TO: The Academic Senate

FROM: Faculty Affairs Committee

SUBJECT: 15-16 FAC 9: Response to Executive Committee referral regarding problems with usability and function of Faculty Search online application process

PURPOSE: Information to the Academic Senate

BACKGROUND INFORMATION:
The Chair of the Academic Senate sent a referral to FAC and ITAC on October 28, 2015, requesting possible solutions for problems that have been reported in our faculty job application process online. Upon discussion with ITS, ITAC has learned that major changes to the current software, PeopleSoft, is not possible, pending a system-wide HR initiative. Therefore, it is the recommendation of ITAC that 3rd party software be considered for adoption, and ITAC refers judgment on said software to FAC.

FAC researched how applications are managed at other CSU campuses and scheduled onsite presentations by two vendors that sell software to manage applications: Interfolio and PeopleAdmin.

Associate Provost Linda Dobb and Director of the Online Campus Roger Wen have worked with IT, called references and checked with the vendors to confirm each software’s capabilities and cost analyses.

Zac Ulm, Regional Manager for University Partnerships from Interfolio, presented to FAC on November 18, 2015 about how their software could manage applications.

http://www.bycommittee.com/faculty-search/

Interfolio has been around since 1999; and their software is capable of supporting advertisements of position openings, providing tools to organize and rate applicants, streamlining search committee formation, enabling confidential discussion, aggregating EEO data, generating reports with visuals about applicant pool diversity, and notifying applicants of their current status. Workflow management functionality is planned to roll out in 2016 to allow the hiring process to be appropriately routed through the various stages of approval. The new proposed software program can accommodate and streamline the workflow (from application, to search committee, to Dean, to diversity officer, to Provost) of all materials without having to exit the system.
In addition, InterFolio will, at no cost, provide an Application Program Interface (API) that helps us move information back into PeopleSoft, which is needed for EEO purposes and to document the number of applications received and the race/gender/age of applicants. At this point, the overall cost given to us for InterFolio is $17,000 for the first year, including integration work ($5000 less than the cost of PeopleAdmin).

In speaking with San Jose State University, they are very pleased with the way InterFolio works for faculty applications. Prof. Mahendra has personally interacted with Interfolio and SJSU and concurs with its capability. In addition, InterFolio will be one of the vendors considered for e-Dossiers--something the CSU, as a whole, will be looking into in the near future.

On November 2, 2015, PeopleAdmin gave a demonstration of the way its workflow progresses through the application process and how it is linked to the Chronicle of Higher Education's Vitae site. However, they have informed us that they can only upload data from their system into PeopleSoft via "flat files" instead of an API, and additional costs would be required to interface PeopleAdmin with Peoplesoft. PeopleAdmin is used by Cal Poly as the product of choice for all applications (not just faculty applications). PeopleAdmin gave us a first year pricing of $22,000, which is $5000 higher than the cost of InterFolio. PeopleAdmin has mobile-optimized interfaces, which makes their job advertisements rank higher in Google searches [than Interfolio?].

AVP Dobb recommends making a decision by March 5, 2016 so that the 2016-2017 faculty application process is no longer primarily handled through PeopleSoft, which has been inadequate for our purposes.