

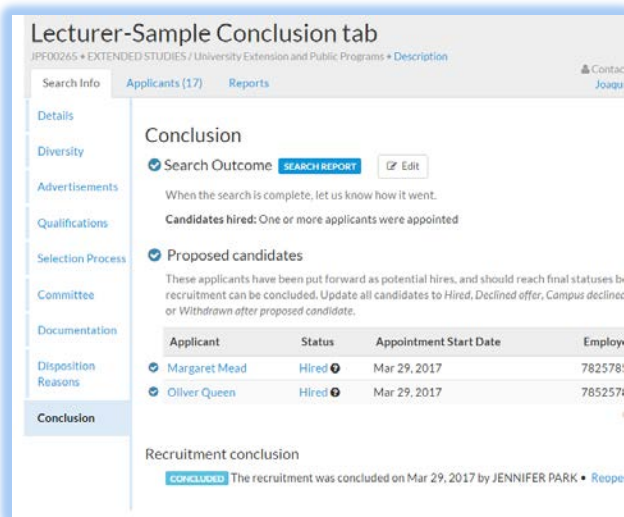
## ADEO & Academic Recruitment announcements for March 2017

### Abbreviated approvals for Unit

Unit 18 lecturer recruitments now have an abbreviated approval workflow to expedite the recruitment process: Dept. Chair, Diversity Office, Deans Analyst (optional), Dean.

### Search Conclusions effective now!

Mark recruitments as concluded to signal that you're done with them. Conclusion is the new "inactive", letting you note how the recruitment ended so that your history and year-end reports can reflect the outcome.



Go to the new "Conclusion" tab and mark an outcome. The application will guide you through the steps you need to make sure you've got the right outcome, and then you can conclude the recruitment.

Concluded recruitments can also be sorted by outcome in the new "Search Status" column.

### 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.

### Welcome to Sarah Clark

ADEO's newest team member is Sarah Clark, Academic Personnel Analyst in ADEO. Sarah has extensive experience in recruitment, government contracting, OFCCP compliance and Affirmative Action reporting. Sarah will train and integrate into current campus processes. She can be reached at [s2clark@ucsd.edu](mailto:s2clark@ucsd.edu), x60490.

**HERC Webinar:** Reclaiming Civility in the Workplace: Incivility in the workplace is a serious problem costing organizations \$14,000 per employee due to lost productivity and work time. Learn how to improve civility in the areas of hiring and HR administration.

Thursday, April 27 2017, 10 PT/11 MT/12 CT/1 ET. [REGISTER](#)

More HERC webinars on demand at [http://www.hercjobs.org/member\\_resources/Webinars/](http://www.hercjobs.org/member_resources/Webinars/).

For questions regarding this information, or if you want to unsubscribe/subscribe, please contact [adeo@ucsd.edu](mailto:adeo@ucsd.edu), subject line "ADEO & Academic Recruitment announcements for March 2017."