



# OTAC Updates

 THE UNIVERSITY OF IOWA

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Administrative/Professional

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# Recruitment Stats (Sept 2018 - Dec 2019)

Requisitions Advertised = **3,731**

Unique Candidates = **24,605**

Submissions Completed = **70,222**

- **≈ 19 per search**

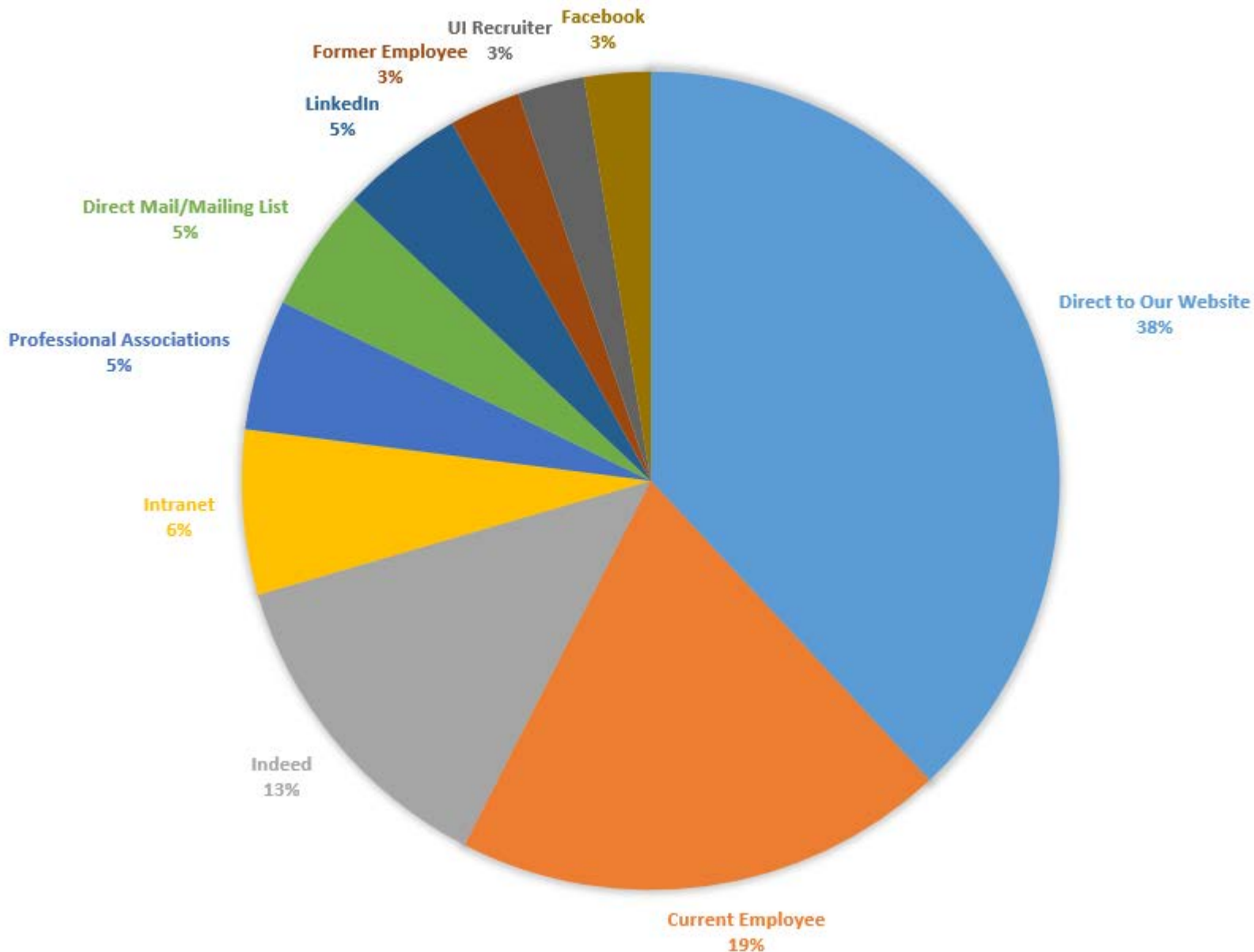
Number of Hires = **3,801**

- **≈ 1/3 are internal**

Average time to offer acceptance **≈ 53 days**



# Top 10 Sources Identified by Candidates



# 2019 Focus Areas

## System Stabilization

- System learning
- End user support
- Application improvements
- Integration synchronization

## Quarterly Upgrades

## Job Posting Feature Enhancements



# Job Posting Feature Enhancements

Consistent Requisition Format

New Search Filters

Improved Search Functionality

## Additional Information

- Classification Title: Imaging Technologist
- Appointment Type: SEIU
- Schedule: Full-time

## Compensation

- Pay Level: 4
- Starting Salary Minimum: 44037.00
- Starting Salary Maximum: To commensurate

## Contact Information

- Organization: Healthcare
- Contact Name: Patricia Zander Hubing
- Contact Email: patricia-hubing@uiowa.edu

**Location**

- + Add a location
- All
- Iowa City, Iowa, United States (345)
- Davenport, Iowa, United States (2)
- Cedar Rapids, Iowa, United States (1)
- Des Moines, Iowa, United States (1)

**Category**

- + Add a category
- All
- Patient Care Providers (219)
- Administrative/Professional (43)
- Research (29)

**Schedule**

- + Add a schedule
- All
- Full-time (289)
- Part-time (56)

**Appointment Type**

- + Add an Appointment Type
- All
- Professional and Scientific (128)
- SEIU (120)
- Merit (89)



# Focus for 2020

## Candidate Experience

- Jobs.uiowa.edu refresh
- Application process improvement
- Pre-hire process improvement

## Solution for Adobe Flash

## Data Analytics

## Quarterly Upgrades



# Recruiter Partnerships in the Hiring Process

## Hiring Manager Partnership

- Builds trust and value as a resource and advisor
- Drives the process by serving as a project manager for each search
- Helps define roles and responsibilities for all involved in the search

## Candidate Partnership

- Serves as a single point contact for a consistent, positive experience
- Maintains regular communication throughout
- Creates a consistent brand message

## Campus Partnership

- Embraces the role and aligns to the goals of the university
- Ensures real-time, quality data for the search
- Informs hiring decisions through data, communication, screening, etc.



# Contact Us

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