

EMPLOYER SPOTLIGHT: Davenport University



How JOFI[®] helped a growing university become more efficient and effective at fitting the right people to the right jobs, reducing turnover and advancing its diversity goals.

THE EMPLOYER

Davenport University is the second-largest private, nonprofit university in Michigan, serving about 5,000 students with multiple locations across the state in addition to providing online courses.

THE CHALLENGE: IMPROVE SELECTION PROCESS

Davenport sought to improve hiring efficiency and retention while meeting its strategic-plan objective to develop an action plan for improving diversity.

THE SOLUTION

After enrolling in the 2019 cohort of HireReach,¹ Davenport used JOFI assessments to support an evidence-based selection process in October 2019, starting with faculty and professional positions. By January 2021, the university expanded the approach to nearly all permanent faculty and staff hiring.

THE RESULTS

By the end of 2022, Davenport had leveraged JOFI to:

- Promote 50 employees and hire nearly 150
- Increase diversity of the workforce from 13.5% to 17.5%
- Create a centralized hiring process that is more efficient and effective
- Improve job-fit for new hires, resulting in a nearly 47% decrease in first-year turnover

¹The integrated selection, career navigation and team-building technologies of JOFI power the evidence-based process promoted by HireReach, an initiative that West Michigan employers have been using to meet their talent demands since 2019. HireReach grew out of a 10-year collaboration of Trinity Health and Metrics Reporting Inc., the creator of JOFI, to redesign and optimize their hiring process. The success of this pilot created the framework for HireReach to extend the evidence-based process for other employers to emulate, with JOFI as a key component.

"JOFI is a good product with good people backing it. It's very efficient and I would highly recommend it."

— LESLIE ELLIOTT
Human Resources director
Davenport University

"There's a sophistication with the JOFI tool that just isn't there in other tools. ... What it did for our credibility as an HR team was almost priceless."

— KATHY NATELBORG
Human Resources executive director (retired)
Davenport University

CONTACT

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Data-driven accuracy in hiring, career navigation, and team building.

Discover how JOFI's proven tool set can help you accurately match the right people to the right job and career paths where they can thrive.

