



# Recruiting ODeL-ready Talent: An Open Call-based Cluster Hiring Process at a Open and Distance e-Learning University

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## Opportunity

- Hire 12 new faculty (in exchange for developing new brand new undergraduate programs)
- But do it in a few months.

## Question

- Given the increasing trans- and cross-disciplinary nature of teaching and research, how do we select the best set of candidates from the total set of applicants?

# Strategic Hiring Plan

A four-part analysis  
resulting in a strategic  
hiring plan



Add cover

## Dean's analyses and recommendations for the FICS 2022 faculty hiring strategy

 **Diego Maranan** Aug 20  
Prepared by Diego Maranan

 Add a comment...

3 backlinks

In this document, I analyze what the disciplinary and skill gaps are in the FICS in order to propose a hiring strategy for CY 2022. The analysis is based on discussions from the [2022.05.24-FICS Faculty Gap Mapping meeting](#) and the [Teaching loading of faculty mapping](#) that was generated during that meeting.

For the purpose of this exercise, all new courses for the new programs (Associate in Digital Arts and Design, Associate in Computer Science, Masters in Data Science) are assumed to have on average 50 students per term, and that each course is offered only once a year. The true number is likely to be higher, but such conservative estimates show how these courses will place a significant toll on human resources once the new programs are approved. The enrollment numbers are also unlikely to be so evenly distributed but in the absence of data to support otherwise, 50 students per term, one offering per year seems like a reasonable assumption.



# Analytical Lens 1

Carrying capacity:  
Who is most  
overworked?

## Analysis based on equalizing overload

If the preferred regular faculty serve as indicated in Teaching loading of faculty, then a very rough projection of the number of units that each faculty will be expected teach on a yearly basis is shown below. (NB: The annual teaching load does not include student advising for theses, dissertations, and special projects, which significantly complicates things and adds to every individual's unit loading.)

Table 1. Projected annual unit loading if new programs are established and new faculty are not hired: PC-prioritized FICs

Σ Est. # o...	Σ Total u...	Σ Base u...	Σ Additional units	# Averag...	# How m...	Program	Primary Cluster	
39.6	6	3		3	39.6	1	BAMS	Cross-disciplinal
50	6	3		3	50	1	Associate in I	Media studies
50	6	3		3	50	1	Masters/Grac	Computer science
189	22.5	4.5		3	63	3	BAMS	Media studies
67	7.5	4.5		3	67	1	BAMS	Media studies
94.6	9	4.5		4.5	94.6	1	BAMS	Computer science

Table 2. Clustering of ov

Cluster	Units	Faculty
Cluster 1	> 69 units	Di, Al
Cluster 2	30-39 units	Jo, Ri, Me, Re, Je, Me, Ce
Cluster 3	16 -24 units	Me, Al, Re

Table 3. Projected annual unit loading faculty hiring (second-lining FICs)

Σ Est. # o...	Σ Total u...	Σ Base u...	Σ Additio...
50	6	3	3
50	6	3	3
189	22.5	4.5	3
80.3	9	4.5	4.5
88.5	9	4.5	4.5
99.7	9	4.5	4.5
134.6	10.5	4.5	6



# Analytical Lens 2

Teaching gaps: Which programs need the most new faculty?

**Table 5. Courses that have no identified primary FIC yet (grouped by disciplinary cluster)**

Table

**Computer science** 3 ... +

Est. # o...	Program	Primary Cluster	Course number and name	Preferred Regular Faculty FIC
50	Associate in Comput	Computer science	xxx xxx Cybersecurity Course 1	-- No regular/affiliate/lecturer --
50	Associate in Comput	Computer science	xxx xxx Cybersecurity Course 2	-- No regular/affiliate/lecturer --
50	Associate in Comput	Computer science	xxx xxx Cybersecurity Course 3	-- No regular/affiliate/lecturer --

+ New

**Media studies** 1 ... +

Est. # o...	Program	Primary Cluster	Course number and name	Preferred Regular Faculty FIC
78.3	BAMS	Media studies	MMS 121 Multimedia and Popular Cultu	-- No regular/affiliate/lecturer --

+ New

**Creative arts design digital humanities and med** 2 ... +

Est. # o...	Program	Primary Cluster	Course number and name	Preferred Regular Faculty FIC
53.5	BAMS	Creative arts design dig	MMS 176 Animation in Multimedia	-- No regular/affiliate/lecturer --

## Analysis based on courses disciplinary gaps

A great number of our computer science courses (11) either rely on affiliates, adjuncts, professors emeriti or lecturers as their primary FIC, or have no clearly identified primary FIC at all. This is followed by our media studies courses (8), closely followed by development communication (6). Art design and production courses trail behind (2). (See Tables 4 and 5.)

**Table 4. Courses that rely on affiliates, adjuncts, professors emeriti, and lecturers as their primary FIC (grouped by disciplinary cluster)**

Table

**Computer science** 8 ... +

**Development Communication** 7 ... +

Est. # o...	Program	Primary Cluster	Course number and name	Preferred Regular Faculty FIC
24.6	DComm	Development Communi	COMM 399 Colloquium (CORE)	-- Affiliate/emeritus/lecturer (please s
32	DComm	Development Communi	COMM 330 Comm Policy & Planning	-- Affiliate/emeritus/lecturer (please s
34	BAMS	Development Communi	MMS 181 Scriptwriting for Effective Ins	-- Affiliate/emeritus/lecturer (please s
71	MDC	Development Communi	DEVC 204 (Communication Research ar	-- Affiliate/emeritus/lecturer (please s
80.3	BAMS	Development Communi	MMS 120 Communication and Culture	-- Affiliate/emeritus/lecturer (please s
95	MDC	Development Communi	DEVC 203 (Cultural and Critical Theori	-- Affiliate/emeritus/lecturer (please s
177	MIS MDC	Development Communi	DEVC 202 Development Communication	-- Affiliate/emeritus/lecturer (please s

+ New





# Analytical Lens 3

Research aspirations:  
Which research areas  
do we want to  
strengthen and be  
known for?

## Analysis based on research group/labs to be established

In addition an instruction-focused analysis of what is needed at FICS, we can also look at faculty who have expressed interest in establishing research groups. Three have so far expressed interest in this (based on 1-on-1 interviews and the 2022 FICS Strat Plan conversations)

-  MINT: Immersive Technology for Open Pedagogies Research Laboratory (Rob)
-  Development of Research Lab/group on Intelligent Systems and AI (Rein)
-  Establishing an ArtScience Research Group (Diego)

It is also worth pointing out at this point that Rob and Diego (along with other UPOU faculty) are currently developing a new PhD program proposal. As such, the previous analyses do not sufficiently capture the needs of this emerging program of study. See  Developing new cross-FoS PhD program for details. Therefore, using this analytical lens, the hiring priority would be:

1. Computing science
2. Creative arts, design, digital humanities, and media production
3. Media studies
4. Development communication





## *Analytical Lens 4*

Administrative potential: What kinds of disciplines are we most looking for that would contribute to the management of the university?

### **Analysis based on administrative functions that new hires can take on**

We should consider how new faculty hires can contribute administratively to the university, and past experience shown that the FICS tends to be the well from which IT expertise is drawn. Therefore, we must factor in certain knowledge competencies (e.g., networking and hardware specialization, UI/UX design) when deciding our hiring strategy. Using this analytical lens, I suggest that the hiring priority would be:

1. Computing science
2. Creative arts, design, digital humanities, and media production
3. Development communication
4. Media studies





# Previous hiring practice

- Referral-based
- Tried one open call before... and failed! No eligible applicants.
- Not user-centered enough.



FACULTY OF INFORMATION AND COMMUNICATION STUDIES  
 UNIVERSITY OF THE PHILIPPINES  
 OPEN UNIVERSITY

Los Baños, Laguna 4031  
 (6349) 536 6001 to 6006 loc. 334, 841; 536-5993

## Job Listing: Assistant Professor 1 (Substitute), Computer Science/Digital Media Design

The University of the Philippines Open University, Faculty of Information and Communication Studies (UPOU-FICS) invites applications for a non-tenure track, full-time, substitute Assistant Professor position to begin August/September 2021. The basic job requirements are teaching undergraduate and graduate level courses.

The UPOU-FICS has undergraduate (BA in Multimedia Studies) and graduate (Diploma in Computer Science, Masters in Information Systems, Master of Development Communication, Doctor of Communication) programs with about 1,100 students and 11 full-time and 21 affiliate and adjunct faculty members. All programs are taught entirely online. Applicants can go to <https://fics.upou.edu.ph> for more information on the UPOU-FICS and its programs.

### Required Minimum Qualifications:

- An earned Master's degree in Computer Science, Digital Media Design, or other related fields
- Ability to work collaboratively in a remote team environment
- Ability to communicate effectively over writing with a range of university stakeholders, particularly students, faculty, and non-teaching staff
- A citizen of the Philippines; dual citizens are ineligible to apply for this position
- Physically based in the Philippines

### Preferred Qualifications:

- Physically based in the NCR+ region
- A track record of participation in research projects and research publication
- Experience in teaching at undergraduate and graduate levels, preferably but not necessarily in online and remote settings
- Experience in teaching courses with emphasis on programming, information systems, and/or digital media design. In particular, the preferred candidate should be able to teach at least two of the following courses:
  - LIS 150: User Interface and User Experience Design
  - LIS 149: Software Engineering in Multimedia Practice
  - LIS 209: Special Project in Multimedia Studies
- Introductory studio courses in digital graphics, animation, sound, or video

This job listing is also available on social media:  
[LinkedIn](#) • [Facebook](#) • [Twitter](#)



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- Graduate/Diploma courses
- IS 295: Information System Project
- CMSC 206: Database Management Systems

The administrative responsibilities of the position include the following:

- Actively contribute to technical committees where you may be asked to analyze user requirements and recommend technical solutions for software and hardware needs, including database systems, enterprise-scale systems, archival systems, learning management systems, SASS products, or specific product lines (e.g., Google Suites, Adobe Creative Cloud, Microsoft 360)
- Learn new software systems with the goal of training other stakeholders in such systems
- Attend to system administration for UPOU systems including its learning management systems (primarily Moodle)
- Participate in other committees and technical working groups as appointed by UPOU and UPOU-FICS officials

You will be eligible to conduct research and apply for research grants provided by the UPOU and the University of the Philippines System.

Please note that this is a full-time contractual position. The successful candidate cannot hold any full-time work engagements outside of UPOU. The contract is per academic year, renewable every academic year as long as funds are available. The salary for this position is set at [salary grade 18-1](#).

**TO APPLY:** Please submit your application on <https://forms.oleu.upu.edu.ph/FORM9>

All required documentation must be submitted to be considered for the position. A completed application will include:

1. A letter of application addressing qualifications, addressed to the Dean of the Faculty of Information and Communication Studies
2. A curriculum vitae
3. A teaching philosophy
4. Three professional references including name, address, title, telephone number, and email addresses- including a current or previous supervisor
5. A transcript of records (from Bachelor's degree to highest degree obtained)
6. Writing sample, 5-20 pages (published or unpublished)

**Deadline for application is 20 June 2021 at 11:59 PM PST.**

Applicants are subject to a criminal history investigation, and employment is contingent upon the verification of credentials and/or other information as required by UPOU hiring policies.

This job listing is also available on social media:  
[LinkedIn](#) • [Facebook](#) • [Twitter](#)



# User-centeredness

User-centered open call for applications: curated job description with link to salary details. What do we have to offer? (Instead of just what we are looking for.)

## Opportunities

The Faculty of Information and Communication Studies at the University of the Philippines Open University (UPOU-FICS) accepts applications on an ongoing basis from qualified individuals interested in teaching part-time in any of the UPOU-FICS' undergraduate (BA in Multimedia Studies) and graduate (Diploma in Computer Science, Masters in Information Systems, Master of Development Communication, Doctor of Communication) programs. All programs of study are taught entirely online. We offer:

- Flexible work hours
- Supportive leaders and colleagues
- A collegial atmosphere
- Opportunities to collaborations with specialists from different fields

Full-time faculty positions (both tenure-track and contractual/nontenure-track) occasionally become available. Learn about **minimum qualifications for and responsibilities of full-time faculty**.

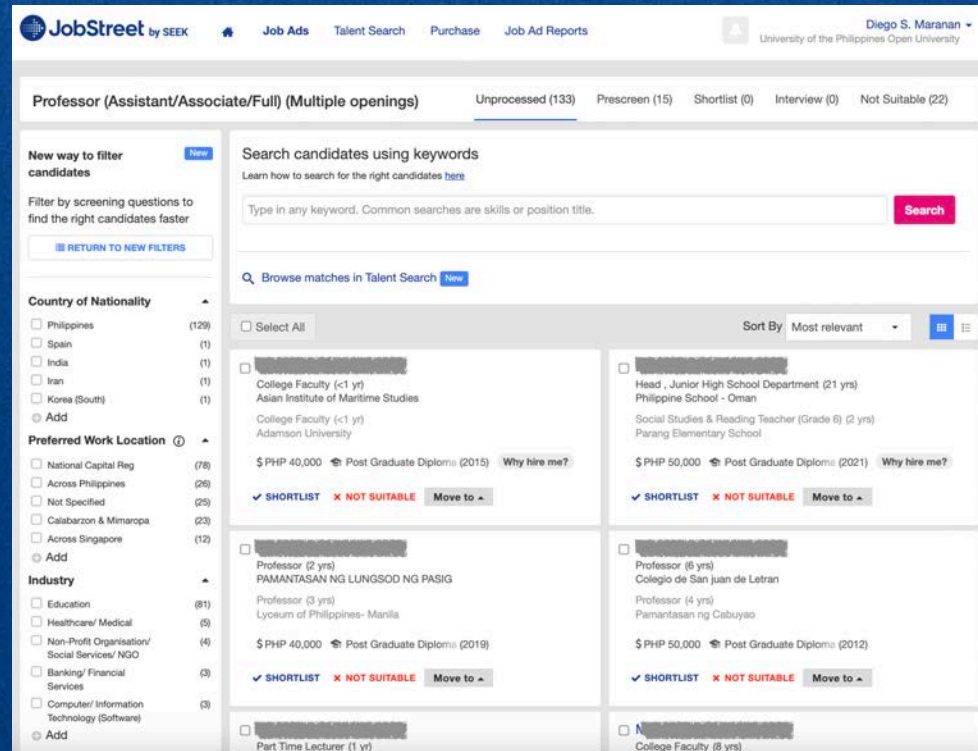
If you would like to signify your interest in a lecturer position or if you would like to be considered for future openings for full-time faculty (tenure-track or contractual/nontenure-track), we would love to hear from you.

[Signify interest in teaching opportunities](#)



# Dissemination

Widely disseminated open call via multiple platforms: social media, targeted emails, mass emails, and posting on jobseeker platforms (LinkedIn, JobStreet)



The screenshot shows a JobStreet job listing page. The job title is "Professor (Assistant/Associate/Full) (Multiple openings)". The page includes a search bar, filters for "Country of Nationality" (Philippines, Spain, India, Iran, Korea (South)), "Preferred Work Location" (National Capital Reg, Across Philippines, etc.), and "Industry" (Education, Healthcare, etc.). The listing details include a salary of \$ PHP 40,000, a postgraduate diploma requirement, and a "Why hire me?" button. The page also shows a list of candidates with their profiles and a "Move to" button.



# Airtable (airtable.com)

MMS 150 Course Package (version 2) | Data | Automations | Interfaces | Help | Contact sales | Share

Units | Modules | **Activities** | Learning Task | Quiz Questions | Professional development opportunities | Resource List | Methods | UI Usability Design Principles | Studr | Extensions

Views | All activities | 2 hidden fields | Filter | Group | Sorted by 1 field | Color | Share view

Find a view

- All activities ✓
- Only activities i...
- Grouped by Mo...

Create a view

- Grid +
- Form +
- Calendar +
- Gallery +
- Kanban +
- Time... Pro +
- Gantt Pro +
- Section Pro +

Create an inter... | Record review +

	Activity	Module it belongs to	A...	N...	S...	Activity name	Introduction
1	Activity 1.1. What does de...	Module 1. UI/UX Core Concepts	1.1	1	✓	What does design mean f...	Most of us have some
2	Activity 1.2. What is user i...	Module 1. UI/UX Core Concepts	1.2	2	✓	What is user interface an...	User interface design
3	Activity 2.1. Experience a ...	Module 2. Design Processes	2.1	1	✓	Experience a design itera...	So far, all of our disc...
4	Activity 2.2. How is UX de...	Module 2. Design Processes	2.2	2	✓	How is UX design done?	There several framew...
5	Activity 2.3. Start explorin...	Module 2. Design Processes	2.3	3	✓	Start exploring project to...	For your final project,
6	Activity 3.1. Defining your...	Module 3. Understanding User Needs	3.1	1	✓	Defining your audience	The first part of any d...
7	Activity 3.2. Understandin...	Module 3. Understanding User Needs	3.2	2	✓	Understanding and descri...	After you have a prett...
8	Activity 3.3. Ethical intera...	Module 3. Understanding User Needs	3.3	3	✓	Ethical interactions with u...	Before you conduct re...
9	Activity 4.1. Framing the q...	Module 4. Defining the problem space	4.1	1	✓	Framing the question	Once you have identifi...
10	Activity 4.2. Forming your...	Module 4. Defining the problem space	4.2	2	✓	Forming your Theory of C...	In real-world design si...
11	Activity 5.1. Divergent an...	Module 5. Ideation and Selection: Arriving at pote	5.1	1	✓	Divergent and convergent...	Recall the IDEO shopp...
12	Activity 5.2. Co-creation f...	Module 5. Ideation and Selection: Arriving at pote	5.2	2	✓	Co-creation for ideation (...)	During the d.school ST...
13	Activity 5.3. Card sorting	Module 5. Ideation and Selection: Arriving at pote	5.3	3	✓	Card sorting	A particularly useful m...
14	Activity 6.1. Introduction t...	Module 6. Prototyping	6.1	1	✓	Introduction to prototyping	In this activity, you wil...
15	Activity 6.2. Low(er)-fide...	Module 6. Prototyping	6.2	2	✓	Low(er)-fidelity prototyping	In this activity, you wil...
	+ Add... High(er)-fide...	Module 6. Prototyping	6.3	3	✓	High(er)-fidelity prototypi...	As your design team g...

25 records | Sum 61

# Airtable (airtable.com)

Views | MMS 150 | Activities | Customize cards | Filtered by Show to students? | Sorted by 1 field | Color | Share view

Find a view

- All activities
- Only activities included in ...
- Grouped by Module
- MMS 150 | Activities

Create a view

- Grid
- Form
- Calendar
- Gallery
- Kanban
- Timeline Pro
- Gantt Pro
- Section Pro

Create an interface

- Record review
- Record summary
- Dashboard
- Blank

## DESIGN

Activity 1.1. What does desig...  
TIME REQUIRED: 30 minutes  
INTRODUCTION: Most of us have some idea of what the word "design" means. Before we launch into how we will be using the term for this course, it's worth ...  
WHAT YOU NEED TO DO: (5 minutes) Task 1.1.1. Think about a...

Activity 1.2. What is user inte...  
TIME REQUIRED: 70 minutes  
INTRODUCTION: User interface design is different from but related to user experience design. Having a well-designed user interface is part of a positive user experience.  
WHAT YOU NEED TO DO: (15 minutes) Task 1.2.2. Listen to an...

## d.school Starter Kit

Activity 2.1. Experience a des...  
TIME REQUIRED: 360 minutes  
INTRODUCTION: So far, all of our discussion has been very theoretical. To really understand the essence of UX design, nothing beats hands-on experience. In this ...  
WHAT YOU NEED TO DO: (180 minutes) Task 2.1.1. (Option 1) ...

## THE DESIGN THINKING PROCESS

Activity 2.2. How is UX desig...  
TIME REQUIRED: 100 minutes  
INTRODUCTION: There several frameworks that can help describe the activities involved in UX design. No framework is ever 100% complete or accurate, so a ...  
WHAT YOU NEED TO DO: (60 minutes) Task 2.2.1. Watch IDEO...

## SEARCH NEW ITEMS SHOP CART ACCOUNT

Activity 2.3. Start exploring p...  
TIME REQUIRED: 75 minutes  
INTRODUCTION: For your final project, you will find it necessary to use tools for communicating with each other and prototyping your ideas. In this activit...  
WHAT YOU NEED TO DO: (45 minutes) Task 2.3.1. Start familia...

Activity 3.1. Defining your au...  
TIME REQUIRED: 30 minutes  
INTRODUCTION: ...  
WHAT YOU NEED TO DO: ...

Activity 3.2. Understanding a...  
TIME REQUIRED: 30 minutes  
INTRODUCTION: ...  
WHAT YOU NEED TO DO: ...

Activity 3.3. Ethical interactio...  
TIME REQUIRED: 30 minutes  
INTRODUCTION: ...  
WHAT YOU NEED TO DO: ...

Activity 4.1. Framing the que...  
TIME REQUIRED: 30 minutes  
INTRODUCTION: ...  
WHAT YOU NEED TO DO: ...

Activity 4.2. Forming your Th...  
TIME REQUIRED: 30 minutes  
INTRODUCTION: ...  
WHAT YOU NEED TO DO: ...

<https://airtable.com/appuweAbpLh0RiGaM/tblvEkPb4VZbgNS6B?blocks=hide>

# Relational databases

CHAPTER FREE ACCESS



## Relational database: a practical foundation for productivity

Author:  [E. F. Codd](#) [Authors Info & Claims](#)

ACM Turing award lectures • January 2007 • Year Awarded: 1981 • <https://doi.org/10.1145/1283920.1283937>

Published: 01 January 2007 [Publication History](#)

1 7,477

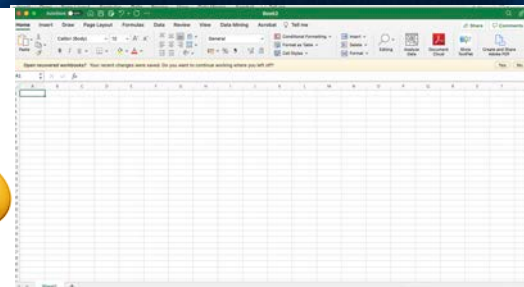


### ABSTRACT

It is well known that the growth in demands from end users for new applications is outstripping the capability of data processing departments to implement the corresponding application programs. There are two complementary approaches to attacking this problem (and both approaches are

... a type of database that stores and provides access to data points that are related to one another

<https://www.oracle.com/ph/database/what-is-a-relational-database/>



# Why relational database SaaS (and why Notion and Airtable in particular)?

- Chain data and chunks of data
- Create 1-is-to-1, 1-is-to-many, many-are-to-many relationships between data
- Provide different ways to display, sort, and filter learning content based on contextual needs
- Most of the sophisticated functionality in LMSs are just extended applications of relational databases

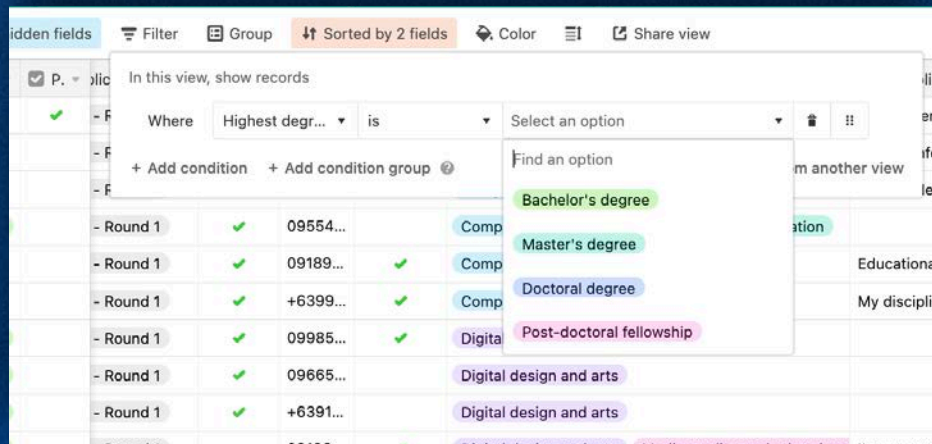
# Tagging, filtering, sorting over 90 applications

	A.	A.	Highest degr...	P.	Application R...	A...	P...	F...	Disciplinal cluster	Disciplinal spe...	Bachelor'...	Master's de...	Doctor...	Candid
113			Post-doctoral fe...				09176...	✓	Computing science Digital design and arts Develo	Policy Formulation, i...	BS Geodetic En...	Master in Informa...	Professional ...	I also teac
114			Doctoral degree	✓			61408...	✓	Computing science Media studies and related areas	Computer science, s...	BSc Computing...	Master in Busines...	PhD Comput...	Copies of
115			Bachelor's degree			✓	09761...	✓	Media studies and related areas Development comm	I am currently taking ...				
53			Master's degree		2022 - Round 1	✓	+6392...	✓	Computing science	Forward-looking Co...	University of Sa...	MSU-IIT, Master ...	N/A	
110			Master's degree		2022 - Round 2		09175...	✓	Development communication Digital design and arts	My undergraduate an...	BSc in Develop...	Master in Develo...	PhD in Devel...	None at th
118			Bachelor's degree			✓	09665...	✓	Digital design and arts Other	I am an art educator, ...				N/A
116			Master's degree			✓	09209...	✓	Digital design and arts Development communication	In addition to being tr...				More infor
71			Master's degree		2022 - Round 1	✓	+6399...	✓	Digital design and arts Media studies and related are	I am an artist and res...	University of th...	UNFINISHED: Uni...	ONGOING: U...	I am curre
23			Master's degree		2022 - Round 1	✓	+63 9...	✓	Media studies and related areas Digital design and ar	My background is on ...	University of Le...	University of Lee...	N/A	
119			Bachelor's degree			✓	+6399...	✓	Media studies and related areas	I specialize in film stu...				None
117			Master's degree			✓	(+63)...		Media studies and related areas Development comm	My disciplinal backgr...				I am curre
3			Master's degree		2022 - Round 1	✓	+6392...	✓	Computing science		University of th...	University of the ...	N/A	I mentione
2			Master's degree	✓	2022 - Round 1	✓	+6399...	✓	Computing science Digital design and arts		Mapua Universi...	Mapua University...	Kumoh Natio...	
5			Master's degree		2022 - Round 1	✓	+6391...	✓	Computing science	My disciplinal backgr...	University of th...	University of the ...	CANDIDATE: ...	I would pre
12			Master's degree		2022 - Round 1	✓	09052...	✓	Digital design and arts		University of th...	University of the ...	(In progress) ...	None.
34			Master's degree		2022 - Round 1	✓	09178...	✓	Development communication	I am a graduate of B...	BS DevComm U...	UPOU MDC (Dea...	N/A	None. Tha
79			Doctoral degree		2022 - Round 1	✓	09173...	✓	Media studies and related areas Digital design and ar	As an entrepreneur a...	BA PH Studies, ...	Master of Develo...	Doctor of Co...	Over three
83			Master's degree		2022 - Round 1	✓	+6391...	✓	Media studies and related areas Development comm	My disciplinal backgr...	University of N...	University of the ...	ONGOING: U...	As a trans



## Four-stage filtering

Stage 1: Filtering for minimum requirements compliance (e.g., minimum education degree) - 76 out of 90 candidates passed



The screenshot shows a data table with a filter dropdown menu open. The table has columns for Round, a green checkmark, an ID, and a degree type. The dropdown menu is currently set to 'Highest degr...' and shows options: Bachelor's degree, Master's degree, Doctoral degree, Post-doctoral fellowship, and Digital design and arts.

Round	Status	ID	Degree Type
- Round 1	✓	09554...	Comp
- Round 1	✓	09189...	Comp
- Round 1	✓	+6399...	Comp
- Round 1	✓	09985...	Digital
- Round 1	✓	09665...	Digital design and arts
- Round 1	✓	+6391...	Digital design and arts



# Four-stage filtering



Stage 2: Peer-reviewed rating (~8 raters from across the entire Faculty of Study) of applicants' portfolio, based on considerations.

★ ACS Suitability	★ BAMS Suitability	★ DCS Suitability	★ M/GC-DS Suitability	● MDC Suitability	★ MIS Suitability
★	★★	★	★		★
★★★★★★★★	★★★★★★★★	★★★★★★★★	★★★★★★★★		★★★★★★★★
★★★★★★★★	★★★★★★	★★★★★★★★	★★		★★★★★★★★
★★★★★	★★★★★★	★★★★★	★★★★★★★★		★★★★★★★★
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★★★★★★	★★★★★★★★	★★★★★★	★★		★★★★★★★★
★	★★★★	★	★		★
★	★★★★★	★	★		★
★	★★★★★★	★	★		★
★	★★★★★★★★	★	★		★
★	★	★	★		★
★	★★	★	★		★





## *Four-stage filtering*

Stage 3: Shortlisting by  
hiring committee: ~24  
candidates

Stage 4: Interviews





# What was new?

- Rapid process: Entire process took less than two months
- More diversity in applicants
- Reduced complexity of application review management through productivity tools
  - Efficient scheduling of interviews using meeting scheduling SaaS (Calendly)
  - Reviewing and rating of candidates using collaborative, relational databases (Airtable)
- User-centered approach towards recruiting at the institution



# Salamat

*Questions?*

*Diego Maranan*

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