A New Approach to PCC’s Faculty & Staff Recruiting

- Alisa Hampton
  Recruitment Manager, HR
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2016 Full-Time Faculty / Block Hire Update

Summary – launched Oct 2015
31 Offers Accepted
2 Offers Pending
2 Failed Searches (not due to lack of diversity)
5 Searches in Process

<table>
<thead>
<tr>
<th>2016 FT Faculty Offers</th>
<th>Total # Offers</th>
<th>Black</th>
<th>Hispanic</th>
<th>Asian</th>
<th>Native Am</th>
<th>Native Hawaiian / Pac Islander</th>
<th>2+ Race/Ethnicity</th>
<th>White</th>
<th>Not Disclosed</th>
<th>% EEO Diversity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Offers Pending</td>
<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Accepted Offers</td>
<td>31</td>
<td>1</td>
<td>3</td>
<td>4</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>15</td>
<td>5</td>
<td>35%</td>
</tr>
<tr>
<td>TOTAL Offers (Pending &amp; Accept)</td>
<td>33</td>
<td>1</td>
<td>3</td>
<td>4</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>17</td>
<td>5</td>
<td>33%</td>
</tr>
</tbody>
</table>
2015 Block Hire – Full Time Faculty
Where do they come from?
19 Hires / 5 EEO Diversity Hires (8 Failed due to lack of diversity)

- 2015 Faculty Block Hires
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- 2015 Faculty Block Hires

- 4 EEO Diversity Hires
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- 17% External
- 17% Temp FT
- 66% PT Faculty

- 42% External
- 32% Temp FT Faculty
- 26% PT Faculty

~ 47% of 2015 Block Hires are initially from PT Faculty Ranks

3-17-2016
2016 Block Hire – Full Time Faculty

Where do they come from?
33 Hires / 11 EEO Diversity Hires

~ 58% of 2016 Block Hires are initially from PT Faculty Ranks
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
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, Hiring Managers and screening committees

- Marked increase in diversity at all hiring stages

- 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
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

Qualified-No Interview  Interviewed-No Offer  Offer
What We Have Planned

• Expanding block hire improvements to all regular recruitments

• Employer of Choice Marketing and dedicated diversity recruiting

• Proactive recruitment planning with departments and candidate pipeline development

• Training and coaching to ensure screening criteria are job relevant and building in intercultural competence

• Identifying strategies to effectively impact diversity in our Part-Time Faculty hiring