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

Addressing the needs of dual-career couples in the Academy is of critical importance when colleges and universities seek to recruit and retain women faculty, particularly in Science, Technology, Engineering, and Math (STEM) disciplines. Current research names dual-career concerns among the top barriers to the successful recruitment and retention of women faculty.

The most comprehensive study, conducted in 2008, by Stanford University’s Clayman Institute for Gender Research reports:

Of 9,000 full-time faculty at 13 research universities:
• 36% have academic partners.
• 72% have employed partners whose careers need to be taken into account.

• Women are more likely than men to have an academic partner.
• Among faculty with partners, 85% of women scientists and 54% of men scientists partner with another scientist, making dual-career considerations of particular importance for women scientists.

In September 2010, the American Association of University Professors’ (AAUP) Committee on Women in the Academic Profession released a report about the importance of dual-career accommodations when institutions develop recruitment plans for attracting women faculty.

The Clayman study, referenced in the sidebar, and the AAUP report highlight HERC, which for the past 10 years has facilitated collaboration on dual-career issues among its 500 member institutions. HERC members are diverse and include public and private research universities, state and community colleges, small private schools, teaching hospitals, National Institutes of Health and National Science Foundation. HERCs mission is: “...to help colleges and universities recruit and retain the most outstanding and diverse faculty and staff and to assist dual-career couples.”

HERC helps member institutions attract women faculty through:

• Comprehensive regional and National job boards that list all jobs at HERC institutions giving women candidates free access to the largest database of higher education jobs available
• A resume/CV database that member institutions can access to source women candidates
• A commitment to helping dual-career couples find jobs within a commutable distance through collaboration among member campuses and website search technology
• Partnerships with organizations that are geared toward women faculty including: Women in Higher Ed, Stanford’s Clayman Institute for Gender Research, the American Council on Education’s Office of Women in Higher Education, and Harvard’s Collaborative On Academic Careers in Higher Education (COACHE)
• Participation on women scholar Linkedin groups

Pat Jones, Vice Provost for Faculty Development and Diversity and the Dr. Nancy Chang Professor of Biological Sciences, Stanford University

"Dual-career issues continue to be an increasing challenge in faculty hiring. The Northern California HERC web site and network is an important resource for us - jobs found through HERC have been key in our ability to recruit several faculty.”
How can your campus utilize HERC to help recruit and retain women faculty?

FACT: 65% of the 83,000 registered jobseekers on the HERC websites are women.

- 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, academic/faculty affairs, HR offices, and others that interact with future and current women faculty.

- Use the special advertising discounts negotiated by HERC in publications and on websites that have a strong women faculty readership. This will broaden your campus’ brand recognition and job opportunities with women faculty.

- An institutional investment in HERC membership substantiates its commitment to being a family-friendly employer.

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