Deltek Talent Management

Version 16.2 Release Notes

September 24, 2020

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Contents

Overview

Welcome to Deltek Talent Management Version 16.2 Release Notes. These release notes contain a summary of the following:

- Enhancements
- Known Issues
- Software Issues Resolved

Important Note

New Talent Information

As part of Deltek's continuing effort to bring you faster, easier access to the information you need, this release introduces a new Talent Information Center (TIC) that brings together all Talent Management documentation in one spot.

On this page, you can access:

- The new Online Help and tips about how to maximize your searches.
- Information about how to send feedback to Deltek about any Help topic.
- Links to Talent Management GA and Cumulative Update release notes.
- Learning Aids about each of the Talent Management modules and user interface.
- Links to Talent Management user guides, administrator guides, and technical guides.
- Information about the Talent Management Cloud Solutions for SaaS Administrators. This is the now online version of what was previously the Deltek Talent Management SaaS Administrator Guide.PDF document.
- Information about the Deltek Learning Zone.

You can access the TIC at http://help.deltek.com/Product/TalentManagement/Documentation

Enhancements

This section includes summaries of the enhancements made to existing features in this release.

Note that there are feature controls in this release with the following default settings. Feature settings are enabled on the Features screen (**Administration » Global Settings » System Administration » Features**).

Module	Feature Name	Location	Default Setting
Core	Bulk Upload User Skills & Competencies	On the Features screen for a given group, click **Core » Administration » Bulk Upload User Skills and Competencies**	
Performance	Appraisal Category Summary Notes	On the Features screen select the **Implementation** group from the **Select A Group** drop-down. Expand **Performance » Appraisals.** Select **Appraisal Category Summary Notes.**	
System Setting	Scoring Comments on Summary tab of Appraisals	To configure who views comments via System Settings (**Administration » Global Settings » System Administration » System Settings**), navigate to **Appraisal » Summary Tab All Comments**.	By default, no group is selected to view scoring comments.

Recruiting

TRM Campaign Statistics

Talent Relationship Management (TRM) users with access to the Manage Campaign screen (**Recruiting » Talent Relationship Management » Manage Campaigns**) now have access to overall email statistics for published campaigns, including the number and list of subscribed and unsubscribed recipients. Clicking the hyperlinked number under the Recipients column of My Published Campaigns displays the Campaign Dashboard screen, which displays the names of recipients along with other details.

Meanwhile, Administrators can now view all active campaigns and filter the information by campaign owner through the new All Active Campaigns section of the Manage Campaign screen.

Résumé Dashboard Update

Since recruiters no longer have access to the **Total Talent Profile**, to provide them the information they need on internal candidates, the following sections are now included in the **Information** tab of the Résumé Dashboard:

- **Internal Job History**: This displays only if Core HR is disabled. It includes the **Position**, **Start Date**, **End Date**, and **Manager** of the employee.
- **External Job History**: This displays the external job history of the applicant or employee.

- **Education History**: This displays the education history of the applicant or employee.
- **Training**: This displays the training records of the applicant or employee.

With this enhancement, the **Total Talent Profile** button has been removed from the Résumé Dashboard; although, the TTP can still be accessed by appropriate users through **Your Profile » Total Talent Profile**.

Core HR

Total Talent Profile Role and Relationship Enhancements

Administrators and Core HR Administrators now have more control when configuring access to sections of the Total Talent Profile by user group. For example, the Manager group can be configured so users in that group can view certain information on their own profile and see and manage different fields and options on their direct reports' profiles. The Manager group can be given access to edit the salary information on their direct reports' profiles, but when viewing their own profile, their access is limited to those defined for the Employee group.

Any user viewing their own profile will see only the things defined for the Employee group.

> **Note:** Since no user can edit their own profile, if your organization has only one Administrator, you must give Administrative access to at least one other individual, who can then modify the Administrator profile. You can do this on a temporary basis, just to enable the changes to the Administrator profile.

How to Configure this Enhancement

To configure the access and view rights for the appropriate Feature Group:

1. Click **Administration** » **Global Settings » System Administration** » **Features**.
2. On the Features screen, select one of the Feature Groups supported by this enhancement:
   - Employee
   - Manager
   - HR Business Partner
   - Matrix Manager
   - Administrator
   - Core HR Administrator
3. Do the following:
   - **For all users:** Expand **Core » Total Talent Profile » Personal and Contact Details**. Configure whether or not the group should View Contact Information and/or View Personal Information. Click **Update Features**.
   - **For those with a Core HR license**: Expand **Core HR » Total Talent Profile » Personal and Contact Details**. Configure the following options, as desired:
     - Self-Service
     - Total Talent Profile: Employment Information:
       - View Compensation Information

  - View Hire and Termination Information
  - View Job Information
  - View Professional Information
- Total Talent Profile: Personal and Contact Details:
  - View Vet, Citizenship and Passport Information
- Total Talent Profile: Work History

Currency Type Field Added to Total Talent Profile

When adding or editing the pay rate on the Total Talent Profile, Core HR Administrators can now select the currency used to pay an employee from the **Currency Type** field on the Annual Rate dialog.

To access the new field on the Total Talent Profile:

1. Click the **Employment Details** tab.
2. In the **Compensation** section, click the **Edit** icon next to the **Annual Pay Rate** field.

Options available from the **Currency Type** field are defined in Select Lists Management (**Administration » Global Settings » System Administration » Drop-down and Multi-Select Lists**), on the Compensation: Currency Multi-select list. The default value set here displays as the default in the **Currency Type** field on the Total Talent Profile.

After selecting the currency for an employee, the currency type displays after the amount in the **Annual Pay Rate** field.

Core HR Administrators Can Define Employee Classes from Select List Management and Assign an Employee to an Employee Class from the Total Talent Profile

A new **Employee Class** field now displays on the **Job Information** section of the **Total Talent Profile » Employee Details tab**. Core HR Administrators use this field to assign an employee to an Employee Class linked to a benefit package. Administrators define Employee Classes that will be available for selection on the Total Talent Profile from Select List Management.

To define Employee Classes:

1. Click **Administration » Global Settings » System Administration » Drop-down and Multi-Select Lists**.
2. Click the **Select Listing** dropdown, and select **Employee**.

   The default values defined for this list are **Class 1**, **Class 2**, **Class 3**, and **Class 4**.
3. Take one of the following actions:
   - Edit a default Employee Class option.

     a. Click the **Edit** icon, and edit the item **Name**.

        This displays wherever the Employee Class displays within Talent Management.

     b. Edit the **Description**, as desired.

This is used in Select List Management only. Be sure to clearly indicate the type of employees this Class includes.

c. Click **Save**.

- Create a new Employee Class option.

a. In the **Name** field, enter a name.

This will display wherever the Employee Class displays within Talent Management.

b. In the **Description** field, enter a short description to clearly indicate the type of employees this Class includes.

This is used in Select List Management only.

Currency Type and Employee Class Fields Added to Bulk Upload User File

The **Currency Type** and **Employee Class** fields added to the Total Talent Profile in this release have also been added to the Core HR sample Bulk Upload User file (sample_upload_user_thr_file).

New Fields Added to the Termination Date Dialog Box and the Termination Information Section of the Employment Details Tab

To make the termination process in Core HR equivalent to the termination and off-boarding process in User Management, the following fields have been added to the Termination Date dialog box, which displays when a user clicks the **Termination Date** edit icon on the Employment Details tab:

- **Personal Email Address**: This field in the dialog box populates with the information from the Total Talent Profile's Personal & Contact Details tab. You can edit the value in the Termination Date dialog box. This field is required if the **Re-Hire Eligibility** is set to **Yes**.
- **Comments**: Enter noteworthy information related to the termination. This field is required if the **Re-Hire Eligibility** is set to **Conditional** or **No**.
- **Send Notification of Career Center Login**: This is the same trigger that is part of the User Management Termination and Off-boarding process.

After entering termination details in the Termination Date dialog box, The **Comments** and **Send Notification of Career Center Login** fields display in the **Termination Information** section on the Employment Details tab. For users with proper access, these fields are editable. When changes are made, the changes display on the History tab, and if approvals are required, on the Self-Service tab.

If the user being terminated has outstanding tasks, the Reassign Pending Items screen displays, where the administrator can make changes, as needed.

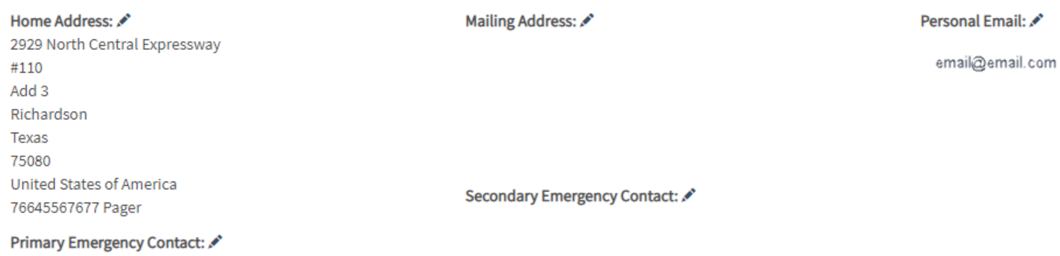
Note that the personal email address field has also been added as a requirement when doing terminations via the update_employee_work_details API. The **Comments** and **Send Notification of**

Career Center Login check boxes have both been added as a requirement when doing terminations via the update_employee_work_details API.

Personal Email Address Field

The **Personal Email Address** field is now included in the **Contact Information** section of the Personal & Contact Details tab on the Total Talent Profile. When a user is hired, the email address is populated with the value from the user_original email field. This field has also been added to the employee_personal details APIs.

Contact Information on the tab will display **Home Address**, **Mailing Address**, and **Personal Email Address** in the top row. **Primary Emergency Contact** and **Secondary Emergency Contact** will display in the second row.



When the field is edited, details display on the History tab. A **Personal Email** option has been added to the **Attribute** field on the History tab, so you can filter on personal email. Changes made also display on the Self-Service tab, if approvals are required.

Edit Employee Name on Total Talent Profile

Administrators can grant Core HR administrators, employees, and managers access to edit an employee's first, middle, and last name in the Total Talent Profile. A pencil icon displays next to the employee's name in the Total Talent Profile if the field is editable by the logged in user.

To give a user group the ability to edit an employee name, the group must have the right to Edit Personal Information, and for Employees and Managers, additional steps must be taken in the Core HR Self-Service Administration.

To enable the Edit Personal Information feature:

1. Click **Administration » Global Settings » System Administration » Features**.
2. On the Features screen, select the type of user group from the **Select a Group** field.
3. Expand **Core HR » Total Talent Profile » Personal & Contact Details.**
4. Click **Edit Personal Information**.
5. Click **Update Features**.

A Core HR administrator must perform these additional steps in order to grant Managers and/or Employees access to edit their employee name or the name of direct reports.

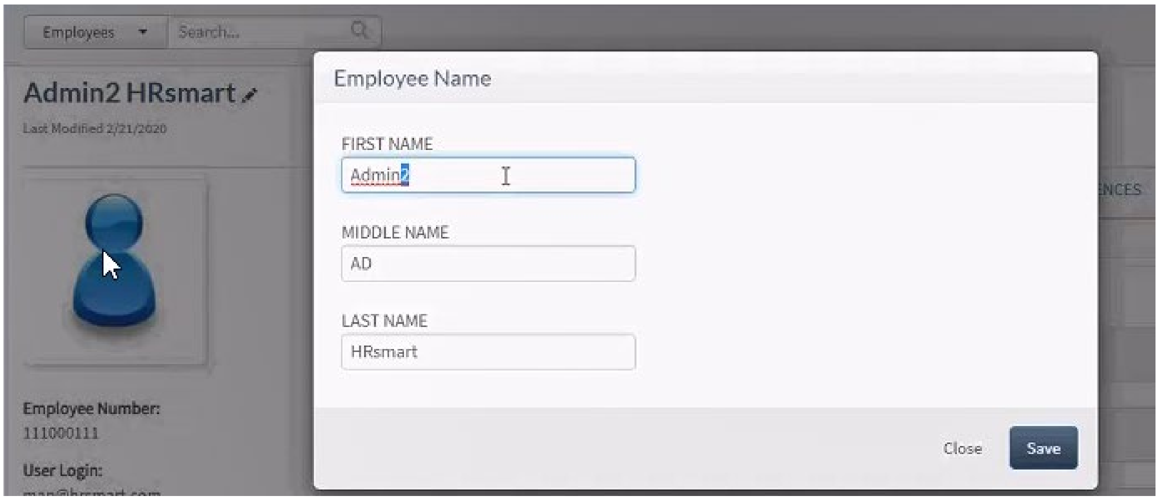
To edit employee name or name of direct reports:

1. Click **Administration » Core HR » Self-Service**.
2. On the Self-Service Administration screen, click the appropriate tab (**Employee** or **Manager**).

3. In Personal Information row of the Personal & Contact Details section, click the **Enable/Disable** icon to enable this information.

   An unlocked icon should display.

After being granted access, when a user clicks the edit icon to change the name, a dialog box displays where the user can modify the employee's first, middle, and last name. If an employee or manager is making the edits, the changes will follow the notification or approval process as configured in Self-Service Administration.



This field is not an effective dated field. All changes made display on the Total Talent Profile on the date they are approved. Changes made also display on the History tab and on the Self-Service tab, if approval is required. Changes made also update the employee's name in User management (**Administration » Global Settings » Your Organization » Users**).

FLSA Status Renamed to Exemption Type on Total Talent Profile and Job Profile

The **FLSA Status** field, which displays on the Employee Summary pane of the Total Talent Profile as well as on the Job Profiles screen, has been renamed **Exemption Type**. The values that display in the **Exemption Type** dropdown are defined in the Exemption Types Dropdown List **(Administration » Global Settings » System Administration » Drop-down and Multi-Select Lists)**. In addition, all APIs using the flsa_status field, such as employee_work_details, now source new data from exemption_type.

Hire Date Disabled for Core HR Users on Recent Hires Screen

When Core HR is enabled, the **Hire Date** field found on the Recent Hires screen (**Recruiting » Hires » Recent Hires)** is hidden.

Note that for Core HR users, this field is edited on the Employee Summary pane, beneath the employee image, and on the Employment Details tab of the Total Talent Profile.

Edit and Add Employee Actions Disabled on Manage Positions Screen in Job Profiles for Core HR Users

When Core HR is enabled, the edit and add employee actions are managed by Core HR Administrators, and therefore these actions are disabled on the Job Profiles Manage Positions screen:

- Core HR administrators cannot edit positions on the Job Profiles Manage Positions screen if one or more employee has been placed in the position.
- For open positions, the **Add Employee** action is disabled for Core HR Administrators.

Note that Core HR administrators with the proper permissions can still access the Job Profiles Manage Positions screen.

To access the Job Profiles Manage Positions screen:

1. Click **Administration » Global Settings » Your Organization » Job Profiles**.
2. Click the **Manage Positions for this Job** icon.

Certain Actions and Fields on the Users Screen Disabled for Core HR Users

When Core HR is enabled, Core HR Administrators manage the following information on the Total Talent Profile. Therefore, they will not have access to the following fields and actions on the Users screen (**Administration » Global Settings » Your Organization » Users)**:

- **Off-board this Employee**: This **Action** menu option on the Users screen is hidden for Core HR users. Core HR Users can off-board an employee on the Total Talent Profile Employment Details tab.
- **Off-board Selected Users**: This option in the **Bulk Action** dropdown at the bottom of the Users screen is hidden for Core HR users.
- **Effective Dated Fields on the Add a User or Edit a User Screen**: When a Core HR administrator clicks **Add a User** on the Users screen, or selects **Edit profile** on the Actions menu, the following effective dated fields are hidden:
  - **Organizational Unit**
  - **Location**
  - **Hire Date**
  - **Manager**
  - **Job Title**

Core HR administrators with the proper access rights can still access the Users screen and manage certain settings related to user access and Performance module functions (**Administration » Global Settings » Your Organization » Users**).

Medical Preferences and Benefit Category Fields Have Been Removed from the Total Talent Profile

The following obsolete fields have been removed from the Total Talent Profile:

- **Medical Preferences** has been removed from the Preferences tab.
- **Benefit Category** has been removed from the Employment Details tab.

The following related fields have also been removed from the employee_work_details APIs:

- employee_work_information_benefit_category_id field is removed from the get_employee_work_details API

- benefit_category_name field is removed from the get_employee_work_details API
- employee_work_information_benefit_category_id field is removed from the update_employee_work_details API
- benefit_category_name field is removed from the update_employee_work_details API

Job Type, Exemption Type and Career Level Pass from Requisition When Job Seeker is Initially Hired via ATS Requisitions

For Core HR customers, when a job seeker is hired in ATS, the requisition should pass the following information to the Total Talent Profile:

- **Exemption Type**: This field, formerly called **FLSA Status**, has been renamed on both the Total Talent Profile and the Job Profile. When a requisition is created, Talent Management pulls the Exemption Type value from the Job Profile.
- **Career Level**
- **Job Type**

Note that this process applies only to these three fields when a job seeker is initially hired through ATS. When a user edits the Job Title in the Total Talent Profile, for example, the information comes from the Job Profile.

Performance

Continuous Feedback Sessions now Include Easy Access to Post Hire Tasks (Development Plans, Career Paths, Competencies, Skills, Recognitions)

Managers and employees can now manage and add Development Plans, Career Paths, Competencies, Skills, and Recognition details relevant to a session from within a Continuous Feedback session. Any changes made to details in any of these areas from Continuous Feedback are saved and accessible wherever the Development Plan, Career Path, Competencies, Skills, or Recognition details are accessed in Talent Management.

To implement this feature the View Continuous Feedback Session screen has been redesigned with seven tabs:

- **Session**: This tab contains the **Notes** field, which was available on the previous version of this screen. Managers and employees write notes to each other and/or other participants related to their sessions in the **Notes** field.
- **Goals**: This tab contains a **Create Employee Goal** button, which managers can use to add employee goals relevant to the session. The following details about each added goal display on the tab: **Goal Name**, **Progress**, **Start Date**, **Target Date**, **Completion Date**, and **Status**.
- **Dev Plans**: This tab contains an **Add Development Plan** button, which managers can use to add a new Development Plan for the employee associated with the session. The tab displays details about plans added, including **Created By**, **Plan Name**, **Completion**, **Plan Type**, **Start Date**, **Target Date** for completion, and **Status.** Actions depend on the logged in user’s role and may include: **Activate/Deactivate** the plan, **Add a New Plan Item**, **Edit** the plan, **Copy** the plan or **Delete** the plan.

- **Career Paths**: This tab contains a **Manage Career Paths** button, which managers can use to open the Career Path screen for the employee. On this screen, managers can add a new Career Path or update jobs on a Career Path based on discussions that come from the Continuous Feedback Session. The tab displays the Active Career path. Hover over the name to view details such as **Job Code** and **Career Level**. Click the link to view all details on the Career Path screen. Click the **Hide/View details** link to toggle between expanding or hiding details about other jobs in the Career Path, and to display additional actions that can be taken, such as Gap Analysis, Editing the position, or deleting the position from the Career Path.
- **Competencies**: This tab contains a **Manage Competencies** button, which opens the Competency Profile screen. Depending on permissions, managers and employees can score and add competencies as Competencies Gained. When an employee adds a competency, it must be approved by a Manager before displaying in the table on the Competencies tab of Continuous Feedback. The table on this tab displays the following details about each competency associated with the employee: **Competency Name**, **Category**, **Source**, **Score**, and **Approved Date**. Other actions, such as editing, approving, rejecting, or withdrawing the competency, may be available to the user, depending on permissions.
- **Skills**: This tab contains a **Manage Skills** button, which opens the Skills Profile screen. Depending on permissions, managers and employees can add and edit skills based on discussions that come from the session. When an employee adds a skill, it must be approved by a Manager before displaying in the table on the Skills tab of Continuous Feedback. The table on this tab displays the following details about each skill added for the employee: **Skill Name**, **Skill Category**, **Skill Level, Skill Usage, Skill Last Used, Date Added, Date Updated**, and **Is Endorsed**. Managers have access to the following Actions: **Endorse** or **Remove** endorsement for skills listed for the employee. For any skill with endorsement removed, a manager can Reject the skill to remove it from the list. Employees have access to **Edit** from the **Action** menu, which allows the employee to modify the **Skill Level**, **Skill Usage**, and **Skill Last Used** fields.
- **Recognition**: This tab displays details about employee recognitions received by the employee. Details include **Employee Recognition Title**, the **Creator** of the recognition, and the **Date**. Note that the logged in user viewing the session must belong to a group with the **Employee Recognition** feature enabled to see this tab.

Note that an Administrator must configure which tabs a user group can use as part of their Continuous Feedback discussion using the Continuous Feedback Tab Topics administration setting.

Continuous Feedback Tab Topics Administration Setting

The Continuous Feedback feature has been redesigned to include multiple tabs. Administrators configure which tabs an employee or manager can use as part of their Continuous Feedback discussion using the Continuous Feedback Tab Topics administration setting.

An administrator selects which tabs are accessible for a group.

To select tabs accessible for a group:

1. Click **Administration » Global Settings » System Administration » Features**.
2. On the Features screen, select the group to configure from the **Select A Group** dropdown.
3. Expand **Performance » Continuous Feedback » Continuous Feedback Tab Topics.**
4. Select the tabs to display:
    - Goals
    - Development Plans
    - Career Paths

- Competencies
- Skills
- Recognition

Continuous Feedback Session Updated Notification

When a session is updated with new information (for example when the employee adds a comment), the following **Continuous Feedback Session Updated** notification will be sent via email to the manager and employee.

Dear [recipient_first_name],

Please review the updated details and/or comments for the following Continuous Feedback session. [action_url]

<u>Session Details:</u>

Employee: [employee_full_name] Subject: [ContinuousFeedback_purpose]

The **Continuous Feedback Session Updated** notification is found on the Notification Events screen (**Administration » Global Settings » System Administration » Notification Events**). Expand the General section to review this notification.

The **Continuous Feedback Successfully Added** notification will continue to be sent to a user when a session is initially created

Administrators Can Select from All Goal Score Types When Adding Goals to an Appraisal

When adding a goal to an employee's appraisal, Administrators can select from all score types from the **Goal Score Types** field.

Users with Proper Permissions Can Add, Edit, and View Summary Notes on Appraisal Category Tabs

Administrators can enable/disable Appraisal Category Summary Notes to allow users with proper access to view summary notes on all category tabs in an appraisal. These notes display at the top of a category tab, beneath the category name. These notes do not appear on any other tab (Achievements, Recognition, Continuous Feedback, Appraisal Information, or Summary).

To enable this global feature:

1. Click **Administration » Global Settings » System Administration » Features**.
2. On the Features screen, select the **Implementation** group from the **Select A Group** dropdown.
3. Expand **Performance » Appraisal**.
4. Select **Appraisal Category Summary Notes**.

Administrators configure whether employees, managers, and/or other appraisers can add or edit notes via step 6 of the Performance Appraisal Workflow, in the Performance Journal section.

The Notification Merge Code [appraisal_current_phase_id] Now Displays the Name of the Current Phase

The notification merge code [appraisal_current_phase_id] used currently for Appraisal notifications has been changed to pull the phase name instead of the phase type (for example, **Goal Setting**).

Numeric Targets No Longer Required During Numerical Goal Scoring

When an Administrator adds or modifies a goal to an appraisal with a Goal Score Type of **Numerical**, a **Numeric Target** field displays. The **Numeric Target** field is not required. When scoring a Numerical goal, if no **Numeric Target** is defined, the user scoring the goal can score the goal with any value. If a **Numeric Target** has been defined the score must be between 0 and the value defined in the **Numeric Target** field.

Skills Move to the Total Talent Profile after Closing an Appraisal

If an appraisal is based on a workflow configured with a scoring option, skills will be scored in the same manner as competencies. When the appraisal is closed, skill information will pass to the Total Talent Profile as follows:

- **Skill Name**: Pulled from the appraisal.
- **Skill Category**: Pulled from the appraisal.
- **Skill Level**: Blank
- **Skill Usage**: Blank
- **Skill Last Used**: Blank
- **Date Added**: If the skill is new, the current date is defaulted when the skill is passed to the profile.
- **Date Updated**: If the skill is being updated, the current date is added in this field.
- **Is Endorsed**: This option is set to **Yes** by default. Managers do not need to take additional action.

New Global Setting: Bulk Upload User Skills and Competencies

Administrators can bulk upload skills and competencies from the Bulk Upload User Skills and Competencies screen (**Administration » Global Settings » Your Organization » Bulk Upload User Skills and Competencies**). This feature allows users to bulk upload skills and competencies on a per user basis.

This feature must be enabled for an administrator to access the Bulk Upload User Skills and Competencies screen.

To enable bulk upload:

1. Click **Administration » Global Settings » System Administration » Features**.
2. Select a group from the **Select a Group** field.
3. Expand **Core » Administration**.
4. Select **Bulk Upload User Skills and Competencies**.

Managers Must Approve/Decline Goals Added to an Appraisal by the Employee

When Appraisals are configured to Require Employee Goal Approval in System Settings, managers must approve or decline any goal created by an employee within their appraisal. The goal is added to the appraisal after it is approved.

To approve or decline a goal as a manager:

1. Click **My Employees** » **My Employees**, locate the employee, and click the link for the appraisal.
2. Click the Goals tab.
3. Locate the goal to approve or reject in the **Goals Pending Review** section, and click the appropriate icon:
   -  **Approve**
   -  **Reject**

When the goal is approved and added for the employee, Talent Management automatically readjusts assigned weights for all goals.

> **Note:** Administrators configure the Require Employee Goal Approval option in System Settings.
>
> **To configure the Require Employee Goal Approval option:**
>
> 1. Click **Administration » Global Settings » System Administration » System Settings**.
> 2. On the System Settings screen, click to expand the **Appraisal** section.
> 3. Scroll to **Require Employee Goal Approval**.
> 4. Click **Yes**.
> 5. Click **Update**.

Learning

New Default Setting for Course May Be Retaken

The default setting for whether or not courses may be retaken has been changed to **Yes**. This affects courses created after the Version 16.2 release. All existing courses retain their original settings.

On the Add Courses screen (**Administration » Learning » Courses & Classes » Courses » Create a New Course**), the **Course May Be Retaken** option under the Additional Details tab is now set to **Yes** by default whenever an Administrator, Manager, or Learning Manager creates a new course. This setting can be changed to **No** if you want to create a course that may not be retaken.

Class Enrollment Notification Changes

On the Notification Events screen (**Administration » Global Settings » System Administration » Notification Events**), a new **URL/Physical Address** merge code has been added to the list of available merge codes for the **Classes » Class Enrollment Notification (Student)** notification template.

This affects the following correspondences:

- Class Enrollment Notification email
- Outlook Calendar Invite

When triggered during the enrollment process, Instructors, Learning Managers, Students, and the Students' Managers will receive a notification that includes the URL or Physical Address information for the class.

Ability to Select Instructors When Adding/Editing a Course

When adding or editing courses, Administrators and Learning Managers now have a **Select Instructors** button on the Details tab of the Add Course (**Administration » Learning » Courses & Classes » Courses » Create a New Course**) and Edit Course (**Administration » Learning » Courses & Classes » Courses » Edit**) screens.

The **Select Instructors** button displays under the following instances for each course type:

- E-Learning: Always displays when creating or editing courses.
- Read & Sign: Not displayed.
- Instructor-Led: Displays only when editing a course with associated classes, and only if the class has an instructor.

Although this enhancement applies to all course types, this functionality is particularly helpful and efficient when you add/edit e-Learning course packages because the instructors you select will then apply to all the courses in the bundle as well as to all the classes associated with those courses. This reduces the need to go in to each course and class one by one and select an instructor for the record separately.

Ability to Enroll Students in Bulk

Users with access permissions to enroll students can now do so in bulk via the new Bulk Enroll screen (**Class Profile » Class Enrollment » Bulk Enroll**). This streamlines the process for when you have to enroll large cross sections of employees from a variety of Job Families, Locations, and Titles.

On the Class Enrollment screen (**Class Profile » Class Enrollment**), a new **Bulk Enroll** button has been added. Clicking this button launches the two-step Import Class Enrollee List Wizard, with Step 1 inviting you to submit a CSV file that contains the required enrollee information. Please use the **Bulk Enroll Student Template File** provided on the screen to ensure that you are using the latest CSV template.

After you have uploaded the CSV file, Step 2 of the process allows you to review or edit your submissions for bulk enrollment. The student email addresses you submit must already exist in Deltek Talent Management. This is to ensure that the bulk enrollees have valid user IDs and the capability to access classes. Step 2 of the process displays an "Unable to Resolve Employee" error message if you have submitted an email address that does not yet exist in the system. This step allows you to manually edit email addresses if necessary.

After the bulk enrollment process is complete, you will see the names listed in the Class Roster section of the Class Enrollment screen.

Ability to Export Learning Profile Information

This enhancement adds a new **Export Profile** button to the Learning Profile screen (**Learning » Learning Profile**). For employees, this allows you to generate a historical report of your own Learning Profile. For Direct and Indirect Managers, this allows you to export the Learning Profile data of the individuals under your management line. For Administrators, this allows you to export the Learning Profile of any user in your company.

To perform the export, you must specify a date range. The resulting report generates a PDF file for that date range, which contains Certification, Curricula, Current Courses, Course History, External Training, and Education Units Earned information.

Organizational Enrollment Enhancements

The association settings for organizational enrollment is now configured on the course level rather than the class level. This mechanism allows Administrators and Learning Managers to associate users who belong to specific **Company/Division** groups to Learning courses that are relevant to those groups. Previously, administrators and learning managers had to go into each class under the course separately in order to configure **Company/Division** associations.

This enhancement introduces the following changes:

- New Setting: On the System Settings screen (**Administration » Global Settings » System Settings » Classes**), a new **Link Courses to Org Level** setting replaces the **Associate Classes to Organizational Levels** setting. Please note that this is an Implementation-Only setting and is not configurable for local administrators. It is enabled by default.

  If this setting is enabled, courses are associated to the selected organizational level upon creation. When performing searches on the Learning Search screen (**Learning » Learning Search**), users will only see classes and courses that are linked to their organizational level.

  If the setting is disabled, courses and classes are not filtered based on organizational level.

- New Fields: The **Company/Division** input field has been added to the Associations tab of the following screens. You can choose to associate the course to multiple organizations:

  - Add Course (**Administration » Learning » Courses & Classes » Courses » Create a New Course**)
  - Edit Course (**Administration » Learning » Courses & Classes » Courses » Edit**)

  And while adding or editing a course, a new **Associated Users** field displays the number of users who are automatically associated to the course based on the selected values in the **Company/Division** field. This is designed to help prevent administrators from selecting values that might filter out too many users or return **0** associated users.

  On the Course Profile screen (**Administration » Learning » Courses & Classes » Courses » Course Profile**), a new **Company/Division** display field has been added to the **Associations** section. This information also displays when viewing course profiles from the Learning Requirements menu (**Learning » Learning Requirements**).

- Removed Field: This **Company/Division** input field has been removed from the Modify Class screen (**Administration » Learning » Courses & Classes » Classes » Edit**)

> **Note:** All classes with **Company/Division** association data prior to this enhancement rollout are automatically migrated to the new structure and moved to the course level.

Modify EPIQ Processing to Handle Nested Zip Files

Deltek Talent Management now supports multi-course zip file uploads that contain nested .zip files from third-party Learning content provider Red Vector.

Reporting Tool

Added Support for MySQL CONVERT() Function

Support for the MySQL function CONVERT() was added to the Reporting Tool. This enhancement includes support for all syntaxes, including:

- CONVERT(expr, type)
- CONVERT(expr USING transcoding_name)
- CONVERT(string, CHAR[(N)] CHARACTER SET charset_name)

Improved Support for MySQL GROUP_CONCAT Function

Support for the MySQL function GROUP_CONCAT was improved. This function enables users to improve query results that contain concatenated values and multiple fields. For example:

- Users can employ the 'ORDER BY' clause within a GROUP_CONCAT() query statement so that the output combines concatenated values in defined (rather than random) order. For example, job candidates alphabetically by last name:

    Andrews,Belknap,Colomar,Davis

- GROUP_CONCAT now accepts multiple fields and expressions, for example, queries where the result combines candidates' first and last names, including a space in the middle, and then combines each full name into a comma-separated string:

    SELECT GROUP_CONCAT(hua_user_firstname, ' ', hua_user_lastname)

    FROM ats_candidate

    JOIN hua_user ON (hua_user.hua_user_id = ats_candidate.ats_jobseeker_id)

    GROUP BY ats_requisition_id;

  Resulting in the following output:

    David Andrews, Ellen Belknap, John Colomar, Janet Davis

Improved MySQL CAST Performance

Support was improved for the MySQL function CAST(), which is used to treat a value as a specific type (for example, specifying that a string of text like '00001234' be treated as the number 1234 in mathematical operations). This enhancement includes support for all syntaxes, including:

- SELECT CAST('test' AS CHAR CHARACTER SET utf8)
- DECIMAL[(M[,D])]

The Reporting Tool now recognizes the following values:

- BINARY()
- CHAR()
- DATE
- DATETIME
- DECIMAL()
- NCHAR()

- SIGNED
- TIME
- UNSIGNED

Outstanding Continuous Feedback Sessions Report

A new standard report, Outstanding Continuous Feedback Sessions, was added to the Reporting Tool. The report includes the following columns:

- Employee
- Manager: This is the manager of the session, either a team owner if a team is involved or the employee's manager.
- Organizational Unit
- Session Date & Time
- Session Status
- Acceptance Pending: If still pending, this column lists those participants who have not yet recorded their acceptance.
- Completion Pending: This is the number of signatures still pending.

It also includes the following filters:

- Employee
- Manager
- Session Status
- Acceptance Pending
- Session Date & Time

New TRM Campaign Details Report

A new standard report, TRM Campaign Details, was added to the Reporting Tool. This report provides users with an overview of their Talent Relationship Management (TRM) Campaigns and associated details. The report is listed under the Recruiting module.

The TRM Campaign Details report includes the following columns:

- TRM Campaign Name
- Campaign Description
- Total Number of Campaign Recipients
- Campaign Start Date
- Campaign End Date
- Frequency: Campaigns can be set with a recurrence.

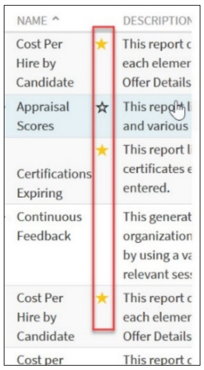
Currently, no user filters exist for this report.

This report is available for all users who have ATS/Recruiting enabled.

New Save Favorite Report Option

Users can use the new **Save Favorite Report** option to save reports to a list of favorites for convenient access. Up to ten reports can be designated as favorites.

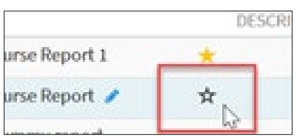
On the Reports Management list, favorite reports are designated with a gold star that displays in a new column located between the Report Name and Description columns.



Any type of report that displays on the Reports Management screen can be saved as a favorite, including shared reports that belong to administrators.

To tag a report as a favorite:

1. On the Reports Management reports table, mouse over the hollow black star icon in the row for the report you want to designate as a favorite.

   When your cursor is correctly positioned, the star's black outline turns gold .

2. Click the star icon to select the report as a favorite.

   The star icon confirms your selection by turning solid gold and the report is saved to your list of favorites.

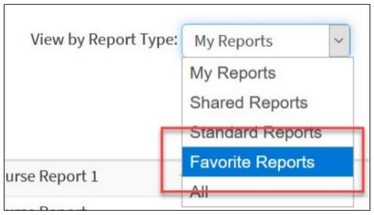
   

To remove a report from your list of favorites:

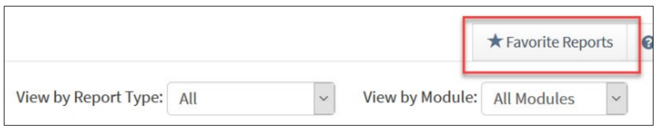
1. Click the star icon for that report a second time.
2. Following deselection, the star icon reverts to .

To access the Favorite Reports list:

1. Take one of the following actions:
   - Click the **Favorite Reports** filter option on the **View by Report Type** drop-down list,



   - Click the **Favorite Reports** button that displays for all **View by Report Type** filter selections with the exception of the **Favorite Reports** option.



Note: As part of this enhancement, all types of reports (including regular, standard, and shared reports, as well as the user's own reports) now display together when you select the **All** filter from the **View by Report Type** drop-down. Since reports of all types can be designated as favorites, they will also display together in the Favorite Reports list.

Core Framework

Total Talent Profile Role and Relationship Enhancements

Administrators now have more control when configuring access to sections of the Total Talent Profile by user group. For example, the Manager group can be configured so users in that group can view certain information on their own profile and see and manage different fields and options on their direct reports' profiles. The Manager group can be given access to edit the salary information on direct reports' profiles, but when viewing their own profile, their access is limited to those defined for the Employee group.

Any user viewing their own profile will see only the things defined for the Employee group.

Note: Since no user can edit their own profile, if your organization has only one Administrator, you must give Administrative access to at least one other individual, who can then modify the Administrator profile. You can do this on a temporary basis, just to enable the changes to the Administrator profile.

How to Configure this Enhancement

To configure the access and view rights for the appropriate Feature Group:

1. Go to the Features screen (**Administration** » **Global Settings** » **System Administration** » **Features**).
2. Select one of the Feature Groups supported by this enhancement:
   - Employee

- Manager
- HR Business Partner
- Matrix Manager
- Administrator
- Core HR Administrator

3. Do the following:
   - **For all users**: Expand **Core » Total Talent Profile » Personal and Contact Details**. Configure whether or not the group should View Contact Information and/or View Personal Information, and then click **Update Features**.
   - **For those with a Core HR license**: Expand **Core HR » Total Talent Profile » Personal and Contact Details**. Configure the following options, as desired:
     - Self-Service
     - Total Talent Profile: Employment Information:
       - View Compensation Information
       - View Hire and Termination Information
       - View Job Information
       - View Professional Information
     - Total Talent Profile: Personal and Contact Details:
       - View Vet Citizenship and Passport Information
     - Total Talent Profile: Work History

Administrators and Core HR Administrators Prompted to Continue to Total Talent Profile When Adding or Updating User Profiles

After clicking **Submit** to save User profile changes on the Users screen (**Administration » Global Settings » Your Organization » Users**), Administrators and Core HR administrators are prompted to continue to the Total Talent Profile, where additional edits can be made.

The administrator can select **OK** when prompted to continue to the Total Talent Profile, or click **Cancel** to exit.

API/SOA

SSO Notification Direct Links

Email notifications that contain Action item links have been updated to redirect the recipient to the location where their action is required. Clients who use the Single Sign-On (SSO) functionality are first prompted to log in via the SSO page but are automatically redirected to the screen to take action upon logging in.

Security Update

Deltek Talent Management has reinforced its security against Cross-Site Request Forgery (CSRF) vulnerabilities.

New Appraisal Scores API

A new Get Appraisal Scores and Notes API has been added to retrieve the following appraisal information from Deltek Talent Management for use in other Deltek products or applications:

- Appraisal Assessment
- Appraisal Score
- Appraisal Score Date
- Appraisal Scoring Comments
- Journal notes associated with an appraisal

The new API produces data with the following fields:

- User ID
  - user_id
  - user_login
  - user_employee_id
  - user_email
  - date_range
- Appraisal
  - appraisal_name
  - appraisal_closed_date
  - appraisal_status
  - raw_scale_score
  - raw_percentage_score
  - overall_scale_score
  - manager_ID
  - metrics
    - metric_name
    - appraiser_ID
    - score
    - notes

User Interface

WCAG Level A Compliance

Deltek Talent Management rolls out a number of interface improvements to make content more accessible to people with disabilities. These enhancements comply with Level A standards of the Web Content Accessibility Guidelines (WCAG).

- **Language Attribute**: Deltek Talent Management pages now include language codes. This allows screen readers to identify the proper dictionary when reading out content. The page language code automatically changes based on the user's selected language for Deltek Talent Management.

- **Color Contrast and Readability**: Use of color has been improved for increased contrast and readability in order to help persons with disabilities better distinguish links and warning messages from surrounding text. This applies to text on the main body as well as text within the following:
  - Danger alert notifications
  - Warning alert notifications
  - Success alert notifications
  - Information alert notifications
  - Notification alerts on in the Navigation Menu
- **Keyboard Navigation**: Page navigation functionality is now available using the keyboard. Users can press the **Tab** key to navigate through menu links and expand sections. Any non-link item that had a clickable function has been modified to accept **Enter** key presses to carry out that function. This helps users navigate using only the keyboard, if needed.

Known Issues

Unterminating Users

API and UI Do Not Support Unterminating Users

For this release, the API and UI do not support unterminating users in these scenarios:

- The API does not support the unterminated_user API call for present and future-dated terminations. Past-dated unterminations function as expected.
- The UI no longer supports unterminating users, regardless of the termination date.

These changes were made to avoid known issues related to employee records for the scenarios noted above, which resulted in a user being terminated on their effective date despite being marked for untermination. The Engineering and Product teams are working hard to resolve these issues as soon as possible.

Software Issues Resolved

Recruiting

New Hire Notification Template Available to Send to Non Onboarding Users

Deltek Defect Number: 612740

Description: When choosing letter templates to send to candidates**,** the available options included **New Hire Notification** type templates. New Hire Notification templates should only be used for newly hired employees in the Onboarding process, not job candidates.

Customers Impacted: This affected clients who use the Recruiting module.

Forced Disposition Not Triggered in Certain Instances

Deltek Defect Number: 697284

Description: Forced disposition upon hiring was not triggered if the applicant being hired was not currently in a selected status in the **Forced Disposition of Candidates** setting on the System Settings screen (**Administration » Global Settings » System Administration » System Settings » Candidates**).

Customers Impacted: This affected clients who use the Recruiting module.

Merge Codes for Fields in Repeatable Blocks Displaying in Array

Deltek Defect Number: 752732

Description: Merge codes for a field in a repeatable block displayed in Array in the generated letter when it should be blank.

Customers Impacted: This affected clients who merge codes in letter templates.

Offer_Start_Date Merge Code Not Available in Notification Event

Deltek Defect Number: 764071

Description: The merge code, **offer_start_date**, was not available to add in the template for the **Offer Accepted By Candidate** notification event.

Customers Impacted: This affected clients who use the Recruiting module.

Unable to Access the Home Screen

Deltek Defect Number: 787809

Description: For users with access to thousands of onboarding sessions, the Onboarding Status widget can exhaust the system memory upon login and cause an error. This can also occur if clients use their dashboards to access those sessions through their dashboard.

Customers Impacted: This affected clients who use the Recruiting module.

Unable to Update the Email Address of a Terminated User

Deltek Defect Number: 799697

Description: Attempting to update the email address of a terminated employee resulted in the following system message: “Profile changes have been saved and are now pending approval.” However, the user record did not reflect the email address change.

Customers Impacted: This affected Administrators and Recruiters.

Time to Fill Report Reflected Incorrect Requisition Status Information

Deltek Defect Number: 823939

Description: If a client has multiple requisition statuses with the **Open**, **Confidential**, or **Internal** logical values, the Time to Fill report (**Reports » Recruiting » Hires » Time to Fill**) only counted the number of days spent in one of those statuses when it should count all time spent in all statuses.

Customers Impacted: This affected clients who use the Recruiting reports.

File Extension Issues When Importing Monster Résumés

Deltek Defect Number: 824711

Description: When importing résumés in PDF format from the Monster Résumé Search screen (**Recruiting » Monster » Search Monster**), the .doc file extension was added to the imported file.

Customers Impacted: This affected clients who use the Monster Résumé Search functionality.

Sorting Cleared Recruiter Filter

Deltek Defect Number: 828946

Description: On the Manage Requisition screen (**Recruiting » Requisitions » Manage Requisitions**), when you filtered the display using **Status**, **Owned (Assigned to/created by me)**, and **Recruiter** as criteria, and you then sorted the results, the resulting list no longer included **Recruiter** in the filter. This also occurred when you changed the number of results per page with the same filter set.

Customers Impacted: This affected clients who use the Recruiting module.

Unable to Edit Company Information in Setup Wizard

Deltek Defect Number: 854093

Description: When you switched the system language to Italian, you were unable to edit the Company Information in the Setup Wizard (**Administration » Setup Wizard » Company Information**). Clicking **Salva** to save your changes registered no response on the screen. No error or confirmation message was displayed as well.

Customers Impacted: This affected clients with System Language settings set to Italian.

Error When Viewing Résumés on the Search Résumés Screen

Deltek Defect Number: 855565

Description: Clicking the job seeker’s name to view their résumé on the Search Résumés screen (**Recruiting » Résumés » Search Résumés**) resulted in the following error message: "Not authorized to view this job seeker's résumé/CV".

Customers Impacted: This affected clients who use the Off-Boarding functionality.

Offboarded User Incorrectly Displayed Pending Actions Flag

Deltek Defect Number: 863200

Description: On the Off-Boarded Users screen **(Administration » Global Settings » Your Organization » View Off-Boarded Users**), users involved in the off-boarding process continued to see the Green Box flag that indicates an action is still pending and requires their attention. This occurred even when there were no longer any pending off-boarding actions to complete.

Customers Impacted: This affected clients who use the Off-Boarding functionality.

Onboarding Error with Form Fields That Contained Identical Names

Deltek Defect Number: 879444

Description: Initiating the Onboarding process resulted in an error message. This occurred when you used custom dynamic fields with identical names in the onboarding form.

Customers Impacted: This affected clients who use the custom dynamic fields with identical names.

Unable to Remove Value of Date Needed By Field When Editing Requisitions

Deltek Defect Number: 880371

Description: When you edited a requisition and removed the value in the **Date Needed By** field, the form did not save your changes. However, you were able to edit and save the requisition when you selected a different value in the **Date Needed By** field instead of leaving it blank.

Customers Impacted: This affected clients who use the Recruiting module.

Field Block Not Wrapped Within the Text Box

Deltek Defect Number: 899852

Description: When adding field blocks on the Dynamic Forms screen (**Administration » Recruiting » Configuration » Dynamic Forms » Manage Form Fields » More Options » Create Field Block**), texts are not contained within the frame/border of the text box.

Customers Impacted: This affected client Administrators.

Unable to Remove Requisition Attachments

Deltek Defect Number: 900315

Description: When you tried to delete an attachment on the Edit Requisition (**Recruiting » Requisitions » Manage Requisitions » Edit Requisition**) or Create Requisition (**Recruiting » Requisitions » Create Requisition**) screens, the page refreshed, but the file remained attached.

Customers Impacted: This affected clients who use the Recruiting module.

Not Viewed Yet Display Filter Showed Incorrect Results

Deltek Defect Number: 916047

Description: Selecting **Not Viewed Yet** as a search filter on the Search Résumés screen (**Recruiting » Résumés » Search Résumé**) returned both Viewed and Not Viewed résumés in the search results listing.

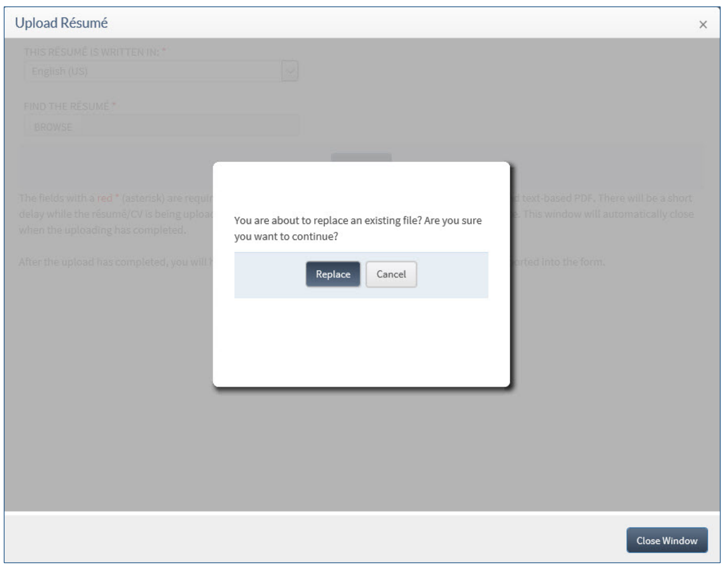
Customers Impacted: This affected clients who use the Recruiting module.

Unable to Replace Uploaded Résumé

Deltek Defect Number: 935262

Description: If the Résumé Profile already had an uploaded résumé file and you tried to replace it with a new file, clicking the **Replace** button at the prompt refreshed the page but did not replace the old file.

This occurred in all screens with the Upload Résumé function, such as when a job seeker created a new account or edited their résumé on the Career Center menu (**Career Center » My Résumés**) or on the Additional Attachment tab of the Résumé Dashboard.



Customers Impacted: This affected clients who use the Upload Résumé functionality.

Job Search Did Not Return Results When Numbers Were Used as Keywords

Deltek Defect Number: 936523

Description: Searching for a job on the Search Jobs screen (**Career Center » Job Search » Search Jobs**) by using numbers as the keyword resulted in a “No Results Found” message.

Customers Impacted: This affected clients who use the Recruiting module.

SSO Authentication Did Not Bypass Password Expiration Policy in Talent Management

Deltek Defect Number: 948438

Description: Users logging in to Deltek Talent Management via Single Sign-On (SSO) received a warning message indicating their password was about to expire in "X" number of days. In addition, when the password expired, the users received password reset email messages, allowing them to reset their passwords. This occurred even though SSO user accounts are designed to follow the password expiration policy of their trusted third-party authentication account and should not have been covered by Deltek Talent Management's password expiration policy.

Customers Impacted: This affected clients who use the SSO functionality.

Missing Elements When Editing Dynamic Forms

Deltek Defect Number: 956068

Description: When editing forms on the Dynamic Forms screen (**Administration » Recruiting » Configuration » Dynamic Forms**), there were instances where system fields and custom fields did not appear on the screen. Clicking the arrow buttons to expand the display did not show the missing fields.

Customers Impacted: This affected Recruiters and Hiring Managers.

Merge Code Displayed Blank Value in Onboarding Task Notification Letter

Deltek Defect Number: 1025490

Description: Using the **task_due_date** merge code in the **Task Assignment: Onboarding Task Completion** Notification Event did not populate the resulting email message with the appropriate task due date. Instead, it displayed empty text.

Customers Impacted: This affected Onboarding Task recipients.

Text Display Issue on the Job Application Form

Deltek Defect Number: 1040799

Description: Jobseekers applying for a position on the external front-end were unable to see the labels for the résumé submission steps because the block coloring used for the tabs concealed the text underneath.

Customers Impacted: This affected job seekers.

Auto-Populated Company Name

Deltek Defect Number: 1071077

Description: When editing an Onboarding bundle where the **Company** field was set to <**Select**>, the form automatically populated the **Company** field with a company name, instead of leaving the field blank. This occurred if there was only one Company in the Organizational Structure.

Customers Impacted: This affected Administrators and clients who use the Recruiting module.

Custom Field Not Filtering Searches

Deltek Defect Number: 1103401

Description: Using a **Yes/No** custom field as a search parameter when searching for résumés resulted in incorrect results if you selected **No**.

Customers Impacted: This affected clients who use the Recruiting module.

Field Values Not Saved After Validation Error

Deltek Defect Number: 1107665

Description: The values you have entered on the Create Requisition form reverted to **<Blank>**. This occurred when you clicked **Continue** in order to move to the next step of the Wizard but you encountered a validation error.

Customers Impacted: This affected clients who use the Recruiting module.

Incorrect PDF Output When Using Bulk Route Résumés Function

Deltek Defect Number: 1127963

Description: The PDF output that resulted when you performed a Route Résumé bulk action on the Active Candidates screen (**Recruiting » Candidates » Active Candidates**) contained overlapping text.

Customers Impacted: This affected clients who use the Route Résumés bulk action.

Zip/Postal Code Character Limit Bypassed in Résumé Form

Deltek Defect Number: 1164519

Description: Users were able to save Zip/Postal code values that exceeded five characters on the Résumé Creation wizard.

Customers Impacted: This affected clients who use the Recruiting module.

Vendor Hiring Order Error

Deltek Defect Number: 1173109

Description: Selecting a Vendor during the process of issuing a Vendor Hiring Order resulted in the following error message: "Error: You must select a vendor or vendor distribution list to create this hiring order."

Customers Impacted: This affected Recruiters, Administrators, and third-party Vendors.

Job Opportunity Notification Issue

Deltek Defect Number: 1180770

Description: Job Referral candidates who applied to a job posting with the **Apply Settings** in the **Employee Referral Program** set to **No** received a Job Opportunity Notification upon submission of their applications.

Customers Impacted: This affected clients who use the Recruiting module.

Start Date Saved Incorrectly on Position

Deltek Defect Number: 1194857

Description: The Recruiting module automatically saved the current date as the **Start Date** for the position instead of the date selected by the Recruiter or Hiring Manager. This occurred under the following conditions: The user was hired via the Offers screen (**Recruiting » Offers**); the **Requisitions » Position not required for hire** system setting was set to **Yes**; and the option to select a Position was hidden. The incorrect **Start Date** information caused issues with new hire exports.

Customers Impacted: This affected clients who use the Recruiting module.

Missing Onboarding Completed Date Information

Deltek Defect Number: 1194859

Description: When new hires are assigned Onboarding forms, documents, and tasks to complete and they complete all other onboarding items but worked on the Onboarding Tasks last, the **Onboarding Completed Date** field reflected a blank value when viewed from the Onboarding Queue screen (**Recruiting » Onboarding » Onboarding Queue**).

Customers Impacted: This affected clients who use the Onboarding functionality.

Status Value Not Reflected

Deltek Defect Number: 1253941

Description: The Recruiting module modified the requisition **Status** value into the default value defined in the workflow. It did not retain the non-default **Status** that was selected on the requisition form upon creation. This occurred if the requisition was created with a non-default **Status** but was edited during the approval process.

Customers Impacted: This affected clients who use the Recruiting module.

Onboarding Queue Filter Issues

Deltek Defect Number: 1281551

Description: Entering a requisition number in the **Requisition** filter of the Onboarding Queue screen (**Recruiting » Onboarding » Onboarding Queue**) resulted in a search results list that included all requisitions instead of the specific record you were attempting to display.

Customers Impacted: This affected Recruiters and Hiring Managers.

Display Issues on the Manage Requisitions Screen

Deltek Defect Number: 1291266

Description: When using the **Recruiter** and **HM** fields as filters on the Manage Requisitions screen (**Recruiting » Requisitions » Manage Requisitions**), the resulting list displayed some crossed out names, which flagged the users as terminated employees even though they are still current employees.

Customers Impacted: This affected clients who use the Recruiting module.

Core HR

Unable to Complete Offboarding Wizard

Deltek Defect Number: 1286035

Description: Running the Offboarding Wizard resulted in an error message, which prevented you from completing the offboarding process. This occurred when the **Effective Date** information from the Offboarding Wizard was incorrect.

Customers Impacted: This affected clients who use the Offboarding functionality.

Posting Manager

Missing Country Information

Deltek Defect Number: 1064514

Description: When cross posting to Monster Controlled Listings (Jobs.com), the job board received an XML file that did not contain Country information.

Customers Impacted: This affected clients who use the Cross Posting functionality.

Performance

Changes in Appraisal Letter Templates Not Reflected in Appraisal Workflow

Deltek Defect Number: 859985

Description: The changes you have made in appraisal letter templates did not reflect in the Appraisal Workflow. This resulted in needing to remove and re-add the template in the Appraisal workflow after you have saved the changes in the letter templates.

Customers Impacted: This affected clients who use the Performance module.

Custom Appraisal Phase Names Showing Token Values

Deltek Defect Number: 1273021

Description: The Appraisals displayed token values rather than the token translations. This occurred when the appraisals used custom appraisal names.

Customers Impacted: This affected Managers, Employees, and Administrators who use the Performance module.

Appraisals Launched by Edited Workflow Did Not Retain Project Lead as Manager

Deltek Defect Number: 1295158

Description: When an appraisal workflow was edited and pushed to existing appraisals, those launched with the Project Team lead as the manager displayed the name of the user's manager instead of the Project Team Lead's name.

Customers Impacted: This affected clients who use the Performance module.

Journal Entries Missing in Appraisal Summary Tab

Deltek Defect Number: 1301105

Description: Scoring notes did not display on the summary tab of the appraisal. This occurred if the appraisal used a modified token translation for the scoring_note token.

Customers Impacted: This affected clients who use the Performance module.

Ability to Access Disabled Functionality

Deltek Defect Number: 1179679

Description: Vendors were able to create new goals on the Employee Referral and Continuous Feedback screens even though the Performance module was disabled for the Vendor group.

Customers Impacted: This affected third party Vendors.

Learning

Error When Viewing Completed Courses on the Learning Search Screen

Deltek Defect Number: 1270003

Description: Some users reported receiving error messages in the Learning Search screen (**Learning » Learning Search**) when clicking the pull-tab for e-learning courses they have already completed.

Customers Impacted: This affected clients who use the Learning module.

Development

Unable to Add Project Team Member

Deltek Defect Number: 1298560

Description: You were unable to add a user as a Project Team Member. This occurred if the employee name contained an apostrophe.

Customers Impacted: This affected clients who use the Development module.

Core Framework

Unable to Sort Definition Lists

Deltek Defect Number: 622041

Description: You were unable to change the sorting order of the Definition Lists in the Drop-Down and Multi-Select Lists screen if it had more than 50 list items.

Customers Impacted: This affected clients who use drop-down or multi-select lists that contained more than 50 items.

Skills and Competencies Display Issues

Deltek Defect Number: 1281394

Description: Skills and Competencies, which were previously visible on the Total Talent Profile for those who licensed the Performance module, now display on the Overview tab of the Total Talent Profile for all DTM users.

Customers Impacted: This affected clients who did not have the Performance module licensed.

Unable to Initiate Onboarding for Re-Hired Users

Deltek Defect Number: 1293882

Description: The Onboarding process did not initiate for re-hired users. This occurred when the re-hire effectivity date was set to a future date.

Customers Impacted: This affected all Recruiting module users.

Incorrectly Displayed Date Format

Deltek Defect Number: 1252809

Description: The date picker did not display the selected date correctly. This occurred when your company administrator created a custom date format on the Drop-Down and Multi-Select List screen (**Administration » Global Settings » System Administration » Drop-down and Multi-Select Lists**) that included the variable **%y** in the format.

Customers Impacted: This affected all users.

Unable to Sort Results Listing on the Manage Positions Screen

Deltek Defect Number: 1220669

Description: When you tried to click the column names to sort the list displayed on the Manage Positions screen (**Administration » Global Settings » Your Organization » Job Profiles » Actions » Manage Positions For This Job**), the display did not change and the values were not sorted.

Customers Impacted: This affected users who have the permissions to Manage Job Profiles.

Deleting Letter Template Resulted in a Blank Page

Deltek Defect Number: 1214445

Description: When you tried to delete a Letter Template, the action resulted in a blank page instead of redirecting back to the Letter Template list.

Customers Impacted: This affected users who modify letter templates.

Interview Event Attachment Check Box Not Aligned in Firefox

Deltek Defect Number: 1218581

Description: When creating an Interview Calendar Event using the Firefox browser, the **Interview Event Attachment** check box dropped out of position.

Customers Impacted: This affected clients who use Firefox.

Mobile Phone Prefix Issue

Deltek Defect Number: 1218587

Description: When entering mobile number information on the Account Creation screen of an external front-end site, the mobile phone prefix did not update when you selected **South Africa** in the **Country** field. This occurred when you initially selected **South Africa**, then changed it to a different country, and then switched back to **South Africa**.

Customers Impacted: This affected clients with South African mobile numbers.

Incorrect Hire/Start Dates When Uploading Users in Bulk

Deltek Defect Number: 1181080

Description: User records that were added via the Bulk Upload Users screen (**Administration » Global Settings » Your Organization » Users » Upload User File**) reflected the **Bulk Upload Date** as the users' **Start Date** and **Hire Date**.

Customers Impacted: This affected clients who use the Bulk User Upload functionality.

Fatal Error for New Users When Password Field Is Empty

Deltek Defect Number: 1254996

Description: Uploading a user file on the Users screen (**Administration » Global Settings » Your Organization » Users**) resulted in a fatal error. This occurred when the file contained a new user entry with no password.

Customers Impacted: This affected clients who use the Bulk User Upload functionality.

SOA/API

User Record Import Issues

Deltek Defect Number: 1306900

Description: When importing user records via the middleware integration tool, additional employment records were created. This occurred if the user's termination date was set prior to the current date.

Customers Impacted: This affected clients who bulk import users via the middleware integration tool.

Previously Terminated Employees Assigned to Groups

Deltek Defect Number: 1338244

Description: Some clients experienced instances where previously-terminated employees were added to Groups via subsequent-day runs of integration files. The users appeared in group listings and did not appear to be flagged as terminated employees.

Customers Impacted: This affected clients who use the HRIS Import functionality.

Appendix A: For Additional Information

Deltek Support Center

The Deltek Support Center is a support Web site for Deltek customers who purchase an Ongoing Support Plan (OSP).

The following are some of the many options that the Deltek Support Center provides:

- Search for product documentation, such as release notes, install guides, technical information, online help topics, and white papers
- Ask questions, exchange ideas, and share knowledge with other Deltek customers through the Deltek Support Center Community
- Access Cloud-specific documents and forums
- Download the latest versions of your Deltek products
- Search Deltek's knowledge base
- Submit a support case and check on its progress
- Transfer requested files to a Customer Care analyst
- Subscribe to Deltek communications about your products and services
- Receive alerts of new Deltek releases and hot fixes
- Initiate a Chat to submit a question to a Customer Care analyst online

Attention: For more information regarding Deltek Support Center, refer to the online help available from the Web site.

Access Deltek Support Center

To access the Deltek Support Center:

1. Go to https://deltek.custhelp.com.
2. Enter your Deltek Support Center **Username** and **Password**.
3. Click **Login**.

Note: If you forget your username or password, you can click the **Need Help?** button on the login screen for help.

About Deltek

Better software means better projects. Deltek delivers software and information solutions that enable superior levels of project intelligence, management and collaboration. Our industry-focused expertise makes your projects successful and helps you achieve performance that maximizes productivity and revenue. www.deltek.com