# Recruit, Develop & Engage Your Campus Employees

Institutions are racing to meet the expectations of millennials, all while attracting and retaining key staff and faculty members. The challenge of having the right talent with the right skills can have a serious impact on an institution's performance and outcomes. Delivering a strategic talent management strategy should be a key initiative for leaders in higher education looking toward the future. As institutions begin to lose baby boomers to retirement and institutional costs continue to increase, a new set of demands have been placed on higher education leadership to effectively manage talent across the institution. Cornerstone OnDemand's unified talent management platform empowers institutions to identify key talent on campus to help improve the institution's overall ability to grow intellectual capital and retain necessary support staff and faculty.

Cornerstone offers higher education leadership the proven technology to implement a more strategic and effective approach to recruiting, developing, and retaining faculty and staff. Cornerstone's comprehensive talent management solution provides all the tools required to empower higher education institutions to:

- **Attract, retain and develop staff and faculty**
- **Deliver effective professional development programs**
- **Integrate performance and competency management**
- **Connect learning and performance initiatives with goals**

## Key Organizational Impacts For Higher Education

- Ensure that faculty and staff can take courses or programs that develop them professionally–for credit or not-for-credit.

- Treat credit bearing courses as professional development rather than a taxable benefit.

- Develop and implement 360 type evaluations for all employees, including faculty members.

- Use executive education programs in developing customized programs for training their staff and faculty on initiatives.

# Experience the Cornerstone Difference

- 100% Organic Technology
- True Cloud-Based Delivery Model
- World-Class Client Success & Support
- Less Complexity, More Configurability

## Recruiting

Monitor the progress of your end-users and review course assignments, learning history, and compliance completion.

## Performance

Measure performance against business objectives. With Cornerstone Performance, organizations can align employee goals with strategy while providing meaningful feedback.

## Onboarding

Onboard and engage new employees. Cornerstone Onboarding provides a holistic approach to welcome new hires delivering the right resources, connections, and tools.

## Compensation

Gain budgetary insights and reward performance. Cornerstone provides the tools that allow to establish compensation processes and guidelines that lead to better business results.

## Connect

Foster collaboration and engagement. Cornerstone Connect is the social collaboration tool that connects employees to the knowledge they need to work smarter.

## Succession

Identify skills gaps and build bench strength. Cornerstone Succession allows to create succession plans that benchmark skills and competencies.

## Learning

Deliver targeted training and development. With Cornerstone Learning, organizations can ensure compliance, accelerate performance, engage the workforce, and support goals.

## Analytics

Move your Big Data strategy forward and optimize the performance of your workforce through fact-based decision-making versus intuition in hiring and managing your people.

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realize your *potential*

Cornerstone OnDemand is a global talent management software provider that is pioneering solutions to help organizations realize the potential of a modern workforce.

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