



Human Resources

Evolution of Talent Acquisition

July 17, 2025



Agenda

- ❖ Getting to Know Talent Acquisition
- ❖ Opportunities & Challenges
- ❖ Driving Hiring Success
- ❖ Sneak Peak: Talent Acquisition Expertise in Action
- ❖ What's Next?



University Statistics

521

Average Open Posting Volume

2,900

Annual Employee Hires &
Rehires

9,538

Average Monthly Applications

17,000

Total Employees



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What is Talent Acquisition (TA)?

TA is the **strategic** and **proactive** method of identifying, attracting, and hiring skilled and qualified individuals to meet an organization's workforce needs.



What is TA's Mission and Impact?

- ✓ Deliver Unified & Efficient Campus Services
- ✓ Align Top Talent with University Goals
- ✓ Empower Departments for Success
- ✓ Cultivate a Loyal & Engaged Workforce
- ✓ Foster Sustainable Career Paths



Why Are We Focusing on TA Now?

HR modernization enables our team to streamline processes, shifting our focus toward strategic partnerships and impactful campus outcomes.





Poll

What are some challenges you have experienced with hiring and attracting talent?





Labor Market Challenges

- ❖ Increasingly **competitive** market
- ❖ **Evolving** employee expectations
- ❖ Skill **gaps** and talent **shortages**
- ❖ High employee **turnover** rates
- ❖ **Rethinking** traditional work models



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Institutional Challenges

- ❖ Operating as **separate** independent hiring entities
- ❖ **Insufficient** time and resources dedicated to attracting top talent
- ❖ **Redundancies** and **inconsistencies** in processes
- ❖ **Risk** of unfair hiring practice claims



TA Driving Hiring Success

- ❖ Identifying **hiring trends** early
- ❖ Implementing **proactive strategies** to meet institutional needs
- ❖ Monitoring **quality** of hires
- ❖ Finding opportunities to **reduce time** to hire
- ❖ Monitoring candidate and hiring manager **experience**
- ❖ Understanding offer **acceptance** rate



Value of a Job Advertisement

Creating **compelling, intentional** and **accurate** job advertisements is a strategic investment that will allow us to optimize recruitment outcomes and enhance our reputation in the competitive talent market.



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TA Expertise In Action

Dedicated experts can support you with:

- ❖ **Aligning** with labor market trends
- ❖ Establishing a **realistic** job preview
- ❖ Speaking to the **right audience**
- ❖ **Highlighting** your value proposition



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What is Next for TA?

- ✓ Grow TA team headcount
- ✓ Implement new applicant tracking system & information streams
- ✓ Develop closer tie with hiring managers during requisition creation
- ✓ Involvement in staff planning conversations
- ✓ Expand search committee resources & services



Thank You!

We Look Forward to Our Growing Partnership!

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Questions?

Contact your HR Team!

