

CU to launch new hiring system in summer 2027 ^[1]

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Starting in summer 2027, most CU campuses will begin using PageUp for university job postings, application tracking and new employee onboarding, replacing the current service provider, Taleo.

This new applicant tracking system (ATS) will be rolled out to the Anschutz, Denver and Colorado Springs campuses as well as System Administration.

This change **will not apply to the Boulder campus**, which does not use Taleo for job postings or applicant tracking.

Why the change?

The university's current ATS, Taleo, has stopped development for the platform, limiting the university's ability to develop and improve its hiring process and address structural inefficiencies in the platform.

This change is intended to ensure the long-term usability and reliability of CU's ATS, as well as address some longstanding issues and redundancies. PageUp provides additional tools to improve the job posting, hiring and onboarding process for hiring managers, HR liaisons and applicants.

System leadership partnered closely with stakeholders on the affected campuses to develop a request for proposals (RFP) in 2025 and those stakeholders were deeply involved in the vendor selection process.

During the vendor search, CU System leadership and campus stakeholders were looking for an ATS solution that could:

- Offer a more user-friendly interface for both the university and applicants.
- Make some HR processes more efficient, including job posting, approvals, hiring and onboarding.
- Provide more robust integrations with HCM, reducing the need for HR staff to manually copy and paste information from HCM to Taleo.
- Improve the onboarding experience by streamlining tasks such as establishing positions, organizing documentation like Form I-9 and setting up payroll.

Why this vendor?

PageUp is an applicant tracking system used by several higher education institutions. The platform offers a more modern, intuitive user experience and can be adapted to meet unique

campus or departmental workflows.

It also offers a degree of configuration for each campus.

What's next?

PageUp was selected as the new application in early 2026, and the contract was finalized in May 2026. Configuration and development of CU's PageUp instance will begin in late July. End-user workshops, progress updates for campus stakeholders and development of training materials will proceed through Fall 2026.

Development will be followed by user acceptance testing with rounds of feedback and updates, before the anticipated summer 2027 go-live.

Once the university's PageUp configuration is finalized, System Administration and campus stakeholders will begin sharing more detailed information and training resources for end users. Additional updates are expected via email and campus news publications in early 2027.

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