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5/11/2021

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MAXIMIZING YOUR ATS

TO BUILD INCLUSIVE RECRUITMENT STRATEGIES

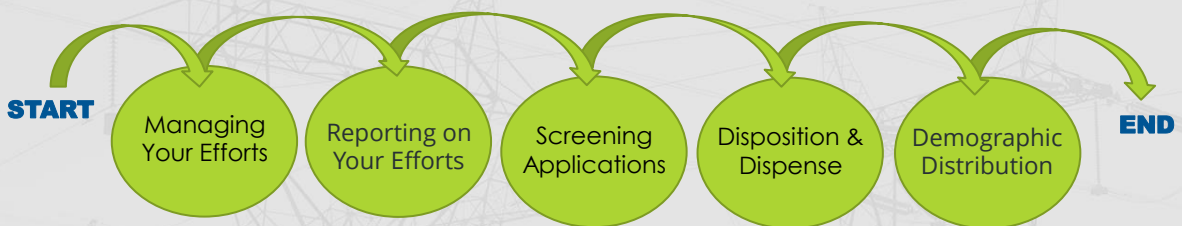
AUDREY GAINNEY
DIRECTOR
TALENT ACQUISITION AND ONBOARDING

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HOW MIGHT THE ATS ASSIST ME IN BEING MORE STRATEGIC IN INCLUSIVE HIRING?

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LET'S GET STARTED!

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RECRUITING & SOURCING...*E FOR EFFORT*

Sourcing (Proactive)

Reaching out to create interest in an open position and sharing with individuals why they should apply.

- ▶ Nominations
- ▶ LinkedIn
- ▶ Networks



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RECRUITING & SOURCING...E FOR EFFORT

Recruiting (Reactive)

The process of attracting candidates through use of various media sources.

- ▶ Job Boards and Journals
- ▶ Social Media Sites
- ▶ Associations



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RECRUITING & SOURCING...E FOR EFFORT

Where am I posting my jobs?

How are my efforts captured in the ATS?

Are 3rd party vendors tracking my efforts (ROI)?



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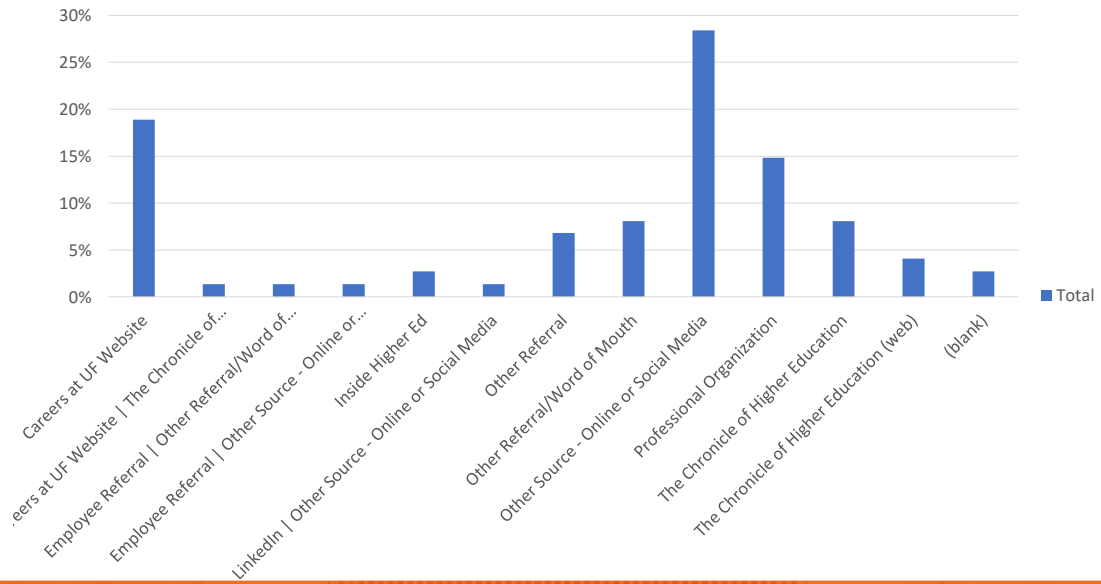
RECRUITING & SOURCING...E FOR EFFORT

- ▶ Careers at UF Website
- ▶ The Chronicle of Higher Ed
- ▶ Employee Referral
- ▶ Word of Mouth
- ▶ Online or Social Media
- ▶ Inside Higher Ed
- ▶ LinkedIn
- ▶ Professional Organization



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RECRUITING & SOURCING...E FOR EFFORT



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BIAS IN SCREENING

Unconscious bias, which occurs when individuals make judgments about job candidates based on gender, race or other prohibited factors without even realizing they're doing it, fuels the problem.

Candidate Name: Kim Cheng

Candidate Address: 1201 SE 43rd
Street Gainesville, FL 32641

Collegiate Affiliation: Dartmouth

Organizations: SWE



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SCREENING APPLICATIONS



Blind Hiring

Reduces biases during the talent acquisition process by removing information like name, gender, religion, or socioeconomic background.

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DISPENSING CANDIDATES

Dispensing identifies 3 things:

- ▶ Where the candidate is in the process
- ▶ The reason why the hiring manager decided not to move forward with the candidate
- ▶ The reason why the candidate opted out of the process



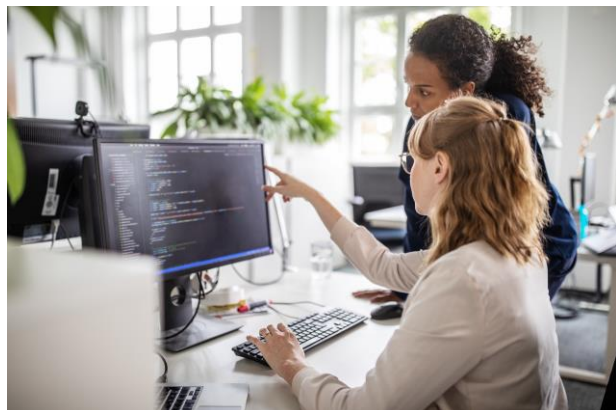
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DISPENSING CANDIDATES

The Step – The "stage" in which an applicant fell out of during the hiring process, such as:

- Phone screen
- First interview
- Passed to hiring manager for review



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DISPENSING CANDIDATES

The Status – the reason each candidate was not selected, for example:

- Poor interview
- Lacks basic qualifications
- Lacks favorable references



DISPENSING CANDIDATES

EXAMPLES

Step	Status
Filled	Applied after position was filled
No Relo	Company not willing to pay for relocation
No BQ-cert	Does not meet basic qualifications – certifications/licenses
No BQ-educ	Does not meet basic qualifications – education
No BQ-exp	Does not meet basic qualifications – experience
No BQ-skills	Does not meet basic qualifications – skills
Failed – Bkgd CK	Failed Background check – Post Offer

WHAT MIGHT BE SOME IMPACTS IF CANDIDATES ARE NOT PROPERLY DISPENSED?

- ▶ AFFECTS YOUR ANALYSIS
- ▶ INCREASE RISK DURING AUDITS
- ▶ REQUIRES TEDIOUS CLEANUP WORK

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STARTManaging
Your EffortsScreening
ApplicationsReporting on
Your EffortsDisposition &
Dispense**Demographic
Distribution****WE'RE IN THE HOME STRETCH!**

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DEMOGRAPHIC DISTRIBUTION



Voluntary Self Identification

As part of the application process, individuals can “self-identify”.

Tracking and Reporting

Proactively tracking the race and gender of applicants can help contribute to a more diverse work environment.

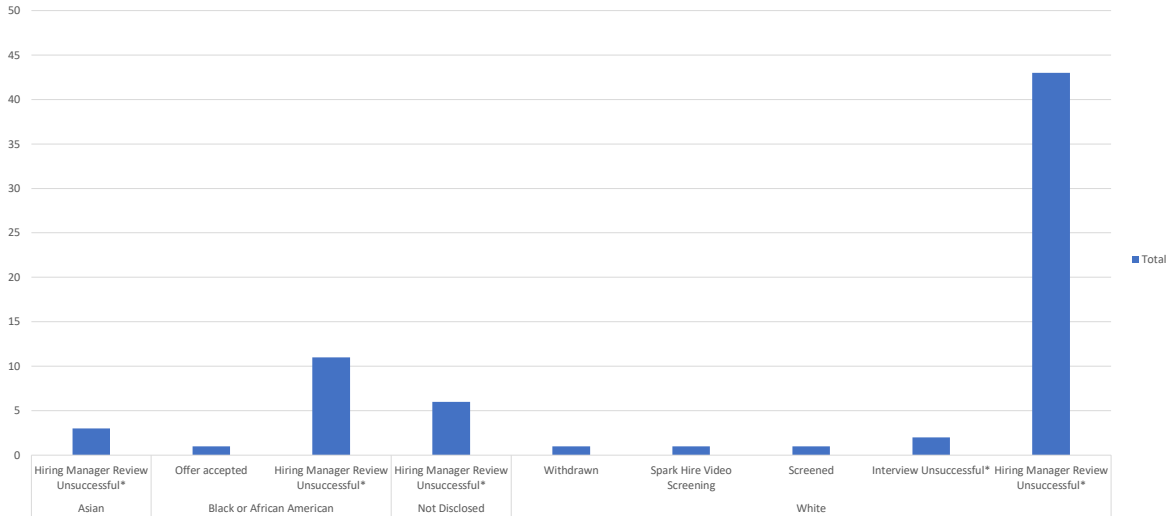
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**REMEMBER,
YOU CAN'T BASE HIRING DECISIONS
ON PROTECTIVE CLASSES.**

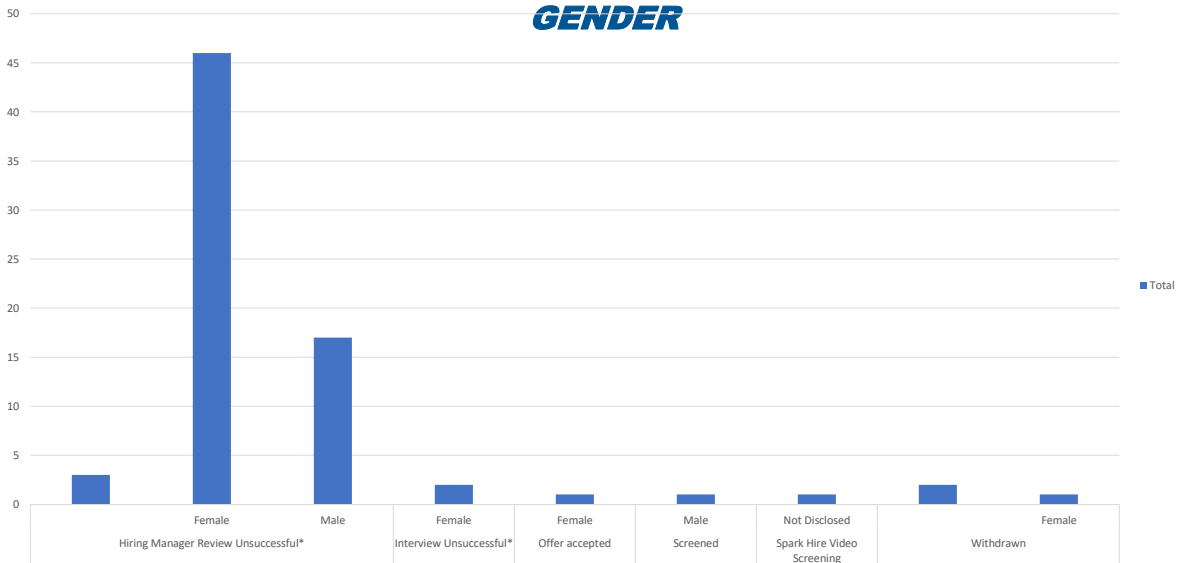
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DEMOGRAPHIC DISTRIBUTION *ETHNICITY*



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DEMOGRAPHIC DISTRIBUTION *GENDER*



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Putting it all Together

Be intentional about sourcing and recruiting and track your efforts.

Consider strategies that help to mitigate potential bias when screening applications.

Be sure to dispense your applicant pool by identifying step and status for each applicant.

Use your reports to make informed decision when developing future strategies.

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Poll: Rate this session

- Excellent
- Good
- Neutral
- Needs Improvement

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THANK YOU

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