HCM 9.2 Non-Person Profiles

HR Advisory Meeting – July 10,2014

Welcome

- Overview and Common Terms
- Profile (Person and Non-Person)
- Non-Person Profile Demo
 - As delivered
 - Under review for use with each employment group

Terminology

Applications

- **HCM** Human Capital Management (upgraded PeopleSoft HRMS)
- **Taleo** Oracle's Cloud recruitment, applicant tracking and onboarding solution, will replace PeopleAdmin/Jobs at CU

University Relationships

- Person of Interest POI A person who has a relationship with the University (but no job record)
- Employee EMP A person who has one or more job records.

Profile Types

- Person Profile A repository of an employee's skills, competencies, accomplishments, development goals and performance ratings
- Non-Person Profile A repository of position related data: min qualifications, responsibilities, tasks, competencies of a certain position, job code, or job family

Overview

Current State: PeopleAdmin

Used to create positions and post vacancies.

Future State: HCM Position, Profiles and Taleo

- Positions are created in Position Management
- Each position will be tied to a non-person profile
- Elements (to be identified) within the non-person profile will feed to Taleo for recruitment

Examples of benefits when using non-person profiles include:

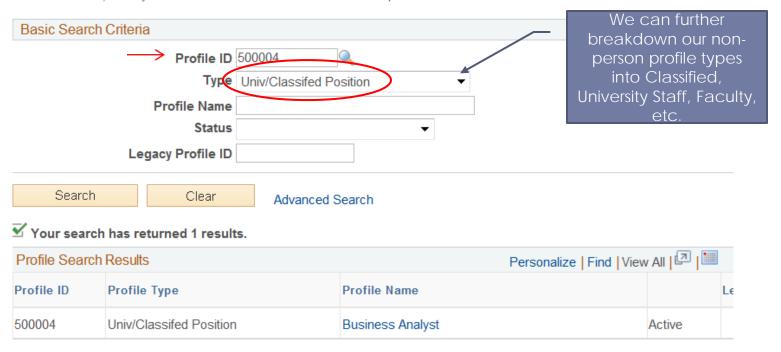
- Data flows to ePerformance
- **Employee Career Development**
- Succession Planning

Please note, our assumption regarding the benefits of using Non-Person Profile are for specific employment groups (may exclude Students, GRA, Professional Temps, potentially Research Faculty.)

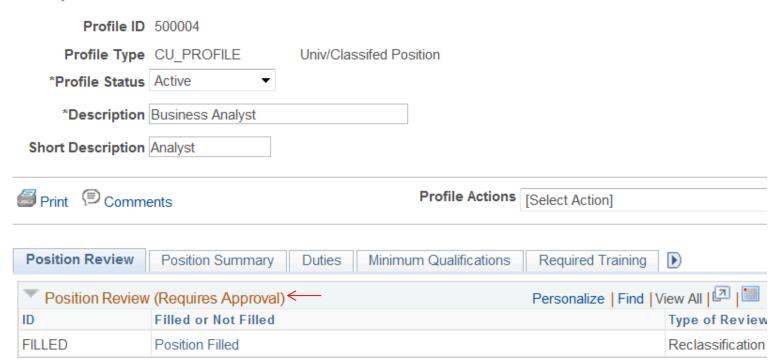
- Sample of University and/or Classified Staff Non-Person Profile
- Position will have been created/updated in Position Management and a Non-Person Profile will be created.

Select a Profile

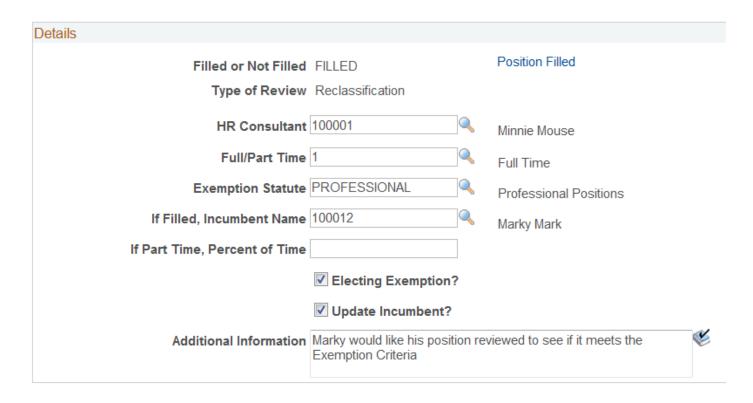
To view a Profile, enter your search criteria and select the "Search" push button.



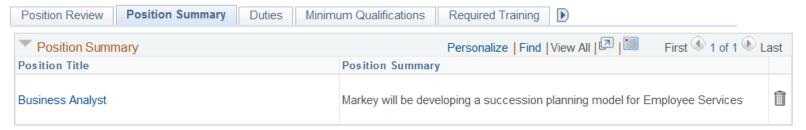
Non-person Profile



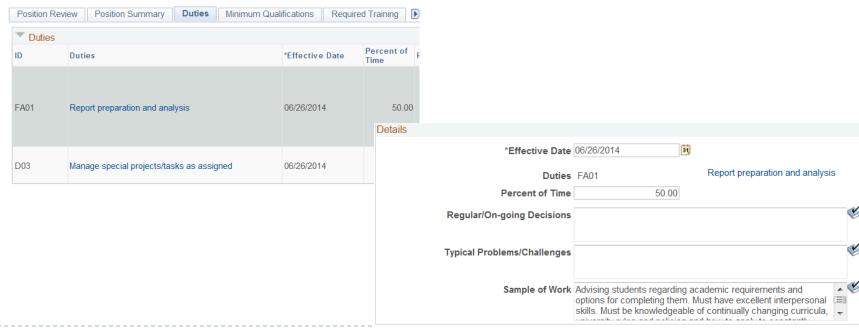
Position Review Detail:



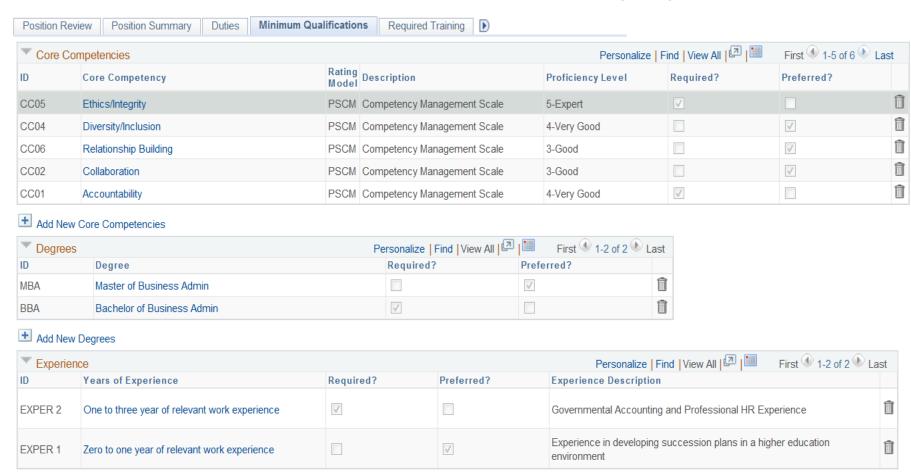
Position Summary



Duties



Competencies, Qualifications, Experience, Language, etc.



Training



Essential Functions



Additional Information



Sample of Faculty Non-Person Profile

Non-person Profiles

Select a Profile

To view a Profile, enter your search criteria and select the "Search" push button.



Your search has returned 1 results.

Profile Search Results		
Profile ID	Profile Type	Profile Name
101010	Faculty Position	Associate Professor

Position Summary

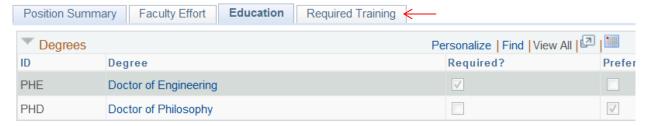
Could build in an Approval Requirement Tab in needed



Faculty Effort



Education



Questions?

Next Meeting – August 14, 2014