

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

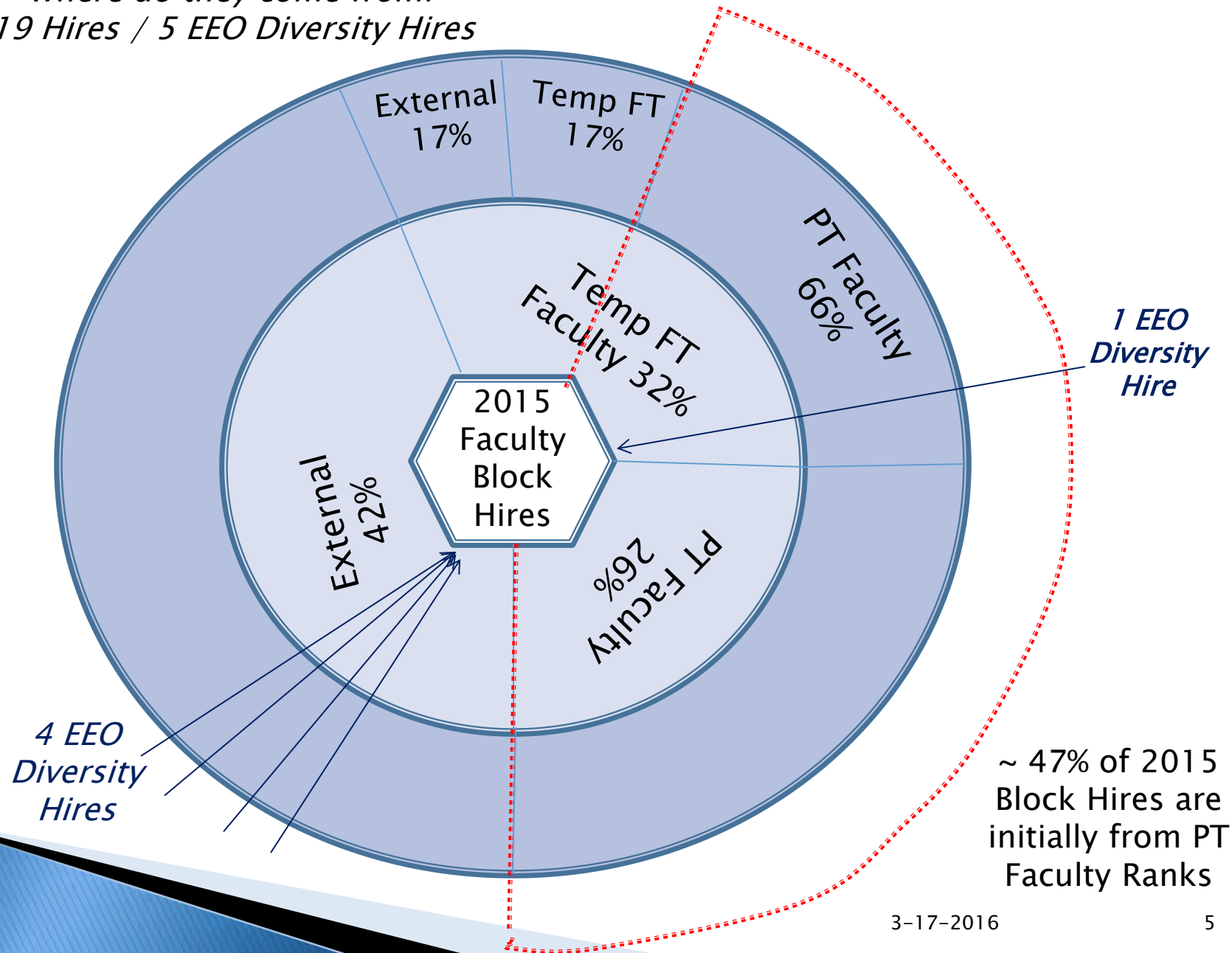
Impacts So Far

- ▶ 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



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

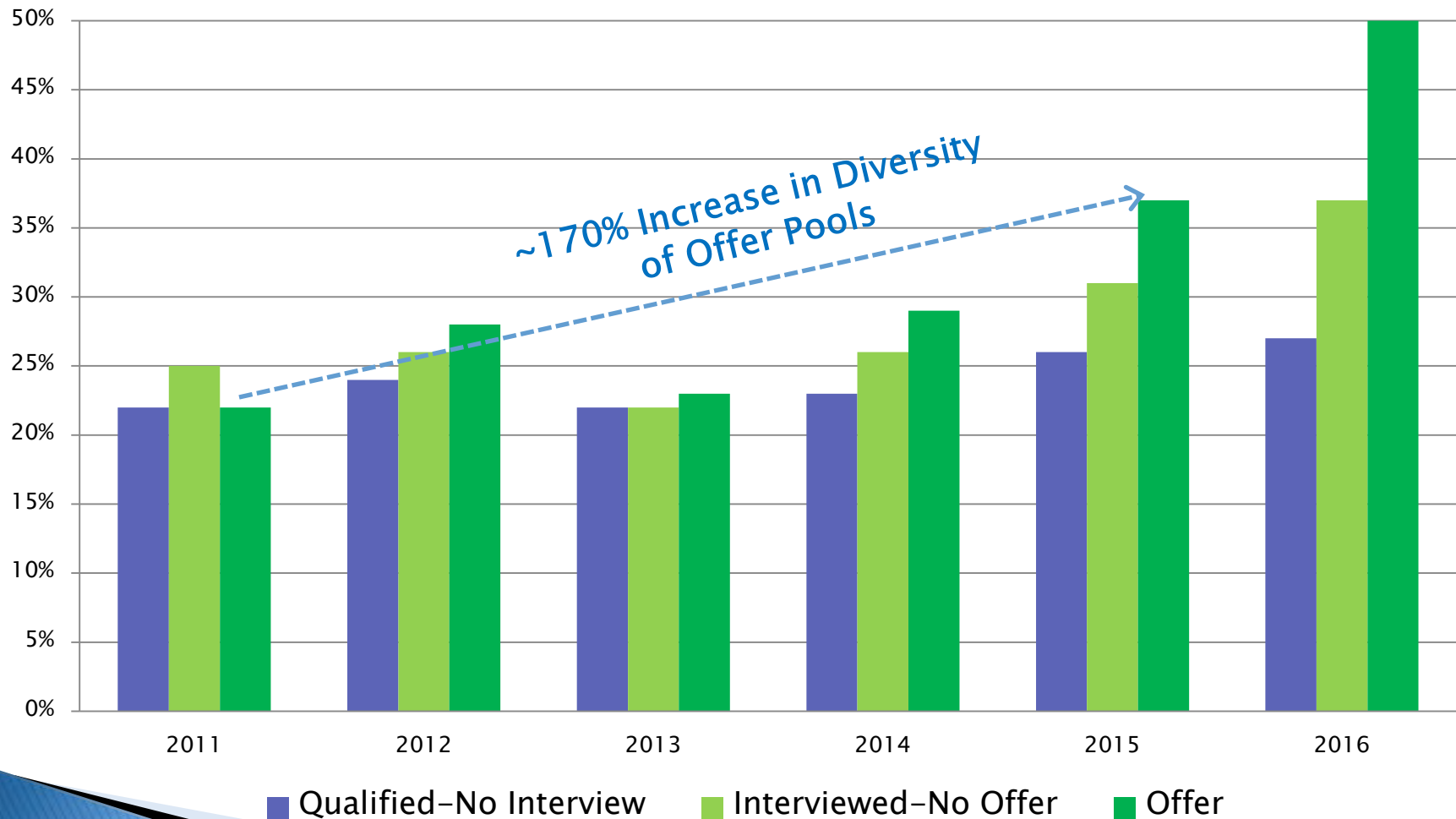
What We Have Planned

- ▶ 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



Questions?