

A New Approach to PCC's Faculty & Staff Recruiting

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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

<i>2016 FT Faculty Offers</i>	Total # Offers	Black	Hispanic	Asian	Native Am	Native Hawaiian / Pac Islander	2+ Race/ Ethnicity	White	Not Disclosed	% EEO Diversity
Offers Pending	2	0	0	0	0	0	0	2	0	0%
Accepted Offers	31	1	3	4	1	2	0	15	5	35%
<i>TOTAL Offers (Pending & Accept)</i>	33	1	3	4	1	2	0	17	5	33%

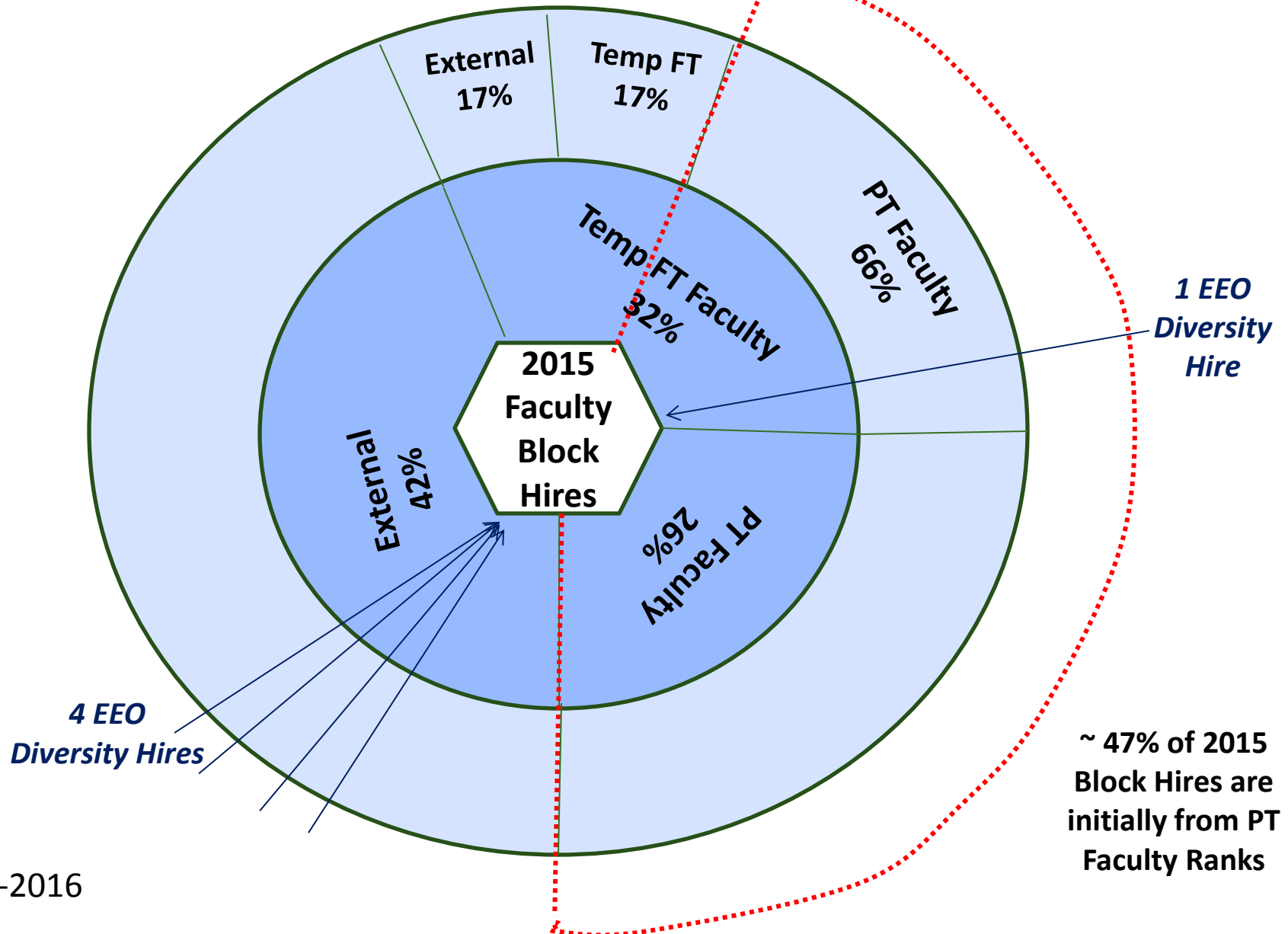


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2015 Block Hire – Full Time Faculty

Where do they come from?

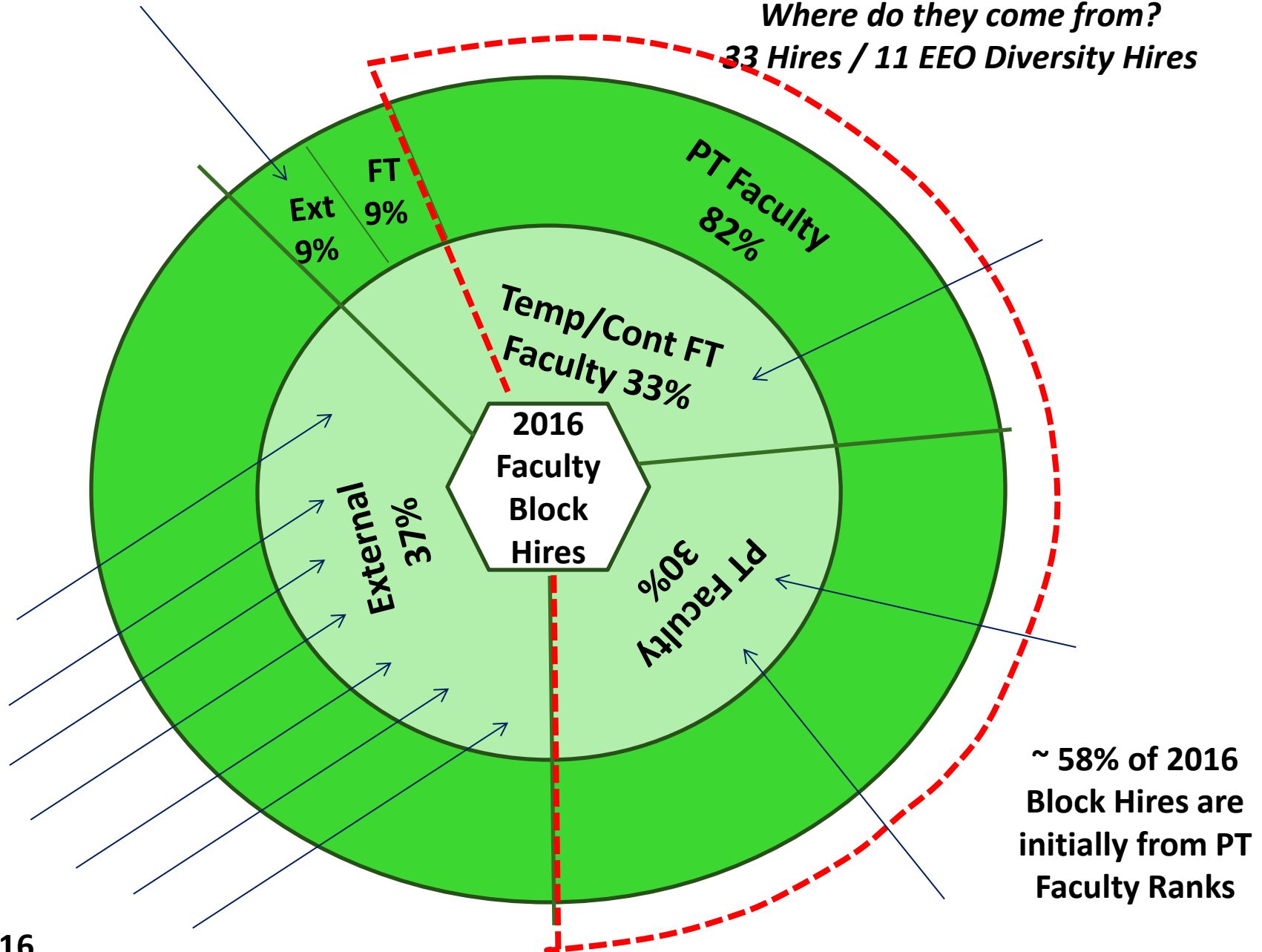
19 Hires / 5 EEO Diversity Hires (8 Failed due to lack of diversity)



2016 Block Hire – Full Time Faculty

Where do they come from?

33 Hires / 11 EEO Diversity Hires



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



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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



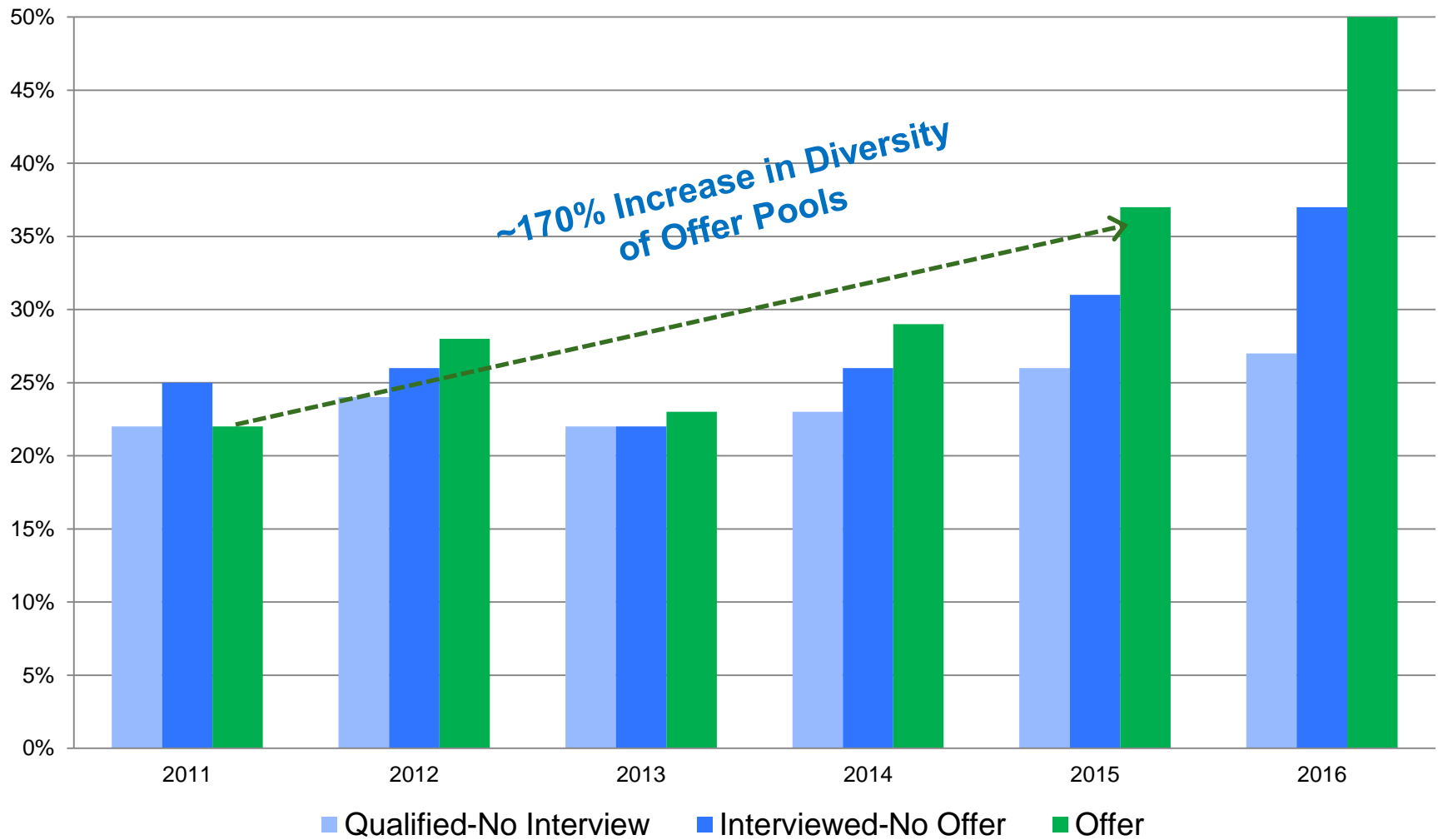
Impacts So Far

- Favorable response from Division Deans, DOIs, 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



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



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