

# Project Closeout



## Project Details

**Project Name:** OneIT – HR Sub Project 2 – Streamline Hiring  
**Project Team Leads:** Dave Ambrisco  
**Project Manager:** Kris Halter

## Project Overview (What were the goals)

This subproject was to develop an ongoing long-term method to create visibility, consistency and expertise to IT hiring needs across campus (mobility and placement).

## Project Accomplishments (What was accomplished)

A centralized IT recruitment specialist pilot was developed and launched to streamline the IT hiring process for departments and leverage expertise in the IT recruiting process. The specialist is available to assist IT units with hiring; this expertise allows for greater consistency in identifying IT job requirements and recruitment resources, and helps to improve the quality of hires and reduce hiring times.

7 out of 12 searches have utilized the specialist offering for consultation/assistance in hiring of staff over the last 11 months.

2016								
Date	REQ	DEPT	Hiring Manager / HR	CLASS	Description	Notes	Results	Any participation
May	69020	VPFO-CBS	Valerij Petrulevich	PIA3	Sr App Dev	Went out to meet with Dagong & Megan Walker	unsuccessful / closed	offered to post to indeed and forward any viable candidates
June	69206	Hygienics Lab		PIA3	Sr App Dev	Spoke with Pat Koser	successful hire	shared 1 potential viable candidates not selected
July	69350	VPFO-CBS	Valerij Petrulevich	PIA3	Sr App Dev	Dagong/ Megan reposted from Req 69020	successful hire PIA2	offered to post to indeed and forward any viable candidates
Sept	69795	Engineering	Matt Mclaughlin	PID1	Data Analyst	Did not hear from anyone in Eng prior to search	successful hire PID1	no involvement
Sept	69799	VPFO-CBS	Dagong/ Megan Walker	PIA2	App Dev		successful hire PIA2	no involvement
Nov	70190	CLAS	Fac/ Catherine Till	PIA2	App Dev		successful hire PIA2	no involvement - Spoke to Lance/ political w/faculty
Nov	70223	Engineering	Matt/ Sarah Lobb	PIF2	Sys Admin	Spoke with Sarah Lobb, shared job descriptions	successful hire PIF2	shared job descriptions
Dec	70228	CLAS	Sherry Roe	PIA3	Sr App Dev	Spoke w/Lance - position reports to fac	unsuccessful / closed	No hire, search closed due to budget
Shared Candidates: Only 1 applicant was contacted about another opportunity from Security PIE2 67147 to req 68155 PIF2 Sys Admin/Research								
2017								
Feb	70578	VPFO-CBS	Dagong/ Megan Walker	PIA3	Sr App Dev	2 wk advertising - no interviews	unsuccessful / closed	search closed - no interviews took place-new req opened

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Feb	70605	VPFO-CBS	Dagong/ Megan Walker	PIA3	Sr App Dev	Megan asked for help to post to Indeed	open	Megan asked for ad resources
Apr	70445	Dentistry	Chuck McBrearty	PIA2	App Dev	Chuck asked Kerri Mead to participate on SC	open	
Mar	70764	Athletics	Gene Taylor	PIM1	IT Manager	Mary C. asked us to review JD and ad sources	open	Tim E is on the Search Committee

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## What Could Have Been Improved (What would you have done different)

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Communication from leadership between IT and HR could have been more cohesive. Optional vs required service.

Not enough data to date to evaluate the effectiveness of the new process. 12 recruitments outside of central IT since start of pilot. Varied usage, full potential of specialist role not utilized.

The project team also considered other streamlining options. One of these included a formal position review process for new/backfill OneIT positions. There was not clear consensus for the oversight of this process. It was not pursued at this time and the focus shifted to the development of the IT Recruitment Specialist Pilot.

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## Recommendations for Further Action (What tasks are still left to do)

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Pilot phases until May of 2017  
 Continue marketing of service  
 Engage Chief HR Officer to promote usage

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## Recommendations for Process Improvement (What can be done better on future projects)

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Clearer message between OneIT team leadership and the HR team.

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