# Office of Faculty Administrative Services

# Monthly Information Session

February 2019

# Agenda

Reminders and Updates

**Workday Academic Reporting** 

#### Interfolio

- Overview of latest updates
- Application statuses, roles, and access
- Completing applications

#### Reminder and Update

#### Academic Leaves

- Approvals are being sent
- Enter approved leaves in Workday
  - Use the leave type approved in the memo
  - Reminder: All academic leaves must begin on either July 1 or January 1 and must end on either June 30 or December 31.
  - Direct any questions to <u>faculty.admin@yale.edu</u>
- Late requests are still being accepted



#### Reminder and Update

Verify that all leaves are entered

Run Workday report,
Academic - Ladder Faculty
Review - Yale

#### Academic - Employees on Leave, by Acad This report includes Leave Requests that have been approved and those that are Approval" is checked). Prompts include: Academic Structure Node (for the primar appointment), Organization (including subordinates), Employee Type (defaulted to × Faculty Employee Type × Other Academic Academic Structure Node (Primary Appt) Academic Unit (Primary Appt) Track Type Category (Primary Appt) Appt Type (Primary Appt) Organizations Include Subordinate Organizations Appointee Leave Type (Including Family) Leave Request Status Include Leave Requests Pending Approval 02/06/2019 On Leave Between 08/06/2019 And

Frequency	Report Name	Who should run
Monthly	Academic - Compensation Details — Yale	Business Partner
Monthly	Payroll Results Comparison – Yale	Business Partner
Monthly	Academic - Expiring Current Appointments – Yale	Appointments and Promotions Specialist
Bi-annually, Each term	Academic QA - Expired Current Appointments – Yale	Appointments and Promotions Specialist
Bi-annually, Each term	Academic - Degrees – Yale	Appointments and Promotions Specialist
Annually, in Spring	Academic - Ladder Faculty Review – Yale	Appointments and Promotions Specialist
Annually, in Spring	Academic - Non-Ladder Faculty Review — Yale	Appointments and Promotions Specialist

Report: Academic - Compensation

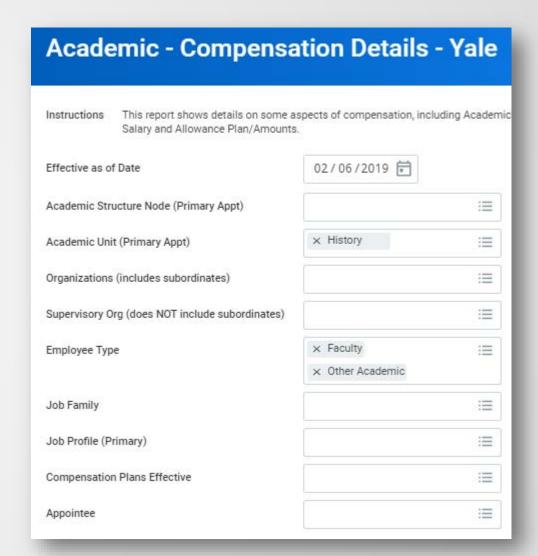
Details - Yale

Frequency: Monthly

Run by: Business Partner

- Good report for checking that individuals will be paid correctly.
- Can be used to check Disbursement Plan Periods (DPP) and end dates on the various plans.

Note: OFAS will be adding end dates to all faculty whose DPP's are less than 12 months.



Report: Payroll Results Comparison

- Yale

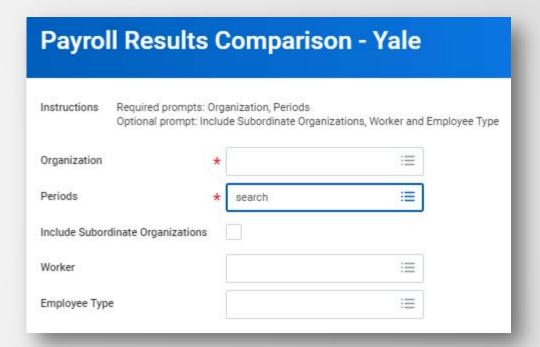
Frequency: Monthly

Run by: Business Partner

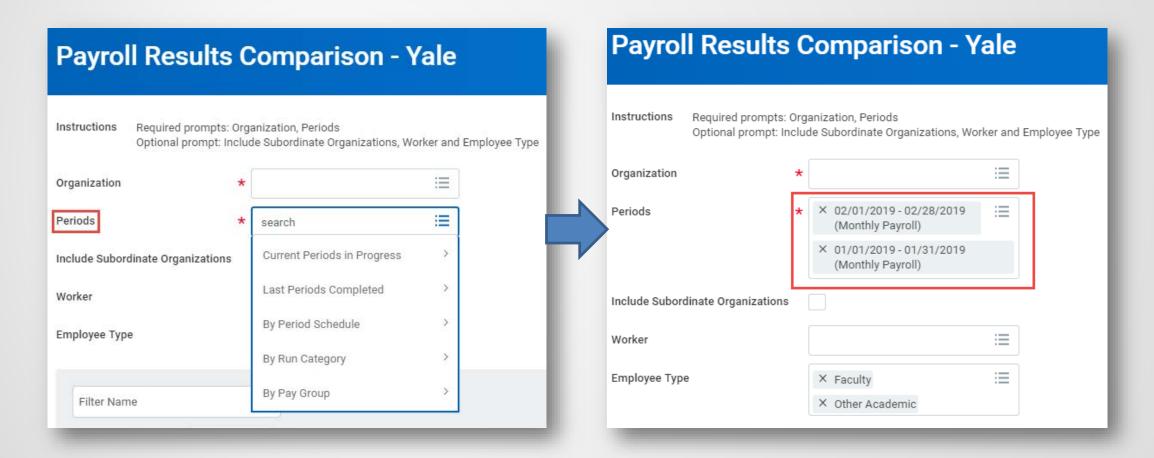
- Good report for checking previous month against current month
- All unexpected changes should be investigated.

E.g.

- \* Faculty who drop off the list
- Significant changes in regular salary payment



Report: Payroll Results Comparison - Yale



# Interfolio

#### Introduction

Interfolio - the tool that simplifies the collection and organization of the documents specific for the faculty search as well as the review, promotion and tenure processes, and it provides secure and easy access to faculty reviewers.

- Faculty Search- this module
  - Collects all application materials for a faculty job posting.
  - Provides a means for all search committee members to review and make comments and/or ratings on each applicant to determine who will make the cut to come in for an Interview, to be a Final Candidate(s)/Shortlist and then be Hired.
  - Offers a secure way to reference writers to upload their confidential letters
  - Also helps to keep Yale in compliance since every applicant that applies is provided with an EEO form.

- Review, Promotion and Tenure (RPT) —this module
  - Organizes candidates these are Yale faculty members that are at the stage in their careers (clocks) up for review for reappointments, promotions (internal candidates) and appointments to tenure (external candidates coming from outside of Yale)
  - Collects materials, but for one individual, the candidate
  - Has a workflow that allow this packet of materials, known as a case, to be presented to multiple committees at different stages of the review process
  - Each case is presented to their departments for a faculty vote
  - But only tenured cases both for internal and external candidates need to be presented to a Tenure Appointment Committee (TAC) or a Standing Advisory and Appointments Committee (SAAC).

# Interfolio: today's topics on Searches and RPT

- Applicant Status Final Candidate(s)/Shortlist
- Roles both Faculty Search and Review,
   Promotion and Tenure (RPT) modules
- SSO Single Sign On and Partner Institution
- Applicants and their applications
- Recent Updates RPT
- Up-coming training and implementing an approval step prior to posting positions (FAS)



## Final Candidate(s)/Shortlist - Applicant Status

 Start applying this status to those individuals that are on the Faculty Search Questionnaire (FSQ)

Short List and Proposed Selected Candidate(s): In this section, it is only necessary to enter the names of the applicants on the Short List. Please place an asterisk (\*) by the name(s) of the proposed candidate(s) to whom the school would like to extend the initial offer(s) of appointment. The demographics (Race/Ethnicity, Gender, Country of Citizenship and Country of Permanent Residence) will be entered by the Provost's Office.

Name(s)

Race/Ethnicity

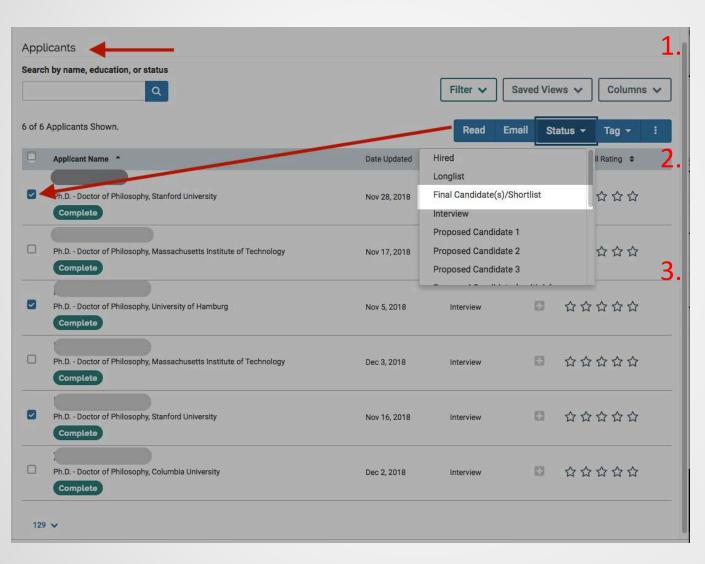
Gender

Country of Citizenship

Country of Permanent Residence

 Using this status will help keep you in alignment with January's memos from FAS Dean's and the Provost's office regarding the (FSQ); the asks not to fill in the demographic data for Short List and Proposed Selected Candidate section

## Quick Review - How to apply statuses

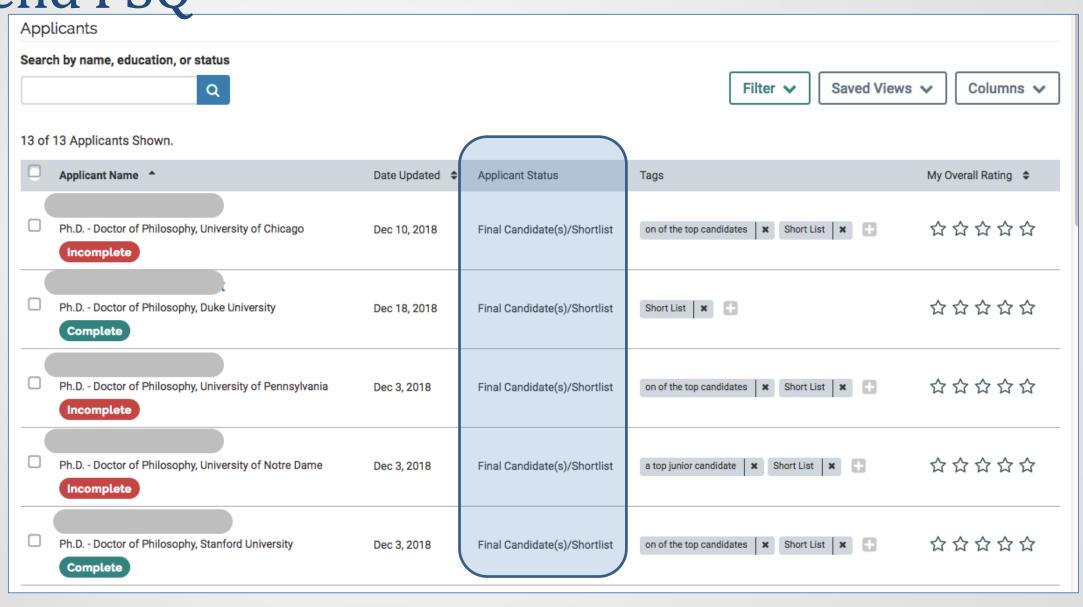


Click on the title of the Position – to open the search to the Applicants page

Click the box(es) to the left of the name(s) identified as those who are on the FSQ

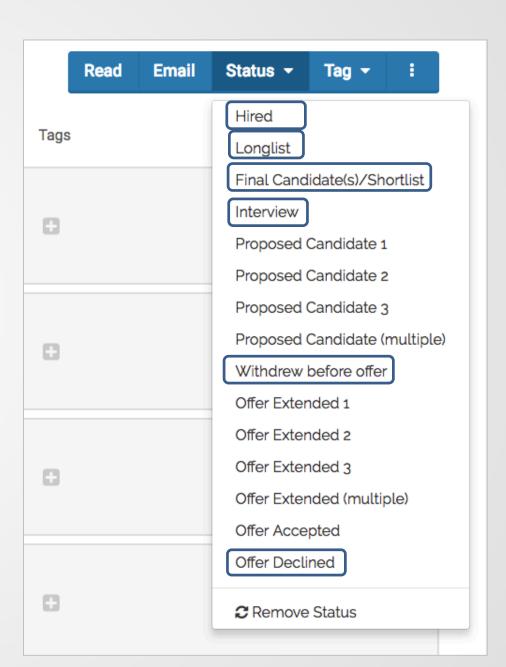
Click the Status tab on the blue bar and select, Final Candidate(s)/Shortlist

# Final candidate(s)/Shortlist status apply then send FSQ



### Applicant Status list

- Status tab, on the blue bar
- Be sure to use
  - Interview
  - Final Candidate(s)/Shortlist
  - Hired
  - Offer Declined
  - Withdrew before offer
- No need to delete as the search progresses; just keep on updating



## Applicant Statuses

- Start applying the Final Candidate(s)/Shortlist status
- Continue using the statuses: Hired, Withdrew before offer, Declined Offer when closing a position to archive
- Expanding the use of statuses helps with greater functionality of the system and working towards getting away from filling out forms

## Questions:



### Roles...

sorry not

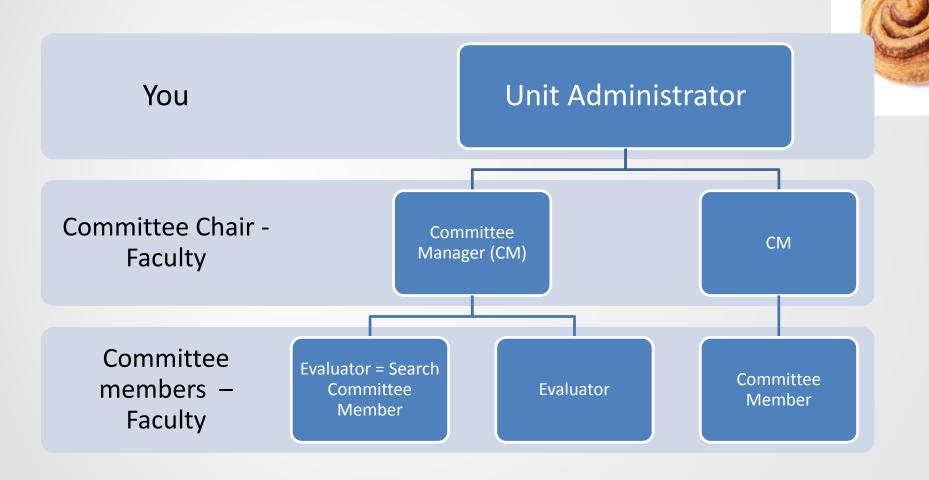


#### Roles: Search and RPT

- Faculty Search
  - Administrator
  - Committee Manager
  - Evaluator(s) = SearchCommittee Member(s)
  - Applicant
  - Letter Writer

- Reappointment, Promotion & Tenure (RPT)
  - Administrator
  - Committee Manger
  - Committee Member
  - Candidate
  - External Evaluators

Administrator: that role is for you



# Committee Manager – that's the role for Faculty,

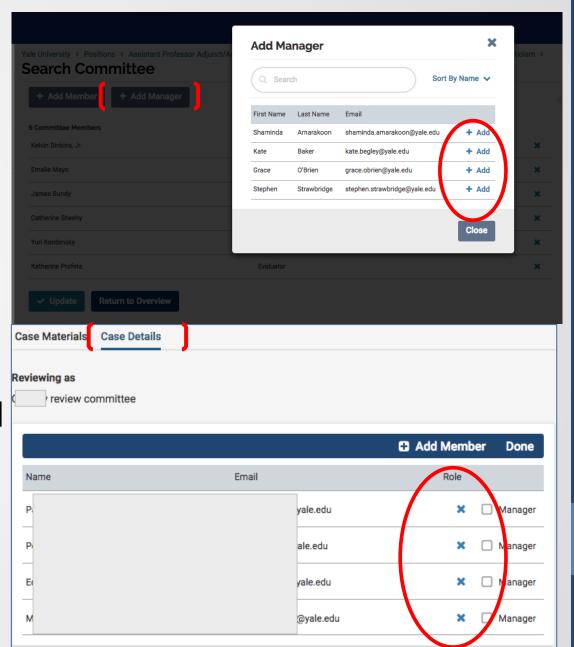
#### if needed

#### Search side -

Give the role committee manager via User & Groups and then Add Manager at the Search Committee step when editing the position.

#### RPT Side –

Case Details tab, Edit committee and check the manager box on the person; do this per each review step.

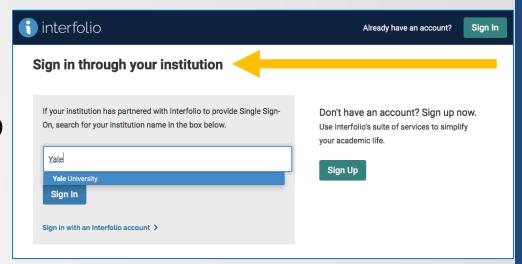


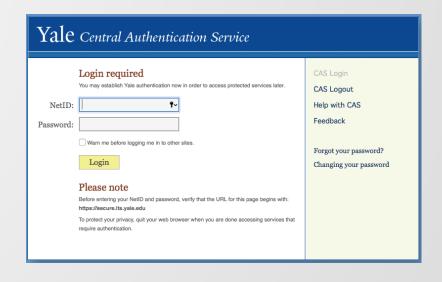
# Questions:



### The SSO in the login URL: apply.Interfolio.com/sso

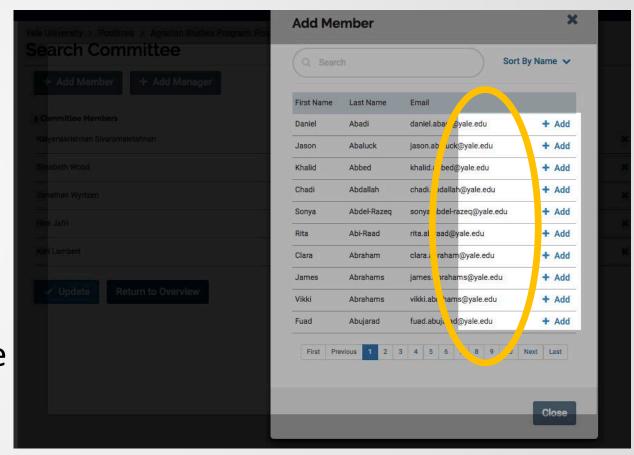
- SSO = Single Sign On
- SSO allows Yale employees to use their NetID and password to log into the system via Yale CAS
  - No need for us to create an account with Interfolio
  - Always use the Partner Institution login and this will open the Yale CAS window
- Only Yale staff and active Faculty can be granted access to the system





#### The SSO function

- By the end of this month, the SSO function will be enforced.
- Therefore, when adding an active faculty member to a committee be sure she/he has a Yale email address.
- If not or if the name does not appear in the list, contact, faculty.admin@yale.edu to have the individual added properly to the system.



# A Yale faculty member may have two accounts with Interfolio - how can this be?

A faculty member may have ended up with multiple Interfolio accounts in a variety of ways,

- As a graduate student
- While working at another institution(s),
- Applying to various positions
- Being a letter writer

#### Options for faculty members with two accounts

- Option 1: They can keep the two accounts but will need remember to always log in via the Partner Institution for Yale related searches or cases prompting them to use CAS to log in.
- Option 2: These individuals can go, if they like, to the self-help pages or contact Interfolio for assistance for merging their account.
  - How to Merge Interfolio Accounts <a href="https://product-help.interfolio.com/m/27438/l/876604-how-to-merge-interfolio-accounts">https://product-help.interfolio.com/m/27438/l/876604-how-to-merge-interfolio-accounts</a>
  - About Merging Your Interfolio Accounts https://producthelp.interfolio.com/m/27438/I/841443-about-merging-your-interfolio-accounts
  - Contact us at <a href="help@interfolio.com">help@interfolio.com</a> or Call (877) 997-8807 9–6 Eastern Time M–F

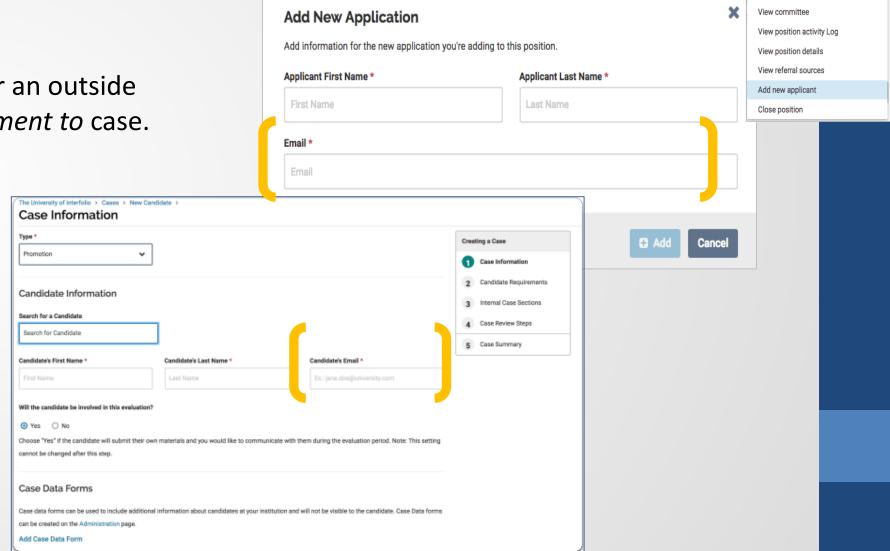
### When will you see non-Yale email

addresses?
When creating an application on behalf of an **Applicant** 

 When creating a case for an outside Candidate – An Appointment to case.

 If this outside candidate passes the TAC, accepts offer, and is Hired, you will need to contact us via

faculty.admin@yale.edu to add their Yale account to Interfolio



Position Actions V

**Edit Position** 

# Questions:



# **Applicants**

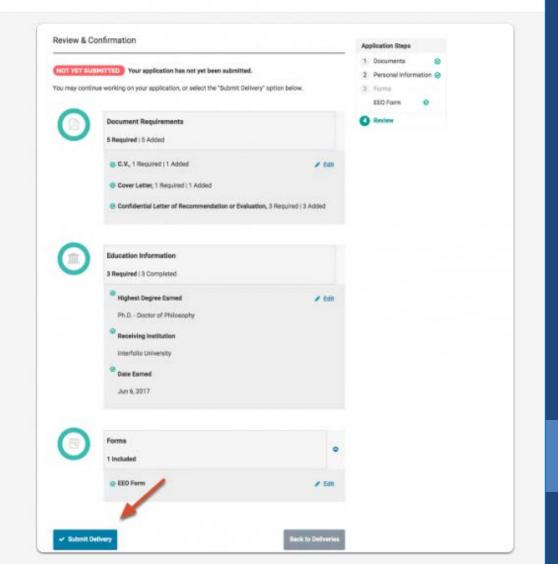
- Must complete all three sections and submit their application; if not, their name will not be seen on the Applicant list page.
- Section are:
  - Document Requirements
  - Education Information
  - Form EEO form
- Will receive an email notice if you create an application on their behalf.

#### Review, confirm, and submit your delivery (application)

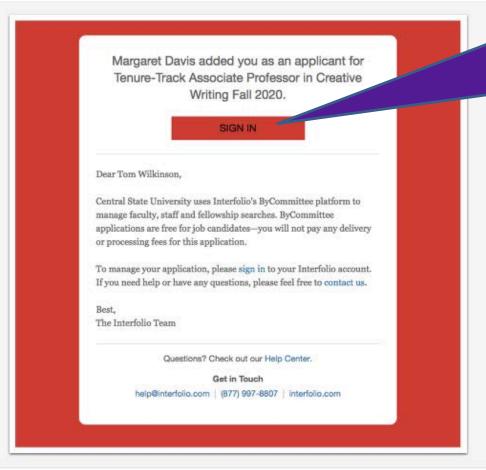
This page gives an overview of your progress toward completing the application.



Each section must be completed before you can submit your application.



#### Applicants will receive a standard email after being added



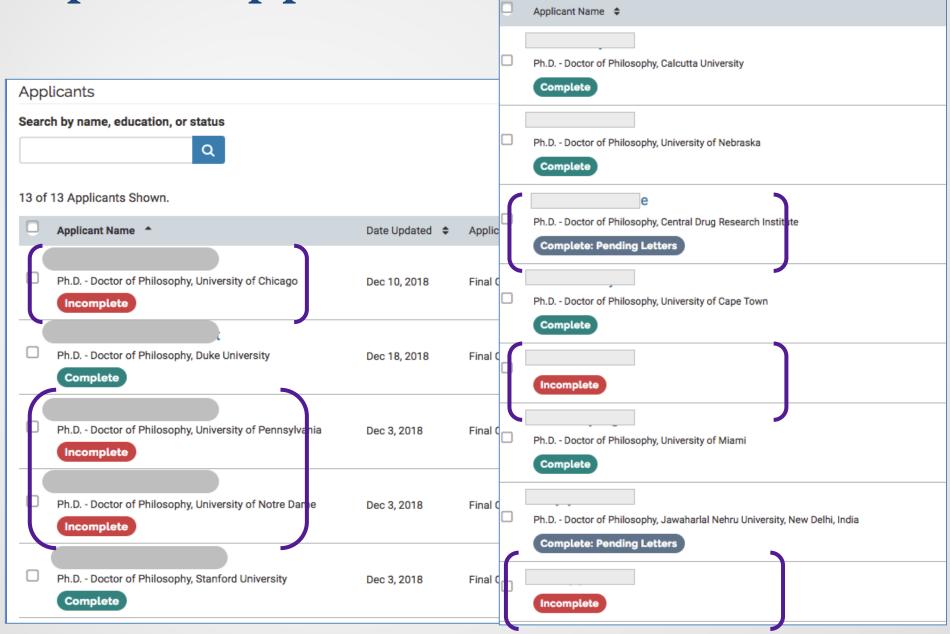
NOTE, the Sign In button.

Applicants should submit to complete their application.

This is why it's best to give individuals the link to apply.

Administrators and Commitee Managers CANNOT fill out forms (EEO or Custom) on behalf of applicants.

Incomplete Applications – common issues



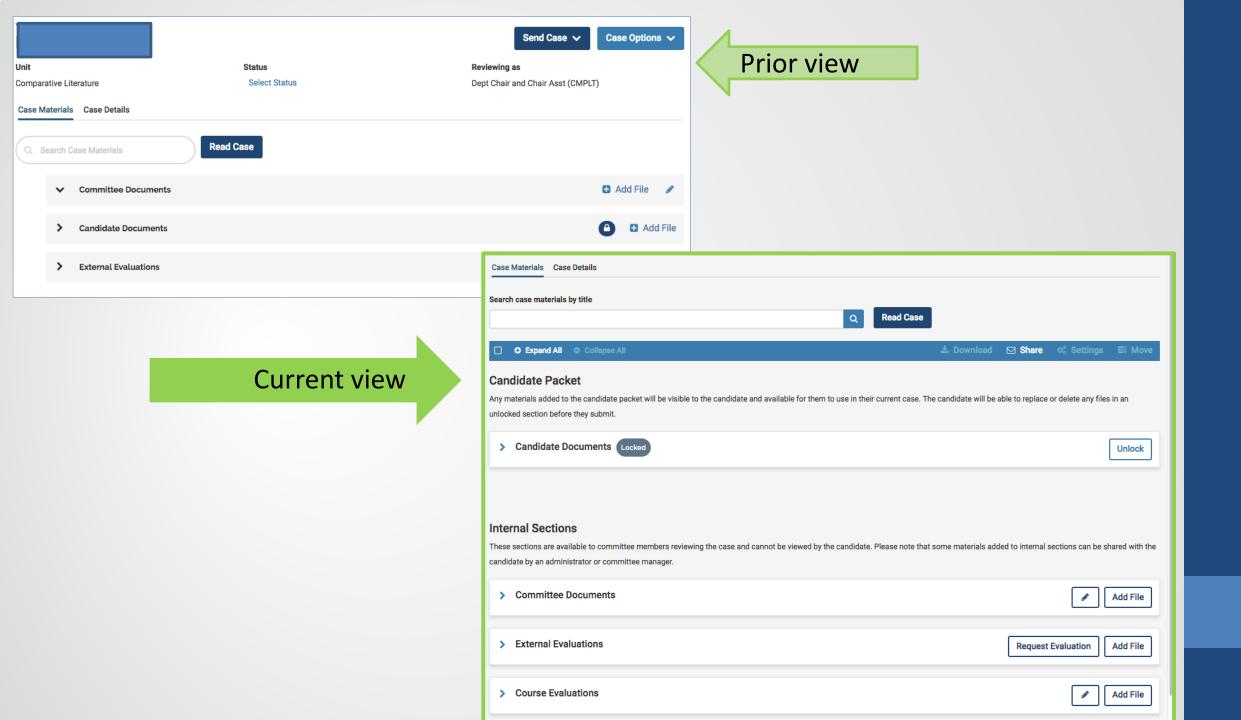
Incomplete Applications – common issues Applicant submitted all; but waiting for reference writer's Applicant Name \$ letter; can be emailed and uploaded => will be counted in Ph.D. - Doctor of Philosophy, Calcutta Univers Longlist selected; new the EEO report Complete **Applicants** requirements added – docs Search by name, education, uploaded on their behalf Ph.D. - Doctor of Philosop rsity of Nebraska => mark as complete Complete 13 of 13 Applicants Shown. Added to list on their behalf; Ph.D. - Doctor of Philosophy, Central Drug Research Institut applicant never went in to Applicant Name \* Date Updated \$ Applic **Complete: Pending Letters** complete and submit their versity of Chicago Ph.D. - Doctor of Philo Dec 10, 2018 Final 0 application (missing education Ph.D. - Doctor of Philosophy, University of Cape Town Incomplete information under their name) Complete => will not be counted in the Philosophy, Duke University Final Dec 18, 2018 EEO report unless the Com ate Incomplete applicant submits Ph.D. - Doctor of Philosophy, University of Pennsylvania Dec 3, 2018 Final () Ph.D. - Doctor of Philosophy, University of Miami Incomplete Complete Ph.D. - Doctor of Philosophy, University of Notre Dan e Dec 3, 2018 Final ( Ph.D. - Doctor of Philosophy, Jay rehru University, New Delhi, India Incomplete Complete: Pending Ph.D. - Doctor of Philosophy, Stanford University Dec 3, 2018 Final Complete Incomplete

# Questions:

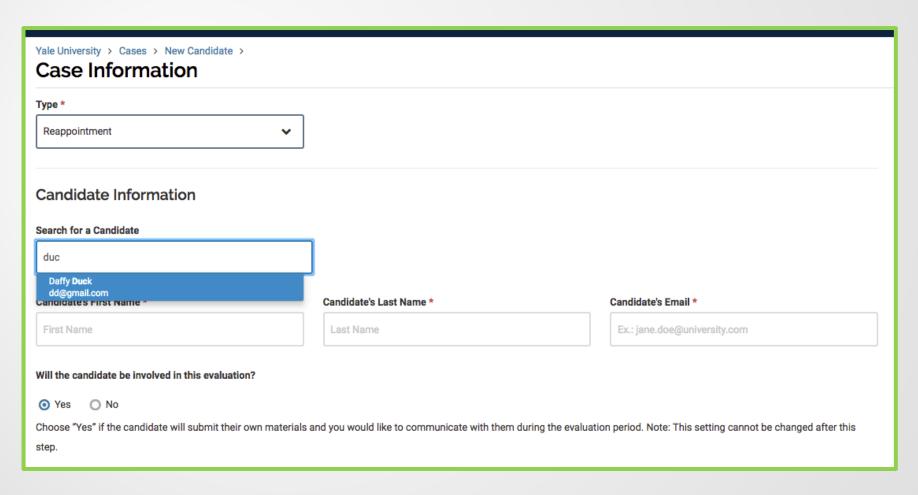


### Interfolio's Recent Update in RPT

- More packet transparency Changes to the visual layout of the candidate packet, so that the administrator view and the candidate view resemble each other much more closely.
  - Reminder Any documents uploaded in the Candidate section can be seen by the candidate.
  - Do not upload committee documents in the candidate section
  - Migration Materials



- Release on January 23,2019 in RPT
  - Reuse past case materials introduced the ability for an Administrator or Committee
    Manager to pre-populate a candidate's case with suggested materials pulled from that
    candidate's past cases—which the candidate can accept, edit, or remove.
    - Although this new functionality is available, we are still researching to see if this is something we
      will be using.



#### Help is available:

Office of Faculty Administrative Services website.

https://facultyadmin.yale.edu/

Providing assistance to applicants

- If you can easily provide help to an applicant, that's a good thing. However, it is best to direct applicants to Interfolio for support: <a href="http://product-bellp.interfolio.com/m/39937/l/606208-job-applicant-s-guide-to-interfolio-faculty-search">http://product-bellp.interfolio.com/m/39937/l/606208-job-applicant-s-guide-to-interfolio-faculty-search</a>
- Or, if they prefer, contacting Interfolio support at: <a href="help@interfolio.com">help@interfolio.com</a>; (877) 997-8807.

Requesting the EEO report

## **Upcoming Training**

- FAS Dean's Office Pam Bosward and Sara O'Bryan will be scheduling training in the near future
- Provost's Office Tracy Edward
- FAS will be implementing the approval process step prior to posting a position opening- March/ April timeframe

# Thank you and Have a Nice Day!