

# New Search Process

---

A talent acquisition model for AP positions designed to attract and hire top candidates.

## Efficient

---

Utilizes a streamlined, cost-effective, and agile search process.

## Inclusive

---

Promotes equity, diversity, and belonging in our workforce.

## Strategic

---

Leverages TA strategies and HR expertise to recruit and hire top talent.

# Key Differences

- Allows HR professionals to manage recruitment and search process.
- Features a shortened advertising requirement (7 days).
- Encourages candidate engagement from time of application.
- Eliminates the need for a search committee while accommodating multiple interviewers and feedback mechanisms.
- Simplifies the workflow and streamlines back-end approvals.

[Types of Search Processes Comparison Chart](#)

# Resource Savings

TIME:

**43%**

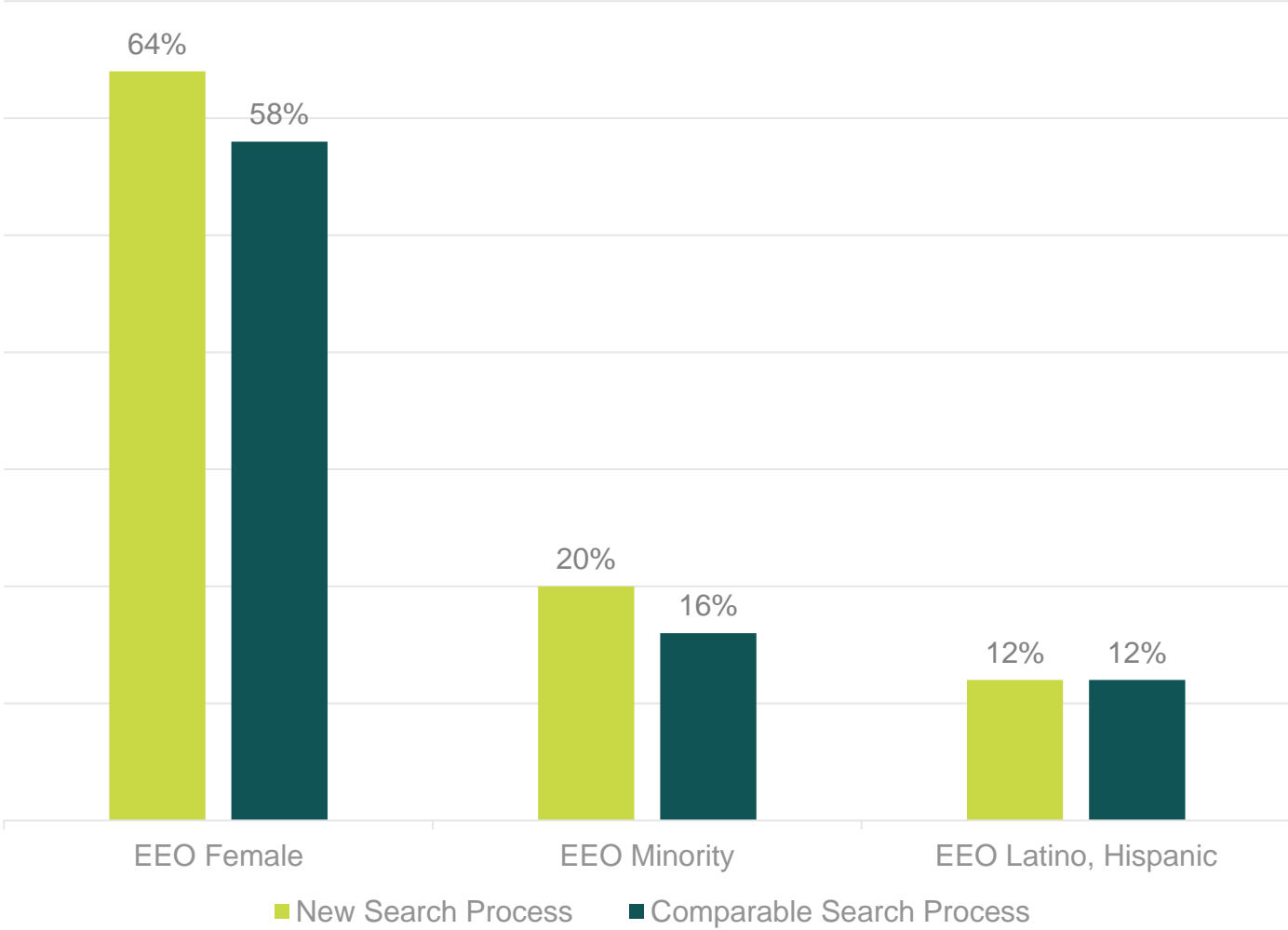
On average, it takes 43% less time to fill a vacancy.

COST:

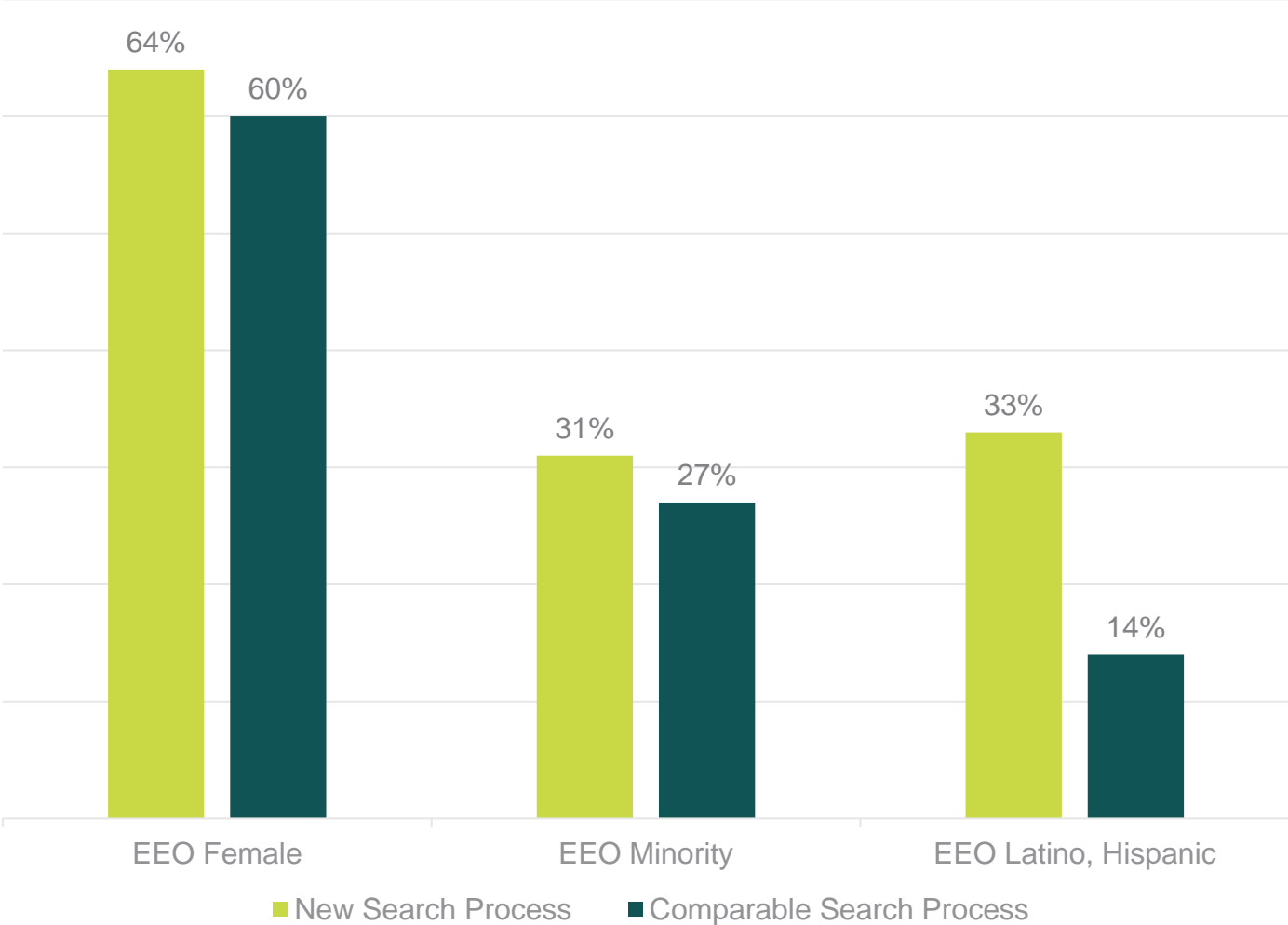
**27%**

On average, it costs 27% less to fill a vacancy.

# Applicant Demographics



# Hire Demographics



# Next Steps in Implementation

[New Search Process Webpage](#)

**1**

## **DEVELOP 2022**

- Evaluate current process
- Identify goals and benchmarks
- Research alternative models
- Develop new process

**2**

## **PILOT 2022-2023**

- Collaborate with HR partners
- Determine key metrics
- Analyze data and feedback

**3**

## **EVALUATE 2023**

- Determine if goals met
- Identify strategy for post-pilot

**4**

## **IMPLEMENT 2023**

- Meet with HR campus leaders to discuss implementation

**5**

## **SCALE 2024**

- Work with campus partners and leaders to expand access