




Deltek

Deltek Talent Management

Version 16.3 Cumulative Update

Release Notes

October 22, 2021



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Overview

Welcome to Deltek Talent Management Version 16.3 Cumulative Release Notes. These release notes contain a summary of enhancements and software issues resolved for each cumulative release for version 16.3.

Important Note

Talent Information Center

For fast and easy access to the information you need, Deltek offers the [Talent Information Center](#) (TIC). The TIC collects all Talent Management documentation in one convenient location.

On the TIC page, you can access:

- Online Help and tips about how to maximize your searches.
- Information about how to send feedback to Deltek concerning any Help topic.
- Links to Talent Management GA and Cumulative Update release notes.
- Learning Aids for the Talent Management user interface and individual modules.
- Links to Talent Management user guides, administrator guides, and technical guides.
- Information about the Talent Management Cloud Solutions for SaaS Administrators.
- Information about the Deltek Learning Zone.

You can access the TIC at:

[Talent Information Center](#)

Talent Information Center Overview Video:

Click this link to view a two-minute TIC orientation video:

[TIC Intro Video](#)

Version 16.3

CU 16.3.4.1

Software Issues Resolved

Performance

Functionality for Updating Existing Appraisals Disabled

Delttek Defect Number: 1532037

Description: So that certain workflow-related performance issues can be addressed with expedience, the ability for administrators to update existing appraisals after editing an appraisal workflow has been disabled.

Customers Impacted: This affects workflow administrators.

CU 16.3.4

Enhancements

Core Framework

2FA Security Enhancement

This enhancement increases the security for two-factor authentication (2FA) deactivation. These security improvements affect administrators who deactivate 2FA for users and those who deactivate 2FA for their accounts. Account management functionality remains the same.

Posting Manager

Auto Crossposting Disabled for Many Job Boards

Auto Crossposting functionality for fields commonly required by many supported job boards, including **Job Category**, **Job Experience**, and **Sector**, was disabled for the following boards:

- Americas Job Exchange
- Bachecalavoro
- Broadbean
- Hodes SmartPost
- IDG
- InMultifamily
- Multiposting.fr
- RegionalHelpWanted.com
- TheLadders

- Ubiposting

Software Issues Resolved

Development

Project Team Deletions Caused Dashboard Error

Deltek Defect Number: 1414272

Description: Deleting a Project Team contributed to crashes in manager and employee dashboards.

Customers Impacted: This affects managers and employees.

Learning

Retake Option Flipped to *No* for Edited Courses

Deltek Defect Number: 1501631

Description: In an issue most frequently occurring with courses associated with Learning Paths, when you edited a course, the *Course May be Retaken* option switched from *Yes* to *No*.

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

Performance

Prior Employee Goals Displayed on Appraisals

Deltek Defect Number: 1467185

Description: Though Employee Goals was disabled, employees could see goals created for them on prior appraisals.

Customers Impacted: This affects managers and employees.

Recruiting

Performance Issues on Candidate Management/Search

Deltek Defect Number: 1483457

Description: Clients with high numbers of deleted accounts experienced performance issues with candidate-related functionality, including slow page loads for resume dashboards and Active Candidate searches.

Customers Impacted: This affects clients with large numbers of deleted accounts.

Organizational Unit Options Did Not List Alphabetically

Deltek Defect Number: 1480022

Description: When **Enforce Organizational Unit Selection** was set to *Yes*, the contents of the org unit drop-down lists sorted non-alphabetically. This made it more challenging for users to find the correct org unit.

Customers Impacted: This affects users of the Recruiting module.

Reporting Tool

Data Object Contained Inconsistent Data

Deltek Defect Number: 1216512

Description: A Join condition in the Appraisal Score data object required modification in order to generate accurate data on a more consistent basis.

Customers Impacted: This affects Reporting Tool users.

CU 16.3.3.1

Software Issues Resolved

Recruiting

External Recipients did not Receive New Hire Notifications

Deltek Defect Number: 1519311

Description: New Hire Notifications intended for active users and external recipients were not received by the external recipients.

Customers Impacted: This affects recruiters and candidates.

CU 16.3.3

Enhancements

Posting Manager

Glassdoor Job Board Discontinued

With Indeed's acquisition of Glassdoor and the merging of the two job boards, the Glassdoor job board will be retired and all integrations will cease effective September 11, 2021. All postings to Indeed will also appear on Glassdoor.

Software Issues Resolved

Integrations

Talent Management Offboarding Date Fields Misaligned to Middleware Termination Date Fields

Deltek Defect Number: 1491783

Description: Talent Management's **Last Working Day** and **Separation Date** fields did not properly align with Middleware's **Termination Date** and **Last Day Worked** fields.

Customers Impacted: This affects clients with and without Costpoint integrations, but not clients who use only the **User Terminated** field.

Recruiting

Terminated Users Not Removed from Onboarding Recipient List

Deltek Defect Number: 1495363

Description: Terminated users were not removed from the Onboarding Recipient list and still received notifications and letters.

Customers Impacted: This affects terminated users.

CU 16.3.2

Enhancements

Posting Manager

Auto CrossPosting Enabled for Monster Controlled Listings

Auto CrossPosting support was added for Monster Controlled Listings. As Monster Controlled Listings does not require an account to post jobs, administrators can send all open postings to this job board without needing to fulfill additional required actions.

Software Issues Resolved

Core Framework

Users with Recent Login Activity Identified as Inactive

Deltek Defect Number: 1452193

Description: Users whose records included recent activity were erroneously marked as inactive and deleted.

Customers Impacted: This affects all Talent Management users.

Performance

Appraisers Could Skip Required Comments

Deltek Defect Number: 1389568

Description: Appraisers were able to proceed to the next phase after leaving the **Required Comment** field blank.

Customers Impacted: This affects appraisers.

Browse Manager's Direct Reports Showing Goals for Non Direct Reports

Deltek Defect Number: 1456671

Description: When users accessed the Browse Manager's Direct Reports in order to add appraisal goals, they were able to view goals for other employees who report to the same manager.

Customers Impacted: This affects all Talent Management users.

Reporting Tool

Data Display Truncated When Exported

Deltek Defect Number: 1485072

Description: When users exported their reports to .xls or .csv formats, data for certain columns displayed as truncated. This occurred when users employed the Group Concat SQL statement.

Customers Impacted: This affects Reporting Tool users.

CU 16.3.1

Enhancements

Core Framework

New Requisition Notification for Default Requisition Creator [[PBI 1300002](#)]

To support the Costpoint/Talent Management requisition creation integration, a new notification was added to apprise the default creator that a requisition has been created. This will enable the requisition creator to review and reassign the requisition to the appropriate recruiter.

Integrations

New Fields for Create Requisition Draft and Requisition Draft Import [[PBI 1431497](#)]

Create Requisition Draft and Requisition Draft Import screens were updated to include support for the following fields:

- **Exemption Type**
- **Job Classification**

These fields are optional.

Software Issues Resolved

Core Framework

Notification Due Date Incorrect

Deltek Defect Number: 1378726

Description: The task due date in the "Task Assignment: Onboarding Task Completion" notification displayed random dates if the Due Date was set within days of the Start Date.

Customers Impacted: This affects employees, managers, and supervisors.

Integrations

User Details Missing on *View Offboarded Users* Page

Deltek Defect Number: 1412593

Description: When a user was offboarded via Integrations, details such as *Last Working Day*, *Separation Reason*, and others were missing from the View Offboarded Users page.

Customers Impacted: This affects managers and supervisors.

Recruiting

Due Date Missing on Onboarding Documents and Forms

Deltek Defect Number: 1398112

Description: Due dates were missing from Onboarding Documents and Forms when external candidates were onboarded before hiring.

Customers Impacted: This affects external hires and their managers.

CU 16.3.0.2

Software Issues Resolved

Recruiting

Error When Clicking *Switch to RSS* for Job Search Agents

Deltek Defect Number: 1465174

Description: When you clicked the **Switch to RSS** link for the Job Search Agent, an error occurred.

This error occurred independently of the Elastic Search feature.

Customers Impacted: This affects external job seekers and other Recruiting module users.

Deltek Learning Zone

Error Accessing Deltek Learning Zone Courses

Deltek Defect Number: 1468612

Description: Users who clicked on instructor-led courses that contained classes with a closed status received an error message and were barred from enrolling. Additionally, the padlock icon indicating non-open classes displayed on an inconsistent basis.

Customers Impacted: This affects Learning Zone users.

CU 16.3.0.1

Enhancements

Deltek Learning Zone

Deltek Learning Administrator Guide

A link for the Deltek Learning Zone Administrator Guide was added to the Help menu for the Deltek Learning Zone Administration site at Deltek University. Administrators can click this link to download the guide in PDF format.

Software Issues Resolved

Reporting Tool

Exported Reports Contained Invalid Objects

Deltek Defect Number: 1464363

Description: When you exported a report containing standard data objects, those objects were exported as well. This resulted in errors when you attempted to re-import the report.

Customers Impacted: This affects Reporting Tool clients who use reports containing standard data objects.



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