H·E·R·S

Empowering Women and Gender-Diverse Leaders: Strengthening Higher Education

2024 IMPACT REPORT

RISING TO THE CHALLENGE IN EXTRAORDINARY TIMES

BOLDNESS

COLLABORATION & COMMUNITY

DIVERSITY, EQUITY & INCLUSION

A Message From the HERS President

Dear Friends:

In these times, the mission, vision, and values of HERS in supporting the diverse community of women and gender-diverse leaders in higher education have never been more important, and your support has never been more critical. This report is our way of sharing a heartfelt thank you for all that you have done to assist HERS. More importantly, this report demonstrates how your essential contributions have been put to use.

HERS has grown, thrived, and served for over 50 years by navigating many winds of change to meet the times and needs of our community.

Our **mission** is steadfast: Through programs, services, and research, HERS creates and sustains a diverse community of women and gender-diverse leaders who serve as bold agents of inclusive and equitable change for higher education.

Our **vision** is focused: HERS will transform higher education by serving as the premier equity-minded leadership development organization for women and gender-diverse leaders.

Our core **values** guide and sustain us:

- *Boldness*—HERS promotes leaders who align actions with values and lead with confidence, courage, and audacity.
- *Collaboration and Community*—HERS seeks opportunities to convene, partner, and collaborate with individuals, institutions, and organizations that share our commitment to advancing equity.
- *Diversity, Equity, & Inclusion (DEI)*—HERS amplifies the perspectives and experiences of people, thoughts, practices, and ideas that historically have been excluded and marginalized.

Just last summer, HERS charted a new future as a fully independent national nonprofit organization after severing ties with the University of Denver, an affiliation that HERS established in the early 1980s. We also celebrated multi-year grants from the Mellon Foundation and The Henry Luce Foundation totaling more than $1.1 million to expand participation of leaders from institutions and disciplines often underrepresented at our leadership programs.

These investments in HERS reflect belief and confidence in our impact, and the grantors are counting on us to keep going strong. We have great progress to protect and advance. I hope we can count on you to continue to help us increase accessibility to HERS leadership programs through current use and endowed scholarships.

Sincerely,

Gloria D. Thomas, Ph.D. | President, HERS

Our Programs

HERS programs offer transformative leadership development experiences designed to advance women and gender-diverse leaders in higher education. Through immersive learning, mentorship, and a strong alum network, HERS equips participants with the skills and confidence to lead with impact.

2024 AT A GLANCE

25
Programs & Events

734
Total Participants

13
Scholarships Awarded

Key Programs

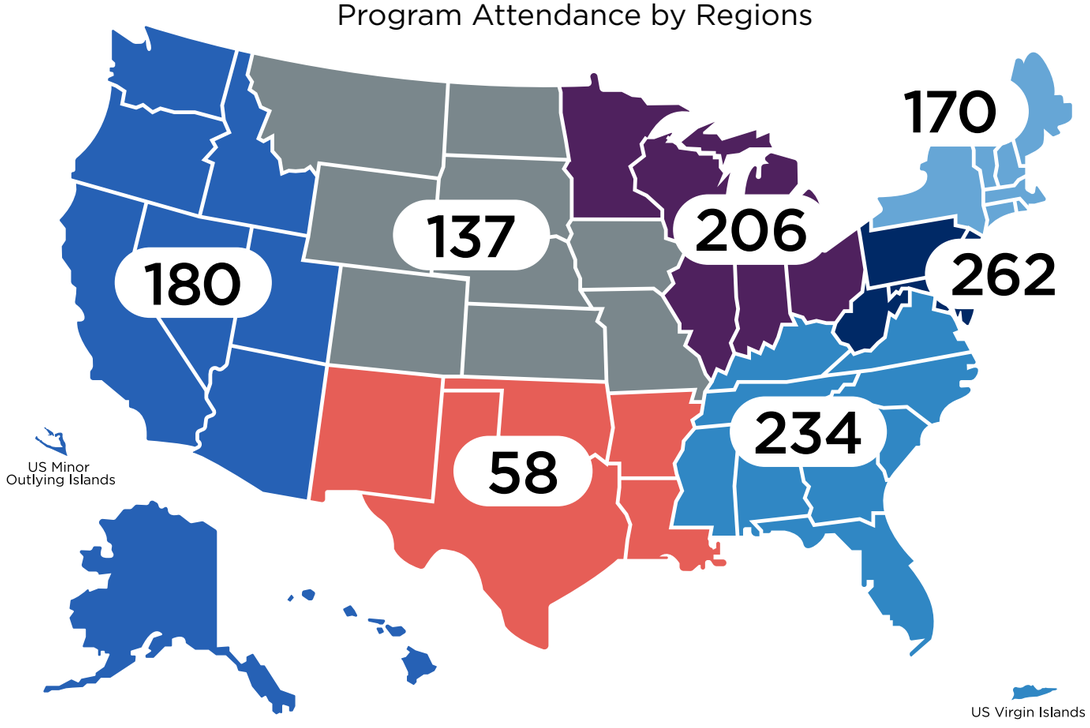
197
HLI & WHLI Participants

55
Leading From the Middle Participants

56
Executive Coaching Circle Participants

56
Next Stages Next Steps Participants

Program Attendance by Regions



HERS Leadership Institute (HLI)

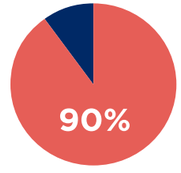
Many Summer 2024 HLI participants shared that their experience helped them deepen their understanding of equity-minded leadership, develop leadership projects to drive change at their institutions, expand their professional networks, and explore diverse leadership trajectories in higher education.

> "It was amazing how authentic, vulnerable, and hopeful participants were. The sharing was so valuable and helped to develop a sense of belonging and that we are stronger together.
>
> – 2024 Leadership Retreat for Presidents and Chancellors Attendee

HERS Hosts Inaugural Presidents Retreat, Uniting 47 Leaders Across the Nation

HERS brought together 47 leaders from 18 states for a transformative leadership retreat for Presidents and Chancellors from December 5-7, 2024. The impact was clear – 90% left with actionable leadership strategies, and 100% would recommend the experience. Thanks to key sponsors, including The Mellon Foundation, Ascendium Education Group, ECMC Foundation, and MPK&D, the retreat provided an accessible and enriching space for women and gender-diverse leaders to grow, connect, and lead with courage.

Read Story



left with actionable leadership strategies

100%
would recommend the experience

Ascendium Elevating opportunity · ECMC Foundation · Mellon Foundation · MPK&D Strengthening institutions. Fulfilling missions.

YOUR SUPPORT

Tamara L. Brown, Ph.D.
Provost and Senior Vice President for Academic Affairs
The University of Texas at Arlington
HERS Alum, Wellesley 2013

The HERS Leadership Institute was a transformative experience, shaping my leadership trajectory by instilling a mindset of continuous professional growth. The program introduced me to key aspects of higher education leadership through rigorous coursework, immersive learning experiences, and invaluable mentorship from seasoned professionals. Engaging in assignments that required direct interaction with institutional leaders broadened my understanding of university operations, positioning me as a more effective collaborator and leader.

HERS plays a critical role in developing future leaders by fostering confidence, expanding professional networks, and equipping participants with the necessary skills to navigate leadership roles. The opportunity to learn from and connect with inspiring women in higher education creates a lasting impact, reinforcing the importance of investing in oneself and others.

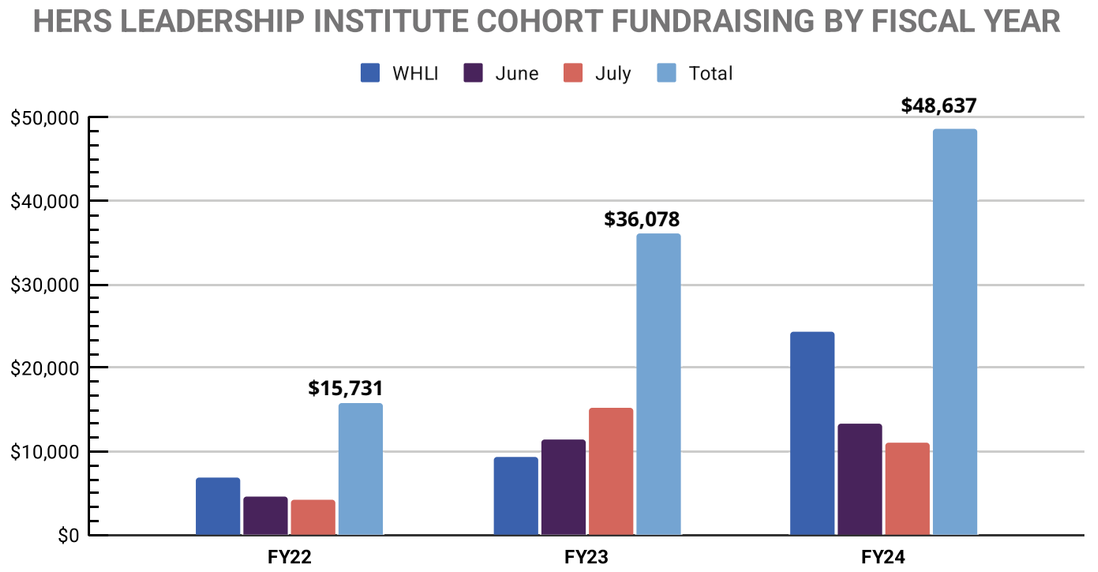
My experience underscores why continued financial support for HERS is essential—it enables more aspiring leaders to access these opportunities, empowering them to grow and contribute meaningfully to higher education. By supporting HERS, we ensure a pipeline of diverse, well-prepared leaders who will shape the future of academia.

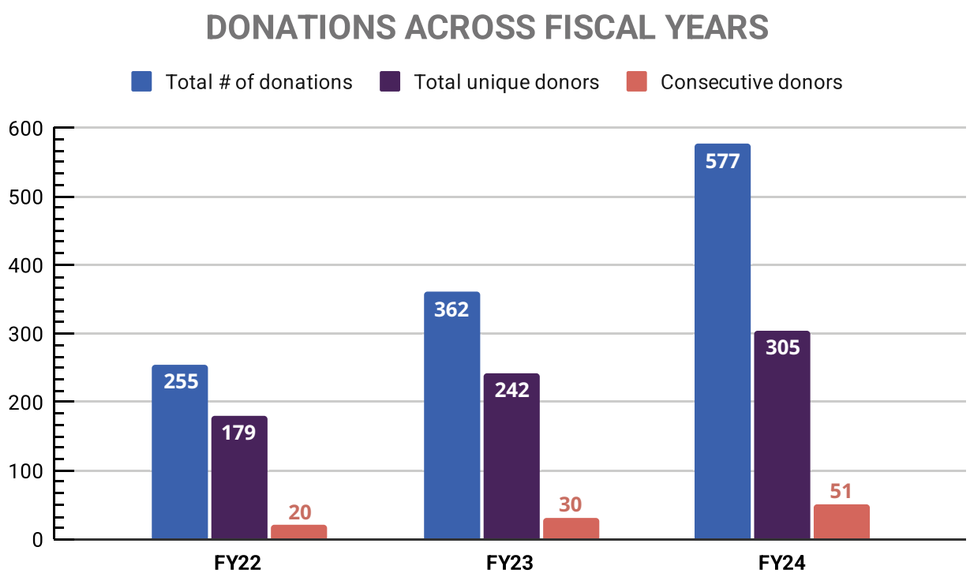
THEIR FUTURE

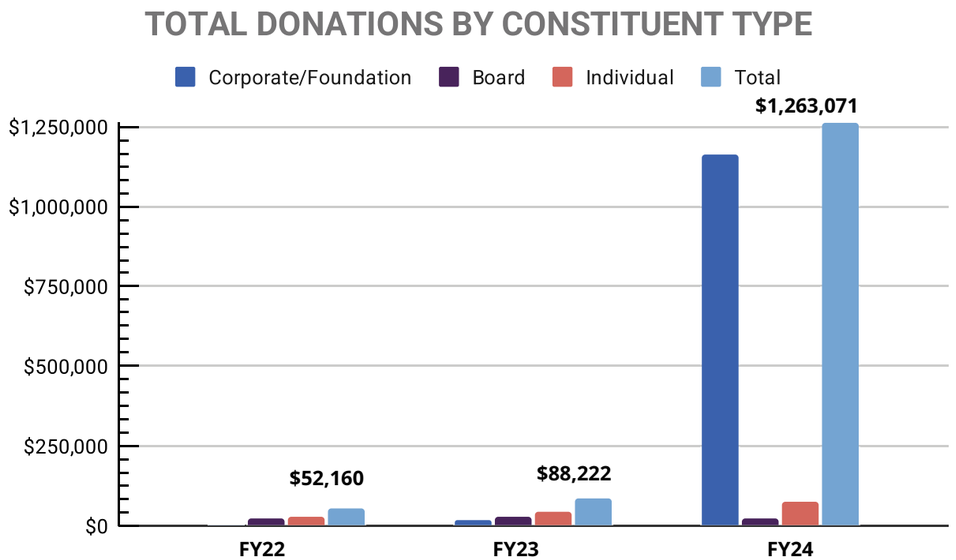
Your Support in Numbers

These investments in HERS demonstrate a strong belief in our impact, and our grantors trust us to keep driving progress. We have significant achievements to uphold and build upon. Your continued support will help expand access to HERS leadership programs through both current-use and endowed scholarships, ensuring more women in higher education have the opportunity to lead.

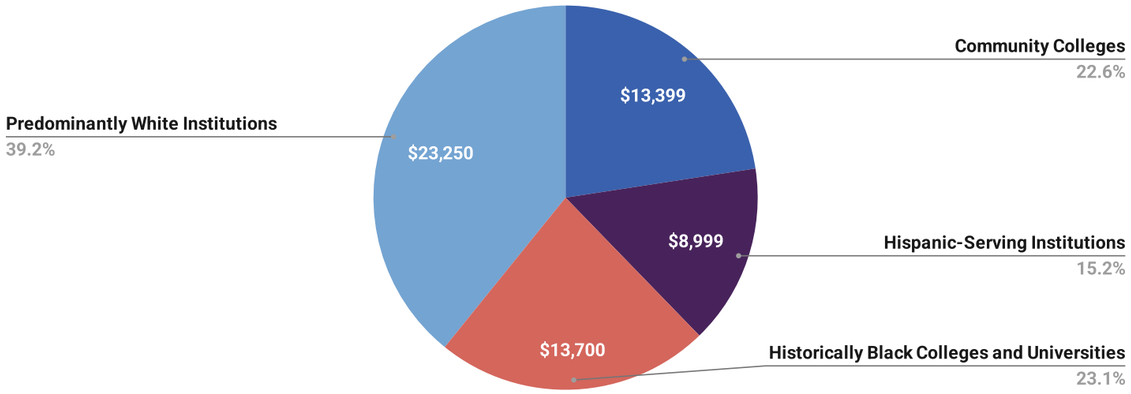
The financials reflect the fiscal year, September 1 to August 31.







FY 24 HERS Scholarships Awarded to Leaders from These Institution Types



Did You Know?

Between FY22 and FY24, there has been a

550%

increase in HERS scholarships awarded to cover program fees for leaders to attend the HLI.

Your support is essential for us to ensure access for leaders from all institution types.

H·E·R·S

Higher Education Resource Services

2024 IMPACT REPORT

hersnetwork.org