RSI North Star: To make hiring faster and simpler, resulting in more successful recruitment of highly talented and diverse employees

At-A-Glance – April 2023

RECENT ACCOMPLISHMENTS

• Met with HR Community, HR Advisory – Extended Leadership, and HR Advisory Directs to provide RSI update/awareness
• Met with Operations Leadership – deep dive discussion of progress, challenges, next steps
• Socializing TA Function Strategy with the broader community
• Confirmed “Think Tank members” (a group of hiring managers across the university who will participate in providing feedback on design/development approach, test new tools, processes, etc.)
• Completed initial Organizational Assessment with Change Champions

DID YOU KNOW

❑ Over the past year, the Employee Referral Program (ERP) has encouraged existing staff to refer talented professionals to Yale. To date, 314 new employees have been added through referrals, of which 65 are New Haven residents! The retention rate for referred employees is 2% higher than non-referred employees!
❑ Do you ever want to search for a specific requisition by title or number quickly and are unsure how to search? The new STARS for Hiring Managers Guide can help you with this search. The easy navigation guide highlights the features used most frequently by Hiring Managers. It is designed to help hiring managers navigate STARS, the University’s applicant tracking system.

WHAT’S COMING

❑ May - July 2023
  ▪ Socialize DEIB Recruiting Practices Strategy
  ▪ Release Best Practices Interview Guide and Evaluation Tool
  ▪ Engaging the Hiring Managers Think Tank to test and learn about the new Interview Guide and Evaluation Toolkit
  ▪ Continue RSI Tour across the university
  ▪ Finalize Change Management Strategy and Plan

WHAT WE NEED FROM YOU

❑ RSI on Tour! If you would like the RSI Program Team to present at your team or leadership meeting, please send a request. We will provide an overview and project status to keep you informed.
❑ Please continue to share feedback on strategies, approaches, and provide what works well and does not for your team
❑ Reach out with questions and recommendations
❑ Raise the RSI awareness to your teams; use the RSI website and the At-a-Glance