RECENT ACCOMPLISHMENTS

✓ RSI Phase 1 launched on March 4 for the Accounting and Financial, HR Operational and Communications, IT/Technical, Research, Facilities, Utilities, Hospitality, and Campus Services planning units. A ‘Ready Response room’ was provided for questions, feedback, and issues.
✓ Operations leadership and working session participants received an RSI project update and hiring dashboard review on March 8.
✓ In support of the new service delivery model for recruiting, the Talent Acquisition (TA) Functional Org structure has shifted, and a new Strategic Sourcing Director has been appointed.
✓ Hiring Dashboards are now available in Workday for Hiring Managers. Managers have full visibility of their direct openings and their team, funnel stats, promoter scores, and the total funnel from screen to hire.
✓ In March, 172 open staff positions were filled, 69% were external hires and 86 open Temp/Casual positions were filled.
✓ Eight sessions of ‘Observed Experiential Learning for Phase 1 Hiring Managers’ were conducted in March.
✓ RSI Presentations were provided to the Administration, Central Operations Managers, and YSM 2M.

WHAT'S COMING

Program
- Post Phase 1 go - live planning (process and technology enhancements, governance and milestones, etc.)

Technology
- The “Attract and Onboard” section of the Manager Toolkit now has a better user experience.
- RSI Technology selection to replace STARS
- Talent Acquisition Scorecards
- Talent Acquisition SharePoint site enhancements.

Change Management
- RSI Presentations at Public Safety, VP Council, Development, Research, Facilities, and others.
- Update on RSI Development: Phase 1 Results and Phase 2 Overview for Stakeholders
- RSI Phased Support Model
- RSI Advocate Engagement

DID YOU KNOW

- A video titled ‘The Future of Hiring at Yale’ is available, showcasing how RSI and TA contributes to Yale’s efforts in attracting and retaining top talent.
- The most accessed resources are the DEI and Belonging Toolkit, and the Hiring Manager Interview Guide.
- To date, the Employee Referral Program has produced 585 talented and diverse employees, 20% are New Haven residents! The voluntary turnover rate for referred candidates is 5.5% vs 9.7% overall for the same period (program inception to date).

WHAT WE NEED FROM YOU

- Share RSI resources with your team:
  - RSI website
  - “RSI in a Box”
  - This At-A-Glance
  - Hiring Manager Learning Program
- Encourage Phase 1 Hiring Managers to complete the full Hiring Manager Learning Program in Workday Learning.
  - Take the RSI survey now.
- Email us your needs, areas of interests, and how we can empower your Team with TA, recruiting and/or hiring best practices at rsi_questions@yale.edu.
- Interested in hearing more? Invite the RSI team to your upcoming department meetings by emailing them here.