OTAC Updates
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
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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