- There is no standardized process
  - Each process isn’t well documented
  - University Equity is outnumbered by the departments requiring approval
  - Routes approvals through the same people twice
  - Nonexempt positions are only posted on Friday

- Hiring system permission levels are confusing
- Hiring system is difficult to learn for non-regular users
- Hiring system doesn’t always notify candidates
- There is no technical connection between HR System & hiring system
- Hiring system job status is rarely updated

- It is difficult to measure most metrics
  - No defined KPIs
  - Not all departments are motivated to hire quickly
  - No current measurement of time to hire based on department
  - Some Managers don’t invest proper time in position/posting creation

- There are many different positions that are not well defined within departments (ex: Who is my Equity Admin)
  - Hiring Managers don’t always know all the qualifications an individual needs
  - It is difficult to manage external advertising

- Equity Policy is often misunderstood
  - Search Committee Policy is also misunderstood
  - Rules about when a search can begin when a position is vacated is misunderstood
  - Nonexempt positions are limited to Friday posting due to archaic scheduling

- Services are delivered in physically dispersed locations (i.e. long walks/drives)