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%

Minority Hires
Data & Analytics: an example

# of Submitted Applications by Month

- July: 275
- August: 415
- September: 429
- October: 324

# of Submitted Applications by Position Type

- EHRA: 631
- SHRA: 812
Data & Analytics: an example
Data & Analytics: an example

Submitted vs. Total Applications

Distribution of Applications by Gender and Diversity Groups

<table>
<thead>
<tr>
<th>Race</th>
<th>Disabled Status</th>
<th>Veteran Status</th>
<th>Gender</th>
<th>Submitted Applications</th>
<th>Unsubmitted Applications</th>
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<tbody>
<tr>
<td></td>
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<tr>
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<td>0</td>
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<td>0</td>
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<td></td>
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<td>Female</td>
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</tbody>
</table>
Data & Analytics: an example

Average Time to Approve Hiring Proposals

There’s more to this story →
Data & Analytics: an example
The Big Data Challenge

We have now collected 250 terabytes of data about our customers and the software has analyzed the data.

Great! Big Data! What does the software tell us?

It says we have 250 terabytes of data.

View more social media cartoons at www.socmedsean.com

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  ◆ Cancel outdated items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

→ 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
  ◆ 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.
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