

ADEO & Academic Recruitment Updates for January 2016

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

Faculty Career Development Program AY 2016-2017: **Application Deadline 04/01/2016**

Every year the Executive Vice Chancellor of Academic Affairs implements the FCDP to support our junior faculty in their effort for advancement to a tenured level. **This year the program will be open to applications from LPSOE's, in addition to the previously listed Academic Titles and Ranks.** All Chairs, MSOs, and DBOs in General Campus, SIO, and Health Sciences have been notified of the open call for applications. Submit application documents to adeo@ucsd.edu <http://academicaffairs.ucsd.edu/aps/adeo/equal-opportunity-programs/fcdp.html>

OADEO Customer Satisfaction: **Survey Closes 02/19/2016**

ADEO invites you to participate in a short survey assessing our customer service. The more feedback we receive, the better we can pinpoint which areas of service need enhancing. This will allow our team to better serve our colleagues here at UC San Diego. Please click on the following link to begin the survey. <https://www.surveymonkey.com/r/CWR9NLD>

Mid-Academic Year Highlights

We would like to take some time to highlight what has been accomplished so far in this academic year:

- 200 Academic Recruitments have been processed by ADEO
- 10,677 Applicants have applied for positions
- 91 Open Recruitment Waivers have been processed
- 113 staff have attended ADEO sponsored training sessions

Thank you so much for partnering with us and helping us reach these achievements! We look forward to working with you to improve these statistics even further!

Annual Recruit Records Audit

Thank you for working with us to complete our audit of APOL-Recruit records. Having accurate recruitment information will help meet the reporting needs of the campus!

NEW FAQ PAGE

OADEO has recognized a need from various departments across campus for similar information regarding faculty recruitment and the APOL-Recruit system. In response, we're compiling a list addressing the most commonly asked-about issues in a short answer format. <http://academicaffairs.ucsd.edu/aps/adeo/faq.html>

Rankings Report of Contributions to Diversity Statements

Under direction of the EVC, Suresh Subramani, evaluation of the Contributions to Diversity Statement will continue to be a part of the academic recruitment process for UC San Diego. Please click the link to our Evaluating Applications in Recruit page on the ADEO website for instructions on how to implement this in our paperless process. <http://academicaffairs.ucsd.edu/aps/adeo/recruitment/procedures/eval-app.html>

Tenured/Non-Tenured Searches and Joint Advertisements

While Tenured and Non-tenured recruitment need separate profile on the Recruit system, **there can be a single ad with separate URLs**, one pointing to the tenure track position and another pointing to the tenured position, this is referred to as a "joint ad." Please view the rest of our guide

here: <http://academicaffairs.ucsd.edu/aps/adeo/recruitment/procedures/ad-text.html>

http://academicaffairs.ucsd.edu/sso/aps/adeo/Recruitment_Plans_101.mp4 (SSO protected)

Recordkeeping:

Due to our current OFCCP audit which encompasses records from the previous five years **please do not destroy any hiring related documents since 2009 until further notice by OADEO.**

Dr. Martin Luther King Jr. Day

OADEO recognizes and celebrates the contributions to history and the lasting impact of Dr. King to our nation and to our UC San Diego Community. To learn more about Dr. King and how to remember his work please click the link.

<http://1.usa.gov/1xtdHV1>

ADEO Newsletter Archive:

View the pdf versions of OADEO Newsletters at: <http://academicaffairs.ucsd.edu/aps/adeo/index.html>

From: Jesse Hurtado

Sent: Thursday, February 18, 2016 11:45 AM

ADEO & Academic Recruitment Updates for February 2016

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

OADEO Customer Satisfaction: **Survey Closes 02/19/2016**

Please partake in our Customer Service Satisfaction Survey if you have not done so. This will be of enormous help to us in identifying ways to better serve you, thank you! <https://www.surveymonkey.com/r/CWR9NLD>

Faculty Career Development Program AY 2016–2017: **Application Deadline 04/01/2016**

The EVC of Academic Affairs implements the FCDP to support our junior faculty in their effort for advancement to a tenured level. **This year the program will be open to applications from LPSOE's, in addition to the previously listed Academic Titles and Ranks.** Please submit application documents to adeo@ucsd.edu <http://academicaffairs.ucsd.edu/aps/adeo/equal-opportunity-programs/fcdp.html>

Meaningful OFCCP Outreach Webinar: **Thursday, February 25, 2016, 10 PT**

ADEO highly recommends attending this FREE SoCal HERC Webinar, with Tim Trittin and Bill Fanning from JobTarget, to understand the spirit of the OFCCP regulations in addition to regulations and learn practical steps in implementing outreach efforts to qualified applicants.



Inactive Recruitments

Please remember that any activity on an inactive recruitment, such as the submission of reports, will not alert the individuals listed on the workflow, it must be marked as “active” for notifications to take place. The “Working with the Search Plan,” section of the Help Manual can help identify when a recruitment is inactive. Once the recruitment is reactivated, reasoning for the reactivation must be placed in the comments section of whichever report is being submitted for approval. <http://academicaffairs.ucsd.edu/files/aps/adeo/RecruitHelpManual.pdf>

Recruit Updated Features:

- The term “Diversity Reports” in the Recruit system has been replaced with the more accurate and more universally understood “Applicant Pool Report,” and “Shortlist Report.”
- Users can now preview the JPF, when in draft form, before it’s published. This preview should make it easier to catch mistakes before submitting and posting.
- A second Search Plan link is added to the Reports tab, which should make the plan much easier to find when you need it. No more digging around the application!
- Committee chairs and editors (as well as Additional chairs and editors) can now upload Ad Evidences on the Advertisements page.
- An editable Job Location field is now available to in the Search Plan stage, the analyst may enter the city and state, and Recruit displays it to applicants on the recruitment details page.

Recordkeeping:

Due to our current OFCCP audit which encompasses records from the previous five years **please do not destroy any hiring related documents since 2009 until further notice by OADEO.**

Black History Month

OADEO recognizes and celebrates the contributions to history and the lasting impact of the black community to UC San Diego and the nation. To learn more about Black History Month please visit the link below: <http://www.africanamericanhistorymonth.gov/about.html>

ADEO Updates Archive:

Please view our past updates at <http://academicaffairs.ucsd.edu/aps/adeo/index.html>

ADEO & Academic Recruitment Updates for March 2016

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

Faculty Career Development Program AY 2016-2017: **Application Deadline 04/01/2016**

The EVC of Academic Affairs implements the FCDP to support our junior faculty in their effort for advancement to a tenured level. **This year the program will be open to applications from LPSOE's, in addition to the previously listed Academic Titles and Ranks.** Please submit application documents to adeo@ucsd.edu
<http://academicaffairs.ucsd.edu/aps/adeo/equal-opportunity-programs/fcdp.html>

OADEO Customer Satisfaction Survey:

Thank you to everyone who participated in our Customer Service Satisfaction Survey and for giving us the opportunity to further assess the progress of our workflow enhancements.

Specializations on Recruit

Analysts can now create a custom list of specializations when creating a search plan. Applicants can self-select as many or as few specializations as they wish, and they may edit their selections until the recruitment's final date. Analysts can find the applicant specializations on the applicant review page.

Recruit Updated Features:

- The term "Diversity Reports" in the Recruit system has been replaced with the more accurate and more universally understood "Applicant Pool Report," and "Shortlist Report."
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Recordkeeping:

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Women's History Month

OADEO recognizes and celebrates the contributions to history and the lasting impact of women at UC San Diego and the nation. To learn more about Women's History Month please visit the link below:
<http://womenshistorymonth.gov/about.html>

ADEO Updates Archive:

Please view our past updates at <http://academicaffairs.ucsd.edu/aps/adeo/index.html>

ADEO & Academic Recruitment Updates for April/May 2016

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

AP Recruitment Training; May 18 and 20, 2016, 10am-12pm, Seuss Room

ADEO will be conducting an Academic Personnel: Academic Recruitment training on May 18 and 20, 2016 in the Seuss Room at the Geisel Library. This AP Recruitment training has been reformatted from previous sessions based on recommendations made by our client base across the campus as noted in the ADEO Training Needs Assessment 2015 survey. We hope this new format promotes better coverage of information for the benefit of our staff attendees at all experience levels.

Staff seeking a certificate for the Academic Personnel series must register and attend both 2-hour sessions
Staff seeking a refresher on the covered topics may register for whichever course they choose.

To register:

- Navigate to the UC Learning Center via Blink and log in using SSO
- Search “Academic Personnel: Academic Recruitment”
- Select and register for Part 1 or Part 2 as needed

Class	Academic Personnel: Academic Recruitment Part 1	Academic Personnel: Academic Recruitment Part 2
Topics	<ul style="list-style-type: none">• Intro to government compliance standards and guidelines• The function of ADEO in the recruitment process• Search plans on APOL-Recruit	<ul style="list-style-type: none">• Shortlist reports• Search reports• Finalizing Recruitments• Search waivers• Supporting Recruitment and Retention Programs

Internal Process Enhancement

As announced by Cindy Palmer, the Assistant Vice Chancellor of Academic Personnel, ADEO has undergone some internal process changes to further streamline the approval process on the APOL *Recruit* system for reports and to better support the system users. These changes include:

- 1) The elimination of two approval routing roles:
 - the Diversity Office Director approval role for all phases of the recruitment
 - the Budget Office approval role for Search Plans
- 2) A single point of contact for OADEO recruitment issues:
 - All OADEO reviews for Search Plans, Shortlist Reports and Search Reports for **General Campus and SIO** will be coordinated by Michael Turner (MT) - m7turner@ucsd.edu, ext. 44497.
 - All OADEO reviews for Search Plans, Shortlist Reports and Search Reports for **Health Sciences** will be coordinated by Nathalia Quirk - nquirk@ucsd.edu, ext. 60490.
- 3) “Tickler” reminders to reach a five business day turnaround goal:
 - The OADEO team is developing “tickler” reminders and may contact assigned approver personnel to offer assistance when a recruitment appears to be delayed at any stage of review.

While Michael and Nathalia will be the single source of contact for each of the above assigned areas, Director of OADEO, Carla Solomon will remain available to assist with general recruitment questions and consult on challenging recruitments.

SoCal HERC/ CUPA-HR Joint Meeting

SoCal HERC and CUPA-HR will be collaborating on a joint meeting on June 10th at the University of Redlands campus. The one day conference includes a comprehensive range of topics pertaining to higher education including presentations focused on recruitment, compensation and national policy updates and wraps up with an interactive

panel discussion with subject matter experts and thought leaders. Breakfast and lunch will be provided, attendee space and free parking are limited! REGISTER HERE <http://bit.ly/1YdAwM2>

Faculty Career Development Program AY 2016-2017:

Thank you to everyone who submitted an application for the FCDP; the submission window closed 04/01/2016. Applications have been processed and will be put before the Academic Senate Standing Committee on Diversity and Equity. Individual applicants and their departments will be notified when awards have been decided upon. <http://academicaffairs.ucsd.edu/aps/adeo/equal-opportunity-programs/fcdp.html>

Specializations on Recruit

- Analysts can now create a custom list of specializations when creating a search plan. Applicants can self-select as many or as few specializations as they wish, and they may edit their selections until the recruitment's final date. Analysts can find the applicant specializations on the applicant review page.

Recruit Updated Features:

- The term "Diversity Reports" in the Recruit system has been replaced with the more accurate and more universally understood "Applicant Pool Report," and "Shortlist Report." <http://bit.ly/1VD19fE>
- Users can now preview the JPF, when in draft form, before it's published. This preview should make it easier to catch mistakes before submitting and posting.
- A second Search Plan link is added to the Reports tab, which should make the plan much easier to find when you need it. No more digging around the application! <http://bit.ly/1SQK951>
- Committee chairs and editors (as well as Additional chairs and staff editors) can now upload Ad Evidences on the Advertisements page. <http://bit.ly/1rAv4c3>
- An editable Job Location field is now available in the Search Plan stage, the may enter the city and state, and Recruit displays it to applicants on the recruitment details page. <http://bit.ly/237r8uE>

Recordkeeping:

Due to our current OFCCP audit which encompasses records from the previous five years **please do not destroy any hiring related documents since 2009 until further notice by OADEO.**

Asian-Pacific American Heritage Month

OADEO recognizes and celebrates the contributions to history and the UC San Diego community by Asian and Pacific Americans. To learn more please visit the link below: <http://asianpacificheritage.gov/about.html>

ADEO Updates Archive:

Please view our past updates at <http://academicaffairs.ucsd.edu/aps/adeo/index.html>

ADEO & Academic Recruitment Updates for June 2016

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

AP Academic Recruitment Waivers Update Training; June 23, 2016, 10am-11:30am, Seuss Room

ADEO will be providing in-person and online training on the new Recruitment Waiver system. Please be advised that in lieu of requiring a full recruitment, the waiver system will be used for appointments that fall between 0-50% pay statuses.

This is an update to a portion covered by the AP Recruitment training and, there is no need to attend both sessions as they will cover the same material

To register:

- Navigate to the UC Learning Center via Blink and log in using SSO
- Search "Academic Personnel: Academic Recruitment"
- Select and register for **Academic Recruitment Waivers Update**

Class	Academic Recruitment Waivers Update 06/23
Topics	<ul style="list-style-type: none">• APOL-Recruit system use in the new Waivers work engine• UC System-wide Waivers guideline updates

Internal Process Enhancement

As previously announced, ADEO has implemented internal process changes to further streamline recruitment efforts and to better support system users.

In addition to being your single source of contact for review of Search Plans, Shortlist Reports and Search Reports, Michael Turner and Nathalia Quirk will assist his/her assigned campus areas with the new Recruitment Waiver system. Director of OADEO, Carla Solomon will remain available to assist with general questions and consult on challenging recruitments and waivers.

Faculty Career Development Program AY 2016-2017:

Congratulations to the awardees of this year's FCDP, we hope that this additional support will assist these faculty take great steps to achieving tenure and encourage endeavors to increase the diversity on the UC San Diego Campus.

<http://academicaffairs.ucsd.edu/aps/adeo/equal-opportunity-programs/fcdp.html>

Recordkeeping:

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LGBT Pride Month

OADEO recognizes and celebrates the contributions to history and the UC San Diego community by the LGBT community. To learn more please visit the link below: <https://www.loc.gov/lgbt/about.html>

ADEO Updates Archive:

Please view our past updates at <http://academicaffairs.ucsd.edu/aps/adeo/index.html>

ADEO & Academic Recruitment Updates for July 2016

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

2015-16 AY Recruit Records Audit

As in previous years, ADEO will be conducting an audit of Academic Recruitment Records for the 2015-16 AY. In order to effectively synchronize UC San Diego's recruitment procedures with those of other UC Campuses, this audit will be completed by September 23, 2016. Department analysts will be contacted by their designated ADEO support analyst with further details. Directions on how to disposition and close searches on Recruit are located at the following links:

- Manage the applications, Update applicant status
 - https://apol-recruit.ucsd.edu/analyst/help/manage_applications#status
- Initial Search Outcome
 - https://apol-recruit.ucsd.edu/analyst/help/manage_recruitments#initial_search_outcome
- What to do when a search is complete
 - https://apol-recruit.ucsd.edu/analyst/help/manage_recruitments#inactivate

Effective July 1, 2016, UC San Diego will no longer allow automatic exemptions for appointments for 50% time or less. This includes positions funded 4/8ths (i.e. 50%) or more by the VA. The waiver process highlighted below is being implemented in lieu of a full recruitment requirement for these positions.

APOL- Recruit System Enhancement: Waivers

As mentioned in last month's updates, on July 1, 2016 APOL Recruit rolled out a UC System-wide enhancement to include a Waivers processing work flow. For a system overview please view the training video on our [System Training Page](#)

Updated Waiver Guidelines

Along with the introduction of a Waivers process on *Recruit*, UC San Diego has updated its waiver guidelines. To review the changes please visit: <http://academicaffairs.ucsd.edu/aps/adeo/recruitment/waivers.html>

Waiver Training

Thank you to all AP Staff who participated in the Waivers Training update. We reached 46 total staff and were able to pre-emptively address questions and concerns about the Recruit Enhancement and the Guideline Updates. Additional training sessions have not yet been finalized but departments will be notified once available for registration. Please send any additional questions to adeo@ucsd.edu.

2015-16 Academic Year Highlights

We would like to take some time to highlight what was accomplished in the 2015-16 academic year:

- 267 Academic Recruitments were processed by ADEO
- 55,301 total Applicants applied for positions
- 205 Recruitment Waivers were submitted and reviewed
- 185 staff attended ADEO sponsored training sessions

Thank you so much for partnering with us and helping us reach these milestones! We look forward to working with you in the coming year!

Internal Process Enhancement

As previously announced, ADEO has implemented internal process changes to further streamline recruitment efforts and to better support system users.

In addition to being your single source of contact for review of Search Plans, Shortlist Reports and Search Reports, Michael Turner and Nathalia Quirk will assist his/her assigned campus areas with the new Recruitment Waiver system. Director of OADEO, Carla Solomon will remain available to assist with general questions and consult on challenging recruitments and waivers.

Know your rights:

Below is a fact sheet from the OFCCP to help workers know their workplace rights and identify workplace discrimination.
https://www.dol.gov/ofccp/regs/compliance/factsheets/Workplace_Rights_JRF_QA_508c.pdf?utm_source=campaign_email_2&utm_medium=email&utm_campaign=fact_sheet_1

Recordkeeping:

Due to our current OFCCP audit which encompasses records from the previous five years **please do not destroy any hiring related documents since 2009 until further notice by OADEO.**

ADEO Updates Archive:

Please view our past updates at <http://academicaffairs.ucsd.edu/aps/adeo/index.html>

ADEO & Academic Recruitment Updates for August 2016

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

2015-16 AY Recruit Records Audit

As in previous years, ADEO is conducting an audit of Academic Recruitment Records for the 2015-16 AY. In order to effectively synchronize UC San Diego's recruitment procedures with those of other UC Campuses, this audit will be completed by **September 23, 2016**. Department analysts have been contacted by their designated ADEO support analyst with further details. Directions on how to disposition and close searches on Recruit are located at the following links:

- Manage the applications, Update applicant status
 - https://apol-recruit.ucsd.edu/analyst/help/manage_applications#status
- Initial Search Outcome
 - https://apol-recruit.ucsd.edu/analyst/help/manage_recruitments#initial_search_outcome
- What to do when a search is complete
 - https://apol-recruit.ucsd.edu/analyst/help/manage_recruitments#inactivate

Recruit Process Improvements

There have been two small alterations to the development of the Search Plan that will decrease the amount of information entered by the department analyst and expectantly improve the usability of the *Recruit* system.

- <http://academicaffairs.ucsd.edu/files/aps/adeo/AdTextChangeAnnounce.pdf>
- <http://academicaffairs.ucsd.edu/files/aps/adeo/SelStatElimAnnounce.pdf>

Waiver Training

Thank you to all the staff who attended previously held training sessions before the system enhancement went live. We are offering another training session on **09/07/2016** to go over the system enhancement and the Waiver Guidelines Update for UC San Diego.

- For a system overview please view the training video on our [System Training Page](#)
- To view the updated waiver guidelines please visit:
<http://academicaffairs.ucsd.edu/aps/adeo/recruitment/waivers.html>

Date and Location	In Person: 09/07/2016, Seuss Room, 10am-11:30am
Topic	Academic Recruitment Waivers System and Update
Description	<ul style="list-style-type: none">• APOL-Recruit system use in the new Waivers work flow• UC System-wide Waivers guideline updates
Register	CLICK HERE Or <ul style="list-style-type: none">• Log into the UC Learning Center via Blink• Search "Academic Personnel: Academic Recruitment Waivers Update (Post Transition)• Click Register

Waiver Exemptions

Effective July 1, 2016, UC San Diego longer allows automatic exemptions for appointments for 50% time or less. This includes positions funded 4/8ths (i.e. 50%) or more by the VA. The waiver process is being implemented in lieu of a full recruitment requirement for these positions.

Recordkeeping:

Due to our current OFCCP audit which encompasses records from the previous five years **please do not destroy any hiring related documents since 2009 until further notice by OADEO.**

ADEO Updates Archive:

Please view our past updates at <http://academicaffairs.ucsd.edu/aps/adeo/index.html>

ADEO & Academic Recruitment Updates for October 2016

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

AP Online Recruit e-learning tool Coming Soon!

ADEO has created an e-learning training tool for brand new and intermediate users of Recruit. The self-paced electronic training tool will be available on LMS via SSO and can be accessed online from anywhere. The training includes video, audio and an interactive quiz. This training will be required for new user access to Recruit starting November 1, 2016.

Recruit System Updates

New! “Replace file” button
Analysts (committee chairs, editors, and admins too) can now **replace applicant documents without bumping applicants out of their review window.** This snazzy feature will give you the option to either upload a new replacement file, or remove the existing file and “incomplete” the applicant.



For full details, https://apol-recruit.ucsd.edu/analyst/help/manage_applications#replace_document



Sort Your Specializations

When recruitments offer applicants a long list of specializations, using the applicant lists' specialization filters becomes cumbersome. We have added a check/uncheck all specializations option to help search committee members jump into a specific group of applicants and then easily get back to the larger pool. For full details go to

https://apol-recruit.ucsd.edu/analyst/help/review_applications#filter

Recruitment Process Updates

“To waiver to not to waiver” - Did you know that for non-faculty academic series, some common actions like **Internal Hires (Change in Rank or Series) do not require a waiver?** For example, an existing post-doc employee that is promoted to Project Scientist or Researcher does not need a waiver. Why? Because it's natural progression! For more examples of non-recruitment actions that don't need waivers, go to <http://academicaffairs.ucsd.edu/aps/adeo/recruitment/waivers.html> and check out the APM waiver flowchart at http://academicaffairs.ucsd.edu/_files/aps/adeo/Waivers_GL_Table.pdf.

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Academic Recruitment Audit for 2015-16 AY

Thanks to the analysts and deans offices that responded to the Recruit “end of year” records audit. We had our best response yet! We appreciate your support.

Diversity awareness for the month

ADEO would like to recognize National Disability Employment Awareness and National Italian American Heritage month.

ADEO & Academic Recruitment announcements for November 2016

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

ADEO Recruit Training eModule is LIVE!

ADEO has created an e-learning training tool for brand new and intermediate users of Recruit. The training tool is available on LMS under "ADEO Recruit System eCourse 06SEDADEORECRUIT". The self-paced electronic training includes video, audio and an interactive quiz and can be accessed online from anywhere. This training is required for new user access to Recruit starting November 1, 2016.

Record-keeping from "Recommend for interview" to "Interviewed"

"Recommend for interview" candidates are identified on the Shortlist Report and on the Diversity Report.

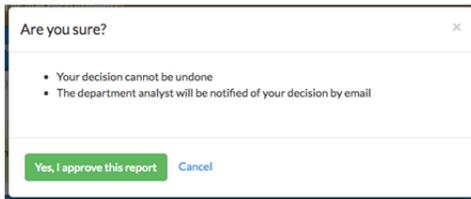
After approval of the Shortlist Report, the "Recommend for interview" candidates are interviewed and updated to "Interviewed" status on Recruit. For more info, go to https://apol-recruit.ucsd.edu/analyst/help/manage_applications#status.



Recruit System Updates:

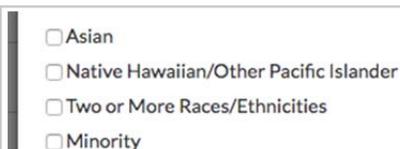
Title Codes

As a result of a recent Department of Labor ruling on overtime, we have **added 79 new title codes** to Recruit for analysts to choose from when creating a new recruitment. See the full list at https://apol-recruit.ucsd.edu/analyst/help/manage_recruitments.



Recruitments

In order to prevent accidental approvals, we have added **confirmation popups** for all approvals. Now, approvers must confirm their approval within a popup before their step is approved.



Addition of **Native Hawaiian/Other Pacific Islander** and **Two or More Races/Ethnicities** as options to the Affirmative Action Goal feature found on recruitment Diversity pages. Not every academic unit will have these as goals, but they're now available for those that need them.

Diversity Awareness for November

- November was officially recognized as National American Indian and Alaska Native Heritage Month in 1990 when President George H.W. Bush signed it into Public Law. See <http://nativeamericanheritagemonth.gov/> for more information.
- Veterans Day (<https://www.va.gov/opa/vetsday/>) is an annual American holiday honoring military veterans.
- Diwali, known as the "Indian Festival of Lights", is a major Hindu holiday signifies the renewal of life, and the victory of good over evil (<http://www.diwalifestival.org/>).

HERC Webinar for Search Chairs and Committees-Where's Bias Hiding in Your Hiring Process?

Learn about Diversity in Higher Education today, 7 ways hidden bias can derail diversity, and how to identify and remove hidden bias in hiring at <https://vimeo.com/185843871>.

For a full catalog of HERC member webinars covering Diversity & Compliance, Dual-Career, Recruitment and Retention Best Practices, go to http://www.hercjobs.org/member_resources/Webinars/.

ADEO Team!

The current ADEO team of Carla, Mike and Jennifer will continue to service the campus for recruitment compliance, affirmative action reporting and Recruit support.

For questions regarding this information, or if you want to unsubscribe/subscribe, please contact adeo@ucsd.edu, subject line "ADEO & Academic Recruitment announcements for Nov 2016".