

RELEASE SUMMARY



List of New Features & Functionality – For full details, please see Release Notes

CONNECT	Contact to enable?	Most used by?
Connect Redesign – Phase 2	See notes	All
Global Search – Connect Redesign	See notes	All
PLATFORM & MOBILE	Contact to enable?	Most used by?
Video Streaming Enhancement Added	Yes – Fees apply	
My Account – Share Permissions Added		
Retire Graphical Mode for OU Hierarchy		Admin
Report Builder Auto-upgrade		Admin, Manager
Mobile Offline Player -SCORM 1.2, 2004		End-user
LEARNING	Contact to enable?	Most used by?
Catalog Search Redesign	See notes	Admin
Browse for Training Auto-upgrade		Manager, End-user
Browse for Training – Dynamic Availability		End-user
Events Calendar Redesign		End-user
Certifications Dynamic LO Availability		End-user
Training Plan Page Redesign & Reports	See notes	Admin, Manager
Transcript Widget		All
Test Engine Topic Hierarchies		Admin
Transcript Lockdown for Training in Certifications	See notes	Admin
Edit External Training Details		Manager
Email trigger-Deny external training credit		All
Automatic Transcript Refresh for SCORM Courses		All
Proxy Enrollment Optimization		Admin
SCORM TOC Customization	See notes	Admin, End-user
SCORM 2004 Formatting Improvements		Admin, End-user
Transcript Processing Optimization		All
DLW – Transcript Load Delayed	Yes - Fees may apply	Admin
DLW – Event Load	Yes - Fees may apply	Admin
Certifications Dynamic LO Availability		Admin
EXTENDED ENTERPRISE	Contact to enable?	Most used by?
Deep linking & Marketing Tools		Admin
CCH Integration & Reports	See notes	Admin, Managers

EXTENDED ENTERPRISE, cont.	Contact to enable?	Most used by?
Training Unit Customization		Admin
Display name on Purchase Print-out		End-user
Shopping Cart Redesign Auto-upgrade		End-user

PERFORMANCE	Contact to enable?	Most used by?
Skills Matrix – Part 2 & Reports		Admin, Manager
DLW – Competency Load	Yes - Fees may apply	Admin
Refined Reviews & Goals Analytics fields		Admin, Manager
Increased character limit for Job responsibilities		Manager

COMPENSATION	Contact to enable?	Most used by?
Configurable Compensation Plans, Part 3		All
Off-cycle effective dates by assigner		Manager

SUCCESSION	Contact to enable?	Most used by?
Position tags in SMP PowerPoint		Admin, Manager
Job Pool Task Search Enhancements		Manager
Select most recent SMP Task		Manager

RECRUITING	Contact to enable?	Most used by?
Recruiting Custom Fields Enhancements & Reports		Admin
Find Duplicate Candidates		Admin, End-user
Pre-screening Question Enhancements		End-user
Skip new submission preference		Admin
Applicant Flags reports		Admin
SHL Assessment Integration Updates	See notes	Admin, End-user
Restrict Application Tabs Visibility		Admin

AUTOMATIC UI UPGRADES COMING IN JUNE 2014

Pages below will be automatically upgraded with the June '14 release. Please enable in advance of this upgrade.

Global Search
Universal Profile – Bio/About

Important: The functionality listed in this document is subject to change during the release cycle. Any updates will be communicated via the Cornerstone Success Center as they become available. Any unreleased services or features referenced in this or other documents or public statements are not currently GENERALLY available and may not be delivered on time or at all. Customers who purchase Cornerstone OnDemand applications should make their purchase decisions based upon features that are currently available.



CORNERSTONE CONNECT REDESIGN – Phase 2 (new UI!)

The next phase of Cornerstone Connect is here!

The user interface and experience of Knowledge Bank and Communities have been completely redesigned. This includes a customizable main page, intuitive community set-up and activity, and two posting types - Discussions and File. Note: Data migration from current Connect or Knowledge Bank pages is not available for this release.

Enablement Notes: *Automatically enabled in Stage when using Connect. Must bring new pages into navigation tabs and links. *Contact CSOD to enable in Production/Pilot

GLOBAL SEARCH – CONNECT (new UI!)

Search for new Connect postings with more filters and accuracy than ever before.

This addition to global search will support all postings in the new Knowledge Bank and Communities. Quickly find content using refined relevancy algorithms. Only available with content created using redesigned Connect. Will not contain predictive search capability for March '14.

Enablement Notes: *Automatically enabled if new Connect pages AND Global Search are enabled, regardless of environment. *Contact CSOD to enable along with new Connect pages in Production/Pilot.



VIDEO STREAMING SERVICE FROM AKAMAI TECHNOLOGIES®

Better, faster video streaming for all users.

Akamai video streaming service will allow for all uploaded videos (Learning Objects, Observation Checklists, etc.) to be streamed across desktops, laptops, tablets, and mobile devices. This is an ideal option for organizations using video learning, social learning, mobile video, videos in connect, and observation checklists.

Enablement Notes: *Optional/By request feature. Additional fees apply. *Contact Account Manager or Sales Rep for details

MY ACCOUNT - SHARE PERMISSIONS LINK

Access the "Share Permissions" link from within My Account.

Prior to this enhancement, managers could only share permissions via My Team. Now, managers can share their permissions from the My Account - My Preferences page. The process of sharing permissions has not changed.

MOBILE OFFLINE PLAYER – SCORM 1.2 & 2004

Users can now login and download content to their mobile devices to use while they're offline.

With the new Mobile Offline player, end-users can access and complete SCORM 1.2 and 2004 content offline from their Cornerstone Mobile App. Availability can be set within System Preferences and from a new Offline Player Preferences page. For this release, the old version of Web-Offline Player will continue to support SCORM 1.2 only, even though the course catalog will now show "Available Offline" option for SCORM 2004 as well.

RETIRE GRAPHICAL MODE FOR OU HIERARCHY DISPLAY

The user interface (UI) of the OU Picker pages has been updated to only reflect Text mode.

Enjoy a more consistent UI as the Graphical Mode for selecting and drilling into OU hierarchies will be discontinued.

REPORT BUILDER AUTO-UPGRADE (new UI!)

Build custom reports using this newly upgraded interface and workflow.

Experience a simple, user-friendly report creation engine that allows previewing of data, has a one page workflow, and lists fields in a user friendly accordion. Browsers supported are IE 7+, Latest versions of Firefox, Chrome and Safari.



COURSE CATALOG SEARCH REDESIGN (new UI!)

Catalog Search. Reimagined.

The ability to search the course catalog using Custom Fields like with Advanced Search and Global Search consistent with the new UI. Global Search is required. Browsers supported are IE 7+, Latest versions of Firefox, Chrome and Safari.

Enablement Notes: *Automatically enabled in Stage during UAT if Global Search is enabled. *By Request in Production/Pilot until June 2014 release. Global Search is required.

BROWSE FOR TRAINING AUTO-UPGRADE (new UI!)

A true browsing experience for all users.

Browse for Training has been redesigned to deliver a best-in-class browsing experience. Will automatically update all Learning Object details pages to the new redesign when accessed from Browse for Training, Events Calendar and Welcome Page Widgets. Browsers supported are IE 7+, Latest versions of Firefox, Chrome and Safari.

BROWSE FOR TRAINING – DYNAMIC AVAILABILITY

Never be led astray when searching for training.

Prior to this release, when using the new browsing for training page, users would select filters or combinations of filters that led to no results. With this enhancement, filters will dynamically update per user and only applicable filters will be available to further refine the results list.

TRANSCRIPT WIDGET

It's finally here and ready for all to use on Welcome and Custom pages.

Use the Transcript widget on Welcome or Custom pages to view and access the most important Transcript items. Admins can add the "Your Transcript" widget to the Welcome Page and then users can see the highest priority training items and act on them accordingly.

EVENTS CALENDAR REDESIGN (new UI!)

Consistent look and feel with newly designed pages.

The Events Calendar has been redesigned to be consistent with the new user interface and will automatically link to the new Learning Object (LO) Details pages. Automatically enabled for all.

CERTIFICATIONS DYNAMIC LO AVAILABILITY

Only display LOs that are available to the end user.

Admins often create multiple certifications that apply across multiple populations and locations, making it difficult to account for which LOs are applicable towards a specific certification. With this enhancement, an Admin can configure a certification to only show LOs that are available to the registered user.

TRAINING PLAN PAGE REDESIGN & REPORTS

Faster, better and stronger Training Plan page and standard reports.

Users will see a much improved look and feel on the Training Plan pages along with improved page performance and data entry workflows. For reports, the Training Demand Forecast Summary Standard Report has been updated to provide criteria flexibility when manipulating and viewing the data according to complex rules.

Enablement Notes: *Automatically enabled in Stage during UAT for portals using Training Plans. Portals without Training Plans enabled may request to use in Stage. *Contact CSOD to enable in Production/Pilot.

TEST ENGINE TOPIC HIERARCHIES

Establish order with Test Engine Question Categories.

Group together Test Engine Question Categories within Admins within a hierarchy for better searching and assignment. In addition, Admins will have the ability to set user-defined identifiers for Questions and Question Categories for easier reference.

Enablement Notes: *Category types are automatically enabled across environments when Test Engine is in use.

*Contact CSOD to display and require Question reference numbers and Category reference numbers.

TRANSCRIPT LOCKDOWN FOR TRAINING IN CERTIFICATIONS

Additional lock-down functionality for training within certifications.

To better maintain compliance with 21 CFR 11 regulations, this enhancement improves the ability to “lock down” data related to a training course on a user’s transcript upon course completion.

Enablement Notes: *Automatically enabled when already using Transcript Lockdown. *If not, contact CSOD to enable Transcript Lockdown.

EDIT EXTERNAL TRAINING DETAILS

Don't let a user error hold you back.

Prior to this release, when submitting external training requests for certifications users could enter in the wrong section or number of credits. With this enhancement, the certification owner or manager will have the ability to modify the section and number of credits for external training requests before approving.

Enablement Notes: *Automatically enabled across environments when users are already allowed to add external training to transcript. *If not, contact CSOD to enable adding external training to transcripts.

EMAIL TRIGGER – DENY EXTERNAL TRAINING CREDIT

A user is now emailed once a request to count external training toward a certification is denied.

This new email trigger automatically notifies users when a request to count external training toward a certification is denied. This provides a better communication and enhances the user experience as they no longer have to await the status update on their transcripts.

AUTOMATIC TRANSCRIPT REFRESH FOR SCORM COURSES

Transcript refreshes on its own for SCORM courses.

With this enhancement, transcript statuses will automatically update when the user completes a SCORM online course.

PROXY ENROLLMENT OPTIMIZATION

Reduced time to calculate and run proxy enrollments.

When using proxy enrollment, proxies will run faster and any related issues will be more accurately addressed.

SCORM TABLE OF CONTENTS CUSTOMIZATION

Display an engaging Table of Contents menu for SCORM 2004 courses.

With this enhancement, users will be able collapse and expand the Table of Contents menu, navigate between the different levels, and view navigation indications on the menu. Admins will be able to impact the color theme of the Table of Contents by defining the primary color of the Display Preferences.

Enablement Notes: *Contact CSOD to enable across environments. Once enabled, will display left side of Table of Contents (TOC) menu for SCORM 2004 courses.

SCORM 2004 FORMATTING IMPROVEMENTS

Now all SCORM 2004 courses will display as intended.

With this enhancement, users who launch SCORM 2004 courses will have a more consistent experience when adjusting the screen and display size.

TRANSCRIPT PROCESSING OPTIMIZATION

Enjoy faster transcript page loading with this optimization project.

This enhancement impacts the back-end transcript logic and provides faster page processing.

DATA LOAD WIZARD (DLW) – TRANSCRIPT LOAD (Delayed until March 28 Patch)

Create and update Learning Transcript User Records via a bulk data load process.

Use the Data Load Wizard to bulk load data to include on user transcript records.

Enablement Notes: *Contact CSOD Account Manager or Sales Rep to enable, additional fees may apply.

DATA LOAD WIZARD (DLW) – EVENT LOAD

Create and update Event Learning Objects via a bulk data load process.

Admins can create and update Event Learning Objects. This load does not support Session Learning Objects (scheduled for June).

Enablement Notes: *Contact CSOD Account Manager or Sales Rep to enable, additional fees may apply.



EXTENDED ENTERPRISE

DEEP LINKING & MARKETING TOOLS

Generate deep links for any area of the application that can be embedded wherever you choose.

With this enhancement, Admins will be able to generate deep links for any area of the application they define the end user experience when accessing deep links from certain pages.

CCH INTEGRATION & REPORTS

An integrated solution for applying federal and state tax transactions.

Federal and state tax is calculated for transactions, tax is charged to users, and invoice records are kept for CSOD client by CCH. Client's tax invoice records can then be used for accounting purposes. Includes reporting capabilities.

Enablement Notes: *CCH Account required. Set up integration through UI is automatic using "Tax Preferences" section in Admin → Preferences. No request needed.

TRAINING UNIT CUSTOMIZATION

At the training unit level, configure who has access to use and view training units.

With this enhancement, Admins can not only configure who can utilize existing training units, but also who can see the balance on any given keycode.

DISPLAY NAME ON PURCHASE PRINT-OUT

View the name of the user who completed the purchase on the receipt.

With this enhancement, Admins and users will be able to see the first and last name of the user who completed a transaction on the print output.

SHOPPING CART REDESIGN AUTO-UPGRADE (new UI!)

A redesigned shopping and check-out experience for all.

Shopping Cart redesign will be automatically upgraded and the older version will no longer be available. The redesign delivers an intuitive and visually appealing experience for users that matches those of other online shopping sites. The auto-upgrade will also include the ability to view company and other details on printed invoices. Browsers supported are IE 7+, Latest versions of Firefox, Chrome and Safari.



PERFORMANCE

SKILLS MATRIX – PART 2 & REPORTS

Roles creation is enhanced to include Training as a requirement and can be assigned to users in all Standard/Custom OUs.

With this enhancement, role assignment is opened up to allow for all OU types and roles configuration can include training requirements and details. This additional functionality is especially useful for on the job training (OJT) processes to prepare employees for a new position. Skills Matrix Reporting will now offer detailed status information on Role training requirements.

DATA LOAD WIZARD – COMPETENCY LOAD

Create and update competencies to your competency bank via a bulk data load process.

Admins can create and, in certain cases, update competencies with associated items or behaviors. This new load also includes the ability to associate training and feedback with competencies.

Enablement Notes: *Contact CSOD Account Manager or Sales Rep to enable, additional fees may apply.

REFINED ANALYTICS FOR GOALS AND PERFORMANCE REPORTS

Performance Review Step and Goal sections are available and better organized for reporting within Analytics.

A new section called “Performance Review Step” has been added to Analytics. Users can report on Step details like Step Sequence, Status, Due Date and Reviewer ID. Additionally, new fields and sections will be added to Goals Custom Reports, including Targets and Tasks.

INCREASED CHARACTER LIMIT FOR JOB RESPONSIBILITIES

Display more information about each job responsibility within a position.

When defining job responsibilities for position, managers will be able to use up to 1000 characters per position. Recruiters will be able to create job ads and pull in the full detailed job responsibilities for requisitions created for each open position.

COMPENSATION

CONFIGURABLE COMPENSATION PLANS – PART 3

Configure how the compensation plan will appear to managers and preview the plan before launching it.

Administrators will have the ability to configure how the expanded view will appear to compensation managers by displaying, renaming, and moving fields. Once the plan layouts have been configured, Administrators can preview how the plan will appear to ensure managers are presented with the relevant data needed to make compensation decisions.

OFF-CYCLE EFFECTIVE DATES BY ASSIGNER

Set the effective dates for compensation when allocating off-cycle awards.

Managers now have the increased flexibility to set compensation effect dates that are outside of the annual compensation cycle like in the case of mid-year promotions. Managers will be able to set the employee's new salary to be effective at any date of the year.

SUCCESSION

POSITION TAGS IN SMP POWERPOINT

Display resume position data in SMP PowerPoint report outputs.

The Talent team needs to print out profiles for employees in senior leadership, including their previous positions within the organization, to present to the executives for calibration meetings.

JOB POOL TASK SEARCH ENHANCEMENTS

Searching for and adding successors can be constrained via a new permission.

A new permission, "Succession- User Search," will be applied to all security roles within and Administrators can define constraints by role or user. This permission allows Admins to provide a focused successor search experience while ensuring users do not add successors from incorrect levels or locations. This enhancement is especially helpful for when managers are allowed to select successors for their direct reports.

SELECT MOST RECENT SMP TASK

Access information about position incumbents and successors by the most recently updated Job Pool Task.

With this enhancement, Administrators can now run a report on all Executive, or any other, position to understand the details about the latest successors named for each of these critical positions.



RECRUITING CUSTOM FIELDS ENHANCEMENTS & REPORTING

Empower already extensive offer letter and applicant functionality by integrating Cornerstone custom fields.

Prior to this enhancement, user custom fields are used in all modules but cannot be associated with the applicant, application or offer letters. Now, recruiting and hiring managers can store more information about an applicant or application that was not collected somewhere else and personalize offer letters for hired candidates. This data would be stored and allow managers to query and include in reports.

FIND DUPLICATE CANDIDATES

Prevent duplicate applicants from creating new profiles and automatically identify and flag potential duplicates within the system.

Recruiters spend countless hours looking throughout the system to identify and reject duplicate applicants. With this enhancement, recruiters are able to not only identify potential duplicates but also prevent duplicate applicants from creating new profiles.

PRE-SCREENING QUESTIONS ENHANCEMENTS

Application workflow functionality is extended to include open-ended/essay style questions and responses.

With this enhancement, recruiters can include open-ended questions as action items to the Pre-Screening section of the Application Workflow. This allows applicants to include comprehensive answers to recruiters' questions and highlight the more essential information about themselves

SKIP NEW SUBMISSION PREFERENCE

Add shortcut to automatically advance all applicants to the first status and skip the New Submissions status.

When selected, this preference allows new applicants to automatically proceed to the first applicant status. Following this enhancement, organizations may avoid one extra step of application process and advance new applicants automatically without manually passing and advancing them from the New Submission page.

SHL ASSESSMENT INTEGRATION ENHANCEMENTS

Increased flexibility in assigning SHL assessments to applications throughout the recruiting process.

A recruiter can now assign an SHL assessment to a single or many applications at any point during the recruiting process.

Enablement Notes: *By request if already using, or planning on using, SHL Assessment Integration. Requires SHL Account and integration.

APPLICANT FLAGS REPORTS

Report on flags applied to applicants and applications to add another identification point to the applicant pool.

This enhancement allows users to analyze applicants by including applicant and application flags in the report, and improves effectiveness of the recruiting department by referencing to applicant/application data.

RESTRICT APPLICATION TABS VISIBILITY

Adding more flexibility to Applicant Profile privacy settings.

With this enhancement, Admins are able to fine tune privacy settings for Applicant Profile and control visibility of application tabs and data.