



Join HERC Today!

Your Partner in Inclusive Recruitment and Retention

Mountain West HERC launching September 2023!

The region includes the states of Colorado, Utah, Wyoming, New Mexico, and Arizona. **Members joining by March 2024 will receive a 25% discount on their first two years of membership.**

The Higher Education Recruitment Consortium (HERC) is a nonprofit consortium of colleges, universities, and related groups committed to advancing diversity, equity, and inclusion in the higher education workforce.



HERC

Higher Education
Recruitment Consortium

Overview

The Higher Education Recruitment Consortium (HERC) serves over 700 higher education institutions, hospitals, labs, and affiliated employers united by a shared commitment to cultivating and retaining a talented workforce as diverse as the people we serve. HERC recognizes the urgent need to eliminate obstacles hindering the recruitment, retention, and advancement of highly skilled faculty and staff from historically excluded populations lacking representation in higher education.

Inclusive and equitable hiring and retention practices are crucial to fulfilling the academic missions of our member institutions. Having faculty and staff with different perspectives and experiences can lead to innovative solutions and better decision-making.

Your investment in HERC membership provides:



Reach talented and diverse candidates through HERC's OFCCP-compliant outreach efforts.



Assist dual career couples through HERC's regional network of members and dual career job search tools on HERCJobs.org.



Reduce the high cost of recruiting with unlimited job postings on HERCJobs.org, automatic cross-posting to other job sites, and negotiated savings on recruitment services from our partners.

DIVERSITY OUTREACH



Connect with thousands of other higher education professionals through an online community of practice.



Create inclusive workplaces through HERC's Member Resources, including trainings and toolkits.



Start making an impact at your institution – join HERC today! For more information, go to www.hercjobs.org/join or reach out to your Regional HERC director.



700+

Member institutions



49

Minority Serving Institutions



6,177

HR, Academic Affairs, & Diversity Leaders



19

Regions across the United States

Lead HERC Institutions & Partners



HERC Job Seeker Profile



70%
hold Master's
degrees or higher



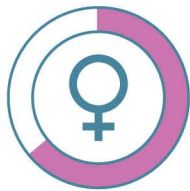
21%
individuals with
disabilities



37%
people of color



11%
veterans



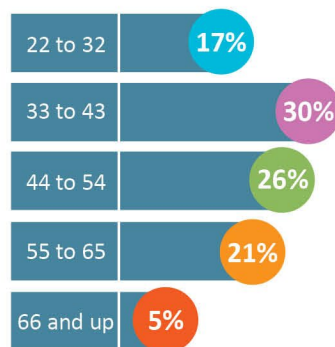
64%
women



35%
men

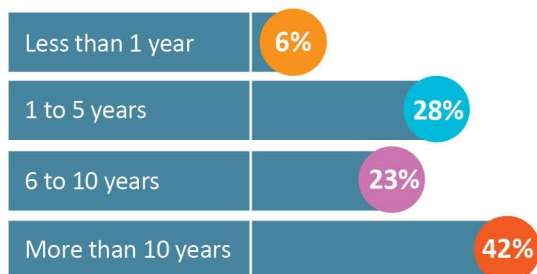
1% third gender or non-binary
7% transgender

Age

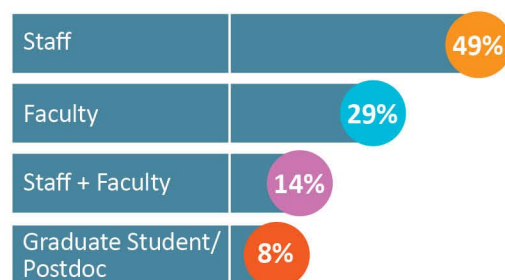


78%
rank an employer's diversity
and Inclusion policies and
practices as "very" or
"somewhat" important

Years worked in higher ed



Current position



From Job Board:

158,283
registered job seekers

Demographic data from respondents who completed HERC's 2023 Job Seeker Survey. Data does not include individuals who chose not to respond or self-identify. Percentages may not add to 100% due to rounding.

Diversity Outreach

HERC promotes your jobs and advances your OFCCP compliance and diversity outreach efforts.

We champion higher education careers and promote our free career resources to veterans, women, professionals of color, members of the LGBTQ+ community, and professionals with disabilities through targeted print and digital ad campaigns and by participating in conferences and job fairs in HERC's 19 regions throughout the U.S. We reach prospective job seekers to broaden our higher education candidate pool and position higher education as a career of choice. We stretch your membership investment by developing partnerships that allow us to negotiate discounted or in-kind conference/job fair and advertising rates.

Job Seeker Outreach



6,673,976
FY22-23 advertising
impressions/reach



194,244
email subscribers



31,659
social media
followers



5,693
ebook downloads

Job Board Stats*



56,532,372
job views



12,914,250
job alerts



84,002
job apply clicks

* During March 2022-February 2023

Ads and Events



DIVERSEability Magazine, Fall 2022



LinkedIn Ads, January 2023



2022 AISES National Conference, October 6-8, 2022

► [See the full list of ads and events](#)

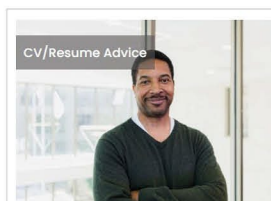
Career Resources



3 Ways to Help Staff Feel Valued and Heard

Good benefits and a healthy work-life balance are important for employees...

[Read More](#)



Tips for Age-Proofing Your Resume

There may come a time in your career when you'll feel...

[Read More](#)

► [View HERC's top articles](#)

Workplace Inclusion

HERC provides you with the network, resources, and expertise to create real change in your workforce and workplace.

We cultivate a dynamic community of practice united by a shared commitment to inclusive recruitment and retention. We build collective knowledge by leveraging research and partnerships to identify thought leaders and best practices. We produce professional development opportunities, including webinars (live and on-demand) and events, as well as create and curate flexible, actionable tools to reduce bias in your recruitment and selection process.



HERConnect is our exclusive online portal where members engage, collaborate, and share information related to recruitment and retention. There, you can access HERC-produced resources, like toolkits, webinars, articles, and research, as well as other curated content.

Community



4,515

HERConnect active user accounts



1,266

connections made on HERConnect



961

HERConnect global discussion posts

Webinars



1,964

live webinar registrants*



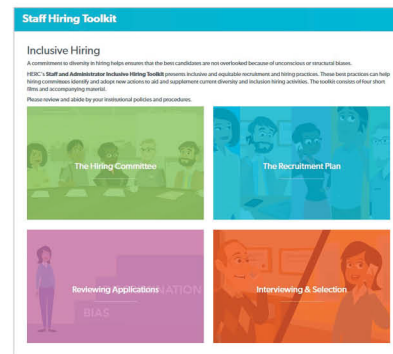
128

on demand webinars/ webinars in library

* During March 2022-February 2023

New Toolkit

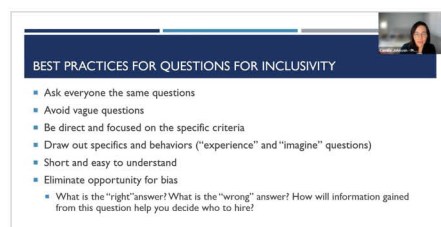
The Staff and Administrative Inclusive Hiring Toolkit presents inclusive and equitable recruitment and hiring practices to help hiring committees identify and adopt new actions to aid diversity and inclusion hiring activities.



► [Take a look at HERC's toolkit library](#)

New Professional Development Webinars

- Asking the Right Questions: Crafting Inclusive Interviews
- Modernizing Faculty Affairs Practices at San Diego State University + Tulane University
- Diversity Statements: Development, Assessment, and Rubrics
- We've Always Done It This Way: Bridging Generational Divides & Leveraging Age-Diversity at Work
- Pro Tips for Accommodations and Inclusion in the Hiring Process
- and more!



► [Access HERC member webinars](#)

HERC Membership Value

Your investment in HERC membership includes the following benefits:



Diversity Outreach:

Promotion of higher education careers through digital and print ad campaigns and diversity-focused career fairs and disciplinary conferences

- ▶ Direct job seeker outreach at career fairs and disciplinary conferences
- ▶ Advertising to talented, diverse job seekers via targeted ads and partnerships
- ▶ Ongoing job seeker engagement through email and social media



Workplace Inclusion:

Diversity, equity, and inclusion training tools; online community of practice; regional meetings

- ▶ Toolkits to advance inclusive recruitment and equitable retention
- ▶ HERConnect, a national community of practice
- ▶ Leading-edge webinars and blog posts
- ▶ Discounts on inclusive workforce tools



Job Board:

Unlimited postings, database with 8,000+ CVs/resumes, Enhanced Member Profile

- ▶ Unlimited job postings
- ▶ CV/resume database
- ▶ Enhanced member profiles
- ▶ Cross-posting to leading job boards



Regional Community:

- ▶ Regional conference
- ▶ Local network of higher education peers
- ▶ Regional dual career network
- ▶ Regional job seeker outreach



Total Value:
\$329,595

▶ Explore additional savings in our Marketplace

Join HERC



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Mountain West HERC Membership Fee Structure

Tier	Non-Profits & Hospitals	Research Labs	Colleges & Universities	Rates	
I	<500 FTE Employees	<50 FTE Employees	<1,000 FTE students	\$	2,500
II	501-999 FTE Employees	51-199 FTE Employees	1,001-3,999 FTE students	\$	4,500
III	1,000-1,999 FTE Employees	200-499 FTE Employees	4,000-9,999 FTE students	\$	6,500
IV	2,000-4,999 FTE Employees	500-999 FTE Employees	10,000-19,999 FTE students	\$	8,500
V	>5,000 FTE Employees	>1,000 FTE Employees	>20,000 FTE Students & College/University Systems	Request pricing	

Please contact us to learn more about joining!
membership@hercobs.org

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