

The Recruiter Review

Fall Edition: October 2007

Diversity—Providing an Edge/Providing Support

You can be a part of our most valuable resource. By combining smart, focused people from all types of backgrounds, we create a dynamic workforce with unlimited potential. Our diversity inspires us to expand our minds and our goals, to look deeper and understand more. By recognizing the strengths of every individual, and creating an inclusive environment, we are getting the best work from our people and meeting the intelligence challenges of today—and tomorrow. Our diversity is most apparent in the number of employee affinity groups. These groups provide perspective, professional support and camaraderie for their members.

From recruitment to education and job development to workplace policies, diversity is helping us serve the country better. As American society continues to change demographically, we are poised to reflect those changes.

Recruiter of the Quarter

Dr. Delorias Lenard, Area-Veterinarian-In-Charge for South Carolina, is our Recruiter for the Fall Quarter. To say that Dr. Lenard is very active with various schools and universities surrounding her area - is an understatement. She also reaches out to youth organizations in her community to attract the younger generation while they are still at that impressionable stage and introduce them to the science field. Dr. Lenard serves as the Minorities in Agriculture Natural Resources Related Sciences (MANRRS) Liaison for Veterinary Services at South Carolina State University in Orangeburg, SC.

Dr. Lenard continues to be a leader in veterinary medicine and is respected by her peers and has garnered a reputation for quality work. She is repeatedly called upon on numerous occasions for her expertise. Congratulations Dr. Lenard on this wonderful achievement!

VS National Recruitment Program Wants You

The VS National Recruitment Program has a Program Specialist, GS 9/11 vacancy that needs to be filled by an energetic, initiative driven, and follow through type of individual. Does this sound like you? Be sure to watch for the vacancy announcement on USAJOBS before the end of the month.

~ UPCOMING EVENTS ~

Wild West Veterinary Conference
Reno, NV October 11–15, 2007

Hispanic Association of Colleges
& Universities National Conference (HACU)
Chicago, IL October 20–22, 2007

American Indian Science & Engineering Society
National Conference (AISES)
Phoenix, AZ November 1–3, 2007

Note from the Editor:

As we bring FY 2007 to a close, I hope you have enjoyed the newsletters so far. I would like to say thank you to all the recruiters who choose to make a difference by going above and beyond their normal duties by helping get Veterinary Services known as the Federal employer of choice. Keep up the great work and I hope FY 2008 brings even more success for the National Recruitment Program—without you—there is NO way we could reach as many individuals that we do. Thank you for all your efforts - *Happy Recruiting!!!*

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Recruiter Tip — Take this opportunity to fall back on those great recruiting techniques you learned during recruiter training:

- Form a relationship with a local university;
- Make friends with a professor;
- Develop an on-campus liaison student as your voice when you're unavailable;
- Don't be a stranger on campus;
- Get feedback; and
- Always allow the opportunity for a student to have your contact information for follow up questions.