Frequently Asked Questions Related to the Talent Management System Upgrade

5.8 refers to the former Talent Management system and 7.0 refers to the new system that was rolled out on October 5th.

Q: Can any new actions be posted in 5.8?
A: No. 5.8 is now closed to new actions.

Q: What happens to my position if it was already posted in 5.8?
A: We will work with you to complete the search process in 5.8.

Q: What should I do if I have a new action to post now?
A: We are asking hiring departments to let us know if they have pending actions so we can schedule them for hands-on training ASAP in October. Notify Alicia Estes at X 2565 ASAP to schedule this training.

Q: What training is available to me so I can move forward quickly with posting new actions in 7.0?
A: Talent Management Information Sessions have been scheduled and it’s not too late to register. These sessions provide an overview of WCU’s talent management processes and how the new PeopleAdmin system supports them. See the schedule below and CLICK HERE to register OR copy the following URL into your browser:

https://docs.google.com/forms/d/1GTAZfZ8Vas2gUnmeMSsgGcZ7L3xnI8hi_T8s0WkR_SU/viewform

Thursday, October 8 - 3:00 pm – MHC Auditorium
Wednesday, October 14 – 11:00 - MHC Auditorium

A: In addition to the above Information Sessions, Talent Management Training Sessions (using the new PeopleAdmin system) have been scheduled. Please note that these sessions are specific to position type so participants can apply the information to their needed actions. See the schedule below and CLICK HERE to register OR copy the following URL into your browser:

https://docs.google.com/forms/d/1JMWBTHe-iZCABFMTCmbvJSjMeOzplan4tNxaoJHODxQ/viewform

SHRA sessions: Thursday, 10/29 from 9:00 am -11:00 am  OR  4:00 pm – 6:00 pm, CAMP 139
EHRA Non Faculty sessions: Friday, 10/30 from 9:00 am -11:00 am  OR  2:00 pm – 4:00 pm, BELK 406
FACULTY sessions: Tuesday, 11/3 from 9:00 am -11:00 am  OR  2:00 pm – 4:00 pm, CAMP 139

A: In addition to the above information and training sessions, individual and small group training is being scheduled for frequent users and for other hiring departments during the last week in October and the first week in November. We will also schedule training when departments notify HR that they anticipate needing a new action. Letting HR know as much in advance of a new action as possible is helpful for scheduling.
Q: What is a turnaround time that I can expect for my position to get posted in the new system?

A: We will work with you to get new actions in 7.0 as soon as possible. Priority is being given to hiring departments that already have a pending new action, but training for other individuals and groups will be scheduled during the last week in October and the first week in November.

Q: Will I have to start over with a new position description in 7.0?

A: We are happy to report that current position descriptions are being migrated from 5.8 to 7.0. We do ask that all hiring departments check each position description and make any necessary updates the first time they initiate a new action in 7.0 to ensure that they are correct and complete.

If you need assistance, contact Alicia Estes at X 2565 or jobs@wcu.edu