



DRIP, DRIP, DRIP: UW-Madison's Divisional Recruitment Improvement Project



WACRAO Conference

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Taking Recruitment from

A ride down the Scorpion's Tail



to a trip down the lazy river.





Mentimeter Activity



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What is the problem?

This is a new phenomenon I've encountered

but recently,

I've noticed **recruiters** aren't doing a

good job of

actually...

recruiting me!



What is the problem?

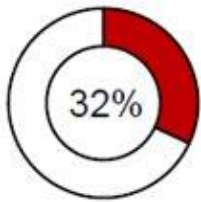
- To attract dynamic talent that is representative of a diverse variety of backgrounds, experiences, and identities.
 - Internal and External Power Dynamics
 - “Crisis Mode” Hiring
 - Implicit and Explicit Biases
 - Lack of Recruitment
 - Inconsistent Applicant Experiences



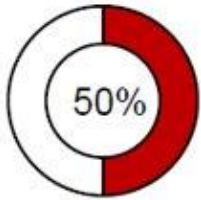


What is the problem?

Recruitment



Just 32% of DEM search members felt the applicant pool represented a strong variety of identities, backgrounds, and experiences

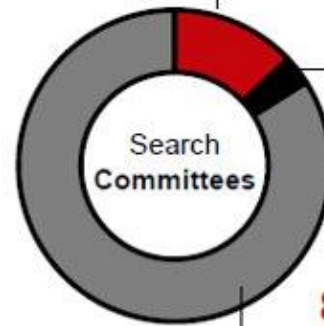


50% of Search Chairs & Hiring Managers experienced applicant pools that tended to have talent concentrated to just 1-2 strong candidates

- **Less than 50%** of DEM search members reported sharing a job opening with colleagues

↳ *When a job opening is shared, it tends to be limited to 1-2 colleagues*

Selection



13% of DEM Search Committees were formed after recruitment closed

3% of DEM Search Committees were formed before the position posting

84% of DEM Search Committees were formed while the recruitment was ongoing

51% *of search committee members felt the charge of the committee was clear*



Solutions

- Recruitment rather than search and screen
- Defined Standards
 - Recruitment standards
 - Applicant experience
 - Hiring decision



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Recruitment Strategies

- Referral
- Engage Committee Early
- Peer Ambassadors
- Diversity Plan





Standards - Applicant Experience

- Prompt communication
- Clear expectations for interviews
- Breaks on interview days





Standards - Centering Bias Awareness

- Bias training at every kickoff
- Resources for all team members
- Redacted info on resumes
- Diverse perspectives
 - Include at least 1 student





Standards - Committee Roles

- Hiring Administrator
- Hiring Decision-Maker
- Hiring Manager
- Recruitment Committee Chair
- Recruitment Committee Member





Standards - Clear expectations

- Clear charge
- Established timelines





Key Takeaways

- Themes of our standards
 - Allowing people to see themselves in the role
 - Center applicant experience
 - Account for biases
 - Consistency





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Questions?



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Thank You!

