

Greater Chicago HERC: A New Way for the UIC Community to Address the Challenge of Dual-Career Recruitment



Because we no longer recruit individuals but families...

Dual-career couples are becoming a dominant trend in academic recruitment. Studies have shown that eighty percent of faculty members have spouses or partners who are working professionals. Among these, thirty-five percent of men and forty percent of women have partners who are academics.* The right job for a spouse or partner is a key factor in successful recruitment and retention.

The Greater Chicago Higher Education Recruitment Consortium (GC HERC) exists to support the efforts of member institutions to recruit and retain outstanding faculty, administrators and staff through the sharing of information and resources.

A website posting higher education and research openings in Greater Chicago...

GC HERC's Web site, www.gcherc.org, features a database of all job openings at member institutions, including faculty, staff, research and medical positions. GC HERC's search engine allows prospective employees to search for jobs by geographical area, job type, or institution. GC HERC's website started out with founding member institutions and was 22 members institutions strong as of the end of 2007.

The many benefits of GC HERC...

The GC HERC has many potential benefits to UIC and other member institutions. It provides information about spousal/partner employment opportunities. It also provides an opportunity for member institutions to collaborate in pooling resources that address dual career issues. It helps to increase diversity in faculty and staff applicant pools. In the near future it will offer relocation information—schools, childcare centers, cultural amenities and local events—making it the most comprehensive local dual-career resource available for positions in academic and research institutions. This is more than just a job website. It is a network of institutions and people sharing best practices and working on solutions for dual-career couples.

Visit www.gcherc.org and see for yourself!

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Founding Members:

Argonne National Laboratory
Fermi Laboratory
Northwestern University
University of Chicago
University of Illinois at Chicago

Benefits of GC HERC:

- Web listing of open positions
- Network of colleagues
- Tools for increasing diversity
- Resources for applicants
- Valuable marketing tool

For More Information, Contact:

Mo-Yin S. Tam
Interim Vice Provost for
Faculty Affairs
2715 University Hall
M/C 103
312-413-3470
moyintam@uic.edu

*excerpted from the "Report from the Task Force on Women in Science and Engineering" Harvard, May 2005.