

2021-2022

HERC Annual Report

Reprioritizing Workforce Needs to Shape the Higher Education Workplace

Message from HERC Leadership

In 2021-2022, we continued to flex our strengths to meet changing job seeker needs. While our commitment to advancing diversity, equity, and inclusion in the higher education workforce grew stronger, the “Great Resignation” challenged our members to fast-track recruitment initiatives, retention programs, and policy changes to appeal to today’s higher ed job seeker. We leveraged our resources and research to produce practical, up-to-date programs and content that bolstered our members’ efforts to achieve their goals.

We remain focused on our collective responsibility to ensure that people from all backgrounds and perspectives can flourish in higher education.

—Current Governance Board and Advisory Board Members

Planning for the Future of HERC

Our new mission, vision, and values, revealed last year, continue to inform our work. These key organizational priorities are rising to the top:

Maximize the value of HERC to member institutions

Support institutional change through innovative and actionable resources, thought leadership, and member community engagement by better understanding member needs and expanding our reach to targeted stakeholders on member campuses.

Foster a diverse and supported higher education workforce

Help job seekers find, secure, and thrive in higher education careers by using technology and digital media to produce and distribute targeted tools and developing a strong, compelling HERC brand so job seekers understand who we are and why they should pursue opportunities at our member institutions.

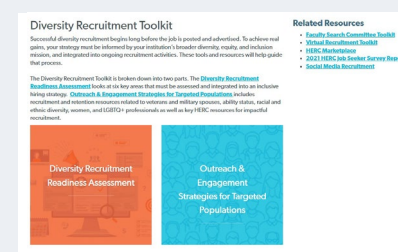
Strengthen HERC’s operational foundation and resilience for sustainable growth

Transform operations to grow our revenue streams, allow regional HERCs to focus on strategic outreach and engagement, and mitigate risk. We can accomplish transformation by diversifying our governing board, updating our bylaws, and implementing alternative lead institution models.

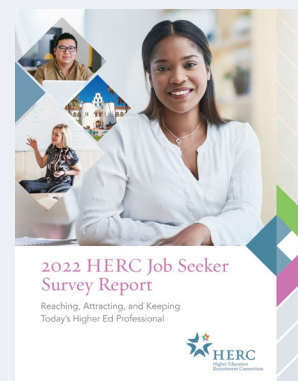
HERC Resources

Timely and relevant resources for members and job seekers to create and support diverse and inclusive workplaces.

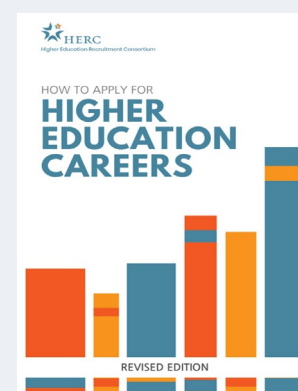
Diversity Recruitment Toolkit



2022 HERC Job Seeker Survey Report



How to Apply for Higher Education Careers (Revised Edition) eBook



We Are HERC

Our members are committed to building workplaces of belonging, where all faculty and staff can thrive. Their efforts drive change within their institutions and reach job seekers with diverse backgrounds and experiences. We celebrate the many individuals who live and breathe the hard, crucial work of creating a diverse and successful higher education workforce.



HERC champion and Yale staffer of nearly 40 years, **Valarie Stanley** retired in December 2021. Starting at Yale University Press in 1974, Valarie stayed at the school in various roles until her retirement as Director of Equal Opportunity Programs and Senior Deputy Title IX Coordinator for Faculty and Staff.

She shares words of advice and her perspective of a fulfilling career path. ► [More](#)



Brandy Foster is the executive director of two major centers, The ONEIL Center at Wright State and the Emergence Center at the university's foundation, and a senior lecturer in the Department of Computer Science & Engineering at Wright State University, where she earned baccalaureate

and master's degrees in English Language & Literatures. She explains to job seekers how to break into a STEM field, even with a background in humanities. ► [More](#)



Wayne Hutchison is the Managing Director of the Full-Time MBA Program at the Broad College of Business at Michigan State University. Before that, he served in U.S. Air Force from 1997-2018, earning the rank of Major. Wayne encourages

veterans seeking a rewarding second career to explore opportunities in higher education. He shares tips from his experience transitioning from the military to higher ed. ► [More](#)



Jenny Lee Berry is the Community Relations Manager at Oregon Health & Science University and former Regional Director of Greater Oregon HERC. She talks about the challenges that community-based organizations in her region continue to face and why it's important for

institutions to engage and build bridges in the local community. ► [More](#)

Regional Leadership

This year, we welcomed San Diego State University as the lead institution for the Southern California Higher Education Recruitment Consortium (SoCal HERC) and Minnesota State Colleges and Universities as the lead partner for the Upper Midwest HERC (UMW HERC).

Lead Institutions



Lead Partner



About HERC

The Higher Education Recruitment Consortium (HERC) is a nonprofit consortium committed to advancing diversity, equity, and inclusion in the higher education workforce. With over 700 colleges, universities, hospitals, research labs, government agencies, and related organizations, HERC works to ensure member institutions are sites of belonging, where all faculty and staff can thrive. HERC provides resources, networking, and outreach programs to attract, hire, and retain a diverse and qualified workforce.

For more info: HERCjobs.org