

# SOUTHERN ARKANSAS UNIVERSITY TECH

## EVALUATION OF RECRUITING AND HIRING

	2015 - 16	2016- 17	2017-18
Advertising Cost	\$ 22,576.12	\$ 17,624.06	\$ 13,270.17
Background Check	\$ 148.60	\$ 312.90	\$ 256.05
Interview Cost	\$ 25.00	\$ 25.00	\$ 25.00
<b>Total</b>	<b>\$ 22,749.72</b>	<b>\$ 17,961.96</b>	<b>\$ 13,551.22</b>
# of new hires	15	18	16
<b>Cost per Hire</b>	<b>\$ 1,516.65</b>	<b>\$ 997.89</b>	<b>\$ 846.95</b>
<b>Avg. Time to fill (TTF) is based on the position's open date until offer accepted.</b>	<b>50 days</b>	<b>60 days</b>	<b>76 days</b>
<b>Turnover Rate</b>			
Voluntary separations within 0-1 years of service/headcount	2%	3%	4%
<b>Quality of Hire</b>			
Total separation with 1 - 2 years of service/total new hires	13%	0%	0%
Poor quality hire based on reason for separation with 0-1 years of service/total new hires	13%	5%	6%

Note: This data does not include the areas (Arkansas Fire Training Academy, Arkansas Environmental Training Academy, Adult Education Center, and Career Academy) operated by SAU Tech but receives separate funding from the State of Arkansas.