Big Changes for Applicant Tracking and Hiring Process!

HR Recruiting and Information Services are currently in the process of configuring another PeopleSoft module, Recruiting Solutions 9.2, which will replace the current applicant tracking system, PeopleAdmin.

- **Who will be impacted by this change?** Anyone who hires students, faculty, staff and temporary employees.

- **What does this mean?** The implementation of Recruiting Solutions will benefit the University in that the flow of data will be seamless, increasing efficiencies; whereas today, the transfer of data requires manual intervention and integrating the current system would be a significant effort.

  Similar to PeopleAdmin, the new system will provide a place for applicants to view and apply to jobs. It will allow hiring managers and search committees to review application materials, route employees for peer review, schedule interviews, provide interview evaluations, and initiate offers leading up to the hiring of applicants all within the enterprise system, PeopleSoft.

- **When will the changes take place?** Recruiting Solutions 9.2 is scheduled to launch in January 2016. The current applicant tracking system, PeopleAdmin, will be retired as of March 31, 2016.

- **Where will we see benefits to this change?** Recruiting Solutions will offer a user friendly interface for both applicants and hiring managers. Applicants will be able to perform faceted job searches as well as apply through a guided application process. Hiring Managers will be able to track and manage applicants throughout the recruitment process in a central location by utilizing the Recruiting Homepage – a dashboard optimized for recruiting activities. Recruiting Solutions will also assist in streamlining the onboarding process by allowing the flow of data from Recruiting Solutions into Job in a seamless fashion, reducing the amount of manual entry and exposure to data errors.

- **Why are we making this change?** This is a great opportunity to utilize a delivered PeopleSoft module and to minimize manual entry by having data housed in our enterprise system. This will improve reporting accuracy and provide consistency in the look and feel of the application.

  Watch for more information in the coming months along with training announcements.