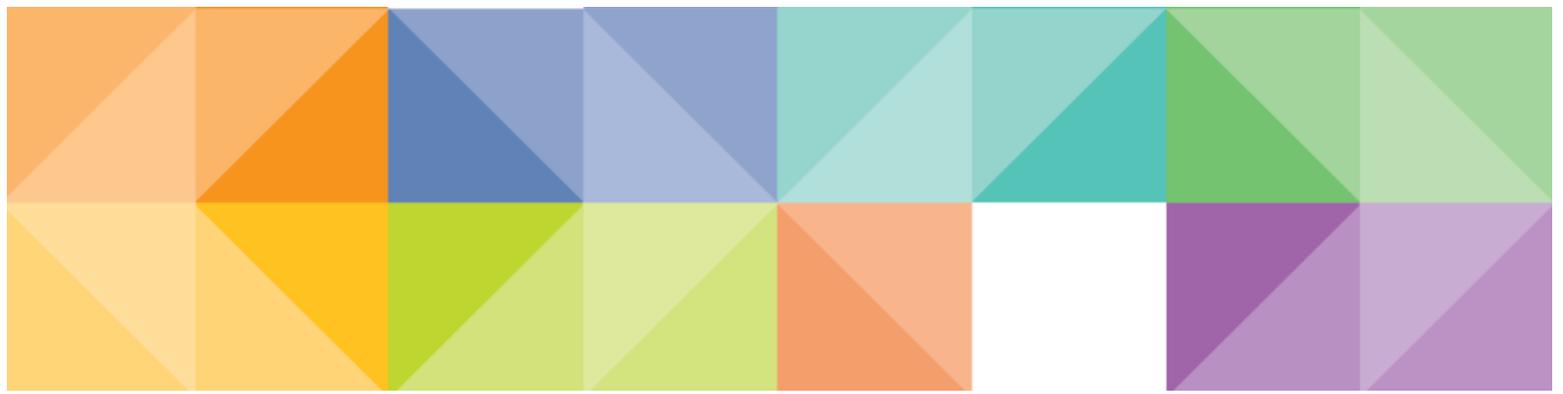
- 5% Professionals with Disabilities
- 13% Part of Dual Career Couple
- 87% Actively Seeking Employment

VETERAN JOBSEEKER TO EMPLOYEE

12% of veteran respondents received a job offer for a position found through HERC (2018 HERC Jobseeker Survey)

Source: 2018 HERC Jobseeker Survey.

HERC's annual diversity outreach campaign helps member institutions demonstrate good faith affirmative action efforts, including outreach, should they be audited by the Office of Federal Contract Compliance Programs (OFCCP). For a complete list of HERC's outreach to include in your OFCCP and Affirmative Action reports visit www.hercjobs.org/diversityoutreach.



NEW TOOLS AND RESOURCES

HERC's major initiatives for 2018 capitalize on the collective wisdom of our members and directors. The community portal will connect you to colleagues across departments and across the U.S. The search committee videos grew out of such a collaboration and demonstrate how we can leverage the consortium's collective wisdom to develop tools and resources that address pressing member needs.

ONLINE COMMUNITY PORTAL

HERC'S new online community portal will expand your reach to over 700 institutions equally committed to inclusive hiring and retention practices. In this community of practice, you will connect with colleagues, find and access resources from HERC and other member institutions, and keep abreast of trending issues. Features include a resource library, discussion forums, upcoming events, and webinars.

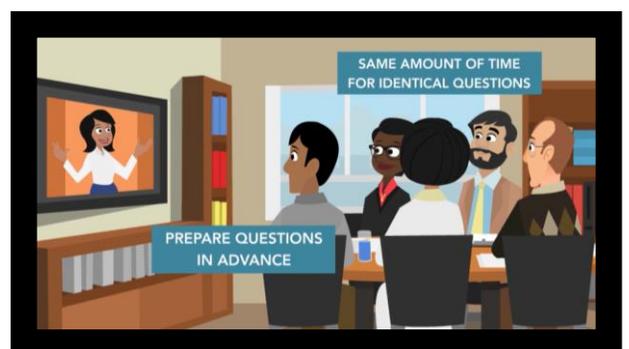
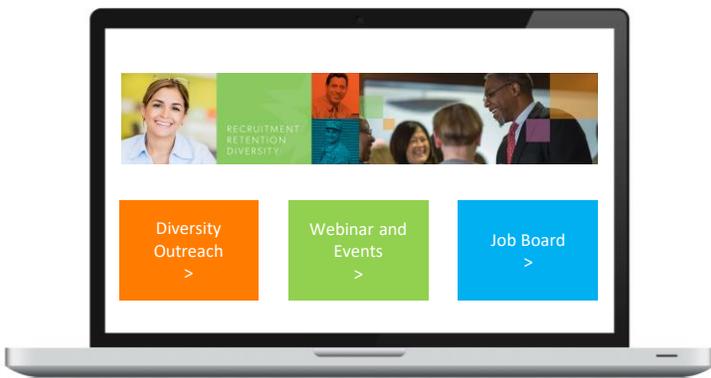
Keep an eye out for more launch information coming this summer.

SEARCH COMMITTEE VIDEOS

The search committee training video series is a set of four short videos and accompanying guides that explore the foundational elements of an inclusive search committee process.

Topics include active and passive recruitment, representation on hiring committees, unconscious bias, and making new hires feel like part of the community.

Coming soon! HERC will host a "train the trainer" webinar to help you leverage this resource on your campus.



A photograph of several people in a meeting, with their hands raised as if in discussion or agreement. The image is slightly blurred, focusing on the hands and the general atmosphere of a collaborative meeting.

HERC ADVISORY BOARD MEMBERS

Nancy Aebersold, Executive Director, Central HERC*

Paula Alfone, Director of Mid-Atlantic HERC, Loyola University in Maryland

Elizabeth Ancarana, Assistant Provost for Faculty Development and Diversity, Harvard University*

Meredith Bruner, Director of Greater Kentucky HERC & Human Resources Operations Manager, Centre College

Terry Curry, Associate Provost/Associate Vice President for Academic Human Resources, Michigan State University

Isaac Dixon, Associate Vice President of Human Resources, Portland State University

Nikki Duncan, Director of Greater Texas HERC, University of Houston

Brooke Dykstra, Talent Acquisition Consultant, University Human Resources, Iowa State University

Mary Everley, Director of Upper Midwest HERC, University of Minnesota

Karen Fife, Director of Metro New York and Southern Connecticut HERC, Columbia University

Scott Fitzgerald, Director of Human Resources and Legal Affairs, Title IX Coordinator at Otterbein University

Karie Frasch, Director, Office for Faculty Equity & Welfare, University of California, Berkeley

Pat Frede, Director of HERC of the Carolinas, East Carolina University

Eddie Freeman HERC Advisory Board Chair & Executive Director of Employment and Equal Opportunity Services, Deputy Title IX Coordinator, University of Texas at Arlington*

Mary Greiner, Central Midwest HERC Advisory Board Member & Assistant Vice President for Human Resources, Grinnell College

Jesse Hurtado, EEO Analyst, Department of Academic Recruitment Services, University of California, San Diego

Jenny Lee Berry, Director of Greater Oregon HERC Manager, Oregon Health & Sciences University

*Executive Committee Members

Sarah Levy, Director of Greater Chicago Midwest HERC, Tides Center

Tim McIntosh, Director of Greater Missouri HERC, University of Missouri System

Ruth Molina, Director of New England HERC, Harvard University*

Michelle Morris, Director of Employment & Clinical Support Services, East Carolina University

Jennifer Park, Director of Southern California HERC, University of California, San Diego

Gilda Paul, Director of Eastern Pennsylvania - New Jersey - Delaware HERC, Princeton University*

Tom Phillips, Associate Director of Strategic Partnership Initiatives, Thomas Edison State University*

Adam Potter, Director of Central Midwest HERC & Senior HR Specialist (Recruiting), the University of Iowa

Janet Rachel, Director of Greater Tennessee HERC, Vanderbilt University & Medical Center

Autumn Reed, Director of UMBC STRIDE and Coordinator for Faculty Diversity Initiatives and the ADVANCE Program, University of Maryland Baltimore County

Anita Rios, System Director, Talent Management and Organizational Effectiveness, Minnesota State College and University System

Norma Rodriguez, Director of Greater Washington State HERC, University of Washington

Paula Saltzman, Diverse Workforce Recruiter, Harper College

Erik Smetana, Director Greater Tennessee & Executive Director, Compensation and Talent, Vanderbilt University

Valarie Stanley, Director, Office of Equal Opportunity Programs and Senior Deputy Title IX Coordinator for Faculty & Staff, Yale University*

Melanie Trowbridge, Director of Michigan HERC, Michigan State University

Jessica Wise, Interim HERC Executive Director & Director of Northern California HERC, Tides Center

www.hercjobs.org

HERC advances the ability of member institutions to recruit and retain the most diverse and talented workforce and to assist dual-career couples. The Higher Education Recruitment Consortium is a project of Tides, a 501(c)3 organization.