

HERC Annual Report

Upholding Our Commitment to Diversity and Inclusion

► Message from HERC Leadership

In the aftermath of the recent Supreme Court rulings concerning the use of race-conscious student admissions practices, HERC remains committed to our mission to support our unique community of human resources, faculty affairs, and related professionals in the recruitment and retention of faculty, staff, and executives in higher education.

This means supporting a broad range of job seekers in obtaining and advancing in higher education careers and providing our member institutions with the resources and opportunities for dialogue to promote equitable and inclusive recruitment and retention policies and practices.

Working together, we can create inclusive workplaces where people of all backgrounds and perspectives can thrive.

—Current Governance Board and Advisory Board Members

► HERC Happenings

This past year was busy yet very productive as we executed the initial phase of our [2022-2025 strategic plan](#). Below are highlights of what we accomplished and celebrated.

Emerging Job Seeker Needs

We published our third job survey research report, which we presented at the Gardner Institute's Transformative Conversation Series in April and the NCORE National Conference in June. We continue to leverage our research and resources to pursue opportunities that advance our thought leadership.

Regional and National Expansion

In May, the Greater Missouri HERC expanded to include Kansas, Arkansas, and Oklahoma under the name, South Midwest HERC. The national expansion will continue next year with a new Mountain West HERC to include Colorado, Utah, Wyoming, and New Mexico. We look forward to expanding to all states and truly becoming a national organization.

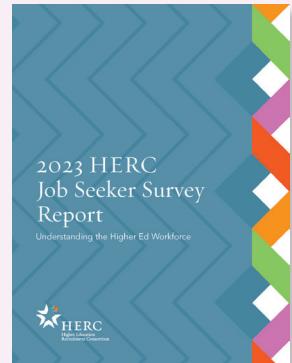
Rebuilt Our Community of Practice

We hosted our first post-COVID in-person meeting in Denver, Colorado. Advisory Board members shared resources on how to tackle issues facing DEI efforts at their institutions, identified priorities for HERC, and built stronger connections across institutions.

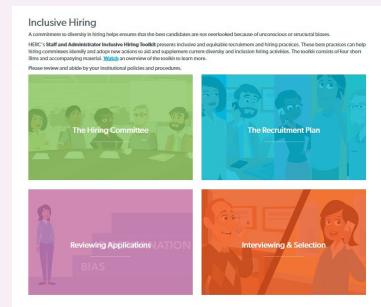
► HERC Resources

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

2023 HERC Job Seeker Survey Report



Staff and Administrative Inclusive Hiring Toolkit



Veterans Transitioning Into Higher Ed (Revised Edition) eBook



► We Are HERC

Our members are committed to building workplaces of belonging where all faculty and staff can thrive. They actively contribute to transforming their institutions by recruiting and retaining staff and faculty from various backgrounds and with diverse experiences. We are proud to support these countless individuals who passionately engage in the challenging and vital task of fostering a diverse and inclusive higher education workforce.



"HERC is a key organization for diversity recruitment and retention efforts, particularly in providing dual-career resources and advancing DEI initiatives in higher education. Harvard has served as the host institution for the New England HERC since its inception and we are proud to be an active and long-serving member of HERC, both regionally and nationally."

- **Elizabeth Ancarana**, Assistant Provost for Faculty Development and Diversity, Harvard University



"HERC has proven to be one of the leading organizations that understand the HR challenges in higher education. HERC has intentionally explored the relevant data on job satisfaction, workforce values, and hiring trends...HERC has provided valuable resources for smaller institutions that have limited resources...Members enjoy virtual seminars on various topics that have proven valuable for personal and professional growth."

- **Dr. Saint Rice**, Assistant Dean for Equity, Diversity, and Inclusion , Washington University in St. Louis



"I am the Director of Faculty Diversity, Inclusion and Well-Being at my university and part of my work is to support our university's goal of having a more diverse faculty. I have found the webinars offered by HERC to be relevant, useful, and highly engaging... I appreciate this organization's work in support of my role in the DEI space and share their webinar and newsletter with numerous DEI champions at my university."

- **Milagros (Millie) Rivera**, Director of Faculty Diversity, Inclusion and Wellbeing, George Mason University

► Regional Leadership

Fourteen university and system offices act as lead and partner institutions for our regional HERCs. These institutions serve as regional and national champions of our shared mission to cultivate and retain a talented workforce as diverse as the people we serve.



San Diego State
University



HERC
Higher Education
Recruitment Consortium

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