



## Why Choose HNRMC

We offer expert analysis and solutions to address commonly encountered needs involving strategy, leadership development and faculty/administrator coaching, operational effectiveness, regulatory and compliance functions, optimization of data use and reuse, and revenue enhancements.

Certified as

Emerging Small Business  
Small Business Enterprise and  
Women Business Enterprise

by the  
South Central Texas Regional  
Certificate Agency



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# Herman | Neuhauser Research Management Consulting, Inc.

Serving Higher Education with

**ANALYSIS, ADVICE and IMPLEMENTATION**

## About Us

HNRMC, offers novel, data-driven, just-in-time solutions to strategic and operational challenges. HNRMC consultants have extensive experience in the effective leadership and operations of higher education organizations.

**Your success is our success**



## Our Specialties

### Strategic Planning

HNRMC incorporates design thinking to identify implementable and lasting solutions.

### Leadership Development

We promote relational and servant leadership models, and deliver coaching in visioning, team dynamics, communication, diversity, fund raising, effective delegation, and mutual accountability.

### Faculty & Administrator Coaching

Our capabilities encompass the areas of academic leadership, teaching, research, service, writing and career planning. We offer a discreet, objective sounding board for ideas, help with strategy development and measurement of progress against the strategy, and suggest changes in behavior and habits that offer positive outcomes. We first listen and then ask questions to understand the needs, wants and desires of our clients.

### Organizational Effectiveness

Align institutional strategies with regional and national priorities, develop metrics to measure performance and track progress, and identify innovative approaches to unlock the value of your mission and faculty. We identify organizational opportunities for enhanced productivity and efficiency, and provide metrics that connect organizational capabilities with practical impact.

### Data Analytics and Management

Tools transform raw data into actionable information to increase quality and efficiency of decisions. HNRMC consultants work with faculty and administrators on effective and ethical use of data in their organization.

### Institutional Compliance & Ethics

Alignment of institutional scientific priorities, ethical standards and reputational concerns with compliance mandates. We develop tailored advice to institutions on research oversight, compliance, and ethics strategies; and provide assessment, consultation, coaching, remediation to address serious faculty disputes, compliance violations, and scientific misconduct.

