

March messages focus on the big picture: what we aim to accomplish, overarching strategy, and the move to Oracle Talent Acquisition Cloud (OTAC) as a replacement for Jobs@Ulowa.

## MEETING THE NEED TO COMPETE

The university vies with other higher education and industry employers for top faculty and staff. Modernizing our talent acquisition strategies and systems will **help us compete**.

We're adopting **proven processes and tools**, adapting them to fit our culture and meet specific needs. (For example, we're developing parallel processes for faculty, staff, and health care recruiting that recognize the unique nature of each area.)

We want to get better at identifying great people and encouraging them to join the university. We're not just posting jobs and hoping for a strong pool—we're **actively recruiting candidates**.

## STRATEGY DRIVING SYSTEMS

We started by **establishing a vision** for what we aim to achieve. From there, we identified a **new talent acquisition system** (Oracle Talent Acquisition Cloud) that fits with our goals and provides a platform for growth.

We're developing a **comprehensive approach** that begins by boosting UI visibility and sparking interest, then proceeds through job posting, application, and hiring processes. (In the past, we've focused mostly on the latter and haven't stressed proactive efforts to draw top talent.)

## MOVING TO ORACLE TALENT ACQUISITION CLOUD

Oracle Talent Acquisition Cloud (OTAC, formerly Taleo) is a **software as a service** product managed and maintained by Oracle on remote servers. Unlike on-site systems, it requires no direct investment in server hardware or local system maintenance.

Oracle offers **extensive options**—we're currently configuring the system to meet specific UI needs and **work for the whole university**.

**OTAC will replace Jobs@Ulowa**, expanding capabilities in essential areas like talent sourcing. Being a vended product, it won't support the same degree of customization as our old house-built system, but will offer candidates a better experience overall.

## RELYING ON HR PROFESSIONALS AND CAMPUS LEADERS

Changes of this magnitude are always challenging. Over the past two years, the university's **HR community has set the stage**—continued success depends on communication and partnership.



Talent Acquisition@Iowa strategy model

## LATEST MILESTONES

Recent accomplishments include:

- Change readiness assessment completed and slated for presentation in early April
- Broadbean job aggregator contract finalized
- First faculty feedback sessions held
- Strategy committees initiated

## UPCOMING MILESTONES

Pending accomplishments include:

- Website and marketing asset design drafts to be presented
- 
- 
- 

OTAC System Design and Build	Requirements/Design	Final Configuration	User Acceptance Testing	Training/Demonstration
<b>Staff/Health Care Process:</b> Tools and workflows for recruiting health care personnel and staff university-wide	✓			
<b>Faculty Process:</b> Tools and workflows for recruiting faculty	✓			
<b>Job Aggregator Integration:</b> System add-on to automate job-board postings and address compliance needs	✓			
<b>Website Design and Marketing:</b> Front-end jobs site and employer marketing assets	✓			
<b>GIS Integration:</b> (project description)	✓			
<b>HRIS Data Integration:</b> (project description)	✓			
Change Management	Initiation	Planning	Implementation	Evaluation
<b>Readiness Assessment:</b> Org-by-org feedback on process and role changes	✓	✓	✓	
<b>Job Impact Analysis:</b> Potential shifts in responsibilities and resource needs	✓	✓		
<b>Training Plan:</b> Overall goals, trainee identification, schedule, etc.				
<b>Training Development:</b> Content, delivery modes, materials, etc.				
Strategy	Initiation	Planning	Implementation	Evaluation
<b>Attract:</b> (project description)	✓			
<b>Engage:</b> Pipeline development proposals	✓			
<b>Recruit:</b> Skills identification and development plans	✓			