

8600 Diversity Recruiting Strategies

2014 - 2015

Erin Chandler & Kelly Nykodym

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Sourcing Data for 8600

4/1/2010 - 9/1/2013

1) How did you learn about Sandia?

Women		Men		Underrepresented	
Search Engine/Job Search Engine	23%	Faculty Academic Advisors	25%	Employee Referral	23%
Employee Referral	15%	Search Engine/Job Search Engine	22%	School/University	23%
School/University	15%	Employee Referral	16%	Sandia External Website	15%

2) How did you learn about your specific job?

Women		Men		Underrepresented	
Search Engine/Job Search Engine	46%	Sandia External Website	28%	Employee Referral	38%
Employee Referral	23%	Employee Referral	28%	Search Engine/Job Search Engine	31%
Sandia External Website	15%	Search Engine/Job Search Engine	22%	Sandia External Website	23%

Recommended Strategies

- Increase Recruiting Involvement
 - Identify key campuses and strategy
 - Suggested event list and diversity student groups
 - Confirm and plan targeted participation at conferences
- Designated recruiter from each manager's group
 - Selected and encouraged by manager and director
 - Attends recruiting events and champions 8600 positions
 - Participates on interview teams, champion diversity
- Review Job Opening management roles
 - Metrics

Recommended Strategies

- Technical Talks and On-Campus Interviews with a focus on diversity and post doc groups
 - Quarterly talk at local schools (Stanford, Berkeley, Davis, UC Santa Cruz, UCSF, etc.)
- Formatted job opening emails
 - Send to faculty/staff and underrepresented student groups
- Advertising Strategy
 - Determine Key Schools for all postings

Campus Events Calendar

Date	Event	School	Filled By/Needs
March 24 – 28, 2014	SWE Shadow an Engineer	UC Berkeley	Benjamin Schudel & Chung-yan Koh
April 11, 2014	Graduate Women Engineers visit to JBEI	UC Berkeley	Blake Simmons
April 17, 2014	Interviews	Stanford	Tori Vandernoot
April 23, 2014	PhD Career Fair	Stanford	Josh Sugar
April 30, 2014	Career Connections Fair & Interviews	UCLA	2 staff members
May 2014	Info Session/Technical Talk	Local University	1-2 staff members
September 30, 2014	Fall Career Fair	Stanford	1 staff member
October 16-18, 2014	SACNAS National Conference	N/A	1-2 staff members
October 23, 2014	Biospace Career Fair	N/A	1-2 staff members
October 2014	Fall Career Fair	UNM	1-2 staff members
October 2014	Career Connections Fair	UCLA	1 - 2 staff members
October/November 2014	Info Session/Technical Talk @ local school	Local University and UNM	1-2 staff members
November 12-15, 2014	Annual Biomedical Research Conference for Minority Students	N/A	2 staff members
February 24, 2015	MedTech Career Fair	Stanford	2 staff members
March 2015	Masters and PhD Recruitment Night	UCLA	1 – 2 staff members

Noteworthy Items

MARC @ UC Santa Cruz (Sponsorship, Technical Talk/Information Session)

- The MARC (Minority Access to Research Careers) Program offers research training to participating students to help prepare them to compete successfully for entry into graduate programs leading to the Ph.D. in the biomedical sciences. Providing Academic Research Training to Undergraduates. Funded by NIH, the goals of the MARC program is to increase the numbers and capabilities of minority scientist and science professionals and to prepare students for careers in biomedical research.

Graduate Fellowships offered at UC Berkeley in UC Berkeley REU in Cell, Developmental, and Evolutional Biology

- Minority and Underrepresented students are encouraged to apply.