

ADEO & Academic Recruitment announcements for April 2017

AP Recruitment Training; May 24 and 25, 2017, 9:30am-11:30am, Seuss Room

ADEO will be conducting an Academic Personnel: Academic Recruitment training on May 24 and 25, 2017 in the **Seuss Room at the Geisel Library**. This class will provide Recruitment 101 content with foundational instruction on academic recruitment, recruitment advertising, the UC San Diego Academic Recruitment Process, and introductory/intermediate skills utilizing the APOL-Recruit System. The intended audiences for this class are those individuals who are at the Beginner/Intermediate skill level with any of the covered topics, also includes:

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 <https://a4.ucsd.edu/tritON/Authn/UserPassword>
- Search "Academic Personnel: Academic Recruitment"
- Select and register for Part 1 or Part 2 as needed Class

Recruitments: Search Conclusions

You can now filter your recruitment grid by conclusion, enabling you to find those recruitments you still need to finish up, or to revisit the ones you've concluded already. This should be especially helpful when you're finishing out an academic year and searching for those recruitments that should be reported on. You can also set the filter to show you only the inactive recruitments, and then move all those to a proper conclusion.

ADEO Changes coming to ADEO in AY 2017-2018

ADEO will unveil changes and enhanced services to better assist the campus. Coming soon:

- Team restructuring
- Comprehensive talent acquisition consulting
- Enhanced "Just in Time" training...Stay tuned!

HERC Webinar:

Search Advocates – Promoting Diversity and Mitigating Bias on University Search Committees

Thu, May 18, 2017 10:00 AM - 11:00 AM PDT. Register

at <https://attendee.gotowebinar.com/register/6115171792778539778> .

Search Advocates – Promoting Diversity and Mitigating Bias on University Search Committees Oregon State University Search Advocates are outside committee members trained to enhance diversity, validity, and equity on university searches. Search Advocates complete an initial workshop series addressing current research, theory, and practical strategies for working with search committees from position development through integration of the new hire. They are prepared to help committee members test their thinking, identify and address complex process concerns, understand and promote diversity, and anticipate/address potential bias risks.

- Why did the university develop this model, and how does it work?
- How much impact have Search Advocates had at OSU, and what factors can increase their impact?
- What should you consider when starting a similar program?

The OSU Search Advocate Program was profiled in the cover article of the 9/11/16 edition of the Chronicle of Higher Education: "How to Do a Better Job of Searching for Diversity."

Laying the Foundation for a Diverse and Inclusive Higher Ed Workforce

Thu, May 25, 2017 10:00 AM - 11:00 AM PDT. Register

at <https://attendee.gotowebinar.com/register/7906238851675677698> .

Kansas State University embraces diversity and promotes inclusion in every sector of the institution and has received the prestigious Higher Education Excellence in Diversity (HEED) award from Insight Into Diversity

magazine for the past three years. Multicultural students account for 15 percent of the student population—a university record and continuing trend.

Roberta Maldonado Franzen, Director of Talent Acquisition at Kansas State University shares insights from an institution that is actively involved in the recruitment and retention of a highly talented, diverse workforce as well as promoting a welcoming and inclusive environment. Learn how to implement these strategies on your campus via effective and powerful recruitment and onboarding programs.

At the end of this session, attendees will:

- Understand how to showcase diversity through institutional branding and social media.
- Source metrics for best diversity hiring practices.
- Understand how to encompass diversity and inclusion principles in the candidate-to-new hire process.

For more HERC webinars on demand, to http://www.hercjobs.org/member_resources/Webinars/

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