PageUp Kickoff Meeting
August 14, 2017

UCF

UCF STRATEGIC PLAN

Creating our Collective Impact

Strengthening Our Faculty and Staff
Priority Metrics

Metrics

- Increase the number of National Academy members on the faculty to six
- Reach 1,200 full-time tenured and tenure-track faculty members
- At least 65% of all faculty members with assigned instructional duties are tenured or tenure-track
- Increase the number of philanthropically endowed professorships and chairs from 64 to 80
- Achieve 25% in new hires of under-represented groups among tenured and tenure-track new hires
- Rank in the top 10% of large Orlando employers as a best place to work
- Achieve 25% in employment of under-represented groups among full-time administrative and professional new hires who are retained five or more years

Strategies

- Expand upon current professional development and training opportunities to help faculty members become more successful in achieving tenure and promotion at UCF
- Using external and internal data analytics, assess national and international faculty recognition
- Identify key obstacles that affect retention and recruitment of highly prized faculty members and develop clear plans to minimize the impact of those obstacles
- Develop a plan to ensure that eminent faculty members are given full consideration for membership by the national academy or equivalent body in their discipline
- Develop a university-wide plan including mentoring and financial support for recruitment and retention to achieve metrics
- Develop a strategy to identify and recruit partners or spouses of new hires and target high performers among new staff hires
- Develop an internal mentoring process to develop and retain underrepresented postdoctoral scholars as a pipeline to earning faculty positions

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Products we reviewed:

ORACLE®
TALEO
CLOUD SERVICE

cornerstone
realize your potential

PageUp

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Alphabet Soup:

ATS

TAM

TAS

TMS

CG

UCF

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HRIS team
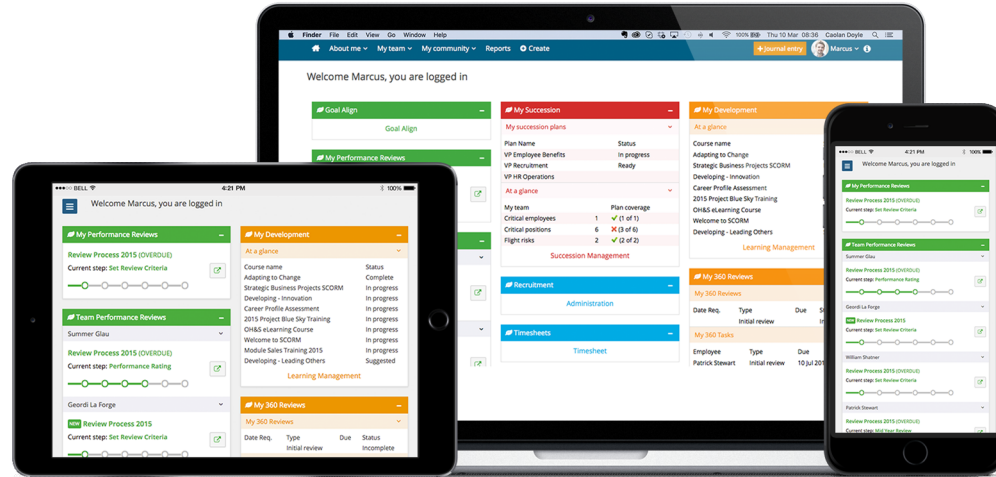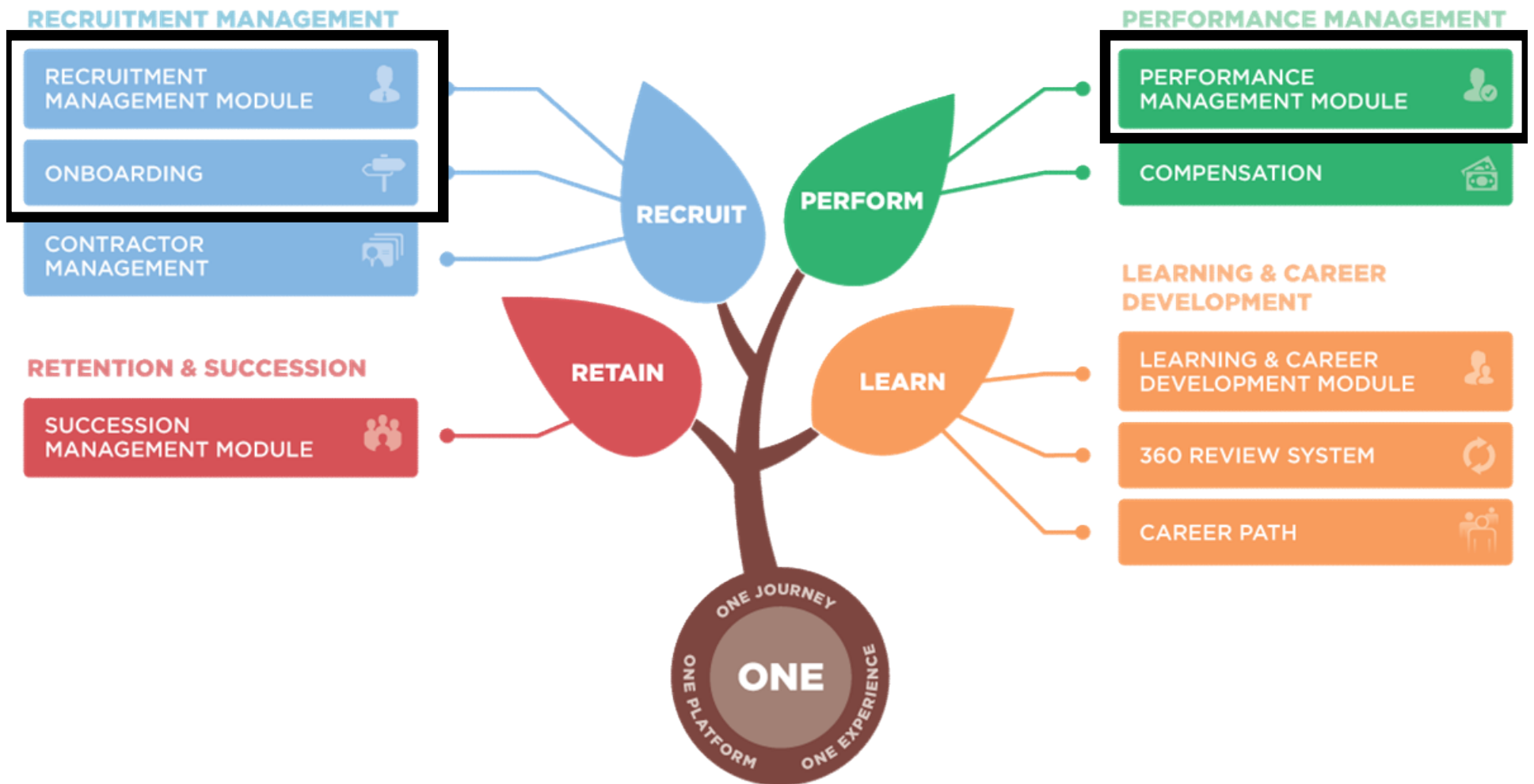
HR Talent Acquisition team

UCFIT team

The TASmaniacs!

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PageUp is a flexible cloud-based system that offers technological advantages, including:

- More modern user interface

- Robust database system

- Easier access to information

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Onboarding

Benefits:

- Create a better employee experience – immerse in UCF culture from the start
- More consistency in business processes
- Improved efficiency of adding/updating personal and payroll data
- Improved data integrity
- Better tracking
- Eliminate need for paper
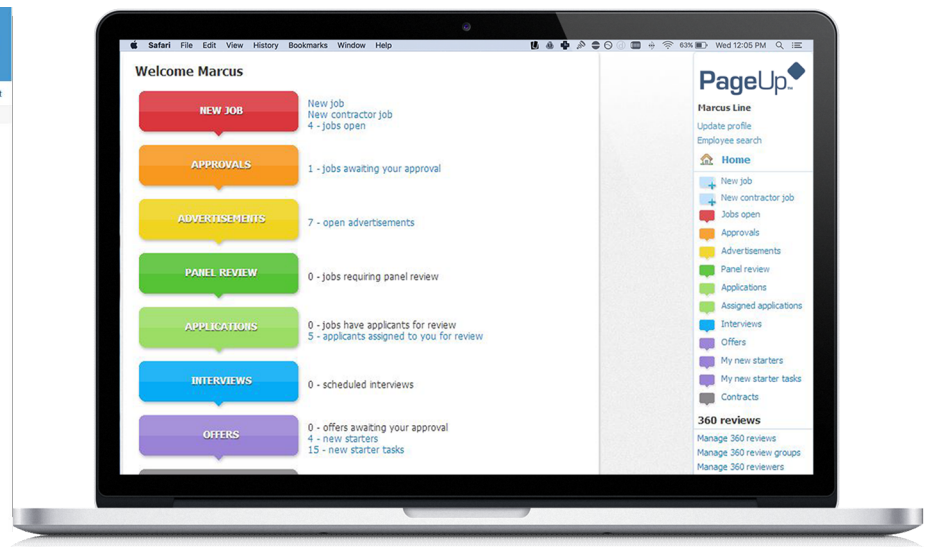- Different checklists for different stages of the process (Before start date, first day, first 30 days…)

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Modern, Appealing, Easy to Use

PeopleAdmin
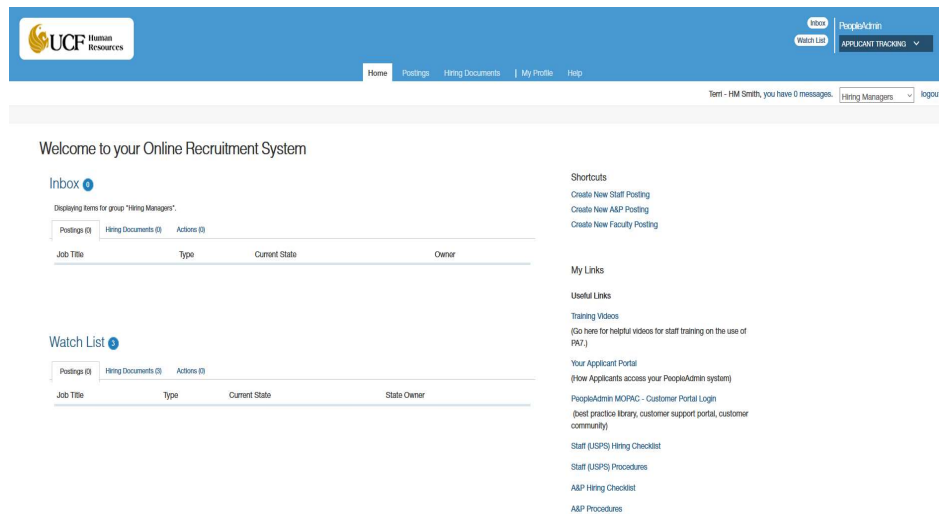
PageUp

PageUp Implementation

Phase 1: Recruitment, Hiring and Onboarding

Goals:

Deliver a Talent Acquisition Management system that is available anytime and anywhere without compromising data security in order to support UCF's Strategic Plan goal of Strengthening Our Faculty and Staff. Components will include:

• Improved applicant experience; easy to use

• Effective, transparent, automated workflow that is easily configurable

• Integration with PeopleSoft, background check vendor and job posting sites

• Robust reporting capabilities; assist management in monitoring hiring and diversity goals

• Provide an onboarding experience for new hires with common tasks, HR forms, department specific information, incorporating the UCF culture and brand

August 2017

Spring 2018

Analysis and Planning

Design and Development

Integrations and Testing

Training and Implementation

Maintenance and Support

Phase 2: Performance Management

Goals:

Provide a system for total performance management that will help ensure employees get the direction, feedback and development they need to succeed in their roles. Components will include:

• Ability to align goals across the workforce

• Promote continuous feedback

• Move from a paper performance appraisal to an automated one with workflow

• Ability to provide meaningful reports and analytics from the system

To Be Determined

Stop/Start/Keep Exercise

Stop – what do you dislike about the old system, what practices or processes reduce your effectiveness, what is not working that needs to be fixed

Start – what do you want to see in the new system, what are some opportunities to improve, what are we not doing now that we should be doing

Keep/Continue – what do you like about the old system, what is it doing right, what must it continue to do to be effective

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What's next?

- Kickoff meeting with PageUp
- Follow up meeting with PageUp to review the project plan and timeline
- Review current process and identify areas that can be streamlined or eliminated
- Onboarding committee will start meeting to determine what should be included
- Start working with UCFIT on integrations
- Work with PageUp team to configure and validate the system
- Test, test, test and test some more
- Train
- GO LIVE!

Questions?