

CASE STUDY:

Maryland University of Integrated Health



Reduced average hire time by 2-3 months.

“ApplicantStack is worth every penny, it pays for itself immediately.”



Saves up to 4 hours in just posting and advertising a new position.

“I didn’t know life could be this manageable for a recruiter.”

ABOUT

Maryland University of Integrated Health is a **graduate school** of integrative medicine, serving roughly 1,400 students. MUIH offers doctoral degrees, master’s degrees, graduate certificates, post-master’s certificates, post-bachelor’s certificates, and continuing education in areas such as health and wellness, nutrition, and acupuncture.

CHALLENGE

Maryland University of Integrated Health was drowning in spreadsheets. Candidates were emailing in their applications, hard copy resumes were stacked on desks, and all positions were being tracked manually. As a result, **positions were taking four to five months to fill**, and MUIH was **missing out on top talent**. And with many virtual employees and faculty members all over the world, once positions were filled the process to get them into the system was cumbersome and inefficient. Forms were not filled out correctly, if they were completed at all.

SOLUTION

As a new Human Resources Director assessed the situation, she knew they had to streamline their processes or they would never be able to get ahead. **Busy HR departments simply can’t be effective without an applicant tracking tool**. She had previously used several different applicant tracking systems, and knew the simplicity, flexibility and cost of ApplicantStack would make it a good fit. Within **two weeks, the system was up and running** with all the hiring managers trained in the system. The Director was able to post a new job, list it on the website and linked job boards, and utilize the complimentary advertising – all within an hour.

Best of all, MUIH didn’t have to manage or maintain ApplicantStack. And, the University loved how easy it was to use. They have 32 hiring managers using the system effectively with little training time.

RESULTS

Since implementing ApplicantStack, MUIH has seen more diverse candidates apply, from a greater geographical reach, and a higher caliber of candidates overall. Hiring managers are able to review candidates much more quickly – **hiring time has been reduced from four or five months to seven or eight weeks**. The University is now filling 4.5 jobs per month, most being adjunct faculty, academic directors and staff positions. The addition of ApplicantStack Onboard has also simplified the new hire paperwork, so all paperwork is housed in one place and easy to deploy no matter where an employee may live.