

# Recruitment Data & Analytics

and a few random things.

HR Connections | October 19, 2017

*Talent Solutions*

*NC State University Human Resources*

# Who likes data?

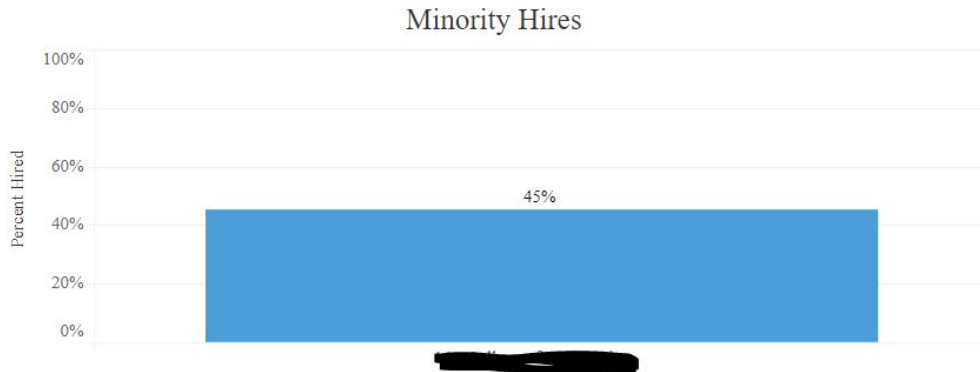
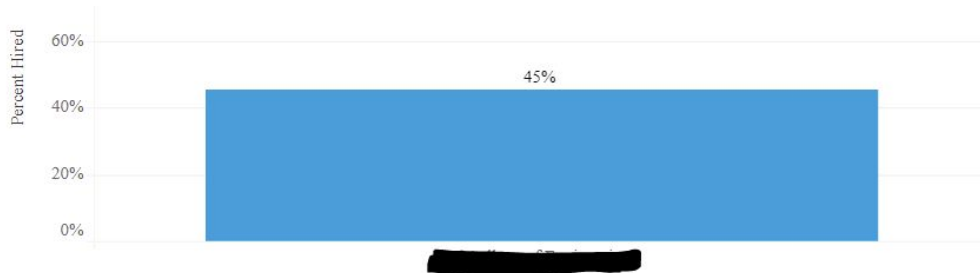


# Data & Analytics: an example

HIRED  
45%  
Applied 30%

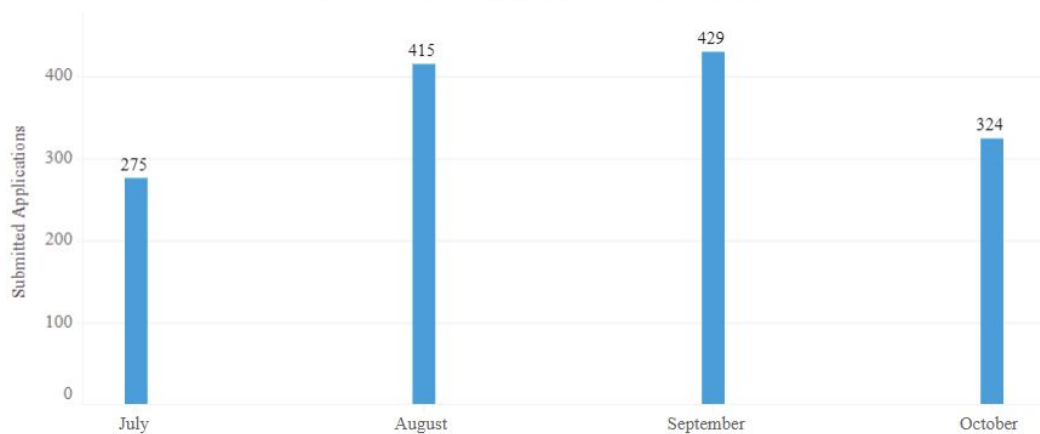
Minority

HIRED  
45%  
Applied 26%



# Data & Analytics: an example

# of Submitted Applications by Month



# of Submitted Applications by Position Type

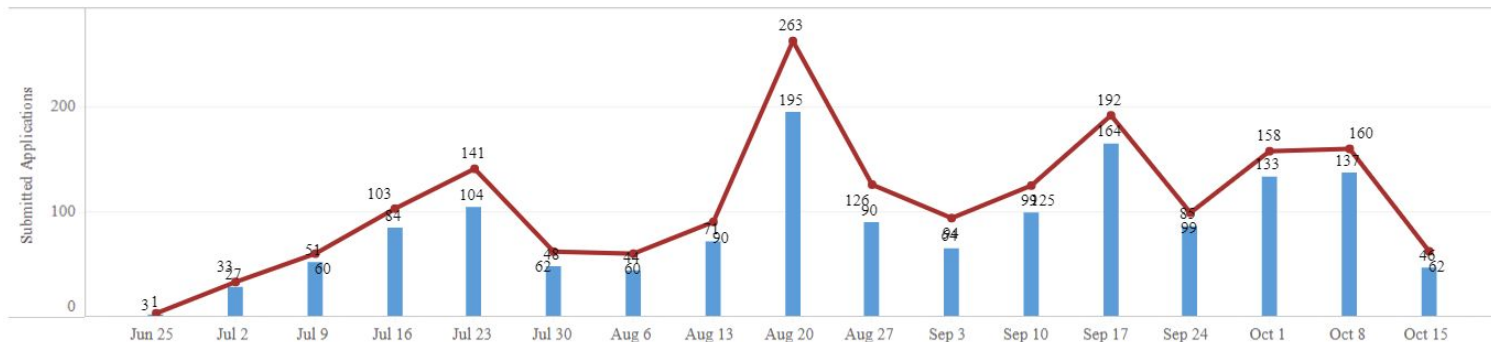


# Data & Analytics: an example



# Data & Analytics: an example

Submitted vs. Total Applications



Distribution of Applications by Gender and Diversity Groups

Race	Disabled Status	Veteran Status	Gender	Submitted Applicat..	Unsubmitted Applications
White	Disabled	Not a Veteran	Female	11	2
			Male	4	0
			Not Disclosed	1	0
		Veteran	Female	1	0
			Male	6	0
			Not Disclosed	215	28
	Not Disabled	Not a Veteran	Female	238	19
			Male	12	1
			Not Disclosed	2	1
		Veteran	Female	6	2
			Male	6	3
			Not Disclosed		

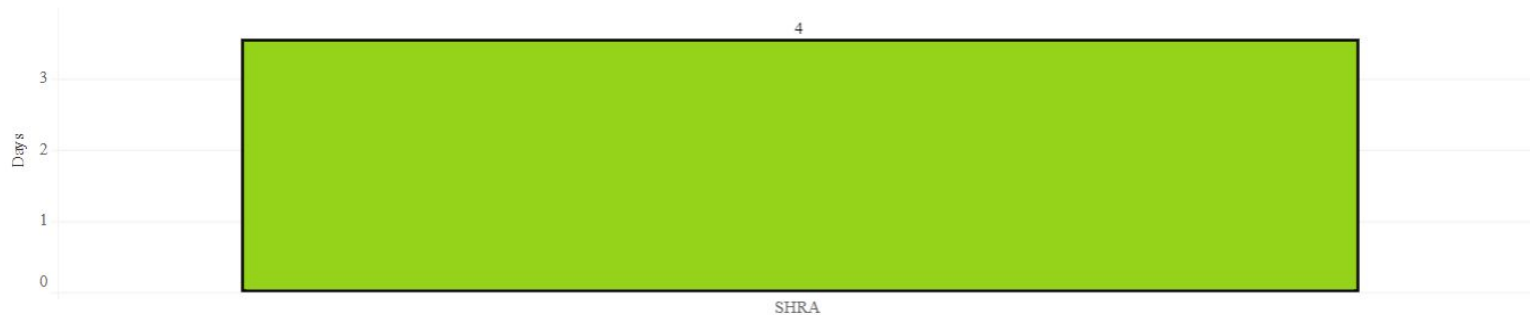
# Data & Analytics: an example



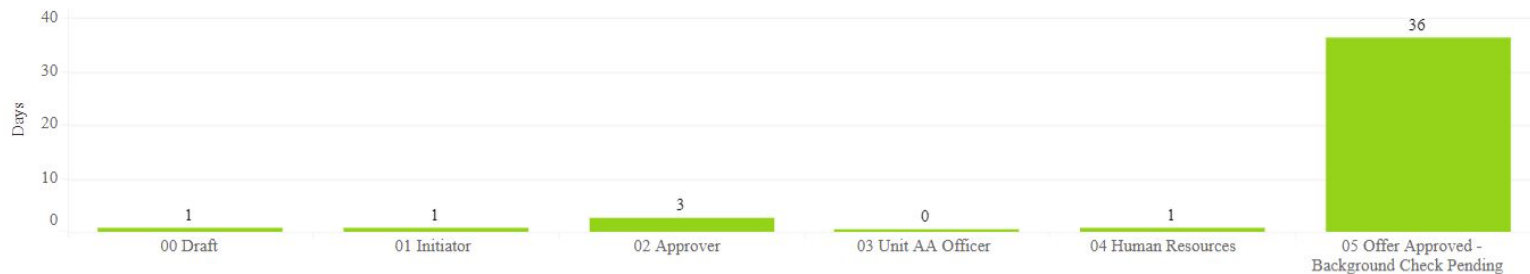
*There's more to this story →*

# Data & Analytics: an example

Average Days in Workflow State by Position Type



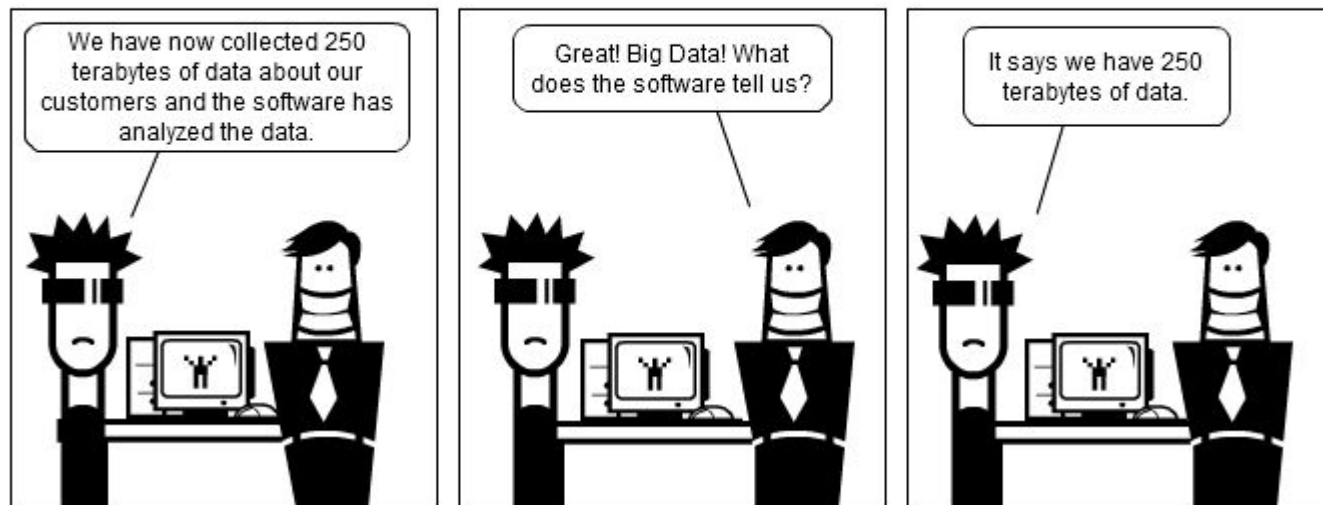
Average Days in Workflow State





## The Big Data Challenge

View more social media cartoons at  
[www.socmedsean.com](http://www.socmedsean.com)



<http://www.socmedsean.com/comic-the-critical-element-of-a-successful-big-data-strategy/>

# How we get better data...

- Remember, GIGO
- Invest time in updating the system in a timely fashion:
  - ◆ Postings
  - ◆ Applicant Statuses
  - ◆ Cancel outdated items
- Set aside time for regular self-audits/clean up
  - ◆ Check Hiring Proposals at “Offer Approved” status
    - Move to Offer Accepted or Offer Declined
  - ◆ Check Closed postings
    - Move them to Filled when filled
  - ◆ Check Actions (particularly those in Draft status)
    - Cancel or route them for approval



*Note: Talent Solutions is currently working on some of this cleanup. This may generate some automated emails.*



# In unrelated news....

- Background Check Program -- help us help our campus community
  - ◆ Wendy Goddard & LaTwana Oliver
  - ◆ Use [background-checks@ncsu.edu](mailto:background-checks@ncsu.edu)
- **What we're doing:**
  - ◆ Recruitment is underway!
  - ◆ Hiring two temporary employees
- **How you can help:**
  - ◆ Leverage and share information/resources:
    - BGC REG: <https://policies.ncsu.edu/regulation/reg-05-55-08/>
    - Job Posting and Background Check Requirements:  
<https://hr.ncsu.edu/wp-content/uploads/2015/10/PostingProcedurestable.pdf>
    - FAQs:  
<https://backgroundchecks.hr.ncsu.edu/wp-content/uploads/sites/9/2016/10/JAR-FAQs.pdf>
  - ◆ Use Self-Service to check/track background check status in JAR



# In unrelated news....

- Preparing for breaks/holidays (coming out in Oct. Newsletter):
  - ◆ Salary Adjustments:
    - December salary actions: @ HR by COB Monday, 11/27/2017
  - ◆ Recruitment and Hiring:
    - Postings: @ HR by COB Friday, 12/15/2017
      - Reminder: Days that the University is closed do NOT count towards the minimum posting period.
    - Hiring proposals: @ HR by COB Monday, 12/18/2017
      - Note that EHRA hiring proposals also require University AA approval following HR endorsement. Additional time should be allotted to ensure approval.
  - ◆ Background Checks:
    - JAR actions for Spring semester: @ HR by COB Monday, 12/11/2017
  - ◆ International Employment:
    - H-1B petitions require a 3-4 week lead-time. Please keep this in mind and engage International Employment as early as possible for your January/February start dates.

# Questions?

**How much bigger is the sun than the earth?**

The Sun accounts for 99.86% of the mass of the Solar System. You could fit 109 Earths side by side to match the diameter of the Sun, and it would take 1.3 million planets the size of the Earth to fill it up.



**I**   
**HR**