



# Demystifying Hiring Practices at Emory – Panel Discussion

October 6, 2005

# Emory University as an Employer

- Emory is the third largest private employer in the Atlanta area.
- And the largest private employer in DeKalb County.
- Last fiscal year we attracted over 150,000 applications for employment

# Three Ways to Get Hired at Emory

- Search – conducted by individual departments and monitored by EOP. Generally used for Faculty and VP level positions.
- Administrative Decision – approved and monitored by EOP. Generally used for special/emergency need, promotions, and temp to regular.
- Open Recruitment – conducted by Human Resources Recruiters and Hiring Managers.

# Percentage by Method of Hire for FY 2004/2005 for New Hires

- Search: 25%
- Admin Decision: 2.6%
- Open Recruitment: 72.4%
- These percentages have remained relatively constant over the past three years.

# Positions Filled FY 2004/2005 by Applicant Status

- 1798 positions filled
- 1062 (59%) external hires
- 514 (29%) internal hires
- 222 (12%) temp to regular
- These percentages have remained relatively constant over the past three years.

# New Hires by Ethnicity/Gender for FY 2004/2005

- 1284 new hires
- 660 White Non-Hispanic (51.4%)
- 403 Black (31.4%)
- 46 Hispanic (3.6%)
- 172 Asian (13.4%)
- 3 Native American (.2%)
- 791 Female (61.6%) 493 Male (38.4%)

# Average Days to Fill Requisitions in Open Recruitment

- FY 03: 67
- FY 04: 70
- FY 05: 63
- Slight improvement since eRecruit implementation
- About average by corporate standards