**Michigan State University and the Michigan Higher Education Recruitment Consortium (MI-HERC):**

**Striving for a Diverse and Inclusive Higher Education Community**

The Higher Education Recruitment Consortium (HERC) is a national, nonprofit consortium working to advance equity and excellence in the higher education workforce.  With 19 regions around the country, HERC serves over 700 higher education institutions, hospitals, labs, and affiliated employers united by a shared commitment to cultivating a talented workforce as diverse as the people we serve. HERC members believe an inclusive higher education workforce depends on systemic change best achieved through institutional collaboration; the development of innovative tools that can be shared and leveraged; and an engaged network of individuals committed to advancing diversity, equity, and inclusion.

[Michigan HERC](https://www.hercjobs.org/regions/higher-ed-careers-michigan/) is composed of 29 local colleges, universities, community colleges, research institutions and medical schools. The MI-HERC was formed in 2007 and as the lead institution, Michigan State University serves as a hub for local institutions of higher education both public and private, large and small, from research universities to community colleges, to improve the diversity of faculty and staff. Our region also assists dual career partners to find positions in the area. While there are many organizations focusing on either human resource professionals or faculty, HERC brings HR professionals, diversity officers, and faculty together to harness workforce policy and practice as a force of inclusion.

As the home of MI-HERC, MSU drives collaboration with neighboring institutions of varying size, missions and resources. Regional collaborations — multiplied by those occurring in our neighboring regions —lead to the creation of tools, such as HERC’s Search Committee Training Toolkit and Virtual Recruitment Toolkit. The relationships formed through member meetings lead to a sense of local community and create bonds between individuals and institutions. Our member portal, HERConnect, allows members to ask questions and share information and resources across both the region and the global HERC community of over 700 colleges and university HERC member institutions. This platform enables members to share best practices and recruitment strategies, providing connections within our region and nationally.

## **Access HERC resources**

[Higher Education Recruitment Consortium](https://main.hercjobs.org/profiles/726290/michigan-state-university/?orgID=698939&page=employers-premium-employers&zone=premium-employer-showcase&Campaign=Premium%20Employer) (HERC) is a national, nonprofit consortium working to advance equity and excellence in the higher education workforce. With 19 regions around the country, HERC serves over 700 higher education institutions, hospitals, labs, and affiliated employers; united by a shared commitment to cultivating a talented workforce as diverse as the people we serve. Michigan State University is the host and lead institution for the [Michigan HERC](https://www.hercjobs.org/regions/higher-ed-careers-michigan/), and as an MSU employee you can [register for a free account](https://member.hercjobs.org/login/register) on HERC’s online portal, HERConnect, to collaborate with peers at other member institutions across the state and country, and to access many great webinars and toolkits such as HERC’s Search Committee Training Toolkit and Virtual Recruitment Toolkit.

Here is a [helpful video](https://vimeo.com/284983917) for navigating the site. Once you can access HERConnect, check out our page called [Maximizing your Membership](https://member.hercjobs.org/myherc/maximizing-your-membership). If you have any questions about HERC; or requests for additional resources, webinar topics or MI-HERC member meeting topic suggestions; feel free to contact the Director of Michigan HERC, Maranda Holtsclaw, at mholtscl@msu.edu. [Learn more about HERC’s resources](https://worklife.msu.edu/introduction-to-herc).