

Growing our Community Virtually: Forté's Recruitment Process Redesigned

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When I took on the role of VP of Operations in the Fall 2020 semester, we were tasked with redesigning Forté's recruitment process due to the pandemic and the virtual format of the semester. While this was very challenging logistically, another concern was whether or not we would still be able to get to know applicants on a more personal level during interviews over a Zoom meeting. With the use of Zoom features and the support of our members, Forté was successful in virtually recruiting two inspiring and talented new member classes to join our incredible community!

Our interview process is split into the Round Robin and Final Round. When Round Robin was carried out in person, it was formatted in a way so that applicants move from table to table, speaking to Forté members in each, with each table having a different topic of questions such as teamwork and current events. This format of interviews was very successful in the past as it allowed multiple Forté members to assess candidates and ask more personalized questions.

With interviews being virtual, we were no longer able to use physical tables to move applicants, so we were looking for ways to modify this round and create a virtual variation of it. To mimic our Round Robin format, we decided to take advantage of the Zoom breakout room feature so that candidates could still "move" from different rooms. While this was an experimental process that was developed in a very short time frame, we were happy to receive positive feedback from our new members recruited about the format of the round!

I am so grateful for Forté for giving me the opportunity to help plan and run recruitment these past two semesters! Not only was it a rewarding experience to be welcoming new members to our organization, but it has also allowed me to gain incredibly valuable leadership and professional skills.

Planning the logistics with both Recruitment chairs has taught me about the importance of organization, time management, and adapting to unfamiliar situations. I am so glad to have had this leadership opportunity as a sophomore as it has been an integral part of my experience at Cornell!