

## **INFORMATION CONNECTS**

Oracle PeopleSoft Human Capital Management  
for Higher Education

Manage Your Evolving Workforce

Higher education institutions face tremendous budgetary and regulatory pressures, stiff competition for students and resources, and increased demands to provide quality services. Innovative technology solutions are more important than ever to institutions seeking to operate efficiently, simplify business processes, and drive down administrative costs.

Colleges and universities have many constituents—students, alumni, donors, faculty, and staff. The roles these constituents play are extremely fluid over the lifecycle of the relationship, making it difficult to ensure that each person is getting access to the right information at the right time. Recruiting, developing, and retaining qualified faculty and staff are other high priorities.

These challenges add up to complexity—complexity your human resources management system (HRMS) needs to manage, track, report, and document for compliance and workforce development. Oracle's PeopleSoft Enterprise Human Capital Management (HCM) and the current releases of specific product modules within this family have valuable enhancements and powerful self-service capabilities that directly address the concerns of higher education institutions.

## Manage Multiple Roles

### The Person Model

PeopleSoft Campus Solutions applications—which include the student and alumni management systems—are based on an innovative design that allows Oracle to deliver them as a separate, unique component of the PeopleSoft HCM 8.9 release. As part of the componentization, a central repository of biographic and demographic information about people—called the person model—is being introduced.

The new person model supports the storing and tracking of all person types—including contingent workers and persons of interest—within one centralized repository, enabling you to manage and report on all types of workers, from hourly to salaried, from seasonal to permanent.

The higher education workforce is evolving to include more consultants, contractors, and part-time employees than ever before. Additionally, the “student” and “employee” roles are fluid and have unique characteristics not duplicated in the private sector, making human resources (HR) management a complex task. For example, in addition to their primary roles, students can be instructors and serve as administrators. An instructor can become a student, and a staff member can become a part-time instructor. All of these individuals can also function as researchers in addition to fulfilling their primary role in the institution—often with differing pay scales and reporting requirements. Therefore, the student administration and HRMS solutions in an institution need to share information for optimal workforce management.

### Introducing the Person Model

Oracle’s PeopleSoft Campus Solutions products for higher education comprise mature, best-of-breed student administration and development (contributor relations) applications. PeopleSoft HCM and PeopleSoft Campus Solutions applications share people-related data elements and important payroll processes. However, PeopleSoft Campus Solutions applications are based on an innovative design that allows Oracle to deliver them as a separate, unique component of the PeopleSoft HCM 8.9 release. As part of the componentization, a central repository of biographic and demographic information about people—called the person model—is being introduced. The new person model supports the storing and tracking of all person types, including contingent workers and persons of interest, within one centralized repository. This lets you manage and report on all types of workers, from hourly to salaried, from seasonal to permanent.

Additionally, PeopleSoft Human Resources delivers enhanced support for onboarding a contingent workforce with automation that reduces processing time, manual data entry, and errors. For example, if a job within PeopleSoft Talent Acquisition Manager (see p.3) is designated as contingent, the information for the selected candidate will be available within core human resources (HR) applications as a contingent worker’s information.

## Enhance Recruiting

Hiring the best and brightest faculty, staff, and researchers ensures institutional excellence. PeopleSoft Talent Acquisition Manager enables a collaborative environment for recruiters, hiring officers or selection committees, and candidates. With PeopleSoft Talent Acquisition Manager, recruiters and managers can post jobs, set up assessment criteria, and automatically rank candidates for best fit. Everyone who is involved in the recruitment process gains visibility into the candidate pipeline.

### Easily Onboard Contingent Workers

And because all of PeopleSoft HCM leverages the person model, you can conduct recruiting activities for full-time or contractor candidates using a common skills and competencies database. By looking at permanent and contingent faculty and staff through the same lens, your managers can make smarter decisions about filling open positions.

If they choose to hire contingent workers, they can create a requisition in PeopleSoft Talent Acquisition Manager and have it sent automatically to Oracle's PeopleSoft Enterprise Services Procurement. Hiring contingent faculty and staff members is now a faster process, because their information is already in the system.

### Optimize Workforce Requirements

How can you quantify and manage the contributions—and costs—of a diverse labor pool? Accurate reporting on your contingent and part-time workers and research staff is critical to properly allocating space, maintaining network security, and analyzing your global head count.

Because information about contingent workers and researchers resides alongside information about full-time employees in PeopleSoft HCM applications, you can more easily perform combined reporting on your workforce. This consolidated reporting addresses a key accounting issue: The costs of a contingent workforce are frequently accounted for in Finance, not HR, resulting in distorted head-count, productivity, burdened-rate, and turnover numbers. Without the architecture and functionality of PeopleSoft HCM, your institution may lack visibility into its entire workforce and be unable to track its spending across full-time and contingent workers and researchers.

PeopleSoft HCM also helps your staff avoid errors and time-consuming manual data reconciliation. Your administrators will be able to quickly access accurate information for immediate visibility and improved resource and budget planning.

### More-Accurate Reporting

Because information about contingent workers and researchers resides alongside information about full-time employees in PeopleSoft HCM applications, you can more easily perform combined reporting on your workforce.

## Systematically Reward and Develop Talent

Retaining and rewarding valued faculty and staff can translate into significant improvement in student satisfaction and faculty retention. PeopleSoft ePerformance helps link individual and departmental goals to higher-level goals. By delivering rules-based security and linking to the core PeopleSoft HR application, PeopleSoft ePerformance lets you communicate the right goals to the right groups of people at the right time.

With 360-degree feedback functionality, you can get a complete picture of the performance of your workforce—and your employees can get the feedback they need in order to achieve their goals, excel at their jobs, and boost your bottom line. PeopleSoft ePerformance delivers multisource functionality to allow multirater and 360-degree feedback in performance reviews. It enables your employees to work collaboratively with managers in setting performance goals, establishing review criteria, and selecting review participants.

PeopleSoft ePerformance lets you

- Link goals to drive alignment among missions, initiatives, and departmental or individual goals
- Support unique sets of business rules and approval processes for different organizations within your enterprise
- Tailor the application for any workforce group, region, or individual
- Construct high-quality feedback for employees more frequently, while simultaneously reducing the risk associated with nonstandardized assessments
- Utilize workflow to keep all interested parties up-to-date throughout the performance cycle

## Drive Workforce Performance

While rewarding talent is key to staff retention, leading higher education institutions are also focusing on developing their staff members as they seek to drive business performance through an integrated talent management strategy. However, the need for enterprise learning has extended beyond staff development. Higher education institutions also need to cultivate a stronger, more productive workforce. To do so, higher education institutions need to deliver targeted, personalized learning to staff, faculty, suppliers, and partners—giving them the skills and knowledge to drive business performance. This is especially true as higher education institutions undergo change management and business process reengineering in the global education community. PeopleSoft Learning Management provides you with the tools to achieve that goal—and reduce the cost of training administration in the process.

PeopleSoft Learning Management is a stand-alone, internet-based solution that automatically recommends intelligent learning to people, based on business goals and events. It enables you to reduce learning costs and improve productivity by optimizing your learning process and embedding learning into all your critical business processes.

PeopleSoft Learning Management lets you

- Take advantage of the flexibility to create catalogs of courses, and drive training by job code or events
- Cut learning costs and measurably improve productivity by automating the advertisement, registration, delivery, tracking, and reporting of all training throughout your organization
- Maximize limited budgets and expand your audience using multiple learning channels, including Web-based seminars
- Mitigate risk and increase regulatory compliance by creating curricula that train for and help maintain required skills for regulated workers

## Oracle Applications for Higher Education

Oracle Applications are used by

- More than 900 higher education campuses worldwide
- Nine of the top ten ranked academic institutions worldwide
- Ten of the top ten research institutions in the U.S.
- More than 100 research universities

## Next Steps

For additional product information and white papers covering a broad range of higher education topics, visit [oracle.com/industries/education](http://oracle.com/industries/education).

To speak to an Oracle representative, call +1.800.ORACLE1.

## Build Curriculum and Facilitate Certifications

Certification and compliance are major concerns for higher education institutions. PeopleSoft Learning Management enables users to present a program of learning that guides them through one or more sections of catalog items. In building a curriculum or certification program, training administrators can

- Specify which items are required and which are optional
- Determine, if necessary, the order in which learners must complete the items
- Decide whether to permit historical items and waivers for items
- Use sections to organize activities into logical phases

In addition, certification programs can enforce time periods for completion and recertification and can automate recertification reminders.

## Optimize Processes and Improve Service to the Campus Community

Optimizing administrative processes allows you to redirect resources to the critical business of providing quality services to the campus community, deriving more value from your HCM implementation. Employee and manager self-service capabilities are a powerful driver for newfound efficiencies. These online transactions connect all your constituents to delivered business processes, automate common administrative tasks, help you leverage industry best practices, and eliminate paperwork bottlenecks with automatic approval routing.

## PeopleSoft HCM Campus Solutions

It is no surprise that more than 900 higher education institutions worldwide have chosen Oracle HCM applications. Innovative technology solutions such as Oracle's PeopleSoft Enterprise Human Capital Management Campus Solutions directly address the special needs of higher education institutions. Use them to manage the complexity of your unique HR needs, improve administrative efficiency, and achieve operational excellence.

## CONTACT US

For more information about Oracle in higher education and products and services developed especially for our higher education customers, visit [oracle.com/industries/education](http://oracle.com/industries/education).

the  $\mathbb{R}^n$  is the  $n$ -dimensional Lebesgue measure.

Let  $\mathcal{A}$  be a  $\sigma$ -algebra of subsets of  $\mathbb{R}^n$ . A  $\mu$ -measurable function  $f: \mathbb{R}^n \rightarrow \mathbb{R}$  is called  $\mu$ -integrable if

$$\int_{\mathbb{R}^n} |f| d\mu < \infty.$$

Let  $f, g: \mathbb{R}^n \rightarrow \mathbb{R}$  be  $\mu$ -measurable functions. Then  $f + g$  is  $\mu$ -integrable and

$$\int_{\mathbb{R}^n} (f + g) d\mu = \int_{\mathbb{R}^n} f d\mu + \int_{\mathbb{R}^n} g d\mu.$$

Let  $f: \mathbb{R}^n \rightarrow \mathbb{R}$  be a  $\mu$ -measurable function. Then  $cf$  is  $\mu$ -integrable and

$$\int_{\mathbb{R}^n} cf d\mu = c \int_{\mathbb{R}^n} f d\mu.$$

Let  $f: \mathbb{R}^n \rightarrow \mathbb{R}$  be a  $\mu$ -measurable function. Then  $f$  is  $\mu$ -integrable if and only if

$$\int_{\mathbb{R}^n} f^+ d\mu < \infty \text{ and } \int_{\mathbb{R}^n} f^- d\mu < \infty.$$

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