



# HERC

Higher Education  
Recruitment Consortium

## 2022-2025 Strategic Plan Executive Summary

**STRATEGIC GOALS:** To support our mission, vision, values, HERC will focus our collective efforts to -

- ✦ **Foster a diverse, connected, and supported higher education workforce.**  
HERC believes that a diverse workforce strengthens our institutions, fortifies the student experience, and bolsters our shared commitment to diversity, equity, and inclusion. To that end, we strive to broaden candidate pools and help support job seekers in successfully transitioning into and advancing in higher education and related careers.
- ✦ **Maximize the value of HERC to member institutions.**  
To achieve our shared workforce and equity goals, HERC must gain clarity on the most pressing needs of our members and create relevant and actionable tools and resources that address those needs. In addition, we will engage with a broader range of member representatives to understand the full range of needs and support institution-wide use of best practices.
- ✦ **Strengthen HERC's sustainability and organizational effectiveness.**  
To best serve our members, HERC must build a sustainable and efficient operating structure that allows the organization to grow, innovate, and succeed.

**MISSION:** HERC is a nonprofit consortium of colleges, universities, and related groups committed to advancing diversity, equity, and inclusion in the higher education workforce.

**VISION:** A diverse, equitable, and inclusive higher education workplace where people from all backgrounds and perspectives can thrive.

### VALUES:

**Diversity** - We serve as a leading resource for strategies, best practices, and resources in the recruitment, selection, and retention of a diverse and equitable workforce.

**Leadership** - We believe that higher education has the responsibility to serve as leaders in creating workplaces that support diversity, equity, and inclusion.

**Outreach** - We cultivate connections between prospective job seekers and dual career couples to help create diverse pools of applicants for our members.

**Collaboration** - We strive to create a community of practice by connecting our member institutions, and by partnering with related non-profits, K-12 education, business, and industry to help advance HERC's mission.