

## **Professional Learning Management, Performance Management, and Onboarding Systems – November 3, 2015**

Approximately five years ago, the University purchased two HR Workforce Systems to enhance the hiring and developing experience for University employees. The two systems purchased were the Avatar Professional Learning Management System (PLMS) and the PeopleAdmin Applicant Tracking System. These systems were selected based on recommendations and input from a cross disciplinary committee consisting of representatives from the Office of Human Resources, Office of the Provost, Financial Services, Computers Services, Student Employment, and the West Plains campus.

This fall we will be selecting a new PLMS to replace the current Avatar system since it will no longer be supported by the vendor. We have also included in the RFP solicitation, prices for a performance management and onboarding systems.

We have expanded the utilization of the current PLMS to support both professional and personal development initiatives in addition to compliance requirements for all University employees. The current PLMS has served as a central listing for over 1,200 classes with employees engaging in over 23,000 hours of training annually. We have expanded online offerings to include orientation sessions in support of new per course faculty and Study Away programs. Additionally, we have been able to automate the noncredit fee waiver benefit component resulting in increased utilization by employees for internal programs offered by various University units.

The two additional enhancement systems we will also be reviewing with the RFP are Performance Management and Onboarding systems. A Performance Management system automates the administration of performance evaluations through web-based templates, a centralized goal library, an automated notification process, and retention of documents. An Onboarding system automates the hiring processes for new employees and supports the employee lifecycle to include new hires, transfers, relocations, retirements, and off-boarding respectively. Both systems support workflow processes at all levels.

As before, we will be inviting members of the University Community along with Core Committee and LMS Unit Administrators to participate in reviewing the systems during the on campus demonstrations for feedback and recommendations. These demonstrations are targeted to occur throughout December 2015 and January 2016.

Please be on the alert for upcoming announcements in the *Inside Missouri State*, University's websites and calendars for information on these demonstrations.