OneUSG Connect – Careers

Recruiting and Onboarding Summary

Careers Agenda

Core Functionality
Careers Integrations
Readiness Kits
Project Approach
Benefits/Wins

Talent Acquisition Management
Core Functionality

Talent Acquisition Manager is a complete, integrated system that enables organizations to effectively manage workforce acquisition across all employment categories. Whether you have a few resumes to fill hard-to-find positions or you have plenty of resumes but top candidates are scarce, Talent Acquisition Manager is ideally suited to meet your needs in any type

Candidate Gateway Core Functionality

Candidate Gateway enables applicants (internal and External) applicants to:

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Careers Core Functionality

Step 1 ς

Current USG Applicant Tracking Systems

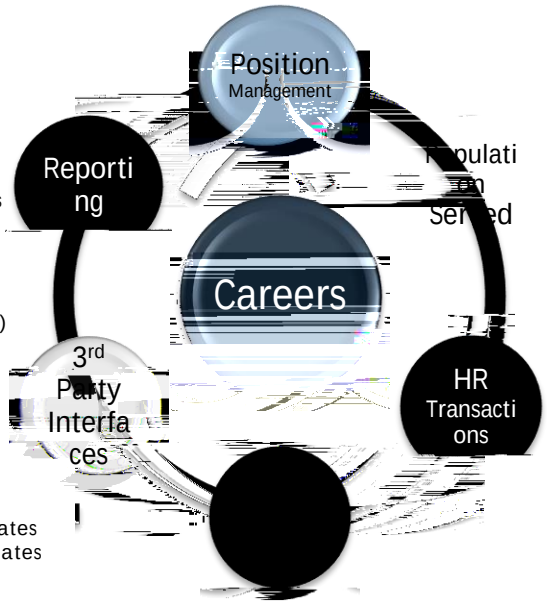
MANUAL

Careers Building Blocks

Job Openings
Applicant Listing
Manage Hires
Audit
Vacant Positions
Job Aging Analysis
Regulatory Reports

Sterling
Equifax (Future)
Job Boards (Future)

Job Opening Templates
Application Templates
Recruitment Templates
Sites

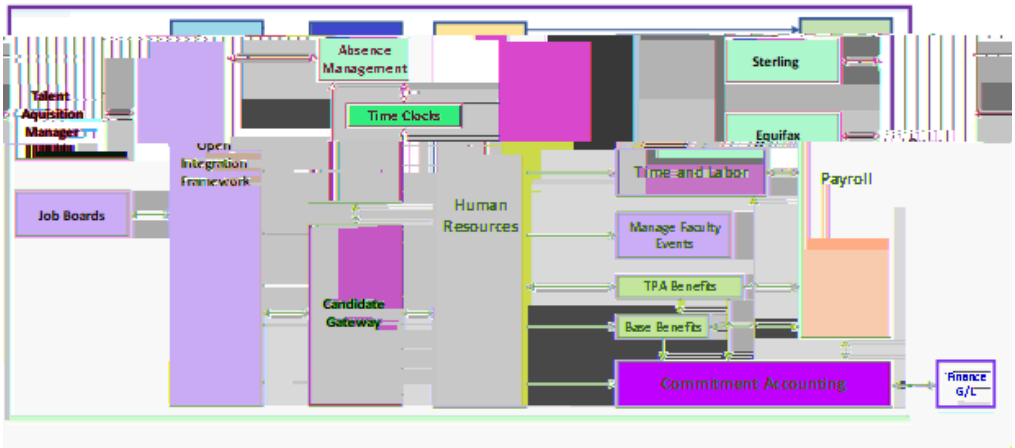


Create New Positions
Clone Positions
Update Positions
Vacant Positions

Staff
Faculty
Executive
Part Time Faculty
Students
Volunteers

Hires
Rehires
Dual Appointment
Promotions
Transfers

High Level OneUSG Connect Integration



Readiness Kit – Communications

Careers Readiness Kit ð Communications

Responsibility ð Institutional
Audience ð Leadership, Practioners, Managers and Employees
Content ð

High-level – Project Approach

Overall Plan - Includes Primary Setup, Development and Testing Plan

Institutional Plan ð Includes Specific Institutional Items, Testing, Cut Over Tasks, Clean Up Tasks, etc é

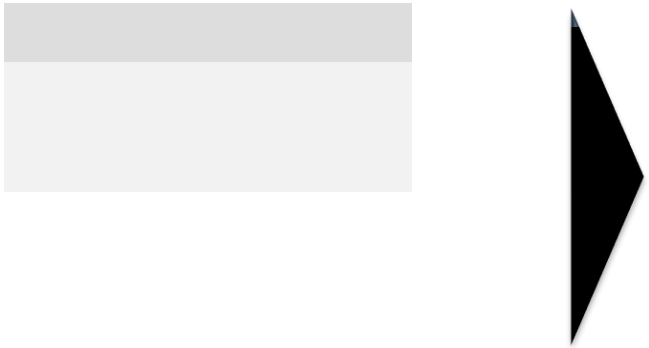
No conversion ð Individual needs recognized for ramping down/ramping up systems, data retention, website changes, etc é

Benefits / Wins

Reduce manual/dual entry of data
Improve applicant & practitioner experience
Improved hiring manager experience
Integrated ATS and onboarding solutions with PeopleSoft HCM and 3rd party vendors
Standardize and simplify business processes, procedures, and forms/packets ð reduction in paper based forms
Reduced compliance risk

To Learn More

Foundation Concepts



Foundation Concepts (continued)

Provides òBasicó Functionality

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Provides Additional Functionality & Enhancements:

- Faculty Data Self-Service
- Promotion & Tenure Eligibility Calculation
- Manage Case/Committee Review (P & T)
- Part-Time Faculty Reappointment (HR process)

What's New?

Tenure and Promotion Service history tracked manually or in shadow system	Tenure and Promotion Service History recorded in OneUSG Connect
ôStopsõ in the tenure clock tracked manually or in a shadow system	

What's New? (continued)

Faculty cannot add credentials, must be submitted and entered by MFE practitioner	Faculty can add credentials online (approval required) ð Employee Self-Service (ESS)
Promotion & Tenure committee decisions are tracked manually or in a shadow system	

What's Not Changing?

MFE module maintains faculty data	MFE module will continue to be the source of faculty data (rank, tenure, teaching CIP)
Activity Distribution	Effort percentages will still be entered, but known as Funding & Effort

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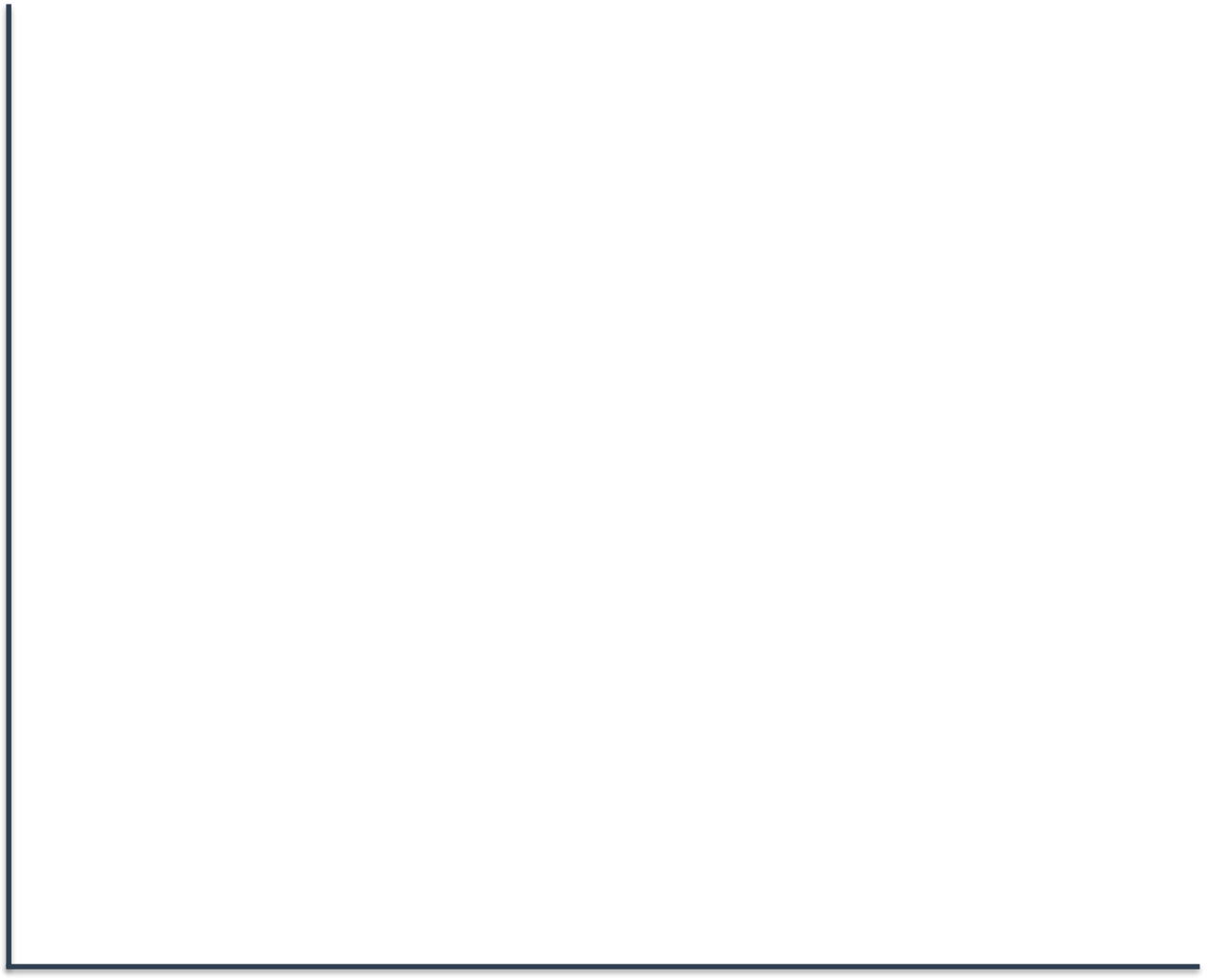
Data Inflows & Outflows



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Key Decisions

Key Decisions

Create Tenure Data

1	MFE practitioners will

Key Decisions

Track Events

1	Special Titles and Additional Posts (administrative) are institution-specific and will be maintained by the institution
2	The promotion and tenure eligibility flag on Job Data will be maintained by MFE practitioners
3	MFE practitioners to maintain faculty committee membership

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Key Changes

Key Changes

Create Tenure Data

1	Effective-dated rows to retain history
2	Automatic population of select fields from HR data
3	Ability to view Job Data from the rank/tenure page
4	System calculation of eligibility and review dates

Track Events

Key Changes

Person Profile

1	Ability for faculty to submit additional credentials via Employee Self-Service

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January Roll Out Milestones

January Roll Out Milestones

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Demonstration of the MFE Module and Faculty Data Self-Service

Meetings with MFE, HR and IR

Bi-weekly meetings to standardize entry of faculty data

- Meetings in June and July consisted of MFE Data Entry Liaisons
- Joint Macon meeting on August 28-29
- Next meeting on 10/31/17
- Upcoming meeting with cohort 2 institutions

MFE , HR Data Elements	MFE , HR Data Elements	MFE , HR Data Elements
1. Tenure Status	7. Public Service Activity Percentage	13. Race Code *
2. Academic Rank	8. Research Percentage	14. US Citizenship Status *
3. Teaching CIP	9. Administrative Percentage	15. SOC IPEDS Code *
4. Tenure Status Date	10. Full-Time Employment Indicator *	* HR Data Elements
5. Rank Change Date	11. Job Code *	
6. Academic Activity Percentage	12. Gender Code *	

Tenure Status

: All not tenure eligible full-time and part-time faculty such as limited term faculty, temporary faculty, and visiting/research professors.

: Full-time tenure track positions that have not been awarded tenure.

: Faculty who have been awarded tenure.

Key Dates

Snapshot.

Validation and correction.

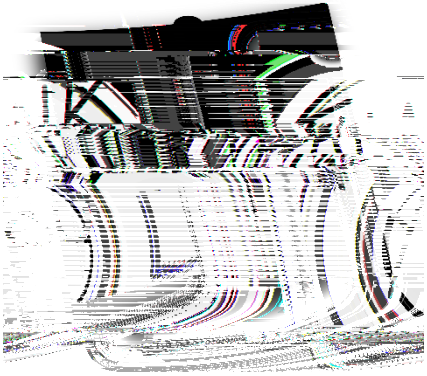
View HR data in IPEDS.

Deadline for all campus changes.

Snapshot frozen. Data final.

IPEDS reports will be run and uploaded. MAY NOT BE CHANGED.

HRDM reports will be run for legislature and other inquiries.

Deliverables for IPEDS validations

- Job Aids
  - MFE Data entry guide
- OneUSG Job Aids (http://www.usg.edu/oneusg/documentation)
- HR & MFE data elements guidance document
- Plus other documents on HRDM SharePoint site