

Higher Education Recruitment Consortium (HERC)

The Higher Education Recruitment Consortium (HERC) is a collection of individual regional consortia and a central coordinating office. Each regional consortium is composed of colleges and universities and other institutions that share HERCs mission to promote excellence and diversity in higher education recruitment and retention and assist dual-career couples in the hiring process. Iowa State University along with the other state regent schools as well as 11 other member institutions collaborated to create the Central Midwest Higher Education Recruitment Consortium (HERC).

What are the benefits of HERC?

- Greater exposure of ISU Faculty and P&S job postings through unlimited FREE job postings on the HERC website.
- Automatic postings of ISU Faculty and P&S jobs on Indeed.com and SimplyHired.com, the largest and most heavily used job aggregators.
- Ability to cross-post any ISU Faculty and P&S job postings to any other job board through the HERC website with only one-click, saving time and resources.
- Ability to reach jobseekers directly with automated e-mail job alerts based on users' profiles.
- FREE institutional exposure via regional and national marketing and advertising including in disciplinary publications and websites and in major diversity recruitment publications and websites.
- Access to vendor discounts available only to HERC members, including job posting discounts on other job boards and other higher education recruitment and retention products and services.
- Automatic postings to dozens of new, previously under-represented talent pools via targeted job board sites including: Diversity.jobs, Easter Seals, The Veterans Employment Center, Deaf to Work and many more through the partnership with DirectEmployers.
- Access to FREE webinars on issues relevant to higher education recruitment and retention presented by experts in their fields.
- A network of colleagues at other member institutions who share best practices in recruitment and retention and collaborate on solving difficult recruitment issues including partner placement.
- FREE institutional identity on the HERC website including logo, institutional profile, and a direct link to the ISU employment website.
- HERC membership brands ISU as an institution committed to excellence, diversity, work/life balance and sensitivity to dual-career couples.

Iowa State's HERC involvement is led by university human resources; the offices of the senior vice president and provost, vice president for diversity and inclusion, and equal opportunity; with additional support from the ISU Research Park.

If you have questions or need help in accessing HERC services available on-line, please contact University Human Resources (employment@iastate.edu) for assistance.

www.centralmidwestherc.org
www.hercjobs.org