

ADEO & Academic Recruitment announcements for January 2015

The following are updates regarding academic recruitment processes, recruitment plans and AP Online Recruit:

APOL-Recruit Use:

Reminder: All UC San Diego academic job postings and recruitments must be listed through the APOL-Recruit applicant tracking system across all departments and areas.

Updated Applicant Status:

The APOL-Recruit team has updated two applicant status names in the system. Both are short listed statuses.

- "Invite for interview" has been renamed to "**Recommend for interview**" to better reflect that the applicant is being put forward for an interview but has yet to be invited.
- "Selected candidate" has been renamed to "**Proposed candidate**" to reflect that this candidate still needs to be approved before they receive an offer.

The applicant's log will show that the system has renamed the status for those that had already been assigned.

Who is considered "Shortlisted"?

The term "Shortlist" as designated in the Diversity Report PDF and consists of all statuses beyond Serious Consideration. Those include: Invite for interview, Interviewed, Selected candidate, Offered, Accepted offer, Declined offer, Hired, Withdrawn, and Campus declined. Serious consideration is **NOT** a shortlisted status.

2014-2015 job advertising/outreach advertising for faculty recruitments

In collaboration with the Office of the Vice Chancellor for Equity, Diversity and Inclusion, the Office of the Executive Vice Chancellor for Academic Affairs has secured continuing and additional institutional advertising agreements with the following resources for December 1, 2014-November 30, 2015:

- Higher Education Recruitment Consortium (HERC)
- Diverse Education / DiverseJobs.net

These resources provide advertising that complies with Office of Federal Contract Compliance Programs requirements; demonstrates broad outreach efforts to diverse jobseekers and increases applicant-pool diversity. The EVCAA and VCEDI offices have underwritten 100% of the cost of these institutional agreements, and there is no additional cost to the departments for using them.

Please include these advertising/outreach resources in all academic recruitment plans, along with your department's own diversity and discipline-specific outreach advertising.

Martin Luther King Jr. Day

The Office of Academic Diversity and Equal Opportunity celebrates the birthday of Martin Luther King Jr. and his contributions to history and his dedication to civil rights. To learn more visit: <http://www.history.com/topics/black-history/martin-luther-king-jr>

ADEO Newsletter Archive:

View the pdf versions of OADEO Newsletters at:

<http://academicaffairs.ucsd.edu/aps/adeo/index.html>

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