

OH / WESTERN PA / WV HERC

<http://www.hercjobs.org/oh-western-pa-wv/>

Monday, July 21, 2014

About HERC

The first regional Higher Education Recruitment Consortium (HERC) was founded in 2000 by colleges and universities in Northern California as a collaborative response to the challenges of recruitment and retention in higher education.

As of January 2013, HERC has over 1,700 human resources, faculty affairs and diversity professionals at over 600 institutions engaged in the activities of the consortium.

Mission

...to share information and resources to support the efforts of its members to recruit and retain outstanding and diverse faculty, administrators, and staff.

Through collaboration, innovation, and mutual investment, we will engage in employment outreach activities to achieve diversity and excellence in applicant pools and seek solutions to the dual-career challenges in higher education.

HERC's Collaborative Advantage

HERC leverages collaboration to provide strategic faculty and staff recruitment and retention tools at low cost, yielding a significant return on investment.

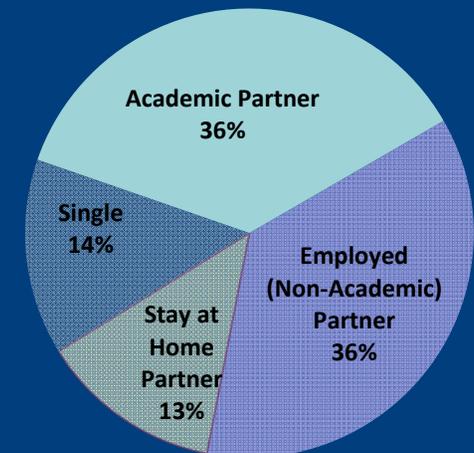
Advantages Cont'd

- HERC is the only organization to offer tangible resources to assist *dual-career couples*.
- HERC provides *professional development* to its members through conferences and webinars.
- HERC answers higher education's call for a *diverse workforce*. HERC's registered jobseekers *significantly outpace* national averages on both race and gender.

Why Address Dual-Career Issues?

- The most current research shows that the majority of faculty have employed partners. Providing employment opportunities to spouses and partners of employees or prospective employees that are within a commutable distance removes a *significant barrier* to employment and retention.
- Campuses aren't recruiting individuals anymore, we are recruiting families.

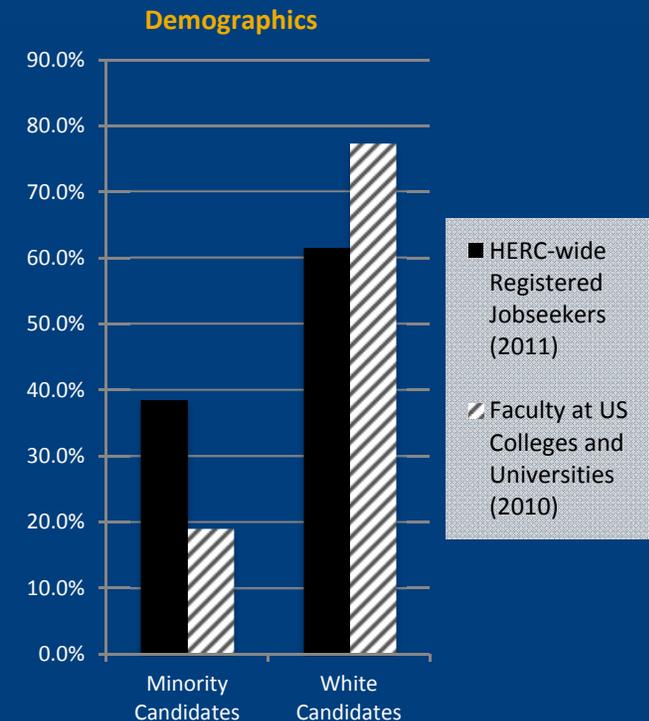
Partner Status of US Workforce
72% of Faculty have Employed Partners



Source: Stanford Clayman Institute 2008 Study. 9,043 Full-Time Faculty from 13 Leading Research Universities. Percentages do not add to 100 due to rounding

How Does HERC Contribute to Diversification?

HERC invests significantly in outreach through advertising, conference attendance, and partnerships with minority serving publications, societies, and organizations that reach diverse constituents. The result is HERC jobseeker demographics that *significantly outpace national averages* on key indicators of diversity such as race and gender.



Sources: Chronicle of Higher Education & HERC websites

HERC vs. For-Profit Job Boards

HERC is a non-profit organization and leverages member fees to provide the highest return on investment and unique attributes, including:

- The *only* higher education job board with regional and national sites that specifically targets dual-career and diversity outreach.
- A platform to post all open positions, the National HERC website, www.hercjobs.org, is among the largest higher education jobs websites in the world with an average of 18,000 jobs posted at any given time.

HERC Nationally

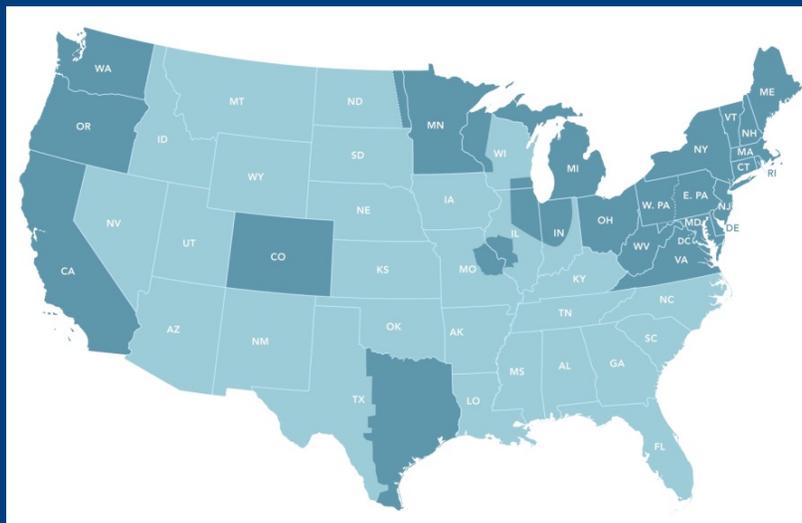
There are **17** regional HERC's with over **600** member institutions representing **28** states and the District of Columbia. Members include public and private colleges and universities, teaching hospitals, labs, government agencies, and organizations with a related organizational mission.

HERC Nationally Cont'd

HERCs in the U.S.

Dark = Regional HERC's

Light = No HERC available



HERC has locations in the following regions:

- Greater Chicago Midwest
- Greater Washington State
- Mid-Atlantic
- Northern California
- South-Central-Gulf Texas
- Upstate New York
- Greater Colorado
- Metro New York & Southern Connecticut
- New England
- North Texas
- Southern California
- **Ohio, Western PA, and WV**
- Greater Oregon
- Michigan
- NJ/Eastern PA/ Delaware
- Saint Louis Regional
- Upper Midwest

OH/Western PA/WV HERC

www.ohwpawvherc.org



Officially launched
May, 2014

Founding Members of the OH/Western PA/WV HERC



Ohio

- Baldwin Wallace University
- Bowling Green State University
- Case Western Reserve University
- Central State University
- Cleveland State University
- Columbus College of Art and Design
- Columbus State Community College
- Cuyahoga Community College
- Eastern Gateway Community College
- John Carroll University
- **Kent State University**
- Lake Erie College
- Marion Technical College
- Miami University
- Notre Dame College
- Oberlin College
- Ohio University
- Otterbein University
- The College of Wooster
- The Ohio State University
- University of Akron
- University of Rio Grande
- University of Dayton
- Wright State University

Western Pennsylvania

- Allegheny College
- Carlow University
- Carnegie Mellon University
- Chatham University
- Duquesne University
- Robert Morris University
- University of Pittsburgh
- Washington & Jefferson College

West Virginia

- West Virginia University

HERC's Many Benefits in Summary



All Inclusive Member Benefits	Dual-Career	Diversity Recruiting	Cost Savings	Professional Development
Unlimited job postings on regional & national jobs websites	●	●	●	
Cross-posting of all jobs on indeed.com & simplyhired.com		●	●	
Access to diverse & highly educated jobseekers		●	●	
Dual-career search technology & resources	●		●	
Searchable database of CV's and Resumes	●	●	●	
OneClick cross posting of jobs to other sites		●	●	
Ads promoting HERC employment websites in national diversity & disciplinary publications		●	●	
Representation at national diversity conferences to promote the HERC employment websites to minority jobseekers	●	●	●	
Member discounts on products & services with prominent higher education vendors		●	●	●
Regional meetings & conferences to share best-practices	●	●	●	●
Member webinars on recruitment & retention topics		●	●	●
Network of colleagues to assist with dual-career needs	●	●	●	
Regional dual-career materials to include in candidate recruitment packets	●	●	●	
Partnerships with minority serving associations & organizations that promote HERC to their constituents	●	●	●	

Questions/Contact Information



For more information:

Kent State University – Division of Human Resources

Talent Acquisition & Operations

Heer Hall

(330) 672-2100

employment@kent.edu

National HERC: <http://www.hercjobs.org/>

OH/Western PA/WV HERC: <http://www.ohwpawvherc.org>