



Become a Member and Bolster Your Workforce DEI Efforts

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Logistics

- Access closed captioning using the link in the chat box
- Use the audio drop down box and select either computer or phone audio for the call-in details if needed
- Enter your questions in the GoToWebinar control panel for follow-up after the webinar
- A recording will be shared following the webinar

Today's Speakers



Derek Smith
Executive Director



Marcia Silva
Marketing &
Communications
Director



Jessica Wise
Training &
Development
Director

Why Does Workforce DEI Matter?

A diverse and thriving workforce is a critical step towards:



Supporting a diverse student body and future workforce



Generating innovative solutions

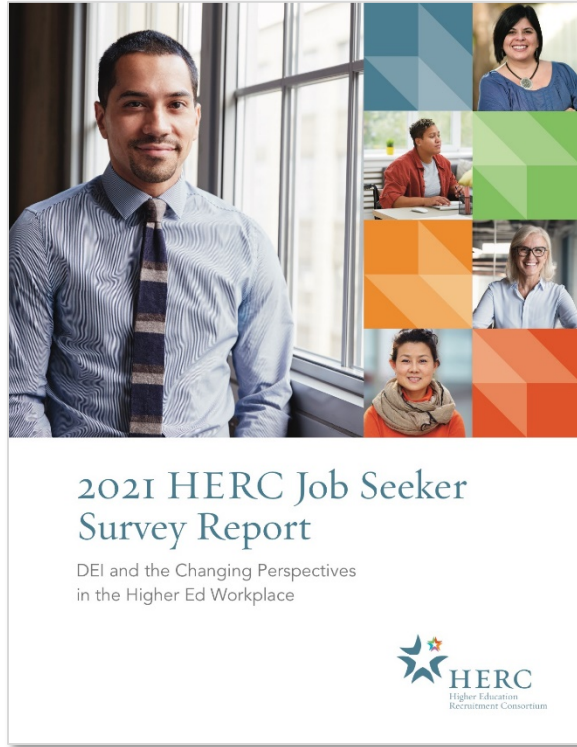


Developing organizational resiliency



Reflecting our increasingly interconnected world

DEI Matters to Employees



83%

rank an employer's diversity
and inclusion policies and
practices as "very" or
"somewhat" important

Workforce DEI Challenges



Moving DEI workforce goals from ideation to action



Difficulty reaching and engaging with a diverse pool of job candidates



Creating an inclusive workplace culture that increases employee retention

Our Strategy



HERC helps institutions **recruit** and **retain** the most talented and diverse workforce.



HERC fosters **collaboration** between institutions and an **engaged** network of professionals.



HERC combines **resources** to develop innovative **tools** that can be shared and leveraged by all.

What is HERC?

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.



Our Lead Institutions

CENTRE
COLLEGE


COLUMBIA
UNIVERSITY


East Carolina
UNIVERSITY


GEORGE
MASON
UNIVERSITY

HARVARD
UNIVERSITY



MICHIGAN STATE
UNIVERSITY


OHSU


PRINCETON
UNIVERSITY


University at Buffalo
The State University of New York


THE
UNIVERSITY
OF IOWA


UNIVERSITY of
WASHINGTON


VANDERBILT
UNIVERSITY


WRIGHT STATE
UNIVERSITY

 UNIVERSITY of
HOUSTON

The HERC Community

700+

member
institutions

4,000+

HR, Academic Affairs,
& Diversity Leaders

70

Minority Serving
Institutions

19

Regions across the
United States

Diversity Outreach

Targeted job board with
unlimited job postings

Career resources for ongoing job
seeker engagement

Recruitment via targeted events
and advertising

Dual career support

Inclusion in the Workplace

National community of practice

Regional networks

Inclusive workplace tools and
training

Professional development and
continuing education



Diversity Outreach

HERC Job Seeker Demographics



67%

hold Master's
degrees or higher



40%

people of color



67%

women



28%

men

1% non-binary or third gender

Age

18 to 21

1%

22 to 37

34%

38 to 53

37%

Over 53

27%

Staff

46%

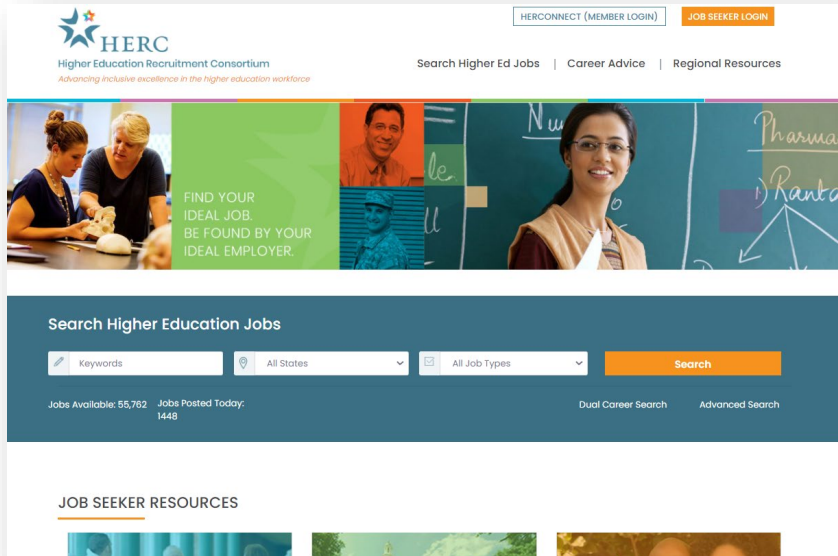
Faculty

56%

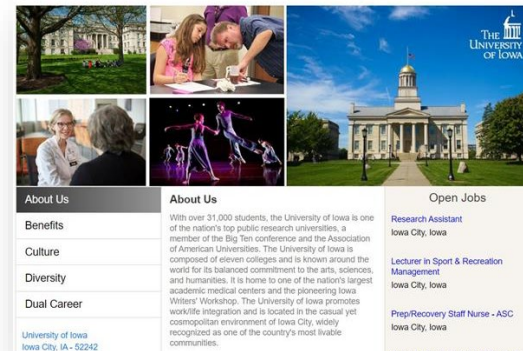
Some individuals reported being
both staff and faculty.

Source: HERC 2021 Job Seeker Survey. Data does not include individuals who chose not to respond or self-identify.

Job Board @ HERCjobs.org



- Unlimited job postings
- Automatic cross-postings to job boards
- Access to CV/Resume Database
- Enhanced member profile

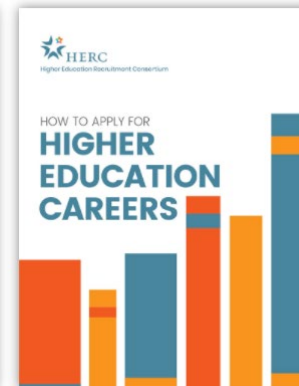
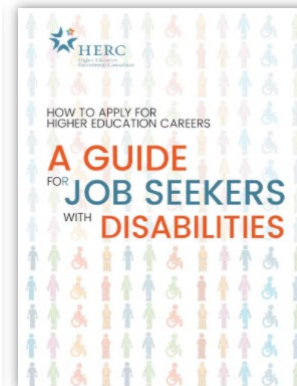
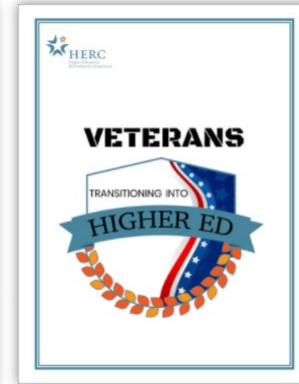
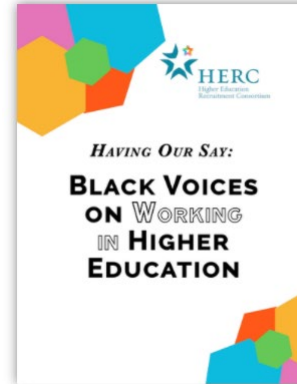


Career Resources @ HERCjobs.org

HERC offers job seekers free career development tips and tools:

- ebooks
- Monthly newsletter
- Blog
- Webinars
- Social media

>>> [Access our articles and ebooks library](#)



Conferences and Job Fairs

HERC attends national and regional diversity conferences and job fairs on behalf of our members.



Some of the conferences HERC attends:

- Annual Biomedical Research Conference for Minority Students (ABRCMS)
- Black Doctoral Network Annual Conference
- Compact for Faculty Diversity Institute on Teaching and Mentoring
- Hispanic Association of Colleges and Universities (HACU)
- LatPro Hispanic and Diversity Job Fair
- National Postdoctoral Association Annual Meeting
- National Conference on Race and Ethnicity in Higher Education (NCORE)
- Out to Innovate: Summit for LGBTQ+ STEM Professionals
- Recruit Military career fairs
- Society for the Advancement of Chicanos and Native Americans in Science (SACNAS)

>>> [*More: Explore a comprehensive list of past and upcoming conferences*](#)

Targeted Advertising

HERC advertises in disciplinary and diversity-focused print and digital publications throughout the year.

- *ABILITY Magazine and ABILITY Jobs*
- *Black EOE Journal*
- *Diverse: Issues in Higher Education Magazine*
- *Hispanic Network Magazine*
- *INSIGHT into Diversity*
- *Latinos In Higher Education*
- *U.S. Veterans Magazine*
- *Social media ads*

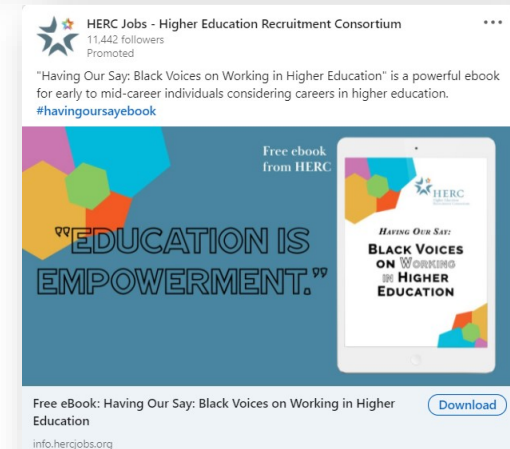



Find jobs at higher ed institutions committed to diversity and inclusion.

Access our job board and career resources at HERCjobs.org

 **HERC**
Higher Education Recruitment Consortium

The graphic features a grid of four images: a man in a suit holding a tablet, a woman in a military uniform, a couple in military uniforms, and a woman in a military uniform. The background is a collage of geometric shapes in shades of blue, green, and orange.



 **HERC Jobs - Higher Education Recruitment Consortium**
11,442 followers
Promoted

"Having Our Say: Black Voices on Working in Higher Education" is a powerful ebook for early to mid-career individuals considering careers in higher education.
[#havingoursayebook](https://www.hercjobs.org/havingoursayebook)

Free ebook from HERC

EDUCATION IS EMPOWERMENT.

HAVING OUR SAY: BLACK VOICES ON WORKING IN HIGHER EDUCATION

Free eBook: Having Our Say: Black Voices on Working in Higher Education
info.hercjobs.org [Download](#)

The ad features a blue background with a collage of colorful geometric shapes. A central image shows the cover of the ebook "Having Our Say: Black Voices on Working in Higher Education".

Our Partners

HERC proudly partners with organizations that represent diverse constituencies in higher education.

Partners promote HERCjobs.org at their conferences and in their publications, and contribute to HERC's webinars and blog posts.

[Marketplace](#), featuring products, services, and resources offered by partners & sponsors, many with discounts



Dual Career Couples Support

In today's market, the best talent often comes in pairs. HERC's network and resources can help you recruit top candidates:

- Use HERC's [dual career job search](#) to help couples identify job openings within a commutable distance
- Share HERC's [Dual Career Resources](#)
- Show [your commitment](#) to dual career couples



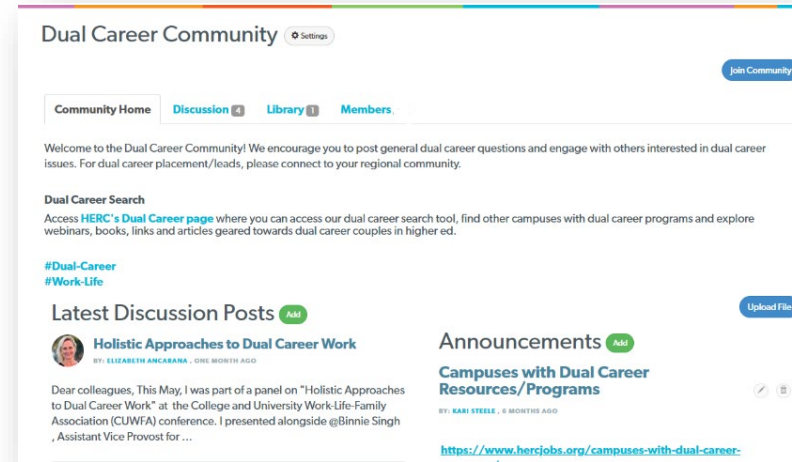
13%

are part of a
dual career couple

HERC Member Connections

Through HERConnect, our online member portal, members can:

- Network with your regional colleagues when you have a dual career need
- Explore dual career resources, including webinars on:
 - Academic Couples: Opportunities and Strategies
 - Dual Careers and Women in STEM
 - A Roadmap for Dual Career Assistance
- Join HERC's [Dual Career Community](#) in HERConnect to learn and share best practices



The background of the image is a repeating pattern of various human silhouettes. These silhouettes are drawn with simple black outlines and represent a wide range of people in terms of age, gender, and ethnicity. Some individuals are wearing traditional head coverings like hijabs or headscarves, while others have different hairstyles or are wearing glasses. The silhouettes are arranged in a grid-like fashion, creating a sense of a large, diverse group of people.

Inclusion in the Workplace

Inclusion in the Workplace



Engage with a community of practice through an online community and regional networks



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

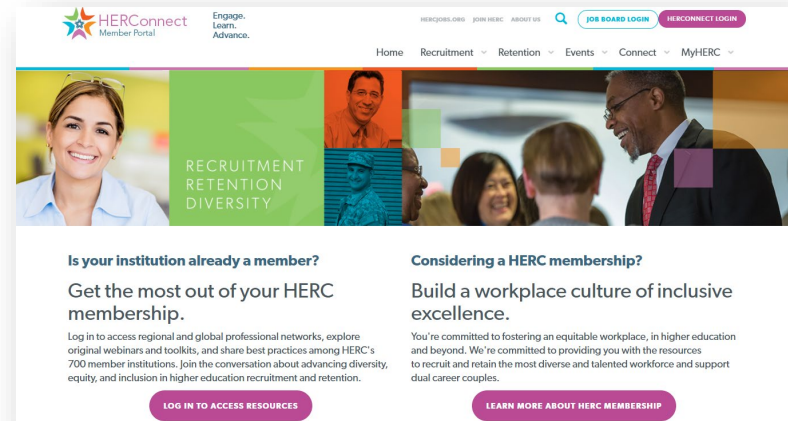


Expand your workforce DEI knowledge and advance your professional development

Community of Practice

HERConnect provides:

- National network of 4,000+ higher ed professionals
- Unlimited number of users for each member institution
- National, regional, and dual career communities



>>> More: Explore HERConnect at member.hercjobs.org

Regional Networks

Regional member meetings and programs offer engaging speakers, timely topics, and networking opportunities.

Sample Fall 2021 themes:

- Changing with the Times: Applying DEI Recruitment Strategies in the Pandemic
- Higher Education after COVID: Coming Back Stronger as a Community



Toolkits

Search Committee Training Toolkit

HERC's Search Committee Training Toolkit introduces your hiring committees to inclusive, equitable recruitment practices. These best practices will help you identify and adopt new actions to aid and supplement your current diversity and inclusion hiring activities. The toolkit consists of four short films and accompanying worksheets. As always, please review and abide by your institutional policies and procedures.

Can't Find What You're Searching for?

ASK THE COMMUNITY

Share a Resource

SUBMIT FOR REVIEW

Before the Search: The Committee



VIDEO TRANSCRIPT

EXPLORE RESOURCES

Before the Search: The Recruitment Plan



VIDEO TRANSCRIPT

EXPLORE RESOURCES

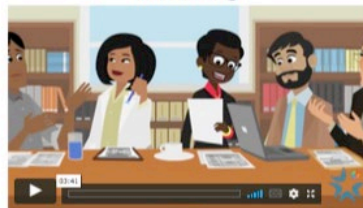
During the Search: Reviewing the Applicants



VIDEO TRANSCRIPT

EXPLORE RESOURCES

Selection: Campus Visits and In-Person Interviewing



VIDEO TRANSCRIPT

EXPLORE RESOURCES

Faculty Search Committee Toolkit

Use as a starting
point or augment
ongoing training
efforts

Toolkits

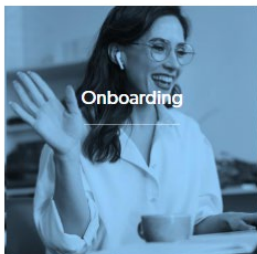
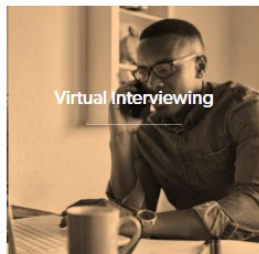
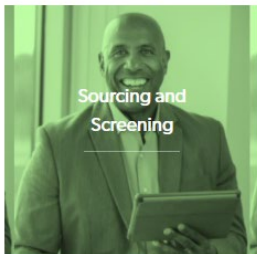
Virtual Recruitment Toolkit

The COVID-19 pandemic has disrupted the recruitment process, requiring colleges and universities to adopt new methods to successfully recruit talented faculty and staff.

This toolkit was designed based on HERC member input. You asked for practical, easy-to-use resources that could be adapted for your institution and incorporated into your recruitment process.

It builds upon best practice materials shared by **HERC member institutions** and is organized into four sections: Policies & Procedures, Sourcing & Screening, Virtual Interviewing, and Onboarding. Each section includes guides, FAQs, tips, checklists, and sample templates that can be re-branded and used for your institution.

As you consider use of the materials, please revise them to conform with your institution's policies and procedures, and any local laws and regulations. We ask that you also keep the footer referencing the source on your recreated documents.



Key Take-Aways

1. Build off of your in-person process
2. Make the process consistent and equitable for all candidates
3. Review any new virtual practices for possible bias
4. Create transparency by communicating frequently with all search stakeholders

[LOGIN TO EXPLORE RESOURCES](#)

[NOT A MEMBER? LEARN MORE](#)

Toolkit Contributors

Thanks to HERC member institutions that contributed to the toolkit:

Bemidji State University
Bucknell University
Columbia University
Harvard University
Iowa State University
Middlesex Community College
Minnesota State
New York University
Prince George's Community College
Rhode Island School of Design
University of California, San Diego
University of Maryland, Baltimore County
University of Minnesota

We Want to Hear From You

[SHARE YOUR FEEDBACK](#)

Virtual Recruitment Toolkit

Adapt and incorporate practical, easy-to-use resources into your recruitment process

Professional Development & Institutional Best Practices

Webinars

Participate in HERC's professional development webinars with thought-leaders addressing important recruitment and retention topics, with an emphasis on diversity. Webinars are FREE to your entire staff and qualify for HRCI and SHRM continuing education credits. [Download a flyer with the 2020 Spring Webinars here.](#)

Upcoming Webinars

Diversifying Staff and Administrator Leadership Positions: Beyond Targets to Action

Webinar

Apr 16, 10:00 AM - 11:00 AM (PT)

Add Event



***Rescheduled for May 7 - Return to Work/Stay at Work Strategies: Retaining in Lieu of Retraining**

Webinar

May 7, 10:00 AM - 11:00 AM (PT)



Tapping Into the Military Spouse Candidate Pool

Webinar

May 21, 10:00 AM - 11:00 AM (PT)



HERC Member Best Practice:

Support staff development with HRCI & SHRM continuing ed credits from HERC webinars

HERC Member Best Practice:

Members host lunch and learns to initiate internal dialogs around diversity, equity, and inclusion

Diversity Outreach

Targeted job board with
unlimited job postings

Career resources for ongoing job
seeker engagement

Recruitment via targeted events
and advertising

Dual career support

Inclusion in the Workplace

National community of practice

Regional networks

Inclusive workplace tools and
training

Professional development and
continuing education

Next Steps

Your Regional HERC Director will follow up with you to provide information about membership dues and answer any questions.



Thank you!