COVID-19 HIRING FREEZE FAQ

What does a hiring freeze mean? Can I move forward with hiring for my vacant position?

Dartmouth has implemented a temporary hiring freeze. All regular and temporary postings will be reviewed to determine critical need for the position before a position may be posted for recruitment. All positions currently posted and not filled, and any requests in process, will require review and approval by divisional leadership and the Executive Vice President and Provost’s Office before any further recruitment or hiring actions may be taken.

What is considered a “critical” position?

A critical position may differ by division. Divisional leadership will first determine if a position is critical or non-critical to be filled at this time while weighing many factors including current work arrangements, budget, and the necessity of the role to the department, the division and the institution.

Are grant-funded positions impacted?

All positions, regardless of funding source, will be reviewed by divisional leadership for alignment with the critical needs of the division and the institution as a whole. In circumstances where positions are funded by a grant at 100%, it may be okay to proceed with hiring. Divisional leadership will determine which grant-funded roles are considered critical. Dean approval is needed to proceed with hiring for grant-funded positions.

What is the process for approving a critically needed position?

All postings must have divisional leadership approval first, as well as approval from the EVP’s and Provost’s Office for recruitment activities to continue. For positions that are actively posted, Talent Acquisition will prepare a spreadsheet for divisional leadership to review and update demonstrating critical need of positions they wish to move forward for further review by EVP and Provost. This spreadsheet will be submitted to Talent Acquisition who will then distribute to EVP and Provost for further review. For positions not yet posted, divisional approval will need to be obtained and then the Request for Recruitment – Review for Critical Need form filled out. This will be automatically routed to Talent Acquisition and provided to EVP and Provost on a weekly basis for review.

I’ve had to postpone the hiring of a position; how do I communicate with candidates?

Talent Acquisition is happy to assist with any communication to candidates. Templates have been created that we can provide should you feel it important to communicate directly to applicants and/or candidates.

I have an offer out to a candidate for a non-critical position; what should I take into consideration when deciding to rescind the offer?
If the position is non-critical, the offer should be rescinded. HR Talent Acquisition can provide template language to be used in rescinding the offer.

I have extended an offer that has already been accepted by the candidate, and the person is scheduled to start soon. What should I take into consideration in deciding whether to revise the start date?

Some considerations include:
- Availability of staff for new employee onboarding, training, and mentoring
- Complications in acclimating new staff during the pandemic
- Complexity of a new hire beginning their employment experience as a remote employee or with colleagues primarily working remote
- Inherent health concerns of a new employee having face-to-face contact during a pandemic where our own guidance is to curtail such contact
- Impact of changing the start date on the new hire
- Whether the position is determined to be critical or non-critical at this time; if non-critical discuss with your divisional leadership and HR before proceeding with the start date

What if I was just about to make an offer?

You will need to obtain divisional approval to move forward with any current recruitment, including extending any offers to already-interviewed candidates, with consideration of the same factors noted above.

I have received approval to post a critically needed position. Now what?

The next step would be to fill out the Request for Recruitment – Review for Critical Need form which will be submitted to Talent Acquisition and provided to EVP and Provost on a weekly basis for review. Submission by Wednesday at 5:00PM will provide a decision by the following week.

How will the work of the vacant position get done if I can’t hire for it?

The divisional analysis in reviewing whether a position can be filled at this time should include a review and consideration of how current work needs and priorities can be balanced among and across existing roles.

My position was approved for hiring, do I need to review internal talent first?

In keeping with Dartmouth’s commitment to developing, retaining, and promoting the career development of its internal talent, we strongly encourage hiring departments to give serious consideration to all internal candidates in their applicant pools. Dartmouth at this time is not restricting the review of external candidates for critical roles.

Can I engage someone as an independent contractor during the temporary hiring freeze?

Engagement of independent contractors during this period should follow the same approval process described above to determine critical need for the services as well as to ensure that we are not classifying service providers as independent contractors when the classification should be employment. Approval to engage an independent contractor must be obtained and reviewed by
Procurement prior to services commencing. Procurement can provide guidance and answer questions about the process for engaging an independent contractor.