A New Approach to PCC’s Faculty/Staff Recruiting

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Where We Were One Year Ago

- Passive recruiting – limited primarily to job advertising
- No proactive or targeted recruiting
- Focus on process vs. results
- Minimal coaching of screening committee chairs/hiring managers
Where We Are Now

Improvement of the Block Hire process

- Implemented forecasting and proactive recruiting strategies

- Shifted HR role to advisory vs administrative

- Intentional monitoring of diversity in outreach and applicant pools

- Focused on inclusion, bias-awareness and reducing barriers throughout the screening process
Impacts So Far

- Favorable response from Division Deans, DOIs and screening committees
- Marked increase in diversity at all hiring stages
- No failed searches—as a result of proactive efforts
- Many screening committees participating in outreach and “marketing”
- Shared understanding of
  - Everyone’s roles
  - Diversity goals, process and expectations
  - Concepts of bias & inclusion in the hiring process
2015 Block Hire – Full Time Faculty
Where do they come from?
19 Hires / 5 EEO Diversity Hires

- External 17%
- Temp FT 17%
- 2015 Faculty Block Hires 32%
- PT Faculty 66%
- 4 EEO Diversity Hires
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~ 47% of 2015 Block Hires are initially from PT Faculty Ranks

1 EEO Diversity Hire

3-17-2016
What We Have Planned

- Expansion of block hire improvements to all regular recruitments

- Employer branding campaigns

- Coaching to ensure screening criteria are job relevant and building in intercultural competence

- Welcoming block hire finalists and “promoting PCC” while they’re on campus – using “meet & greet” and other activities
What We Have Planned

- Building talent pipelines (passive candidates) for future hiring
- Market & encourage employee referrals (pccworks@pcc.edu)
- Using data to evaluate outreach strategies
- Exploring strategies to improve PT Faculty hiring process and increase diversity
PCC Applicant Pool EEO Diversity % by Highest Screening Stage
2011 to 2016 YTD
Data as of 3/16/15

~170% Increase in Diversity of Offer Pools
Questions?