
Talent Acquisition Update: Recruitment & Hiring Strategies

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Data Dashboards

Talent Acquisition Dashboard

The Challenge

- **Limited visibility from Taleo analytics:** Data was housed offsite, and not easily accessible for campus-wide reporting.
- **Built-in analytics fell short:** Reports required manual distribution and weren't user-friendly or scalable.
- **No connection to HRIS:** We couldn't see the full hiring lifecycle – no link from application to employment.

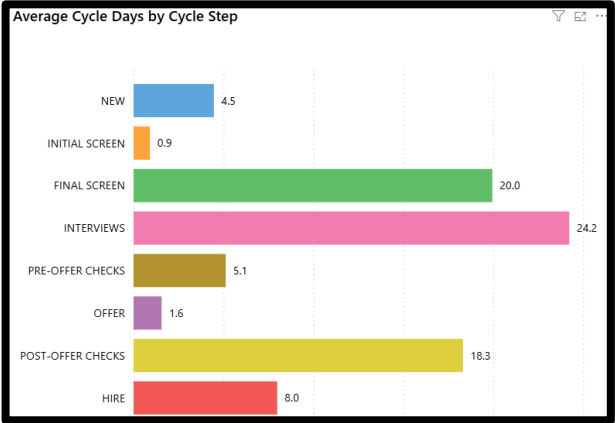
Our Solution

- **Learned the Taleo data model and built daily extracts:** We now pull critical data into the University's data warehouse – clean, current, and reliable.
- **Lean, multi-year internal build:** Built almost entirely in-house.
- **Over 5 million rows now power a campus-wide dashboard:** Accessed through the University's analytics platform – no special tools required.
- **First-ever integration of HRIS and Talent data:** We can now track activity across the recruiting funnel *and* link to post-hire outcomes.

Talent Acquisition Dashboard

Talent Pulse

Open Positions 5	Open Requisitions 5	% Candidates Interviewed <i>Open Reqs Only</i> 21%
Open Reqs: Avg Days Posted <i>1st Posted Date to Current</i> 26	Reqs Open & Posted > 90 Days <i>Posted Within Last 1 Year</i> (Blank)	Average Completed Apps <i>Open Reqs Only</i> 21

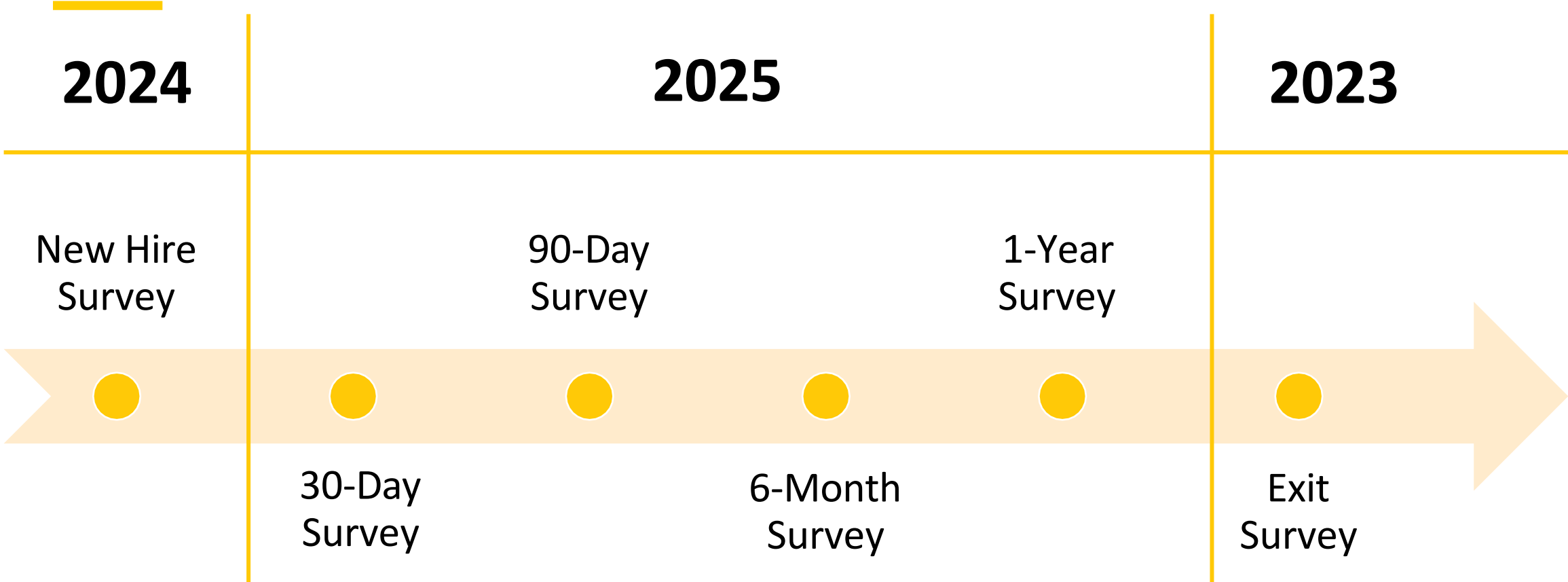


Talent Activity

Positions	Requisitions	Avg Days to Hire	Avg Days to Fill	Offer Accept Rate	App Complete Rate	Avg Applicant Pool Size
22	22	46	56	100.0%	89.2%	44



Additional Data



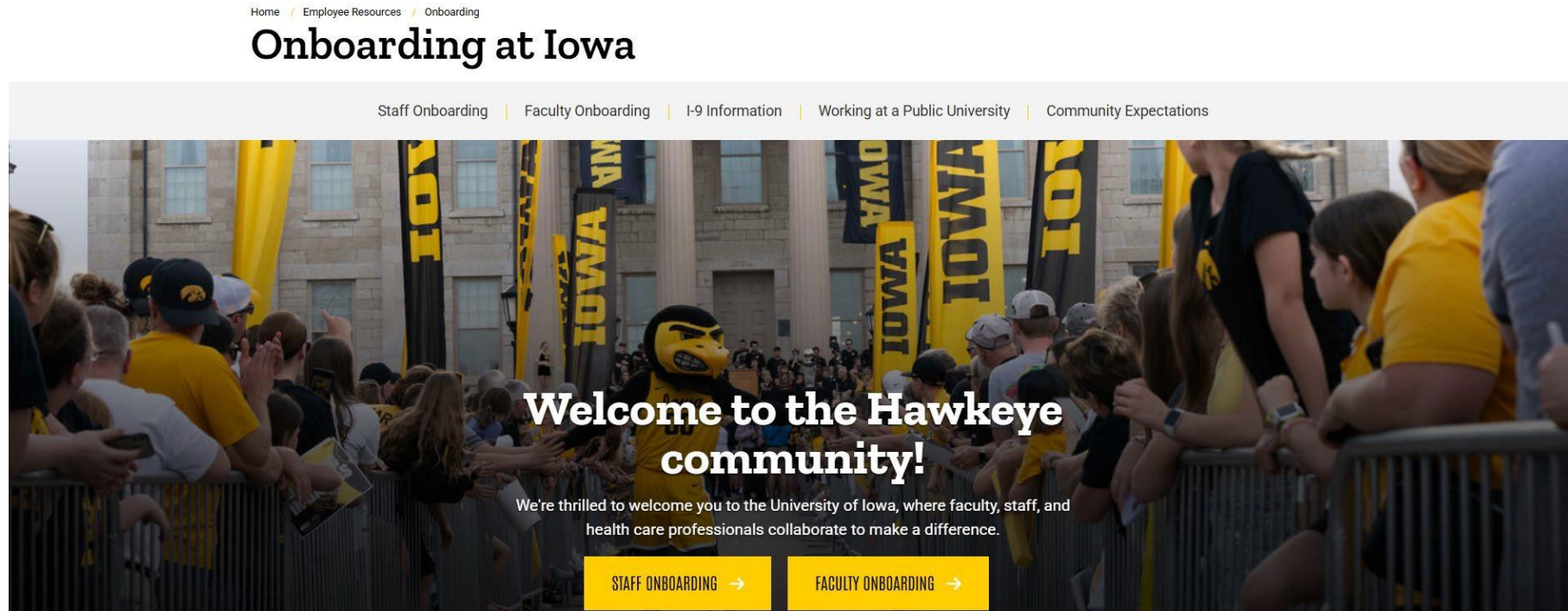
Onboarding Dashboard - Beta

- New Hire Surveys collect data on:
 - – How a staff member learned about the position
 - – Top reasons for choosing the UI as an employer
 - – Satisfaction with the process from recruitment through first year
 - – Familiarity with key information, resources, and policies
 - – Level of connection/engagement to the UI as an employer
- Between a 35 – 38% response rate across all surveys to date

Strategic Plan: Optimize Onboarding

Onboarding Resources

Revamped onboarding website: <https://hr.uiowa.edu/onboarding>



Onboarding Resources

Required items

You can complete these mandatory items after receiving your [HawkID](#) (typically assigned within your first few days of employment).

I-9 verification

New employees are required to complete the federal Form I-9 within three business days of their first day of work.

[LIST OF ACCEPTABLE DOCUMENTS](#) →

Two-Step Login

Two-Step Login provides an extra layer of security on websites and services like MyUI, ICON, Office 365, and Employee Self-Service.

[MULTIFACTOR AUTHENTICATION](#) →

Photo ID card

New employees should obtain their Iowa One Card for campus or UI Health Care badge for health care.

[ID CARD PROGRAMS](#) →

Complete Benefits Enrollment

Time sensitive - enroll in your benefits within 30 calendar days of hire. You have 60 calendar days to select your retirement enrollment.

[BENEFITS ENROLLMENT FOR NEW UI EMPLOYEES](#) →

Payroll Services

Complete your Form W-4 (tax withholding), set up direct deposit, verify your mailing address, and opt to receive year-end tax forms electronically through Employee Self-Service.

[TIME AND PAY](#) →

Complete Mandatory Trainings

Harassment Prevention Education, FERPA, Free Speech, and Conflict of Interest are mandatory trainings.

[MANDATORY TRAININGS](#) →

New to campus

▼ [Campus news and events](#)

▼ [Campus maps](#)

▼ [Campus parking](#)

▼ [Working at a public university](#)

Policies, procedures, and additional resources

▼ [Policies and procedures](#)

▼ [Campus contacts](#)

▼ [Administrative procedures](#)

▼ [Information and technology](#)

Essential employee tools and resources

Emergency contacts

Update or add



IT services

Tips, resources, and tools



Time records

University staff



Hawk Alert

Emergency notifications



Time-off benefits

Vacation and sick leave



When is payday?

Biweekly or monthly



Available resources

Benefits and well-being resources



Accommodations

Disability Services



Onboarding Resources



IOWA

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1 - ONBOARDING THE IOWA WAY

2 - BEFORE STARTING

3 - DAY ONE

4 - FIRST WEEK

5 - FIRST 30 DAYS

6 - FIRST 90 DAYS

7 - FIRST 6 MONTHS

8 - FIRST YEAR



DOWNLOAD AN EDITABLE ONBOARDING CHECKLIST

IOWA

University Human Resources

UHR Onboarding Guide

New Hire Name:

Position:

Department:

Start Date:

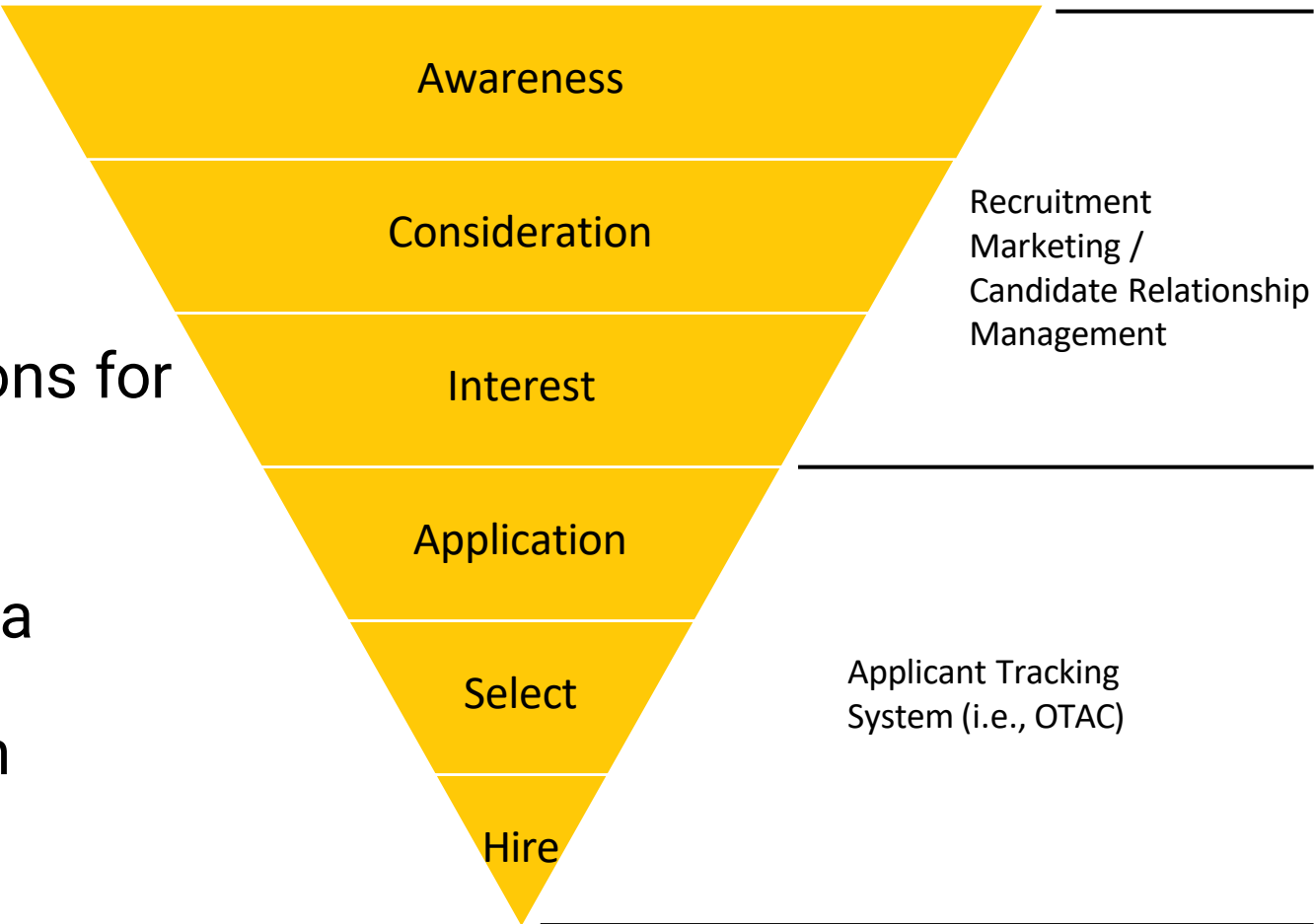
Status: Blank - Not Started, P - In-Progress, C - Complete, NA - Not Applicable

Status	Description	System	Recruiter	HR Rep	Supervisor	Admin
1. PRE-OFFER						
	Initiate SkillsSurvey reference check process		X			
	Generate pre-hire authorization		X			
	Initiate education verification (all relevant degrees) through NSD DegreeVerify		X			
	Share reference report and education verification w/ Supervisor/HR Rep		X			
	Verify any required licensures/certifications		X	X		
	Extend verbal offer to candidate				X	
	Create written eOffer in OTAC and send for approvals		X			
	Extend eOffer to candidate upon approvals		X			
	-Candidate accepts eOffer	X				
	-Candidate receives Benefits acknowledgment	X				
	-Candidate receives Harassment Prevention Training acknowledgment	X				
2. POST-OFFER						
	Initiate new-hire onboarding process		X			
	Initiate HireRight criminal background check process		X			
	-Results emailed to recruiter and recorded in OTAC	X				
	Share passing OBC results w/ Supervisor/HR Rep (after Sr review if needed)		X			
	Move candidate to Post-Offer-Passed Checks (onboarding 60% complete)		X			
	-Overnight data transfer from OTAC to HRIS and HawkID generation	X				
	Inform HR Rep to complete appointment/transfer (share eOffer final draft)		X			
	Complete appointment/transfer in HRIS			X		
	Confirm presence in system			X		
	Upload of signed eOffer to ePersonnel file once established	X				
3. PRIOR TO ARRIVAL						
	Contact UHR Onboarding Team* to initiate new hire processes (Andrea French, Willa Oddiefson, Justin Fraase, Libby Ireland)				X	
	-Send wording for introduction email to Comms Team (Justin Fraase and Libby Ireland)				X	
	-Indicate which groups/positions employee must be added (Send to Andrea French prior to start date)				X	
	-Send employee's main responsibilities, suite # and cubicle # (Send to Andrea French prior to start date)				X	
	Arrange access to UHR- All Staff Resources folder in SharePoint				X	

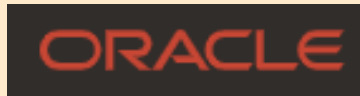
Strategic Plan: Talent Acquisition Model

Talent Acquisition Model

- Comprehensive review of Talent Acquisition technology stack
- Reviewed and considered all options for enhancements
- Current RFP to review options for a recruitment marketing/candidate relationship management solution



Recruitment Marketing Platform (RMP)



Provides core job posting, application, and selection functionality.



Focuses on building relationships and engagement, turning interest into action.



**RMP complements the
ATS**

By integrating both, you create a comprehensive recruitment solution that not only tracks applications but attracts, engages, and converts talent over time.

What Radancy Can Do for Us



Modernizes career site

Provides a user-friendly, mobile-optimized, and personalized interface powered by machine learning.



Enhances relationships

Connects through automated messages, re-engagement of past applicants, and sharing of information based on their interests.



Streamlines workflows

Reduces manual work through intelligent automation and centralized candidate data.



Supports recruiters

Equips recruiters with tools to attract higher-quality candidates faster and more efficiently.



Realizes actionable insight

Robust analytics help drive data-informed recruitment strategies and optimize media spend.

IOWA

HR Update: Recruitment & Hiring Strategies

Thank you

→ hr.uiowa.edu

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