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. "

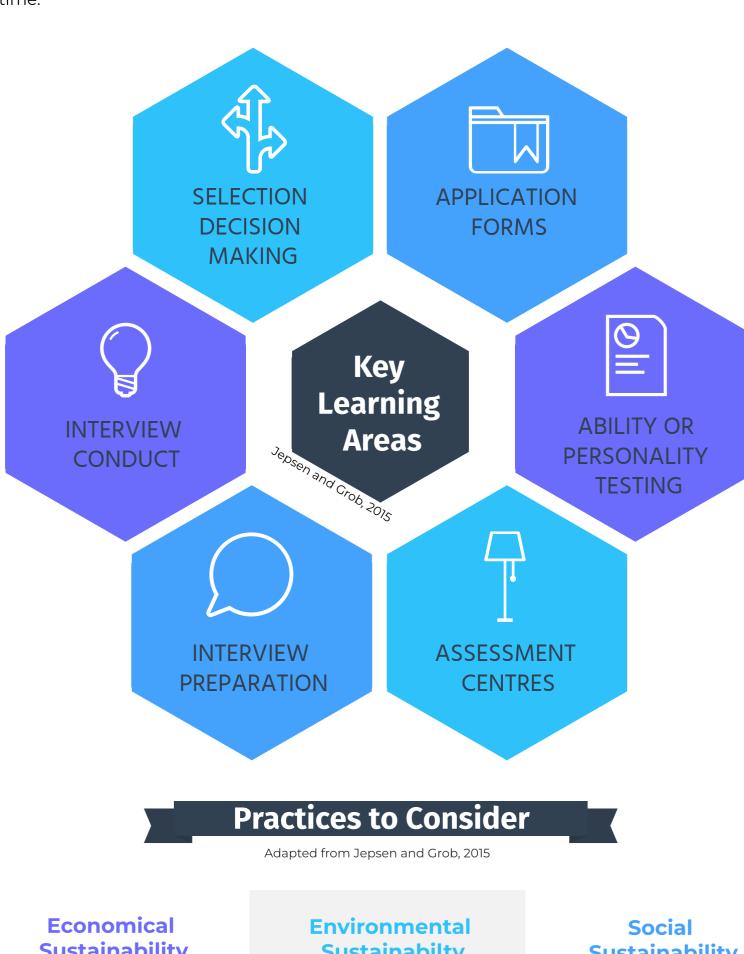
Jepsen and Grob, 2015

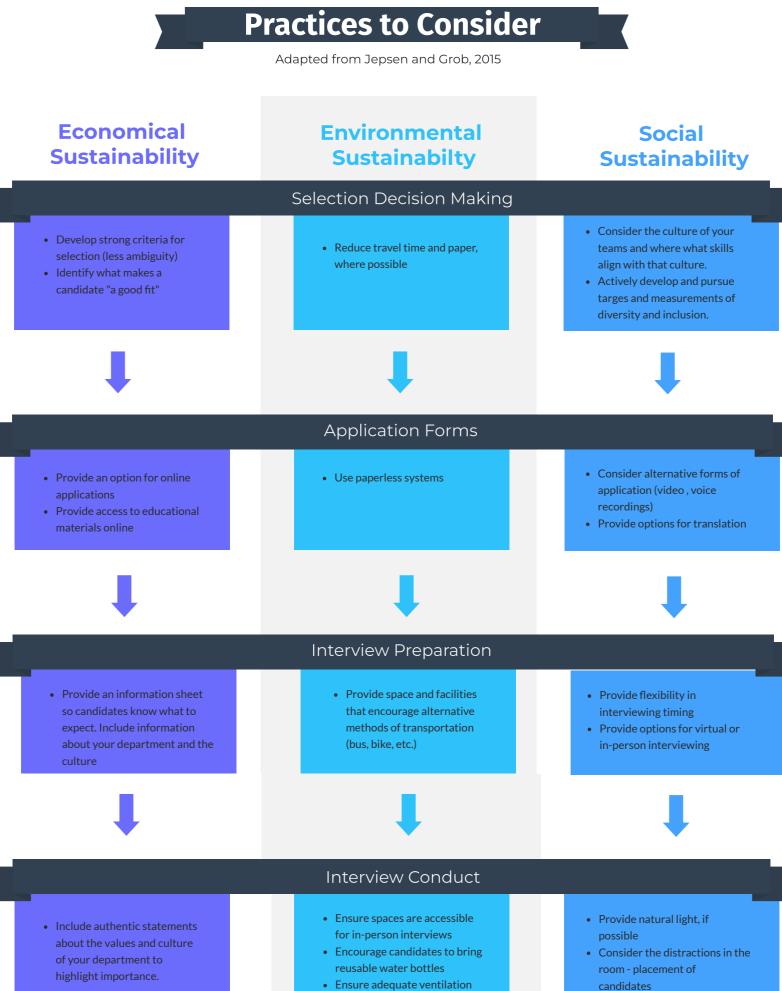


Thank you for your committment to sustainable hiring!

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

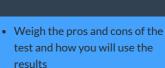
Use this information as a guide; as a way to start conservations on your campus about your current processes and efficiencies that could be found. Focus your efforts on one key aspect to start, learn from the process, and then branch out to the other aspects. The considerations are a starting point and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





Ensure adequate ventilation

- Ability or Personality Testing



Use tests that avoid discrimination based on gender, race, or age

candidate, in some cases

• Debrief the results with the

• Consider an online test

3. Who needs to be bought in to make these changes?



• Conduct regular audits to • Compile assessment data simplify and streamline online so evaluators can access from their computer

- feedback on your process

• Allow candidates to give

Use well-recognized tools

• Use as a guide, but not the

ultimate decision maker

- Use online systems to easily access data without printing
- culture, race, and gender

Ensure rubrics are sensitve to

- Thanks again for your committment 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?
- If you need assistance with reevaluating your current polls, check out the <u>SCAMPER</u> model. It encourages looking at your processes through different lenses.