

HERC Annual Report

Finding Inspiration, Building Momentum

Message from HERC Leadership

Together, we have made tremendous progress to end systems and structures that create inequity, but there is much work to be done. We must keep the momentum going to create workplaces where people from all backgrounds and perspectives can thrive. We are excited to continue empowering our members to take on this essential work.

Current Governance Board and Advisory Board members

New HERC Mission, Vision, and Values

The events of 2020-2021 made it clear that HERC's purpose had outpaced our mission, vision, and values. Working with the consortium's governing bodies, we took a hard look at our identity and shared vision for the future. Near the end of Q3, we shared new organizational statements reflecting our commitment to building and supporting a diverse, equitable, and inclusive higher education workforce.

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:

- **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.
- **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.

HERC Resources

We develop timely and relevant resources for members and job seekers to create and support diverse and inclusive workplaces.

Virtual Recruitment Toolkit

Virtual Recruitment Toolkit

The COVID-19 pandemic has disrupted the recruitment process, requiring colleges and universities to move to virtual hiring. This toolkit provides guidance on how to do this successfully and efficiently. This toolkit was designed based on HERC member input. You asked for practical, easy-to-use resources that could be adapted for your institution's specific recruitment processes. This toolkit includes resources developed by HERC member institutions with their respective HR sections. Policies & Procedures, Sourcing & Screening, Virtual Interviewing, and Onboarding. Each section includes a brief overview, key considerations, and links to additional resources included and used by your institution.

If you consider use of these materials, please review them to confirm with your institution's policies and procedures and local laws and regulations. We ask that you also keep the footer referencing the source on your recruited documents.

Key Take-Aways

1. Make the process transparent and equitable
2. Make all conditions clear
3. Identify a virtual platform for possible hire
4. Communicate frequency by communicating frequently with all search stakeholders

Solid Contributors

These are HERC member institutions that contributed to the toolkit:

Benedictine University
Binghamton University
Columbia University
Iowa State University
Minnesota State University
New York University
Northeastern University
Rhode Island School of Design
University of Colorado Boulder
University of Maryland, Baltimore County

We Want to Hear From You

[CLICK HERE TO SUBMIT](#)

Having Our Say eBook

HAVING OUR SAY:
BLACK VOICES
ON WORKING
IN HIGHER
EDUCATION

2021 Job Seeker Survey Report



2021 HERC Job Seeker Survey Report

DEI and the Changing Perspectives
in the Higher Ed Workplace



We are HERC

We support our members' efforts to building workplaces of belonging, where all faculty and staff can thrive. We celebrate the many individuals who live and breathe this hard, yet crucial work.

Patrice Frede (Regional HERC Director)

Lifting Invaluable Experiences

Patrice Frede, has spent almost 30 years developing the leaders of tomorrow in the U.S. Navy, where she is currently a Master Chief Petty Officer. She also is the Regional Director for HERC of the Carolinas, which is housed at East Carolina University. ► [More](#)



Reginald Nichols (HERC member)

Creating Opportunities for All

Reginald Nichols has spent the past 15 years at Middlesex Community College in Lowell, Mass. He is the Assistant Director of HR Talent & Compliance, Affirmative Action Officer, ADA & 504 Coordinator, and Deputy Title IX Coordinator, on top of being an academic counselor. ► [More](#)



Isaac Dixon (Former HERC Governance Board member)

Establishing Workplace Transparency

Isaac Dixon has spent his career pushing the use data and information to dramatically rethink the status quo. Even though his work as the Associate Vice President for Human Resources at Portland State University (PSU) ended in April 2021, he's still not done. ► [More](#)



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 members: member.hercjobs.org

For job seekers: hercjobs.org

HERC Lead Institutions

Our Lead Institutions house regional directors and staff. We are grateful to these colleges and universities for championing diversity and inclusion in our regions across the country.

CENTRE
COLLEGE



East Carolina
UNIVERSITY



HARVARD
UNIVERSITY



MICHIGAN STATE
UNIVERSITY



PRINCETON
UNIVERSITY

THE
UNIVERSITY
OF IOWA

University at Buffalo
The State University of New York

UNIVERSITY OF
HOUSTON

W
UNIVERSITY of
WASHINGTON

VANDERBILT
UNIVERSITY

WRIGHT STATE
UNIVERSITY

