

The Applicant Tracking Process

An applicant tracking system, generally speaking, is a system used to track those who apply for positions. This tracking can be as complex as housing the application and resumes, or simply who applies for what. The TarValon.Net applicant tracking system is more the latter, tracing some basic demographic data. The Officers and Department of Administration feel that utilizing this system will assist in making hiring decisions in cases where there are close calls based on experience, knowledge, abilities, and skills; and provide a method to quantify hiring decisions.

Concerns have been raised regarding hiring and possible bias based on sex, affiliate group, or national origin. It is the hope of the Officers and Executives that, by providing data, we can eliminate those concerns and show that we do hire based on the applicant's qualifications, and that these patterns are due to the number of applicants from those groups.

Method

Due to our diligent historical tracking in the Library, as well as any tracking performed by individual members, we felt that taking the long view – over five years – would help ensure anonymity for applicants. We do not want one to, from the data, guess who had applied for a position but did not obtain said position. Thus, in the 2011 Annual Report, it will review data from 2006 through the end of 2011. The 2012 report will show data from 2007 through the end of 2012. It is our hope that in future reports, a pattern will show change; as hopefully this report will encourage more applicants and possibly even the number in each category.

A note about percentages: if an applicant has lived/worked in a locale for six or more months, they will be considered to have experience in that region. Therefore it is possible one applicant can have experience from multiple regions, and thus grand totals would be greater than 100%. Similarly, if a demotee is an applicant their affiliated group and current group (at time of application) are both counted. All numbers are rounded to the nearest whole number.

General Findings

Over the five years being reviewed (2006 to 2011) there were 566 applicants for 210 positions.

Some interesting points came up from the data. These centered on instances where there were no applicants for a position (15 times or 3% of the posted positions); where there was only one applicant for a posted position (15% of positions); and where there were appointments (23 times or 11%). An appointment is when is asked to take a position and no applications were requested; this happened exclusively in traditional 'hard to fill' positions such as the CFO.

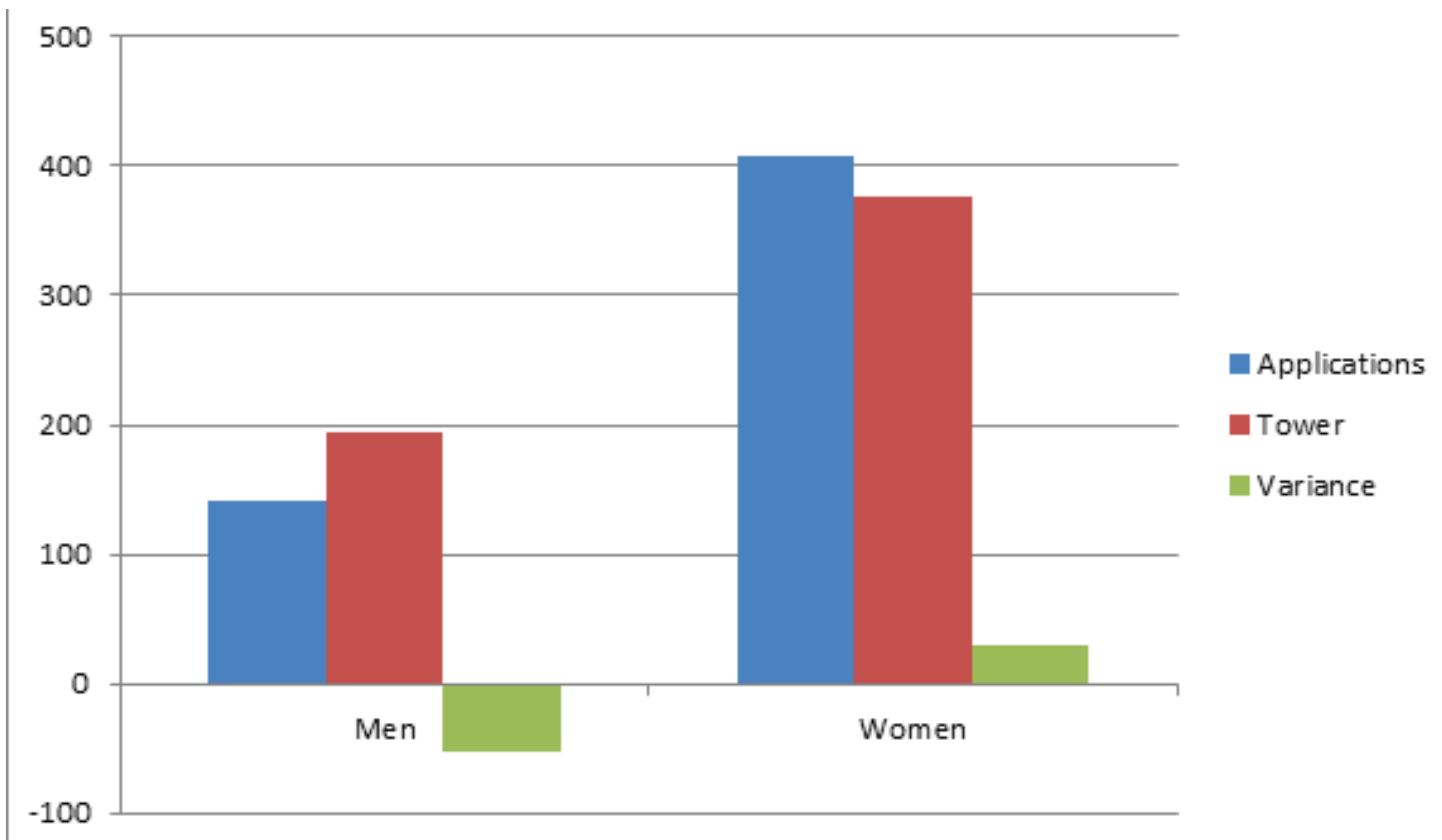
Another interesting fact is that the numbers held true to the saying, "10% of the people do 90% of the work." In the instance of the Tower, it is actually 167 people, or 31% of the average Tower populations between 2006 and 2011). The evidence shows that while there are a number of people applying for positions repeatedly, not all of the 167 applicants applied for multiple positions. There were a total of 117 who applied for multiple positions; of these, 91 were women and 26 were men. Of the repeat applicants, 32 have been hired multiple times with a breakdown of 22 women, 10 men.

Male Statistics

Men comprised 35% of the average Tower population between 2006 and 2011. Men were able to apply for 146 of the 210 positions or 66%.; 22 of these positions were open only to men. Of all 566 applicants/appointments 25% were male. For 124 positions that are gender neutral, only 25% of the applicants were male, which shows that men are not applying as often as females.

With regards to hiring in general, men make up 24% of all hires. When looking at hires from applications only (and not appointments), the rate is 21%. When looking at appointments only, men are appointed 26% of the time (6 out of 23 appointments.) This shows that when looking at appointments (for hard to hire or sensitive positions), the chances of picking a man over a woman are slightly increased over times the application process was utilized. There were a total of 37 gender-neutral positions for which men applied. 6 of these positions were filled by men, or 16%. It is interesting to note that, for two of those positions, the only applicants were men.

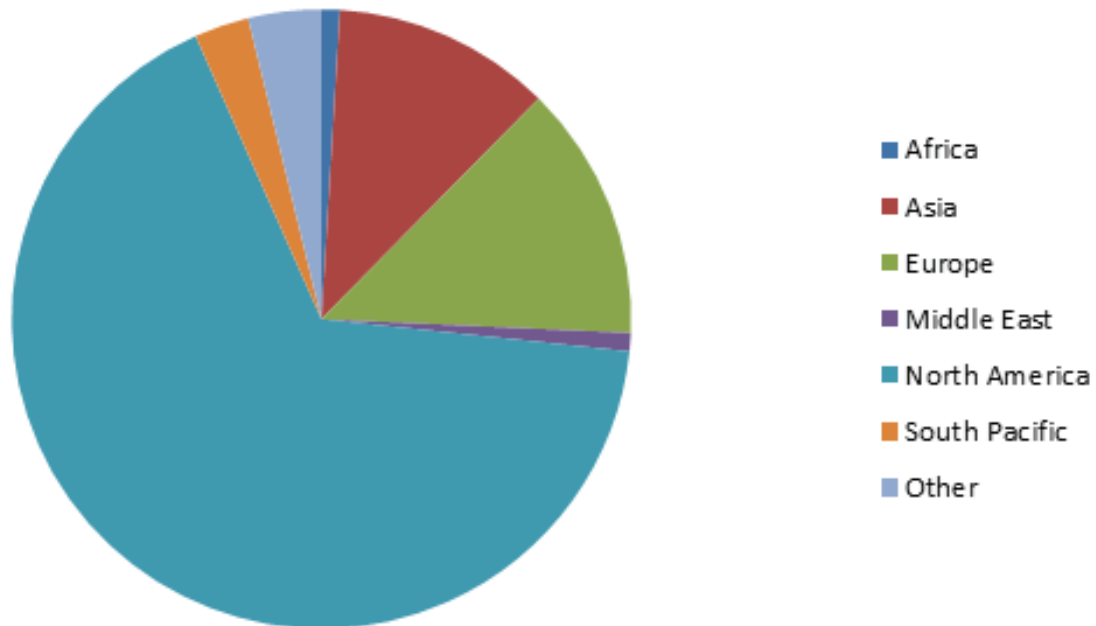
In comparing gender of applicants to the gender breakdown within the Tower, it can be seen that there are fewer men applying than women. Men also have a negative variance. (Variance is the difference between two data points. For example, there are 407 female applicants compared against 377 females in the Tower. This means that there is a variance of +30.)



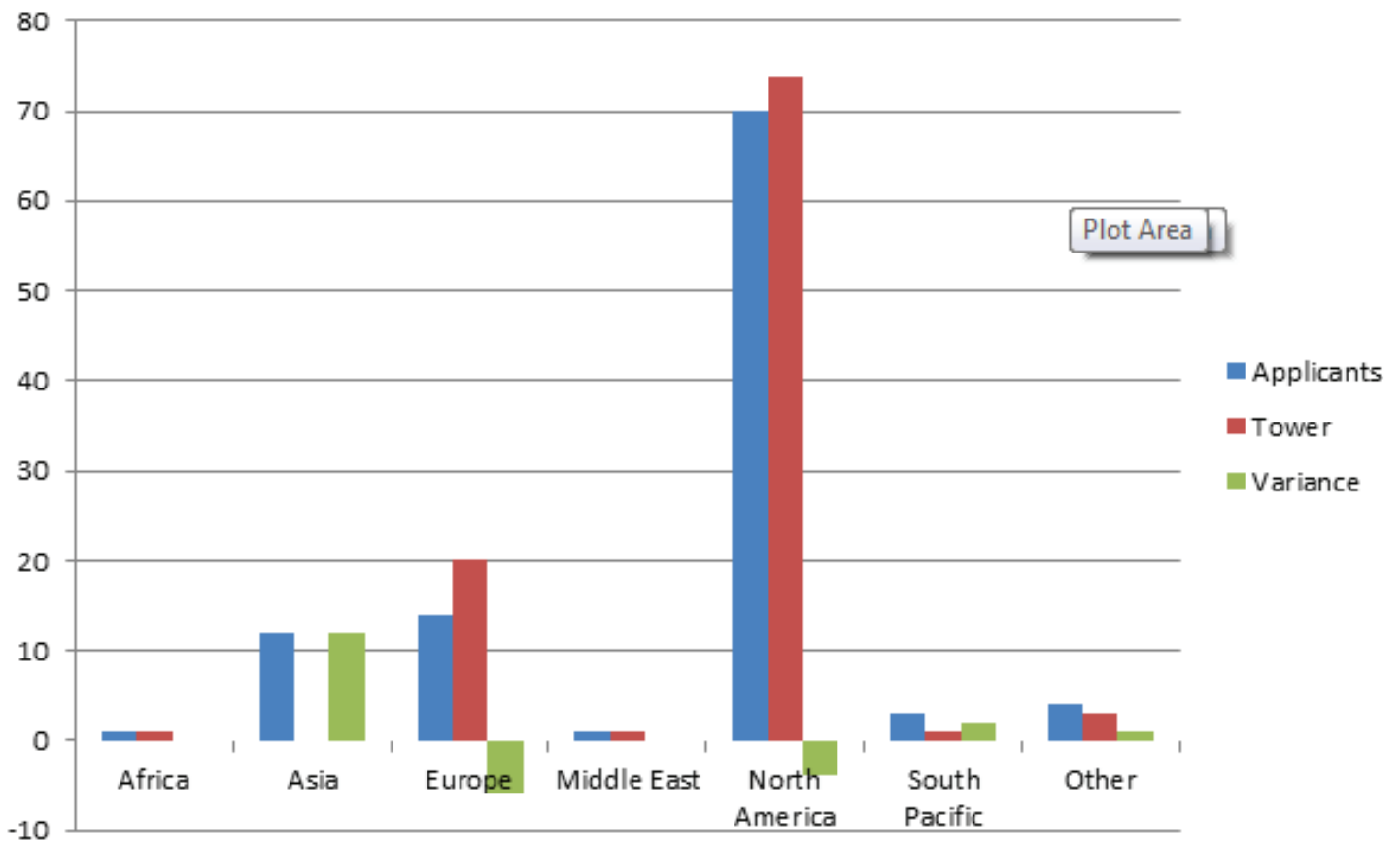
Regional Statistics

The regional breakdown of applicants is Africa (1%), Asia (12%), Europe (14%), the Middle East (1%), North America (70%), South Pacific (3%), Other or unknown (4%). This explains why North Americans receive more positions than their European (or any other) counterparts – they apply more often.

Regional Applications



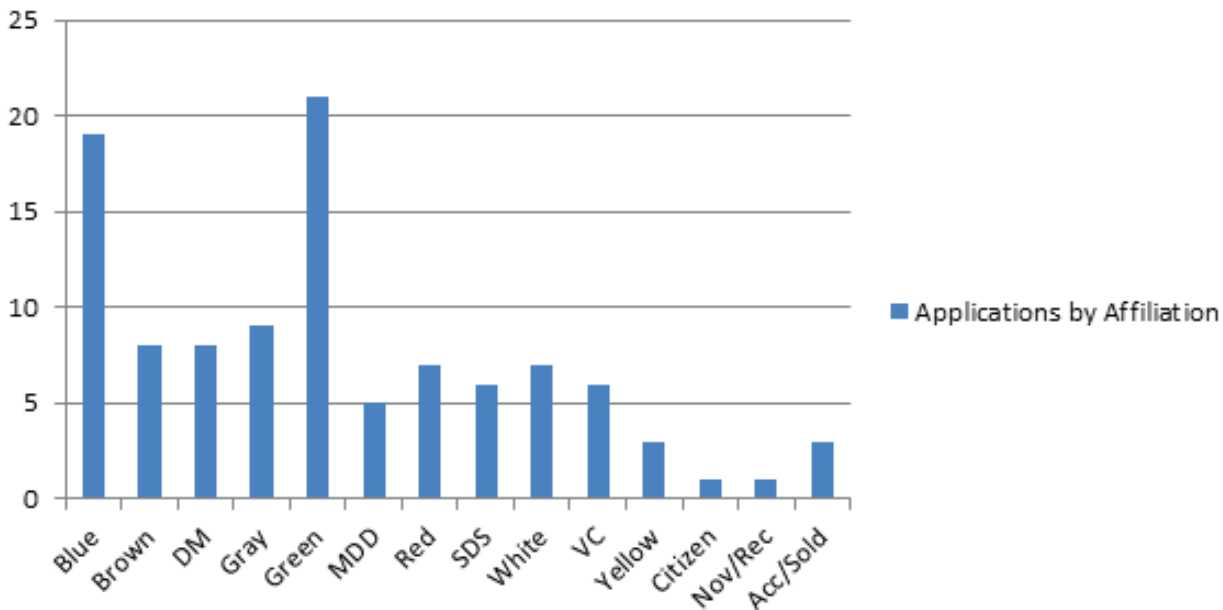
In comparing applicants by region against the Tower population percentage, it can be seen that Asia, the South Pacific, and others have more applications per their population than other regions. It can also be seen that while North Americans apply more than Europeans, the variance of applications to population is lower for Europeans than North Americans. To put it more simply, North Americans apply more per Tower population than Europeans.



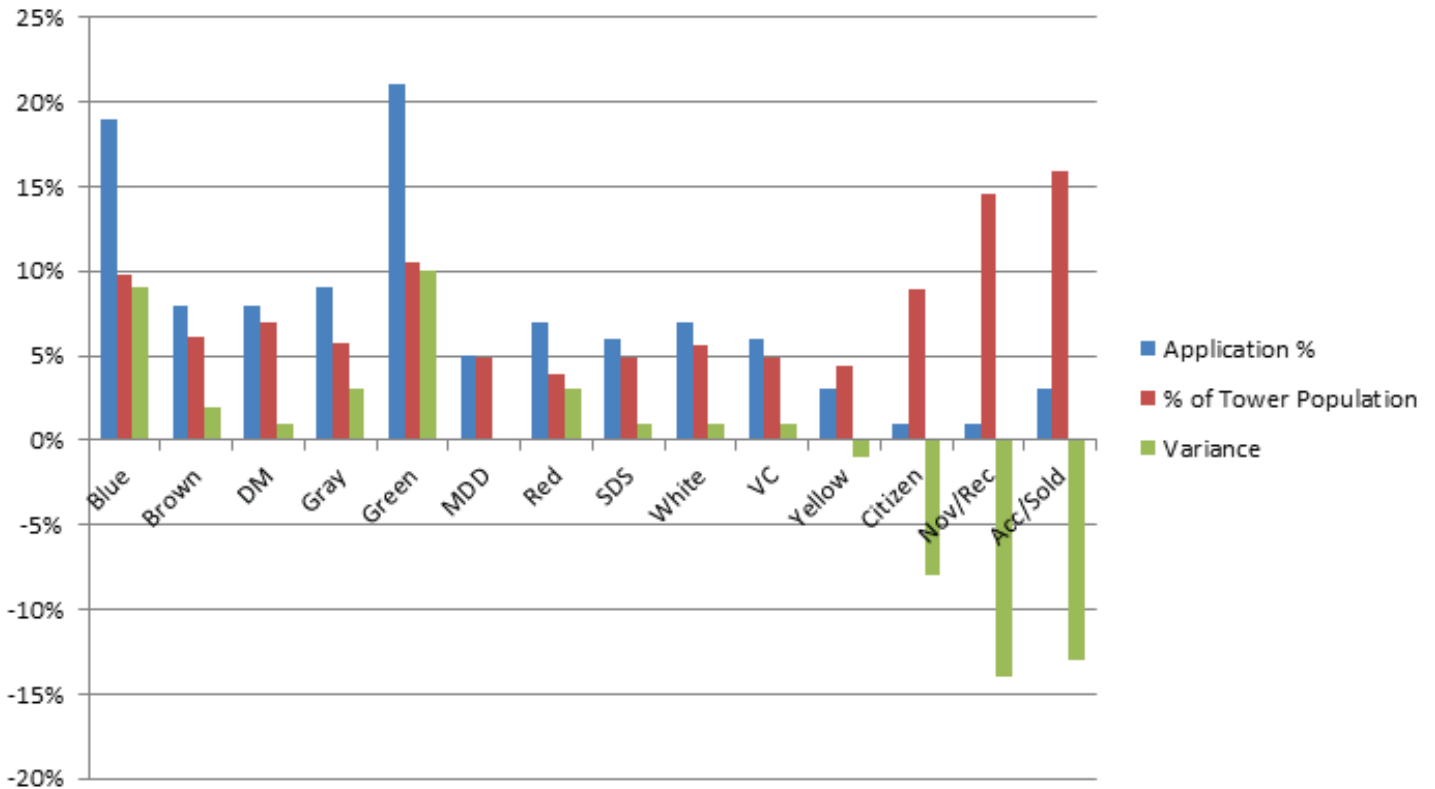
Affiliation Statistics

The affiliation breakdown is as follows: Blue (19%), Brown (8%), Gray (9%), Green (21%), Red (7%), White (7%), Yellow (3%), Dai M'hael (8%), Mahdi'in d'ma Dieb (5%), San d'ma Shadar (6%), Val'Cueran (6%), Citizen (1%), Novice/Recruit (1%), Accepted/Soldier (3%). Blues and Greens apply more often, so the likelihood of their being hired increases compared to other groups.

Applications by Affiliation



The below chart enumerates the percentage of applications by affiliation and shows that the Blues and Greens have the highest percentage of applications. The variance bars show that most groups have a higher application percentage than their percent population within the Tower (MDD and Yellow being the exceptions.) The variance between application percentage and population percentage are drastically increased for the Blues and Greens, further proving the point that they apply more than the other groups. As most administrator or higher positions require one to be a Senior Member or to have had a membership length of six or more months, it is understandable why the variance of applications is negative to the populations for Junior Members and Citizens.



Conclusion

In conclusion, the three main complaints regarding hiring for Tower positions (more women get hired over men, more North Americans get hired over Europeans, and that the Blues and Greens more frequently get positions) are true for the range of years 2006 to 2011. The main reason for this is the fact that they (insert women, North Americans, or Blues/Greens as appropriate) apply more frequently.