

**UW-Stout
University Budget Priority E
2002-2003**

University Budget Priority	Recruitment
<p>Improve the process that allows UW-Stout to attract and hire a high quality workforce.</p> <p>Linkage to Strategic Plans <i>University of Wisconsin-Stout Strategic Plan</i> Goal 3: Promote excellence in teaching, research, scholarship and service. Goal 4: Recruit and retain a diverse university population.</p>	

Statement of the Issue:
<p>Improve the process that allows us to attract and hire a high quality workforce. This encompasses:</p> <ul style="list-style-type: none"> • Recruiting within a competitive environment; • Attracting applicants with terminal degrees for faculty and appropriate degrees for academic staff to support our mission; • Replacing retiring faculty, academic staff and classified staff; • Obtaining diverse applicant pools that reflect our need for gender and race/ethnicity balance.

Proposed Process or Strategies:	Responsible:
Identify best practices recruiting strategies from other institutions.	Affirmative Action, EEO Review Team
Shortening of the recruitment timeframe.	Affirmative Action, EEO Review Team
Endorse and follow innovative recruitment strategies.	Deans, Department Chairs, Directors
Offer competitive salaries.	Deans, Directors
Continue to press for pay plans that support competitive salaries.	Chancellor, Senates
Identify, promote and develop non-salary benefits such as training opportunities, quality of life, environment, fringe benefit package, etc.	Affirmative Action, EEO Review Team
Offer personal and professional development opportunities, as appropriate.	Deans, Directors

Networking with higher education institutions with terminal degree programs and making them aware of our reputation.

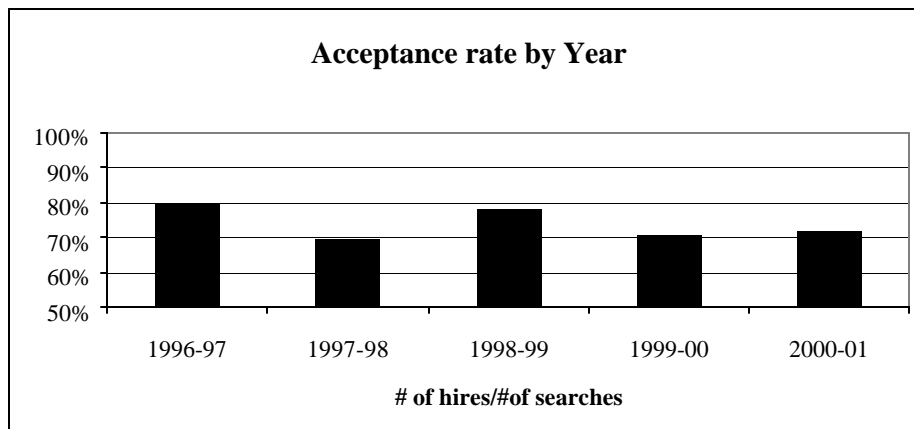
Deans

Implication for Resources:

Historical Data:

Key measures of performance:

- Increased percentage of hires with terminal degrees.
- Increased percentage of acceptances by 1st and 2nd candidate choices.



- Increased size of diverse applicant pools.

Average Pool Size by Year

