HERC: A consortium of 500 higher education institutions that share a commitment to recruiting and retaining faculty of color.

The National and regional Higher Education Recruitment Consortia (HERC) include colleges, universities, teaching hospitals, research laboratories, and government agencies that collaborate on recruiting and retaining the most outstanding and diverse faculty, staff, and administrators. HERC’s work is carried out through a variety of programs and initiatives, including:

Visibility with Diverse Candidates
- Outreach to diverse jobseekers through HERC’s partnerships, advertising arrangements, and discounts with journals and organizations such as: Diverse: Issues in Higher Education, Insight into Diversity, Hispanic Outlook, Latinos in Higher Ed, The Academic Network and its Conference on Minority Recruitment and Retention, Women in Higher Education, and The PhD Project
- Presence at diversity-focused conferences including: The National Conference on Race and Ethnicity in Higher Education (NCORE), the PhD Project, National Society for Hispanic MBA’s, National Conference on Minority Recruitment, National Society for Black Engineers (NSBE), and Society for the Advancement of Chicanos and Native Americans in Science (SACNAS).
- Participation in minority scholar LinkedIn groups

Higher Education Jobs Websites
- Regional and National higher education jobs websites that list all jobs at HERC institutions giving candidates free access to the largest database of higher education jobs available
- A resume/CV database that member institutions can access to source diverse candidates
- Regional diversity resources geared toward diverse candidates, their partners, and new hires
- A registered user demographic that significantly outpaces national averages for both ethnicity and gender

Dual-career Assistance
- A commitment to helping dual-career couples find jobs within a commutable distance through collaboration among member campuses and website search technology. Dual-career issues affect partnered faculty, staff, and executives from all backgrounds; however, research has shown that dual-career issues disproportionately affect women and minority faculty.

Professional Development and Networking Opportunities
- A free member webinar series with regular diversity recruitment and retention topics
- Regional member meetings and conferences with speakers and best practices sharing on recruiting minority faculty, staff, and executives

HERC Recognized by Leading Organizations and Publications
- HERC has been recommended as a best practice by the American Association of University Professors (AAUP) and Stanford’s Clayman Institute for Gender Research and has been featured in the Chronicle of Higher Education, The New York Times, National Public Radio’s “Marketplace,” The Boston Globe, and The San Francisco Chronicle
How can your campus utilize HERC to help recruit and retain faculty of color?

• Find out if your institution is a HERC member. If not, contact the director of the HERC in your region to join. If a HERC does not exist in your area, the National HERC office can help you establish one.

• If your institution is a HERC member, spread the word on campus. Your regional HERC Director can provide materials to share with your graduate student advisors, career center professionals, search committee chairs, HR offices, and others that interact with future faculty, staff, and administrators of color.

• Use the special advertising discounts negotiated by HERC in diversity publications. This will broaden your campus’ brand recognition and job opportunities with diverse communities.

• Participate in the free HERC webinars and member meetings to enhance your understanding of diversity recruitment and retention issues, learn from industry experts, and garner practical program and policy ideas from regional and national colleagues.

Regional HERCs

Greater Chicago Midwest HERC
www.gcherc.org

Metro New York & Southern Connecticut HERC
www.mnyscherc.org

Michigan HERC
www.michiganherc.org

Mid-Atlantic HERC
www.midatlanticherc.org

New England HERC
www.newenglandherc.org

NJ - Eastern PA - DE HERC
www.njepadeherc.org

Northern California HERC
www.norcalherc.org

Southern California HERC
www.socalherc.org

St. Louis Regional HERC
www.stlrherc.org

Upper Midwest HERC
www.uppermidwestherc.org

Upstate New York HERC
www.upstatenyherc.org

For more information visit:
www.hercjobs.org