

# HIRING FOR VILLANOVA'S FUTURE



## PROJECT DESCRIPTION

Implement "Hiring for Villanova's Future" training to all hiring personnel across departments and colleges at Villanova. The training provides information and tools on how to ensure that the hiring process is reaching diverse audiences and managing unconscious bias across university departments. This creates more opportunities to increase diversity of faculty and staff on the Villanova campus.

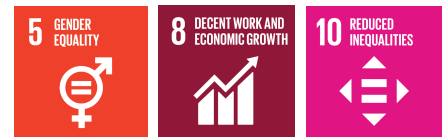
## PROJECT UPDATES

The first three sessions are offered virtually via Learn@Nova. The fourth session, traditionally offered in person, has virtual options in development.

## PROJECT OUTCOMES

- Implement "Hiring for Villanova's Future" for all hiring personnel across departments and colleges

## AFFECTED METRICS



Metric	Metric Description	2021 Key Result
5.3	Proportion of seats held by women in leadership positions on the President's cabinet, council of deans, and provost council.	Empower women to pursue leadership positions. Ensure diverse applicant pools (hiring bias).
8.3	Largest percent difference in attrition rates between genders and races for each job grouping.	
10.2	The average diversity level of new hires for each job grouping hired on a five-year rolling basis.	Require all five colleges to comply with guidelines set out in "Hiring for Villanova's Future".