

Campus Recruiting Audit

	Score	Priority
1. Executive Level Support		
2. Strategic Recruitment Plan <ul style="list-style-type: none"> - Mission, goals, objectives - Business case - Internal communications plan 		
3. Annual Recruitment Goals <ul style="list-style-type: none"> - Consistent, appropriate to plan - Coordinated across organization (centralized) 		
4. Well-constructed Positions <ul style="list-style-type: none"> - Attractive to target candidates - Development focus 		
5. On-Boarding Strategy <ul style="list-style-type: none"> - Begins immediately after job acceptance - Maintains communications through to start date - Engages new hires - Systematic, timely - Engages recent hires; connects new hires across the organization 		
6. Key Schools <ul style="list-style-type: none"> - Business case for selection - Continuously monitored - Multi-levels (A schools, B schools, etc.) - Deep, continuous relationship - Philanthropy and research funding aligned with target schools 		
7. Internship and/or Co-op Programs Optimized <ul style="list-style-type: none"> - Positive work experiences - Interns / co-ops do valuable work - Participants form full-time hiring pool 		
8. Target Candidates Are Clearly Identified <ul style="list-style-type: none"> - Quality of hire measured - Key competencies understood - Objective hiring process 		
9. The Right People on the Team <ul style="list-style-type: none"> - Lead, strategists - Campus front-line team - Recent hires - Campus ambassadors 		
10. Flawless, Consistent & Repeatable Process <ul style="list-style-type: none"> - Appropriate measures/metrics in place - Metrics reviewed and responded to 		
11. Talent Pool Development <ul style="list-style-type: none"> - Building brand/relations beyond immediate hiring need - Ability to communicate/interact with future candidates 		

BRAINSTORM

STRATEGY | RESEARCH | TRAINING

12. Business Units, Recruiters & Campus Teams Measured & Accountable		
- Appropriate measures/metrics in place		
- Metrics reviewed and responded to		
13. Program Efficiency/Measures		
- Cost per hire		
- Time to hire		
- Advertising spending		
- Strategic sponsorships		
14. Appropriate Investment/Resources		
15. Internal Communications & Reporting		
- Business case understood		
- Everyone on board, supportive		
- Measures, benchmarks communicated/reported		
16. Technology/Information Systems		
- Effective use of ATS		
- Comprehensive website		
- Online applicant experience		
- Balanced high-tech/high touch approach		
17. Employment Brand		
- Employee Value Proposition clearly conveyed		
- Developed, Monitored & Lived		
- Consistent and relevant to target candidates		
18. Marketing & Advertising		
- Marketing mix		
- Sponsorships		
- Social media strategy		
- Advertising		
19. Diversity Program Integrated		
20. New Hire Training & Development		
21. New Hire Management & Manager Development		
22. Understanding the Marketplace		
23. Candidate Communications		
- Detailed information about the process available		
- Continuous communications through recruiting process		
- Communications after offer and acceptance through to start date		
24. Philanthropy and Research Funding Aligned		
25. Holistic Approach		
- Long-term View of Campus Hiring and New Hire Success		