ADEO & Academic Recruitment announcements for January 2014

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

No cost to departments for three job advertising/outreach resources
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:

- Higher Education Recruitment Consortium (HERC)
- Diverse Education / DiverseJobs.net
- America's Job Exchange (AJE)

These resources provide advertising that complies with Office of Federal Contract Compliance Programs requirements; demonstrates broad outreach efforts to diverse, military, and disabled 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 three advertising/outreach resources in all academic recruitment plans, along with your department's own diversity and discipline-specific outreach resources.

Qualified applicants (qualified pool): Only applicants who have been marked to meet the predetermined basic qualifications for the position will be included in diversity data reports. To see the full direction on identifying your qualified pool, go to https://apol-recruit.ucsd.edu/analyst/help/review_applications#qualified.

Close Date: Most academic recruitments are Open/Close/Final recruitment type, and the Close Date is the last day to accept new applications. The close date on Recruit should match all posted advertisements. For the full list of Recruit fields and descriptions, go to https://apol-recruit.ucsd.edu/analyst/help/manage_recruitments#create.

OUF: OUF stands for Open Until Filled, which is appropriate for recruitments that are traditionally hard to fill or do not have a specific report to work date. For information on how to use OUF go to https://apol-recruit.ucsd.edu/analyst/help/manage_recruitments#ird.

Who is considered "Shortlisted"? The term "Shortlist" is designated on the PDF Diversity Report and consists of all statuses beyond Serious Consideration. Those include: Invite for interview, Interviewed, Selected candidate, Offered, Accepted offer, Declined offer, Hired, Withdrawn. Serious consideration is NOT a shortlisted status. For the full explanation, go to https://apol-recruit.ucsd.edu/analyst/help/manage_applications#status.

For questions regarding this information, or if you want to unsubscribe, please contact adeo@ucsd.edu, subject line "ADEO & Academic Recruitment announcements for January 2014."