

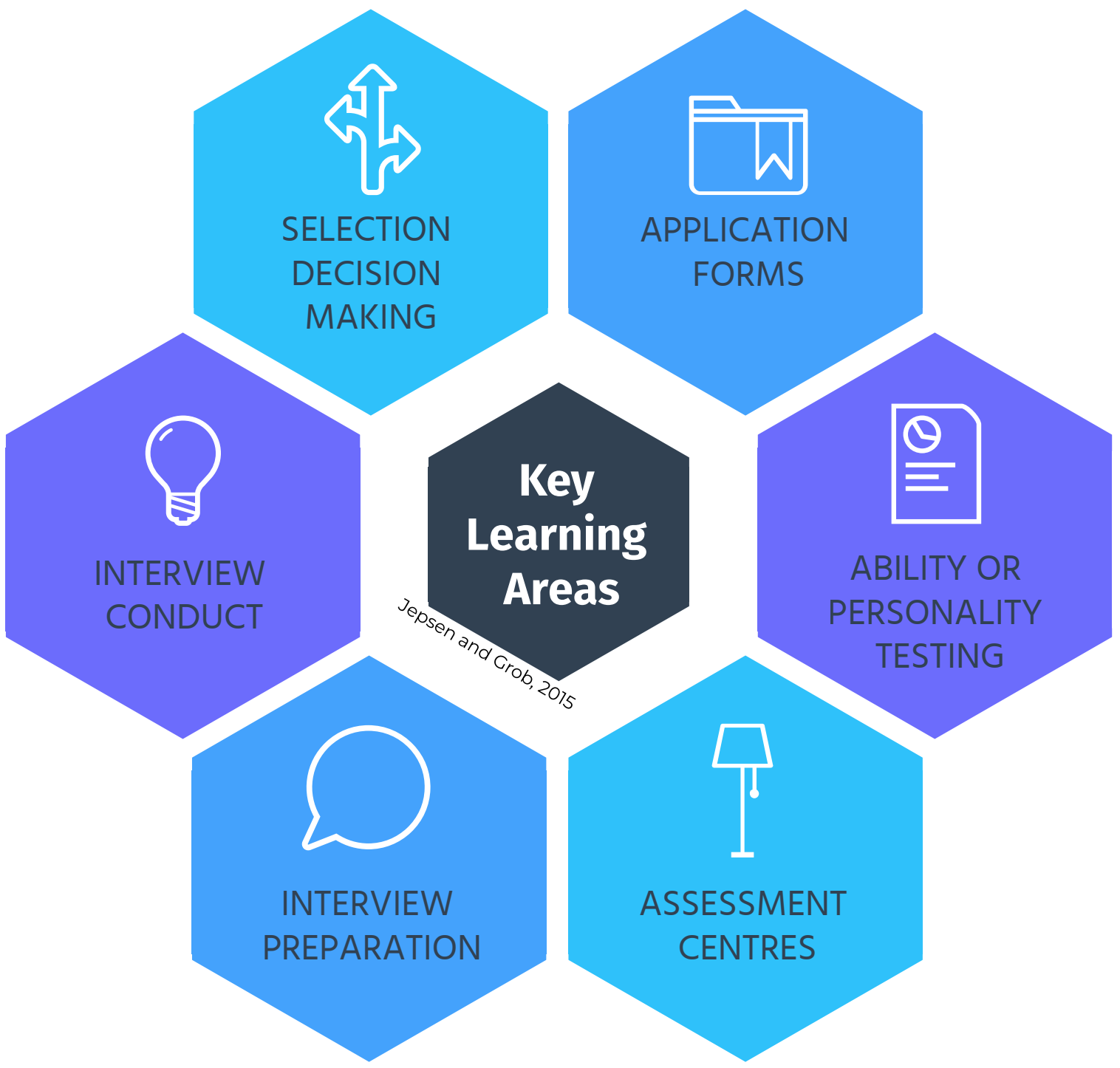
Sustainable Hiring

"By providing a framework of practices that HR practitioners can apply in everyday recruitment and selection processes, we have shown that the implementation and practice of sustainability is often easily accessible. Educators have a unique opportunity to disseminate this recruitment and selection sustainability learning framework." Jepsen and Grob, 2015

Thank you for your commitment to sustainable hiring!

This handout was created as a way to highlight some of the ways that Jepsen and Grob's research can help us re-evaluate our hiring processes in higher education to be more sustainable in many ways.

Use this information as a guide; as a way to start conversations on your campus about your current processes and efficiencies that could be found. Focus your efforts on one key aspect to start, learn from the process, and then branch out to the other aspects. The considerations are a starting point and are to be used as examples of ways you can see sustainability in action. This is not an exhaustive list and will be updated from time to time.



Practices to Consider

Adapted from Jepsen and Grob, 2015



Thanks again for your commitment to creating sustainable hiring practices. As you reflect, consider:

1. What key learning area would you like to address first at your institution?
2. What are the first steps you'll take to revamp this aspect of staff selection?
3. Who needs to be brought in to make these changes?

If you need assistance with reevaluating your current polls, check out the [SCAMPER](#) model. It encourages looking at your processes through different lenses.