



Taleo for Higher Education

“We really felt as if we needed to manage the process in an efficient manner in order to better assess our recruitment trends and become better citizens of the university’s resources. We came across some resistance to change, but Taleo took us from a process that needed improvement to one that strategically meets our current business needs.”

Allan Bishop
Recruitment and Employment Center
Director, OHR
Cornell University

The Challenge: Improve service, reduce costs, and provide intelligent talent visibility while replacing paper processes.

Higher education institutions face many of the same staffing challenges as any business. Then add these unique processes: specialized requirements for faculty hiring, a more intense focus on diversity programs, and promoting your institution as an employer of choice. You also must serve multiple departments, hire types, processes, and sourcing needs.

To succeed rather than just survive, staffing and HR departments at colleges and universities need a consistent, flexible, and proven solution to replace paper processes and reduce costs. With tailored career sites, automated workflows, and focused strategies, you can attract and retain top academic, research, and administrative talent.

Meet Your Challenges with Taleo

Some of the key talent management issues facing higher education include:

- Improved ability to attract and retain top talent.
- Hiring process automation and consistency.
- Effective use of limited funding and resources.
- Higher service levels to constituents across campus.
- Strong employment branding and better candidate experience.
- Compliant diversity hiring practices.
- EEO, Affirmative Action, and OFCCP data collection.
- Effective onboarding of new employees.
- Analytic visibility into process and practices for continuous improvement.
- Easier integration and consolidation of workflows.

Taleo for Higher Education Customers



Cornell University

PURDUE
UNIVERSITY



UNIVERSITY
of TORONTO

AU ADELPHI
UNIVERSITY

The Solution: Establish consistent, flexible, and automated talent management processes to support higher education.

Whether you have dozens of locations or a single campus, Taleo has the solution:

- Taleo Enterprise Edition™ meets the talent management needs of medium to large universities and colleges with multiple locations and thousands of employees. You can manage hiring of staff, academic, and campus services positions from a single integrated platform with centralized consistency and local flexibility. If you require a scalable, adaptable solution to meet dynamic business requirements and manage talent across multiple locations, departments, hire types, and constituencies, Taleo Enterprise Edition is right for you.
- Taleo Business Edition™ enables small and medium organizations to set up a career site in an hour, configure in minutes, and process applicants immediately from a custom system. Equally flexible and accessible for hundreds or thousands of employees, Taleo Business Edition is the solution of choice for small and medium sized universities and colleges.

The Taleo Enterprise Edition Solution for Higher Education

Automation, streamlined processes, and analytic reporting are the keys to successful recruitment services in higher education. Taleo offers very broad and deep capabilities you can use to reduce costs, support diversity initiatives, enhance your employment brand, and enable your recruiters to collaborate more closely with your department heads and other hiring managers.

The Taleo for Higher Education offers:

Proven processes for applicant tracking and eRecruitment. Lack of automation makes processes inefficient and diminishes your ability to compete effectively for top talent. Taleo Enterprise Edition automates your recruiting and hiring process including requisition management, sourcing, applicant selection and tracking, offer management, and onboarding.

Online collaboration and service delivery. Integrated hiring manager self service, career sites, and staffing portals put everyone connected to the process on the same page—from requisitions and candidate selection to onboarding. Take advantage of four-tier screening and assessment. Streamline the work of team hiring, search committees, and hiring panels.

Single, flexible platform for all hiring. Use a single platform for all types of hiring including administration, academic and non-academic faculty, researchers, professional staff, and support services. Have the flexibility to support a centralized or decentralized staffing model. Take charge with self-service administration and SmartOrg™ process mapping.

Cornell University Uses Talent Management to Transform Academic Institution Recruitment Model

Cornell University is a leading private institution of higher learning with the main campus located in Ithaca, New York and regional sites throughout the state and across the globe. One of Cornell's largest challenges was consistently attracting and retaining high-quality diverse staff. With 10,000 employees, Cornell needed some innovative enhancements to its HR processes. Using Taleo, Cornell:

- Replaced outdated paper processes, made hiring practices consistent across all locations, and established strategic metrics.
- Increased online applications to more than 35,000 with opportunities posted to a central site.
- Improved Affirmative Action data collection response rates in the application process from 30 percent to 90 percent.
- Greatly improved the experience of people who apply for jobs through correspondence features.



Single, flexible platform for all hiring.

Stronger sourcing and employment branding. Deliver an engaging online candidate experience with high touch communication, correspondence, and email updates throughout the process. Reinforce your status as an employer of choice. Use innovative sourcing tools including referrals and social networking.

More accurate compliance and diversity hiring and reporting. Support a full range of compliance and diversity hiring requirements including EEO, Affirmative Action, and OFCCP data collection. Increase your EEO response rate and automate your reporting.

Superior technology, services, and support. Proven on demand performance, easy online access, and secure connections combine to power more than a billion Taleo transactions per quarter. Services include consulting, education, and 24x7 technical support. You can even plug our pre-integrated solutions into multiple leading backend systems and background check and assessment partners.

See the results. Realize the value.

Transform your higher education recruitment model today with automated processes, improved diversity program response rates, and strategic metrics. Choose the technology partner that can support you today with recruiting and in the future with student employment programs, performance management, and complimentary employer campus recruiting initiatives.

Many higher education institutions are seeing results and realizing value with Taleo solutions. Cornell University, the University of Toronto, Adelphi University, and Macalester College are just a few institutions that have reduced costs, improved recruiting, processes, and enhanced employment brands. Results include:

- Improved process efficiency.
- Higher quality of hire.
- Better constituent service.
- Dramatic cost reductions.
- Higher workforce productivity.
- Larger candidate pools.
- Stronger employer branding.
- More efficient use of resources.

To learn more about Taleo for Higher Education, contact your Taleo representative today.



CONTACT

www.taleo.com – info@taleo.com
1.888.836.3669 – U.S.
1.888.922.5665 – International
1.888.561.5665 – Customer Service

ABOUT TALEO

Leading organizations worldwide use Taleo on demand talent management solutions to assess, acquire, develop, and align their workforce for improved business performance.

Copyright © 2007 Taleo Corporation. All rights reserved. No portion of this document may be reproduced in any form without the prior written permission of Taleo Corporation.

Taleo and all Taleo product and service names mentioned herein are trademarks or registered trademarks of Taleo in the United States, France, The Netherlands, U.K., Canada, Australia, and several other countries. All other product and company names mentioned herein may be the trademarks of their respective owners.