Cornerstone August 2022 Release Notes

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Release Notes for August 2022

What's New for August '22

The following release resources are available within Online Help:

- **Printable Release Notes** - This topic provides a printable version of all release notes content. *See Printable Release Notes.*
- **New and Enhanced Permissions** - This topic provides a list of all permissions that are newly added or modified with this release. *See* **New and Enhanced Permissions for August '22 Release** on page 14 *for additional information.*
- **New Reporting Fields** - This topic provides a list of all reporting fields that are newly added with this release. *See* **List of New Report Fields for August '22 Release** on page 16 *for additional information.*
- **Release Notes Updates** - This topic provides a complete list of all changes that have been made to the release notes. *See* **Release Notes Updates for August '22 Release** on page 17 *for additional information.*
- **Past Releases** - This topic contains links to past release overviews. *See Past Release Notes.*

Safe Harbor Statement: 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.

The following new features and enhancements are available for the August '22 release:

Content Anytime Features

FEATURE NAME	DESCRIPTION
Content Anytime - Q3 Updates	Refreshes to Content Anytime and a la carte subscriptions occur every month. New titles are added to libraries monthly, and removals occur quarterly. Content Anytime subscribers automatically receive their subscription refreshes. Target dates for Q3 refreshes are listed below. Please refer to the 2022 Content Refresh Calendar for the timing of refreshes for all of 2022. ○ **July 8 - July 15:** Additions only ○ **August 12 - August 19:** Additions only ○ **September 2 - September 9:** Removals and additions

Core/General Features

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
August '22 Language Pack Updates	Yes	New updates to Cornerstone Language Packs and additional languages are available with the August '22 Release. Please visit the **August '22 Language Pack Updates** posting to review the full list of changes and their targeted availability in stage and production environments.
Deprecation of Compensation Loads for Data Load Wizard (DLW) to Begin With the November 2022 Release	N/A	The ability to perform Compensation loads and feeds using Data Load Wizard (DLW) will begin deprecation with the November 2022 release. DLW Compensation loads and feeds include Employee Salary, Salary Structure and Individual Targets.
Deprecation of Custom Reports to Begin in August 2022	N/A	The deprecation of Custom Reports is scheduled to start with phase 1 in the August ’22 Release. The deprecation is implemented in phases to give customers time to prepare and to complete their migration to Reporting 2.0. With Phase 1 some Custom Reports features are removed.
Deprecation of the "User Record as of a Date" Standard Report with the February ’23 Release	N/A	The "User Record as of a Date" Standard Report will be deprecated with the February 2023 Release.
Deprecation of Users and Organizational Unit (OU) Loads and Feeds for Data Load Wizard (DLW) - August '22 Update	N/A	Ability to perform Users and OU data loads and feeds using DLW was deprecated with an end-of-life in the May ‘22 Release for most customers. Some customers were excluded from the May ’22 deprecation schedule due to missing feature parity in Edge Import. Most of the missing parity features those customers were dependent on are available in Edge Import with the August ’22 Release.
Developer Portal Replaces API Explorer	Yes	Cornerstone is excited to share that with the August '22 release, the current API Explorer is being replaced with a new Developer Portal. The Developer Portal is one-stop shop for API and connector documentations and examples.

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
Edge Import - Employee Load Enhancements	Yes	This enhancement provides new capabilities for GUID-based loads and support for Applicant to Employee conversion. This is essential for customers waiting to migrate from Data Load Wizard (DLW) where these features are currently supported. ***Important:*** *The ability to convert applicants using Edge Import may require a change in the procedures a customer is currently following in Data Load Wizard. We highly recommend testing your current files in your Stage or Pilot environment to validate your current process and understand how your files will be loaded using the Edge Import Employee load prior to migrating from Data Load Wizard to Edge Import.*
Edge Import - Incorrect Date Format Validation	Yes	The following features are included in this enhancement: ○ Incorrect Date Format Warning Message - This functionality was released with the June 24 patch. ○ Incorrect Date Format Validation
Edge Import - Learning Enhancement (ILT Events/Sessions/Session Parts Loads)	Yes	With this enhancement, when using Edge Import to update existing events, sessions, and session parts and the unique identifier generated by the Cornerstone system is selected during import, only that field is required. All other fields are optional. This allows for easier bulk updates, because only the unique identifier and the updated fields need to be populated in the import file.
Edge Import - Learning Enhancement (Online Content Metadata Load)	Yes	With this enhancement, the **Active** field is removed from the Online Content Metadata load type. Saved configurations will lose mapping. Existing configurations must be deleted, and new configurations must be created.
Edge Import - Learning Enhancement (Video Load)	Yes	With this enhancement, video loads will respect the file size limit set for the portal. If the file size provided is larger than the acceptable limit configured in the portal, an error message is generated. An error

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
		message gives customers the opportunity to correct the size of the video prior to attempting to import the video again.
Edge Import - Learning Enhancements (ILT Sessions Load)	Yes	With this enhancement, the Edge Import ILT Sessions load is updated to allow organizations to cancel ILT sessions and create one part sessions without also relying on the ILT Sessions Parts load.
Edge Import - Learning Enhancements (ILT Sessions Load and ILT Session Parts Load)	Yes	With this enhancement, the ILT Sessions load and ILT Session Parts load are updated to better support session date and time changes.
Edge Import - Learning Enhancements (Transcript Loads)	Yes	With this enhancement, the Transcript Loads within Edge Import include the following updates: ○ Enhanced ability to update due date ○ Improved support for training versioned with "Replace" option ○ More flexibility when updating transcripts to "Completed" ○ "Transcript Status" field is optional when "Registration Number" is selected as unique identifier
Edge Import - New Compensation Load Type (Individual Targets)	Yes	With this enhancement, Edge Import now provides the ability to import individual targets for Compensation in bulk via manual loads or scheduled feeds using Edge Import. With this load, customers can import records containing bonus and equity target values by user and target date. Feeds are supported with this new load type.
Edge Import - New Compensation Load Type (Salary Structure)	Yes	With this enhancement, Edge Import now provides the ability to import Salary Structures for Compensation in bulk via manual loads or scheduled feeds using Edge Import. With this load, customers can import multiple records, containing data such as minimum, maximum, and market salary values by wage type, and the combination of up to three

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
		organizational units (OUs). Feeds are supported with this new load type.
Edge Import - New Organizational Unit Load Types (Group)	Yes	With this enhancement, Edge Import now provides the ability to import Group organizational unit (OU) metadata as well as user membership details. Both manual loads and automated feeds are supported for these two new load types. This functionality enables organizations to maintain their group data in bulk and migrate from Data Load Wizard (DLW).
Edge Import - New Recruiting Load Type (Requisition Templates)	Yes	With this enhancement, Edge Import now provides the ability to create and update requisition templates for Recruiting in bulk via manual loads or scheduled feeds using Edge Import. Feeds are supported with this new load type.
OData v4.0 Delta Capabilities for Data Exporter API	Yes	With this enhancement, OData v4.0 Delta change capabilities will be implemented for the Data Exporter API, starting with the user_ou_core object. This enhancement will provide OData v4.0 compatible Delta change tracking for inserted, updated, and deleted data for the Data Exporter API.
Reporting 2.0 - Additional Fields		The following additions and updates have been made to Reporting 2.0 fields with this release: ○ **Cornerstone Learning Fields**
Reporting 2.0 - Aggregation Enhancement	Yes	With this enhancement, users can add a numeric field and all possible aggregations of the numeric field in a Reporting 2.0 report without receiving an error. The Custom Reports Migration tool will support the import of these types of fields.
Reporting 2.0 - Delivery PDF Enhancements	Yes	With this enhancement , reports that are scheduled for delivery with a PDF report output format will now have that PDF generated through native PDF instead of SQL Server Reporting Services (SSRS).
Reporting 2.0 - Report Level Permission Model	Opt-in	Prior to this release the Reporting 2.0 Granular permission model was a complex model and sometimes confusing. For customers with less complex reporting needs, a simpler permission model is needed, one that will allow them to quickly

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
		grant access by report type, similar to what was available with Custom Reports.
Reporting 2.0 - Search for Report Using Report ID	Yes	With this enhancement, users can search for a report in the search bar on the Reporting 2.0 landing page by using the Report ID. Previously, it was only possible to search for a report by its name, which may not always be unique. Shared users will also be able to search reports using the report ID.
RTDW Updates to Reporting API, RDW, and Data Exporter	Yes	Impacting only customers using Reporting API, Replicated Data Warehouse (RDW), Data Exporter API, and Data Exporter, the Real-Time Data Warehouse (RTDW) categories may be impacted, deprecated, or break applications, scripts, or functionalities that are based on earlier versions of RTDW objects.
Update Imported Capabilities from the Skills Graph	Yes	With this enhancement, a new setting in Capabilities Preferences allows for the Capabilities Library in a customer’s portal to automatically get updated skill names and descriptions, including new and improved translations, from the Cornerstone Skills Graph. Any skill details that are manually updated after being imported will not be overwritten by the Cornerstone Skills Graph.

Cornerstone HR Features

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
Deprecation of the "User Record as of a Date" Standard Report with the February ’23 Release	N/A	The "User Record as of a Date" Standard Report will be deprecated with the February 2023 Release.
Workflow Engine – Bulk Assignment	Yes, for all CHR customers who have Workflow	Use bulk assignment functionality to assign pre-configured workflows to a group of users within a separate workspace. During assignment, users can define the target user group and the assignment date.

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
	Engine enabled.	The following new pages allow users to manage bulk assignment: ○ Workflows - Schedule bulk workflow assignments. ○ Assignments - Edit workflows, review executions, and terminate workflow assignments

Learning Features

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
Ability to Export xAPI Statements from Cornerstone via API	Yes	With this enhancement to Cornerstone's xAPI implementation, customers can export all of their xAPI statements to another LRS and keep both systems in sync. After all statements have been exported from Cornerstone's LRS, customers that use a 3rd party LRS that supports ingestion can continue to request new statements at predefined time intervals to keep both systems in sync and report on actions performed by users in xAPI courses, find specific information, and view trends.
Accessibility Enhancements	Yes	Cornerstone strives to continually improve the accessibility of the Cornerstone Enterprise (CSX) product. The following accessibility enhancements included with the August '22 Release: ○ Learner Home - The "Due Soon" due date widget background color has been updated to provide better color contrast. ○ Certification Details (Training Details) - The expand/collapse tables are improved for users who navigate using a keyboard.
Capabilities (Skills) on the Course Console	Yes, when Content Skills Tagging has been	With this enhancement, a new **Capabilities (Skills)** field on the Course Console allows administrators to view the skills that are tagged to a training item.

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
	activated in the portal	This field only appears on the Course Console when Content Skills Tagging is enabled in the portal. This is a view-only field, but the skills in this field can be edited by administrators using the Edge Import LO Capabilities load, which is also only available when Content Skills Tagging is enabled.
Certification Bulk Removal Tool	Yes	With this enhancement, a new tool is available, granting administrators the ability to remove users from a certification in bulk. Using this tool, administrators can now populate a CSV file with the Certification ID and multiple User IDs, then upload this CSV file to the system and allow the users to be processed for bulk removal from the certification.
Course Catalog Migration to Learning Search (Elastic Search)	Yes	Learning Search was introduced several years ago as a faster way to allow users to find training in the Learning Management System (LMS). With the August '22 Release, administrators will also be able to use Learning Search to search for training in the Course Catalog. With a new toggle option, administrators can switch between Traditional Search functionality and Learning Search functionality on the Course Catalog Search page.
Curriculum Fixes	Yes	With the August '22 Release, the following fixes have been made to curriculum functionality: ○ The latest version of training items will be assigned to users, even if the prior version of the training is associated with an inactive curriculum. ○ Curriculum child training due date issues encountered during versioning have been corrected. ○ Users can launch child training that would ordinarily be in a Pending Prior Training status within curricula in a Completed Equivalent status.
Curriculum Structural Modification History Error Message	Yes	With this enhancement, if an audit request for the Curriculum Structural Modification History page times out due to too many changes, a new error message displays. This error message states, " The audit trail of changes made to the curriculum's structure are too many to display in this page. Kindly leverage reporting to view previous details."

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
		This enhancement was made available with the June 24th 2022 patch.
Deprecation of the "Library" Training Type with the November '22 Release	Yes	The Library training type is scheduled to be deprecated with the November ’22 Release. The Library training type is a legacy training type which has been largely replaced in popularity and usage by the more flexible Curriculum and Playlist training types. Customer support for existing libraries will continue up until the Nov '22 Release deprecation.
Learning Assignment (LAT) - Warning Flags	Yes	With this enhancement, warning flags have been added to the Learning Assignment Tool (LAT) to help administrators avoid assigning training to more or fewer users than intended. By notifying administrators of unusual assignment criteria before the assignment is submitted, administrators can address potential assignment issues before the training is assigned to users.
Manage Events & Sessions Page - Learning Search Enhancements (Elastic Search)	Yes	Learning Search was introduced several years ago as a faster way to allow users to find training in the Learning Management System (LMS). Learning Search was introduced to the Manage Events and Sessions page in February 2022, to search for events. With the August ’22 release, a new checkbox option has been added, allowing administrators to switch between Traditional Search functionality and Learning Search functionality on the Manage Events & Sessions page. This functionality is temporarily delayed for Pilot and Production portals in France swimlanes until an issue is resolved.
Microsoft Teams vILT Integration Enhancements	Yes	With the August '22 Release, the Microsoft Teams vILT integration will still attempt to map the instructor using the current method of the email address listed for the instructor Cornerstone and their Azure unique UPN. However, if these two values do not match, an attempt will be made to map to the instructor's email address listed in Microsoft Azure. Also with this enhancement, the browser (user-agent) information is added to the HTTP header to allow customers to configure browser specific "Conditional Access" policies.

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
New Roster Pages (Open Beta)	Yes, in Stage portals only	With the August ’22 Release, Cornerstone is beginning the first phase of a redesigned Session Roster page which, when fully realized, will include a new user interface with a modern design, consolidated actions, and more bulk operations. For this first phase, customers can access a view-only preview of the newly redesigned Session Roster main page in their Stage environments. The actions on this page are not yet available during this phase of the Open Beta. Other pages, such as the Attendance and Scoring page and the Waitlists page are not yet available to preview. Administrators and instructors can switch between the current Session Roster page and the redesigned Session Roster page preview by clicking a link in the top right corner of the Session Roster page. This functionality is not available at the start of UAT.
New User Interface on the Manage Events and Sessions Pages	Yes	With the August ’22 Release, the Manage Events and Sessions page has been updated in Stage environments with a fresh new look to enhance the daily experience for administrators and instructors who often visit these pages to manage instructor-led training (ILT) events and sessions for their organization. This new user interface is only available in Stage environments for the August '22 Release. It will be available for Production and Pilot environments in a future release. This enables organizations to become familiar with the new interface. For this release, two interfaces are in scope: ○ View All Events page ○ View All Sessions page
Option to Remove Evaluation Defaults	Yes	With this enhancement, administrators now have the power to remove default evaluations for any training type in the system. There is no need to replace the previous default evaluation with another evaluation.
Opt-Out of Cornerstone Subject Taxonomy	No	With the August ’22 Release, customers can opt-out of the Cornerstone Subject Taxonomy and use their own subject taxonomies instead. When a portal is configured to opt-out of the Cornerstone Subject Taxonomy, administrators have control over the subjects that are used in their portal for Cornerstone Content Anytime (CCA) subscriptions and content integrations.

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
		No maintenance will be required from administrators to prevent their custom subject taxonomies from being overwritten. This enhancement is only available during UAT for content integrations. It is not available for CCA subscriptions during UAT.
Performance Improvement for Learning Email Digests	Yes	With this enhancement, to improve performance and ensure that email digests are successfully sent to learners, the maximum number of LOs that can be included in an email digest has been changed from 250 to 50.
Reporting Fields - Learning	Yes	With the August '22 Release, the following update has been made to Reporting 2.0: ○ A new field has been added, allowing administrators to report on training items for which the **Exclude from Course Recommendations** option has been selected via the Course Catalog.
Versioning Dashboard for Curriculum	Yes	With this enhancement, a new Versioning Dashboard page for curricula is available to administrators, allowing them to easily view the options that were selected during the versioning process of a curriculum, along with the users impacted by the versioning. This dashboard is accessible via the Course Catalog and the Course Console.

Performance Features

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
Deprecation of Compensation Loads for Data Load Wizard (DLW) to Begin with the November 2022 Release	N/A	The ability to perform Compensation loads and feeds using Data Load Wizard (DLW) will begin deprecation with the November 2022 release. DLW Compensation loads and feeds include

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
		Employee Salary, Salary Structure and Individual Targets.
Goal Approval Request Enhancements	Yes	With this enhancement, when approvers select the goal approval link in the Request Goal Approval email, the Universal Profile Requests tab opens and displays pending goals and the option to View History for the selected goal before approving.

Recruiting Features

FEATURE NAME	AUTOMATICALLY ENABLED?	DESCRIPTION
Submit Requisition from General Tab	Yes	With this enhancement, the **SUBMIT** and **SUBMIT AND MANAGE POSTINGS** buttons are available on the General tab and all tabs in the create requisition workflow. These buttons create the requisition and redirect the user to the Manage Posting page.

New and Enhanced Permissions for August '22 Release

The following permissions have been added or updated with this release:

New Permissions

The following permissions are new for the August '22 release:

Core/General

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access Edge Import Workflow - Group	Grants access to the Group organizational unit and Group Membership data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access REC - Requisition Template Load	Grants access to the Requisition Template load for Recruiting via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Edge Import - Load Individual Target	Grants access to the individual target load for Compensation via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Edge Import - Load Salary Structures	Grants access to the salary structure load for Compensation via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Cornerstone HR

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Workflow - Mass Enrollment	Grants access to the mass enrollment functionality. This permission cannot be constrained.	Workflow Engine

Learning

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY

CSV Bulk Certification Removal - Manage	Grants administrators access to the Certification Removal Tool. The Certification Removal tool can be used to remove users from a certification in bulk. This permission can be constrained by the following: Restrict to User's Organization Units, Restrict to Custom Organizational Units, Restrict to Organizational Units, Restrict to Groups. Any constraints on this permission are applied to the jobs displayed on the Certification Removal Tool job page. The constraints do not apply to the users included in the CSV file. Constraints Example: Admin A is part of Division A and has this permission constrained to Division: Division B. Admin A would see any certification removal jobs that they created AND any certification removal jobs that were created by administrators that are in Division B.	Learning - Administration

List of New Report Fields for August '22 Release

This page provides the master list of new report fields for the August '22 release.

Learning

FIELD NAME	SECTION
Exclude from Course Recommendations	Training > Training Details

Release Notes Updates for August '22 Release

The following changes have been made to the release notes since they were initially published:

Changes made on 16 August 2022

Core/General

ENHANCEMENT NAME	NAME OF UPDATED TOPIC	PURPOSE OF CHANGE
Edge Import - Employee Load Enhancements	Edge Import - Employee Load Enhancements	Updated the following note under Considerations: **Important:** Please note there is a BULK API implication related to this change. Customers who are utilizing Employee load functionality and have this option enabled must also update their interface implementation to send additional information in their Create Job requests. The Settings object needs to indicate details for the ApplicantConversion option with the appropriate value to indicate if Applicant records are part of the payload. See **Quick Start Guide, Step 4: Create a Job** for more information.

Changes made on 10 August 2022

Core/General

ENHANCEMENT NAME	NAME OF UPDATED TOPIC	PURPOSE OF CHANGE
Edge Import - Employee Load Enhancements	Edge Import - Employee Load Enhancements	Added the following important note under Considerations: **Important:** There is a BULK API implication related to this change. Customers utilizing Employee load functionality and have this option enabled must also update their interface implementation to send additional information in their Create Job requests. For details, see **Quick Start Guide, Step 4: Create a Job**.

Changes made on 5 August 2022

Core/General

ENHANCEMENT NAME	NAME OF UPDATED TOPIC	PURPOSE OF CHANGE
Edge Import - Employee Load Enhancements	Edge Import - Employee Load Enhancements Edge Import - Applicant to Employee Conversion	Added the following important note: **Important:** The ability to convert applicants using Edge Import may require a change in the procedures a customer is currently following in Data Load Wizard. We highly recommend testing your current files in your Stage or Pilot environment to validate your current process and understand how your files will be loaded using the Edge Import Employee load prior to migrating from Data Load Wizard to Edge Import.
Edge Import - Learning Enhancements (ILT Sessions Load)	Edge Import - Learning Enhancements (ILT Sessions Load)	Updated the field name from **Part Break** to **Part Break Duration**.
Edge Import - Learning Enhancements (ILT Sessions Load and ILT Session Parts Load)	Edge Import - Learning Enhancements (ILT Sessions Load and ILT Session Parts Load)	Clarified that for ILT Session Parts Loads, the new optional session part **New Start Date/Time** field is available to use to allow modifying existing parts without session period restrictions. The existing required session part **Start Date/Time** field is used to create new session parts and identify the existing session part.
Edge Import - Learning Enhancements (Transcript Loads)	Edge Import - Learning Enhancements (Transcript Loads)	The ILT Transcript load type is not impacted by the "More flexibility when updating transcripts to 'Completed'" enhancement or the "'Transcript Status' field is optional" enhancement.

Cornerstone HR

ENHANCEMENT NAME	NAME OF UPDATED TOPIC	PURPOSE OF CHANGE
Workflow Engine - Bulk Assignment	Workflow Engine - Bulk Assignment	Updated procedures: ○ To bulk assign workflows

ENHANCEMENT NAME	NAME OF UPDATED TOPIC	PURPOSE OF CHANGE
		○ To edit, review executions, and terminate workflow assignments

Learning

ENHANCEMENT NAME	NAME OF UPDATED TOPIC	PURPOSE OF CHANGE
Accessibility Enhancements	Accessibility Enhancements	Added screenshots to show the difference between the old "Due Soon" widget and the new "Due Soon" widget. Also added a note that this enhancement was deployed to all environments (Pilot, Stage, and Production) with the July 13th patch.
Certification Bulk Removal Tool	Certification Bulk Removal Tool	Added information on how permission constraints behave when applied to the *CSV Bulk Certification Removal - Manage* permission.
New User Interface on the Manage Events and Sessions Pages	New User Interface on the Manage Events and Sessions Pages Manage Events and Sessions	This new user interface is only available in Stage environments for the August '22 Release. It will be available for Production and Pilot environments in a future release. This enables organizations to become familiar with the new interface.
Manage Events & Sessions Page - Learning Search Enhancements (Elastic Search)	Manage Events & Sessions Page - Learning Search Enhancements (Elastic Search) Manage Events & Sessions Page - Enable Learning Search	This functionality is temporarily delayed for Pilot and Production portals in France swimlanes until an issue is resolved.

19 August Patch Release Functionality

What's New for the 19 August 2022 Patch Release

The following is released along with the 19 August 2022 patch release:

MODULE	FEATURE	DESCRIPTION
Learning	Optimization for Versioning Dashboard	In order to improve page performance on the new Versioning Dashboard, the sorting options for Admins on the "Impacted Users" section are replaced with a default sort by the "Name" column on the page.

Optimization for Versioning Dashboard

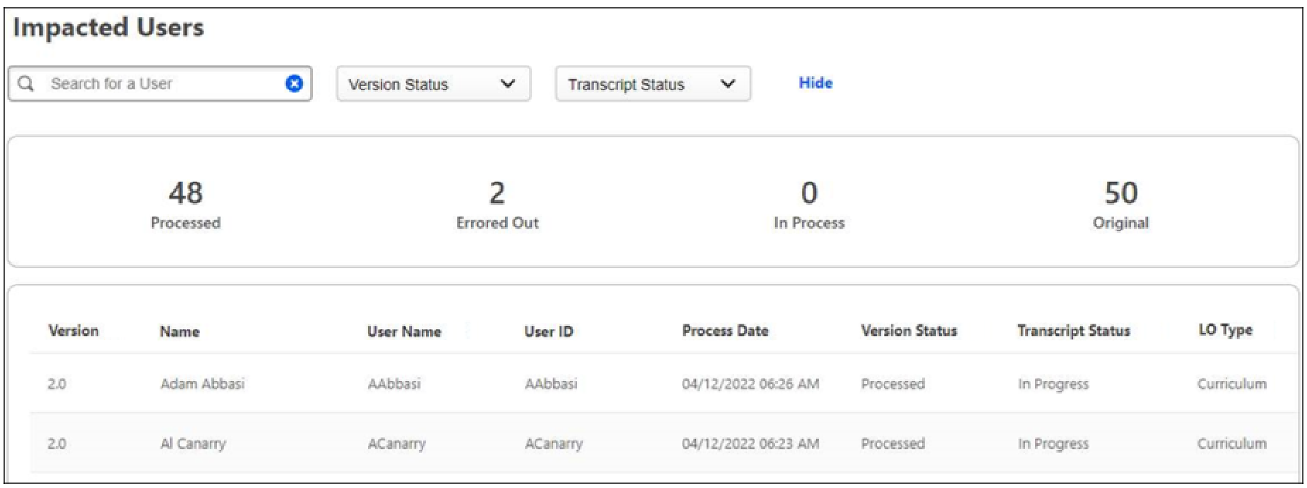
In order to improve page performance on the new Versioning Dashboard, the sorting options for Admins on the "Impacted Users" section are replaced with a default sort by the "Name" column on the page.

The Versioning Dashboard page can be accessed from either the Course Console or the Course Catalog:

- Go to: ADMIN > TOOLS > LEARNING > CATALOG MANAGEMENT > COURSE CATALOG. Search for the curriculum and click the curriculum's title. This navigates you to the Course Console page for the curriculum. Open the **Options** drop-down. Click the **Version Details** link.

OR

- Go to: ADMIN > TOOLS > LEARNING > CATALOG MANAGEMENT > COURSE CATALOG. Search for the curriculum and click the **Actions** drop-down next to the curriculum. Click the **Version Details** link.



Implementation

This functionality is automatically enabled in all portals using the Learning module. *See* **Versioning Dashboard - Access** on page 153 *for additional information.*

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY

Course Catalog - Update	Grants ability to manage and edit training items listed in the Course Catalog and also grants access to the Course Console, where training can also be managed and edited. This permission also grants access to the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission also allows administrators to reversion online courses via the Course Console page. This permission also allows administrators to access an **Edit Training** option for training items included as objectives in Development plans. This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, User, User Self and Subordinates, and User's LO Availability. This is an administrator permission. ***Note:*** *Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.*	Learning - Administration
Course Catalog - View	Grants access to view the learning objects in the course catalog and enables administrators to view the Course Console and the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, and User's LO Availability. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.	Learning - Administration

23 September Patch Release Functionality

What's New for the 23 September 2022 Patch Release

The following is released along with the 23 September 2022 patch release:

MODULE	FEATURE	DESCRIPTION
Recruiting	Referoo Integration	Referoo has integrated with Cornerstone to allow Cornerstone users to select candidates and request they complete the Referoo reference check process.

Referoo Integration

Referoo has integrated with Cornerstone to allow Cornerstone users to select candidates and request they complete the Referoo reference check process. Clients can create unlimited packages within the Referoo Application and access them within Cornerstone. Status updates are displayed in Cornerstone and final results and report URL returned to Cornerstone.

Implementation

The integration will be available to self-enable on 23 September 2022 via **Edge Marketplace** for all organizations using Recruiting and have an account with the integration vendor.

Additional instructions for enabling and configuring the integration are available in Edge. *See Edge Integration - Configure.*

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Edge Integrations - Manage	Grants access to the Integrations service for Edge Integrate where the administrator can configure, enable, and disable their third-party integrations that are used within the Cornerstone system. This permission cannot be constrained. This is an administrator permission.	Edge
Edge Marketplace - Manage	Grants access to the Marketplace service for Edge Integrate where the administrator can browse and purchase integrations that can be used to extend the Cornerstone system. This permission cannot be constrained. This is an administrator permission.	Edge

Core/General

Capabilities Enhancements

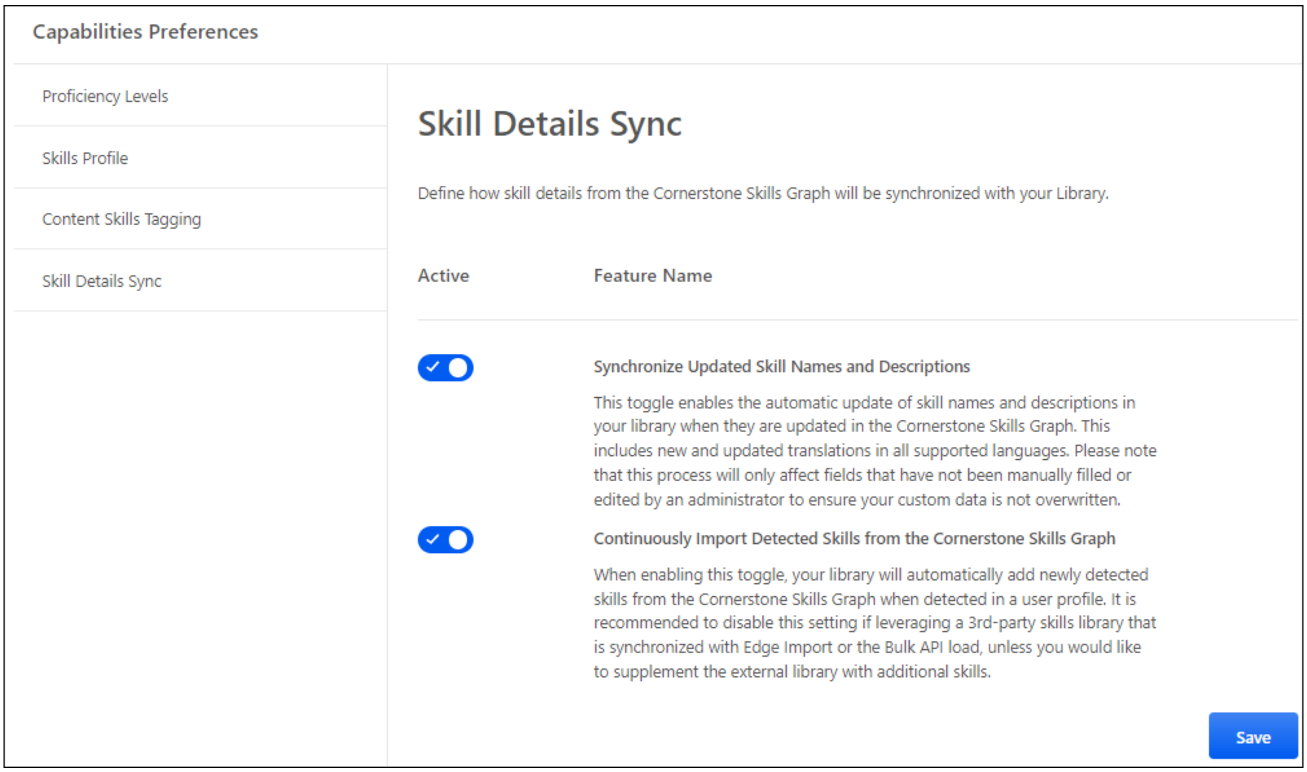
Update Imported Capabilities from the Skills Graph

With this enhancement, a new setting in Capabilities Preferences allows for the Capabilities Library in a customer's portal to automatically get updated skill names and descriptions, including new and improved translations, from the Cornerstone Skills Graph. Any skill details that are manually updated after being imported will not be overwritten by the Cornerstone Skills Graph.

Imported skills are only updated if all of the following are true:

- The new preference is enabled
- Skill names and descriptions have not been customized by an administrator
- Translations have not been manually entered

To access Skills Details Sync Preferences, go to ADMIN > TOOLS > CORE FUNCTIONS > CAPABILITIES > PREFERENCES. Then, select the Skill Details Sync tab.



How Does this Enhancement Benefit My Organization?

By improving suggested skills and providing additional controls for administrators, end-users have a better experience and receive more relevant suggestions when creating and maintaining their skills profile.

Implementation

This functionality is automatically available for all organizations.

A new **Synchronize Updated Skill Names and Descriptions** setting is added to the Skill Details Sync page under Capability Preferences. When this setting is enabled, skill names and descriptions in all supported languages are refreshed in the customer's portal when they are updated in the Cornerstone Skills Graph. This setting is toggled on by default.

Permissions

The following existing permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Capability Preferences - Manage	Grants ability to create and edit expertise levels and rating scales for capabilities via Capabilities Preferences. This permission cannot be constrained. This is an administrator permission.	Core Administration

Core/General Enhancements

August '22 Language Pack Updates

New updates to Cornerstone Language Packs and additional languages are available with the August '22 Release. Please visit the **August '22 Language Pack Updates** posting to review the full list of changes and their targeted availability in stage and production environments.

Languages with updates for the August '22 Release include:

- Catalan
- Chinese (Traditional)
- Dutch
- French (Canada)
- German
- Hebrew
- Japanese
- Polish
- Romanian
- Spanish (Spain)
- Swedish
- Turkish
- Vietnamese

Implementation

This functionality is automatically enabled for all organizations.

Deprecation of Compensation Loads for Data Load Wizard (DLW) to Begin With the November 2022 Release

The ability to perform Compensation loads and feeds using Data Load Wizard (DLW) will begin deprecation with the November 2022 release. DLW Compensation loads and feeds include Employee Salary, Salary Structure and Individual Targets.

Data Load Wizard is a legacy data load tool, built on older technology, with limited load type support, an outdated user interface, and slow performance.

Edge Import addresses these issues with a modern user interface and an intuitive workflow that supports a larger number of concurrent loads, while providing administrators with an simplified user experience.

Deprecation includes:

- Ensuring Compensation loads and feeds are supported in Edge Import:
  - Employee Salary loads and feeds are already supported.
  - Salary Structure and Individual Targets loads and feeds are targeted for support by the August ’22 Release.
- Helping customers migrate loads and feeds to Edge Import.
  - Cornerstone will reach out to customers proactively with instructions.
  - Customer Support is ready to assist.
- Enabling/disabling for each migrated customer:
  - Disabled: DLW for Compensation.
  - Enabled: Employee Compensation enhancements released in July 2021.

Deprecation of Users and Organizational Unit (OU) Loads and Feeds for Data Load Wizard (DLW) - August '22 Update

Data Load Wizard (DLW) is a legacy data load tool which was built on older technology, is accessed using an older user interface (UI), and experiences slow performance and limited load type support.

Edge Import addresses these issues with a modern UI and an intuitive workflow that can support a greater number of concurrent loads, while providing administrators with a delightful user experience. Edge Import offers manual loads and automated scheduled feed abilities.

Ability to perform Users and OU data loads and feeds using DLW was deprecated with an end-of-life in the May ‘22 Release for most customers. Some customers were excluded from the May ’22 deprecation schedule due to missing feature parity in Edge Import. Most of the missing parity features those customers were dependent on are available in Edge Import with the August ’22 Release.

Remaining Milestones

- Dependent Edge Import functionality available with August ‘22 Release
    - Group and Group Membership loads
    - Employee load enhancements
        - GUID based create employee method and employee relationship fields support
        - Applicant to Employee conversion feature (Recruiting)
- Dependent Edge Import functionality available with November ‘22 Release
    - Sensitive Personally Identifiable Information (SPII) fields – Date of Birth/SSN
- All Data Load Wizard User and OU loads and feeds will be deprecated with the February ‘23 Release

Integrations & APIs - Core/General

Developer Portal Replaces API Explorer

Cornerstone is excited to share that with the August '22 release, the current API Explorer is being replaced with a new Developer Portal. The Developer Portal is one-stop shop for API and connector documentations and examples.

The Developer Portal can be accessed via **https://csod.dev** and from within Cornerstone portals by navigating to ADMIN > TOOLS > EDGE > DEVELOP > DEVELOPER PORTAL. Once inside, click **Learn** more to get started.

What to expect after the August ’22 Release:

- Users attempting to navigate to the API Explorer (https://apiexplorer.csod.com/) will automatically be redirected to the Developer Portal.
- API Explorer will be accessible via a footer link on the Developer Portal until the November ’22 Release.
- Full deprecation of the API Explorer is scheduled for the November ‘22 Release.

Considerations

The Connector Tools page in API Explorer is not supported in the Developer Portal. This is true for all Connector types. Instead, integrations can be tested directly within the Cornerstone portal.

Not all Reporting endpoints available are displayed in the Developer Portal. Cornerstone is working to get them added. In the meantime, you can reference the API Explorer for the complete list of endpoints.

Implementation

This functionality is automatically enabled for all organizations.

Edge Import Enhancements

Edge Import - Employee Load Enhancements

Edge Import - Employee Load Enhancements

This enhancement provides new capabilities for GUID-based loads and support for Applicant to Employee conversion. This is essential for customers waiting to migrate from Data Load Wizard (DLW) where these features are currently supported.

For all customers using Edge Import, the following capabilities are now available:

- Create employees using GUID-based loads
- Include Employee Relationship fields in GUID-based loads
- New value input options for Eligible for Rehire fields

For Recruiting customers using Edge Import, the following capability is now included:

- Convert Applicant to Employee

Considerations

The Applicant to Employee conversion option is only available if the Recruiting module is enabled.

Important: *Please note there is a BULK API implication related to this change. Customers who are utilizing Employee load functionality and have this option enabled must also update their interface implementation to send additional information in their Create Job requests. The Settings object needs to indicate details for the ApplicantConversion option with the appropriate value to indicate if Applicant records are part of the payload. See* ***Bulk Quick Start Guide, Step 4: Create a Job*** *for more information.*

Implementation

- GUID-based loads are enabled by default for all existing Edge Import customers.
- There are two new values, “eligible” and “ineligible,” which are now supported for the **Eligible for Rehire** field. This is enabled by default for all Edge Import customers.
- The Applicant to Employee conversion feature is enabled by default for existing Edge Import customers that also use Cornerstone Recruiting.
- The Template Guides in Edge Import are updated to reflect this enhancement.

Glossary

- GUID (Globally Unique Identifier) - This is a unique reference used as an identifier in computer software. Within the Cornerstone system, this is a unique identifier that some organizations use to identify users in their system.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY

Access CHR - Employee Load	Grants access to the Cornerstone HR (CHR) employee data load via Edge Import. This permission and data load type are only available to organizations using CHR. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access Edge Import	Grants access to the Edge Import tool, which enables administrators to load data into their portal. This permission cannot be constrained. This is an administrator permission.	Edge Import
Create/Update Configurations	Grants ability to create and update Edge Import configurations. This permission cannot be constrained. This is an administrator permission.	Edge Import
Edge Import - Employee Load Constrained	This permission enables organizations to constrain an administrator's ability to load employee data. Administrators can only load employee data if the employee is within the constraints on this permission. This permission can be constrained by OU. This is an administrator permission.	Edge Import

Edge Import - GUID-Based Employee Load

Prior to this enhancement, organizations could only update employee records using the GUID as the primary identifier. Organizations could not create records using GUID as the primary identifier. In addition, Employee Relationship fields were only available in UserID-based employee loads.

With this release, Edge Import is enhanced to allow organizations to create and update employee records in the system using GUID as the primary identifier. In addition, Employee Relationship fields are now available when GUID or GUID (Update Only) is selected as the primary identifier.

When creating or editing a configuration for an Employee load, the "What is the primary identifier?" question has the following options:

- User ID
- User ID (with Auto-generation of IDs) - This option is only available if the System Generated User ID feature is enabled.
- GUID - This is a new option and can be used for creating and updating employee records.
- GUID (Update Only) - This option is renamed from "Globally Unique Identifier (GUID)."

The following considerations apply for the new GUID option:

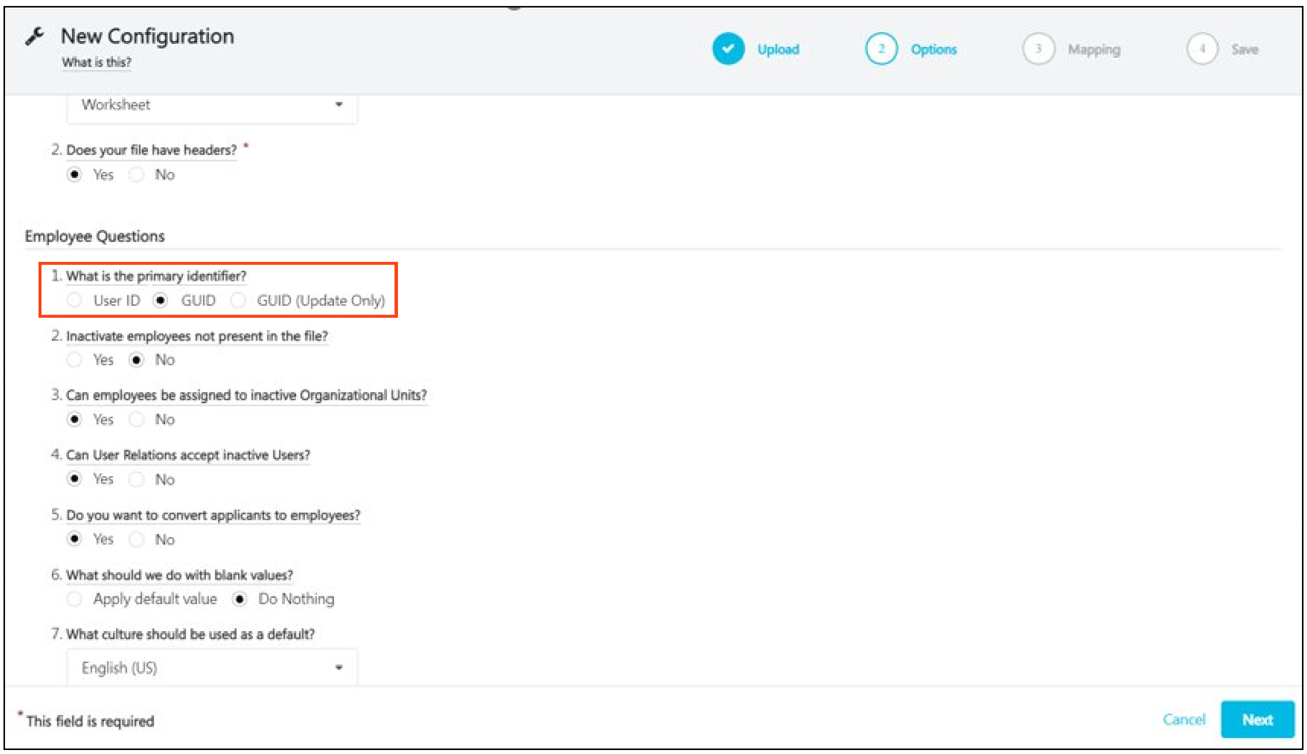
- If a GUID value is provided in the data load, then it must match an existing GUID value in the system in order to update the record. If the provided GUID value does not match an existing GUID value, then the data record is invalid and the data is not updated in the system.
- If a GUID value is not provided in the data load, then the record is treated as a new record and a GUID value is automatically created.
- UserID values are not created automatically, and they must be mapped and provided in the data load file.

To create a new data import configuration, go to ADMIN > TOOLS > EDGE > IMPORTS AND FEEDS. Select the Configurations panel. Then, select the **NEW CONFIGURATION** button. This opens the New Configuration flyout, which guides you through a multi-step process to create a new configuration.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access CHR - Employee Load	Grants access to the Cornerstone HR (CHR) employee data load via Edge Import. This permission and data load type are only available to organizations using CHR. This permission cannot be constrained. This is an administrator permission.	Edge Import

Access Edge Import	Grants access to the Edge Import tool, which enables administrators to load data into their portal. This permission cannot be constrained. This is an administrator permission.	Edge Import
Create/Update Configurations	Grants ability to create and update Edge Import configurations. This permission cannot be constrained. This is an administrator permission.	Edge Import
Edge Import - Employee Load Constrained	This permission enables organizations to constrain an administrator's ability to load employee data. Administrators can only load employee data if the employee is within the constraints on this permission. This permission can be constrained by OU. This is an administrator permission.	Edge Import



Edge Import - Applicant to Employee Conversion

With this enhancement, Edge Import is enhanced to enable organizations to convert applicants to employees. This functionality is only available to organizations that are using the Recruiting module.

Important: *The ability to convert applicants using Edge Import may require a change in the procedures a customer is currently following in Data Load Wizard. We highly recommend testing your current files in your Stage or Pilot environment to validate your current process and understand how your files will be loaded using the Edge Import Employee load prior to migrating from Data Load Wizard to Edge Import.*

For organizations that are using the Recruiting module, a new option is available when creating or editing an Edge Import configuration:

- Do you want to convert applicants to employees? - This option is set to No by default. When this option is set to Yes, the load will process employee and applicant records, and any applicants included in the load file are automatically converted to employees. When this option is set to No, the load will only process employee records, and any applicants included in the load file will return an error message.

To create a new data import configuration, go to ADMIN > TOOLS > EDGE > IMPORTS AND FEEDS. Select the Configurations panel. Then, select the **NEW CONFIGURATION** button. This opens the New Configuration flyout, which guides you through a multi-step process to create a new configuration.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access CHR - Employee Load	Grants access to the Cornerstone HR (CHR) employee data load via Edge Import. This permission and data load type are only available to organizations using CHR. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access Edge Import	Grants access to the Edge Import tool, which enables administrators to load data into their portal. This permission cannot be constrained. This is an administrator permission.	Edge Import
Create/Update Configurations	Grants ability to create and update Edge Import configurations. This permission cannot be constrained. This is an administrator permission.	Edge Import

Edge Import - Employee Load Constrained	This permission enables organizations to constrain an administrator's ability to load employee data. Administrators can only load employee data if the employee is within the constraints on this permission. This permission can be constrained by OU. This is an administrator permission.	Edge Import

Edge Import - Incorrect Date Format Validation

The following features are included in this enhancement:

- Incorrect Date Format Warning Message - This functionality was released with the June 24 patch.
- Incorrect Date Format Validation

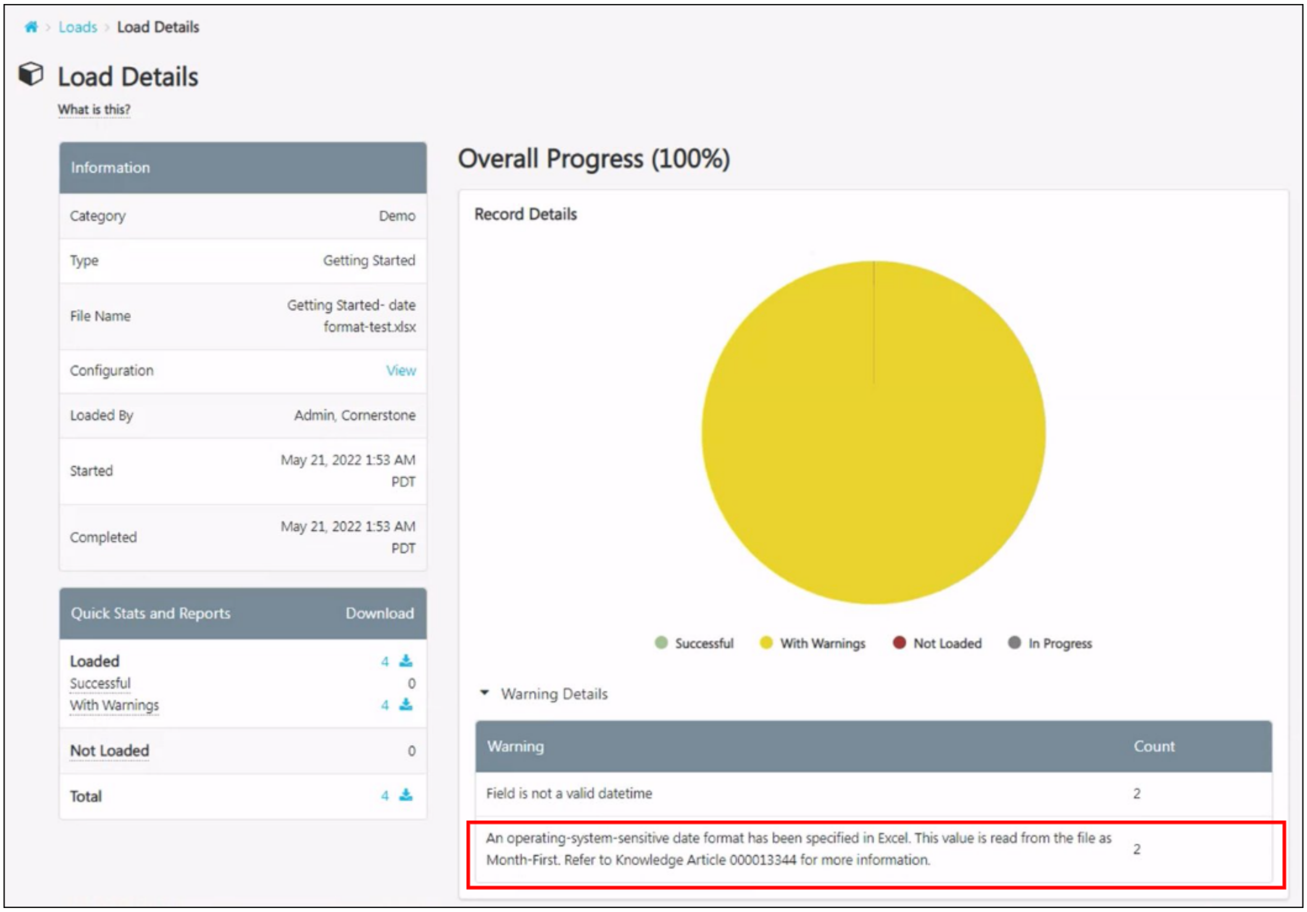
With the June 24 patch, when data in an invalid data format is present in an Edge Import load, a new warning message is visible on the Load Details page and in the Excel error report for the load to indicate that data in an incorrect date format was present in the file. This is just a warning message and will not stop the data in the incorrect data format from being loaded. This functionality is currently available in all environments.

With this release, when data in an invalid date format is present in an Edge Import load, instead of just receiving a warning, it will not be imported. The date will be stripped from the row in the import file prior to processing. In this case the row would be loaded as if the date was not provided. The error message visible on the Load Details page and in the Excel error report will indicate that the data was not imported due to an incorrect format. Instructions to resolve invalid date format errors are included in this **Knowledge Article**.

The behavior described in both of these fixes occurs when all of the following conditions are met:

- The source file is Excel
- The file contains cells that use a date format that begins with an asterisk (*)
- The load uses a configuration that specifies "Day First" or "Year First" as the value for the Format Question "How are your dates ordered?"

Error Message Example



How Does this Enhancement Benefit My Organization?

This enhancement helps organizations identify and prevent the upload of bad data into Cornerstone portals.

Resources

Knowledge Article: Instructions to resolve invalid date format errors

Implementation

This functionality is automatically enabled for existing Edge Import customers.

The Incorrect Date Format warning message is available as of the June 24 patch. With the August '22 Release, this informational warning message will change to a regular warning message, and the invalid date data will not be imported.

Permissions

The following existing permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access Edge Import	Grants access to the Edge Import tool, which enables administrators to load data into their portal. This permission cannot be constrained. This is an administrator permission.	Edge Import

Edge Import - Learning Enhancement (ILT Events/Sessions/Session Parts Loads)

Prior to this enhancement, when using Edge Import to update existing events, sessions, and session parts, the unique identifier was required and all fields for data creation were also required. This often meant that several fields had to be provided in the load even when a single field needed updating.

With this enhancement, when using Edge Import to update existing events, sessions, and session parts and the unique identifier generated by the Cornerstone system is selected during import, only that field is required. All other fields are optional. This allows for easier bulk updates, because only the unique identifier and the updated fields need to be populated in the import file.

Cornerstone System Generated Unique Identifiers

- ILT Event Load - Select "Learning Object ID" as the unique identifier in the load configuration.
- ILT Sessions Load - Select "Session Locator Number" as the unique identifier in the load configuration.
- ILT Sessions Parts - Select any identifier for the question "How is the session ID provided?," and provide the existing session part date.

Implementation

This functionality is automatically enabled for existing Edge Import customers. Template Guides in Edge Import are updated to reflect these enhancements. These enhancements are also supported in Bulk API. Bulk API can be purchased and installed in Edge Marketplace and is separate from Edge Import.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access LMS - Events Load	Grants access to the Events data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - Session Parts Load	Grants access to the Session Parts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Access LMS - Sessions Load	Grants access to the Sessions data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Edge Import - Learning Enhancement (Online Content Metadata Load)

Prior to this enhancement, the **Active** field was present in the template for Online Content Metadata loads even though the value is not imported.

With this enhancement, the **Active** field is removed from the Online Content Metadata load type. Saved configurations will lose mapping. Existing configurations must be deleted, and new configurations must be created.

Frequently Asked Questions (FAQs)

Why is the "Active" field being removed?

In the Course Catalog/Course Console, the **Active** setting is disabled for training delivered via a content integration or subscription. Online Content falls into this category. Administrators, whether it is via the system interface or through Edge Import, cannot activate content which was deactivated by the provider or deactivate content which the provider has activated.

Implementation

This functionality is automatically enabled for existing Edge Import customers. The Template Guide in Edge Import is updated to reflect these enhancements. These enhancements are also supported in Bulk API. Bulk API can be purchased and installed in Edge Marketplace and is separate from Edge Import.

Permissions

The following existing permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access LMS - OLCO Metadata Load	Grants access to the Online Content Metadata data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Edge Import - Learning Enhancement (Video Load)

Prior to this enhancement, video data loads supported a 500 MB file size which was not always consistent with the file size limit set for the portal.

With this enhancement, video loads will respect the file size limit set for the portal. If the file size provided is larger than the acceptable limit configured in the portal, an error message is generated. An error message gives customers the opportunity to correct the size of the video prior to attempting to import the video again.

Implementation

This functionality is automatically enabled for existing Edge Import customers. The Template Guide in Edge Import is updated to reflect these enhancements. These enhancements are also supported in Bulk API. Bulk API can be purchased and installed in Edge Marketplace and is separate from Edge Import.

Permissions

The following existing permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access LMS - Videos Load	Grants access to the Videos data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Edge Import - Learning Enhancements (ILT Sessions Load)

With this enhancement, the Edge Import ILT Sessions load is updated to allow organizations to cancel ILT sessions and create one part sessions without also relying on the ILT Sessions Parts load.

Create one part session

With this enhancement, two new optional fields, **Part Instructor** and **Part Break Duration**, are added to the ILT Sessions load type to support the ability to create and update single part sessions without also relying on the ILT Session Parts load to populate these fields. The ILT Session Parts load is not impacted by this enhancement and will still continue to be available.

Cancel Session

Prior to this enhancement, the ILT Sessions load could not be used to import sessions as Cancelled.

With this enhancement, new optional fields, **Session Status**, **Cancellation Reason**, and **Cancellation Comment** are added to the ILT Sessions load type to support the import of cancelled sessions. The **Cancellation Reason** field is only required if the **Session Status** field is set to Cancelled.

When creating sessions, the acceptable Session Status values are Approved, Completed, and Cancelled. When creating past-dated sessions with no specified Session Status, the status is set based on the load configuration. When creating future-dated sessions with no specified Session Status, the status is set to Approved.

Impact to existing ILT Sessions loads and feeds

For all enhancements that impact ILT Session loads and feeds, existing saved configurations must be deleted, and new configurations must be created. An ILT Sessions file in an active feed will not work. The feed must be modified to associate the new configuration. To modify active feeds, the feed should be disabled to associate the ILT Sessions load file to the new configuration, then the feed must be enabled again.

Implementation

This functionality is automatically enabled for existing Edge Import customers. The Template Guide in Edge Import is updated to reflect these enhancements. These enhancements are also supported in Bulk API. Bulk API can be purchased and installed in Edge Marketplace and is separate from Edge Import.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY

Access LMS - Sessions Load	Grants access to the Sessions data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Edge Import - Learning Enhancements (ILT Sessions Load and ILT Session Parts Load)

With this enhancement, the ILT Sessions load and ILT Session Parts load are updated to better support session date and time changes.

ILT Sessions Loads

Within a portal, the Manage Events & Sessions pages allow for making changes to session part dates based on which session period date is auto-calculated. Prior to this enhancement, this was not the same experience in Edge Import where the session period could not be modified.

With this enhancement, ILT Session loads automatically calculate the session period based on session parts. Single part sessions, including part information, can also be created and updated using this load. When a multi-part session part information update is included in a load, an error indicates that the ILT Session Part load should be used instead.

To support this enhancement, the following field names are repurposed and changed:

- Session Start Date/Time Period is changed to **Part Start Date/Time**
- Session End Date/Time Period is changed to **Part End Date/Time**
- Session Period Timezone is changed to **Part Timezone**
- Location is changed to **Part Location**

Existing saved configurations must be deleted, and new configurations must be created. The ILT Sessions file in an active feed will not work. Feeds must be modified to associate the new configuration. To modify active feeds, the feed should be disabled to associate the ILT Sessions load file to the new configuration, then the feed must be enabled again.

ILT Session Parts Loads

With this enhancement, a new optional **New Start Date/Time** field is available to use with ILT Session Parts loads to allow modifying existing parts without session period restrictions. The existing required session part **Start Date/Time** field is used to create new session parts and identify the existing session part. One of the benefits of this enhancement is that customers will no longer receive the "Session part or parts should be created within Session period defined in Session Parts Load" error message in their data load .

Create a new configuration to import data using the new field; otherwise, existing saved configurations can continue to be used. When switching to the new configuration, active feeds should be disabled to associate the ILT Session Part load file to the new configuration, then enabled again.

Implementation

This functionality is automatically enabled for existing Edge Import customers. Template Guides in Edge Import are updated to reflect these enhancements. These enhancements are also supported in Bulk API. Bulk API can be purchased and installed in Edge Marketplace and is separate from Edge Import.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access LMS - Session Parts Load	Grants access to the Session Parts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - Sessions Load	Grants access to the Sessions data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Edge Import - Learning Enhancements (Transcript Loads)

With this enhancement, the Transcript Loads within Edge Import include the following updates:

- Enhanced ability to update due date
- Improved support for training versioned with "Replace" option
- More flexibility when updating transcripts to "Completed"
- "Transcript Status" field is optional when "Registration Number" is selected as unique identifier

Enhanced ability to update due date

Prior to this enhancement, the Due Date could be updated using the appropriate learning object transcript load. However, if the learning object was associated with a curriculum, then the due date is not updated for the learning object within the curriculum. In addition, existing due dates could not be removed using Edge Import.

With this enhancement, a new optional **Due Date Action type** field is added to all transcript loads except ILT Transcript and Curriculum Transcript. This field allows administrators to remove due dates or update due dates for learning objects within a curriculum when the due date for the child is updated using Edge Import.

The **Due Date Action type** accepts the following values:

- Update ONLY for this transcript - This option will update the due date only for the selected learning object type, and it will not update the due date for learning objects within a curriculum.
- Update for ALL LO associated transcript - This option will update the due date for the selected learning object type, including if the learning object is within a curriculum.
- Delete ONLY for this transcript - This option will delete the due date only for the selected learning object type, and it will not delete the due date for learning objects within a curriculum.
- Delete for ALL LO associated transcript - This option will delete the due date for the selected learning object type, including if the learning object is within a curriculum.

Use Case: The Edge Import Online Course Transcript load is used to update the due date of an online course to July 1. This online course exists in a curriculum and has a due date in the curriculum of August 6. If the value in the **Due Date Action type** field is "Update for ALL LO associated transcript," then the data load updates the online course due date to July 1, including the due date within the curriculum.

This enhancement applies to the following load types: Material Transcript, Online Course Transcript, Online Content (OLCO) Transcript, Test Transcript, Video Transcript

Improved support for training versioned with "Replace" option

When training is versioned with the Replace option while a learner's transcript is not completed, the old and new version of the training share the same regnum in the user's transcript.

Prior to this enhancement, Edge Import did not allow organizations to update the new version of the training if the old version and the new version share the same regnum.

With this enhancement, Edge Import now supports the ability to update the new version of the training even if it shares the same regnum as an older version on the user's transcript.

The updated template guide should be reviewed for considerations.

This enhancement applies to the following load types: Curriculum Transcript, Material Transcript, Online Course Transcript, Test Transcript

More flexibility when updating transcripts to "Completed"

With this enhancement, Edge Import can now be used to update a transcript status to "Completed" even if the current transcript status is not supported in Edge Import. For example, Edge Import can now update a transcript status from "Registered/Past Due" to "Completed." Some restrictions apply and are included in the updated template guide.

This enhancement applies to the following load types: Curriculum Transcript, Material Transcript, Online Course Transcript, Test Transcript, Video Transcript

"Transcript Status" field is optional

With this enhancement, the **Transcript Status** field is optional when Registration Number is selected as the unique identifier for updating transcripts. This allows Edge Import to be used to update a transcript metadata field even when the current transcript status is not supported by Edge Import.

This enhancement applies to the following load types: Curriculum Transcript, Material Transcript, Online Course Transcript, Online Content (OLCO) Transcript, Test Transcript, Video Transcript

Implementation

This functionality is automatically enabled for existing Edge Import customers. Template Guides in Edge Import are updated to reflect these enhancements. These enhancements are also supported in Bulk API. Bulk API can be purchased and installed in Edge Marketplace and is separate from Edge Import.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access LMS - Curriculum Transcripts Load	Grants access to the Curriculum Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Access LMS - ILT Transcripts Load	Grants access to the ILT Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - Material Transcripts Load	Grants access to the Material Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - Online Transcripts Load	Grants access to the Online Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - OLCO Transcript Load	Grants access to the Online Content Transcript and Online Content Transcript Custom Field data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - Test Transcripts Load	Grants access to the Test Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import
Access LMS - Video Transcripts Load	Grants access to the Video Transcripts data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Edge Import - New Compensation Load Type (Individual Targets)

With this enhancement, Edge Import now provides the ability to import individual targets for Compensation in bulk via manual loads or scheduled feeds using Edge Import. With this load, customers can import records containing bonus and equity target values by user and target date. Feeds are supported with this new load type.

With the upcoming deprecation of Data Load Wizard (DLW) for Compensation, customers will use Edge Import for Compensation data loads and feeds. With the addition of this new load type and the new Salary Structure load type, all Compensation loads that are supported within DLW are now available within Edge Import.

The following attributes are supported for individual targets:

- User ID - This field indicates the primary OU for the salary range. This value must be a valid OU ID and of the correct OU type.
- Target Type - This field indicates the type of the target, Bonus or Equity.
- Target Name - This field indicates the name of the individual target, such as RSA, NQO, LTI, Bonus, or custom bonus type. Acceptable target names are included in the template guide.
- Amount or Percent - This field indicates whether the target is a fixed amount or a percentage.
- Amount or Percent Value - This field indicates the individual target value. Amounts are assumed to be in the target user's currency.
- Target Date - This field indicates the date of the individual target.

Implementation

This functionality is automatically enabled for existing Edge Import customers. All Compensation customers that have Data Load Wizard enabled also have Edge Import enabled.

A new *Edge Import - Load Individual Target* permission controls access to this new load type in Edge Import.

The template guide in Edge Import contains additional information for the new load type.

Permissions

The following new permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Edge Import - Load Individual Target	Grants access to the individual target load for Compensation via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Security Roles

Upon release, the new *Edge Import - Load Individual Target* permission is automatically granted to the default System Administrator role. Administrators must grant this permission to other roles, if necessary.

Edge Import - New Compensation Load Type (Salary Structure)

With this enhancement, Edge Import now provides the ability to import Salary Structures for Compensation in bulk via manual loads or scheduled feeds using Edge Import. With this load, customers can import multiple records, containing data such as minimum, maximum, and market salary values by wage type, and the combination of up to three organizational units (OUs). Feeds are supported with this new load type.

With the upcoming deprecation of Data Load Wizard (DLW) for Compensation, customers will use Edge Import for Compensation data loads and feeds. With the addition of this new load type and the new Individual Targets load type, all Compensation loads that are supported within DLW are now available within Edge Import.

The following attributes are supported for salary structure:

- Primary OU - This field indicates the primary OU for the salary range. This value must be a valid OU ID and of the correct OU type.
- Secondary OU - This field indicates the secondary OU for the salary range. This value must be a valid OU ID and of the correct OU type. This value is only supported if enabled on the Salary Structure page. This value is required during updates if one was supplied during record creation.
- Tertiary OU - This field indicates the tertiary OU for the salary range. This value must be a valid OU ID and of the correct OU type. This value is only supported if enabled on the Salary Structure page. This value is required during updates if one was supplied during record creation. When it is supplied, a Secondary OU must also be provided.
- Wage Type - This field indicates the wage type for the salary range. This must be a valid wage type. All wage type values within the customer's environment are supported. Acceptable wage types are included in the template guide.
- Minimum Value - This field indicates the minimum value for the salary range. This is a numeric type field.
- Midpoint Value - This field indicates the midpoint value for the salary range. This value is only supported if the Edit Midpoint checkbox on the Salary Structure page is selected. When supported, it is required. This value must be between the minimum and maximum values. This is a numeric type field.
- Maximum Value - This field indicates the maximum value for the salary range. This value must be greater than or equal to the minimum value. This is a numeric type field.
- Market Value - This field indicates the market value for the salary range. This is a numeric type field.
- Currency - This field indicates the currency for the salary range. This must be a valid currency. Acceptable currency types are included in the template guide.
- Annualized Range - This field indicates whether this is an annualized range. This field applies and is supported if the wage type is not Annual; otherwise, it is disregarded. This is a True/False type field.

Implementation

This functionality is automatically enabled for existing Edge Import customers. All Compensation customers that have Data Load Wizard enabled also have Edge Import enabled.

A new *Edge Import - Load Salary Structures* permission controls access to this new load type in Edge Import.

The template guide in Edge Import contains additional information for the new load type.

Permissions

The following existing permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Edge Import - Load Salary Structures	Grants access to the salary structure load for Compensation via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Security Roles

Upon release, the new *Edge Import - Load Salary Structures* permission is automatically granted to the default System Administrator role. Administrators must grant this permission to other roles, if necessary.

Edge Import - New Organizational Unit Load Types (Group)

With this enhancement, Edge Import now provides the ability to import Group organizational unit (OU) metadata as well as user membership details. Both manual loads and automated feeds are supported for these two new load types. This functionality enables organizations to maintain their group data in bulk and migrate from Data Load Wizard (DLW).

The Group Load supports the following functionality:

- Create new groups
- Update existing group metadata, including the following:
  - Standard and custom fields
  - Group hierarchy
  - Localization (Translation load)

The Group Membership Load supports the following functionality:

- Assign groups to users
- Remove users from groups

Considerations

With the legacy Group load in Data Load Wizard, group organization unit data and membership data were managed in a single load type. With Edge Import, this is now managed in two separate load types.

Implementation

This functionality is automatically enabled for all organizations using Edge Import.

Access to this load is controlled by the new *Access Edge Import Workflow - Group* permission.

The template guides in Edge Import will contain additional information for the new load types.

Customers who have not purchased Edge Import can initiate purchase of Edge Import from the “Edge Import” tile in Edge Marketplace.

Permissions

The following new permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access Edge Import Workflow - Group	Grants access to the Group organizational unit and Group Membership data load via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Security Roles

Upon release, the new *Access Edge Import Workflow - Group* permission is automatically granted to the default System Administrator role. Administrators must grant this permission to other roles, if necessary.

Edge Import - New Recruiting Load Type (Requisition Templates)

With this enhancement, Edge Import now provides the ability to create and update requisition templates for Recruiting in bulk via manual loads using Edge Import.

The new Requisition Template load type supports the following fields:

- Active
- Address - City
- Address - Country
- Address - Line 1
- Address - Line 2
- Address - Postal Code
- Address - State/Province
- Agency Workflow
- Applicant Reviewers
- Compensation Type
- Contact Phone
- Cost Center OU
- Currency
- Culture Id
- Display Job Title
- Division OU
- EEO Category
- Employment Status
- Employment Status Type (full/part time)
- Employment Type
- External Applicant Workflow
- External Description
- External Job Ad
- Grade OU
- Hiring Manager
- Id (ref)
- Internal Applicant Workflow
- Internal Description
- Internal Job Ad
- Keywords
- Location OU
- Minimum Qualifications
- Owners
- Position OU
- Primary Owner
- Referral Bonus
- Reviewers

- Salary Range High
- Salary Range Low
- Template Description
- Template Title
- Custom Fields

Considerations

- With this initial release, requisition templates created in the portal interface cannot be updated using Edge Import.
- Requisition templates with a Reference ID can be created or updated through Edge Import. This means that any template created through Data Load Wizard can be updated from Edge Import as long as the customer has the Reference ID used when creating the template.
- Feeds and Bulk API are not currently supported. This will be addressed in a future release.
- Translation loads for requisitions are currently not supported. This will be addressed in a future release.

Implementation

This functionality is automatically enabled for existing Edge Import customers.

A new *Access REC - Requisition Template Load* permission controls access to this new load type in Edge Import.

The template guide in Edge Import contains additional information for the new load type.

Permissions

The following new permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Access REC - Requisition Template Load	Grants access to the Requisition Template load for Recruiting via Edge Import. This permission cannot be constrained. This is an administrator permission.	Edge Import

Security Roles

Upon release, the new *Access REC - Requisition Template Load* permission is automatically granted to the default System Administrator role. Administrators must grant this permission to other roles, if necessary.

Reporting Enhancements

Deprecation of Custom Reports to Begin in August 2022

The deprecation of Custom Reports is scheduled to start with phase 1 in the August ’22 Release. The deprecation is implemented in phases to give customers time to prepare and to complete their migration to Reporting 2.0. With Phase 1 some Custom Reports features are removed. Please refer to the Deprecation Phases section below.

Our top priority is performance and stability. Cornerstone implemented several improvements during 2021 and will continue to monitor and make improvements during 2022.

- Cornerstone will continue closing the remaining parity gaps between Reporting 2.0 and Custom Reports.
- Customers have shared feedback regarding the current Reporting 2.0 permission model and many requests have been received for a simpler option. In response to this, Cornerstone is offering an alternative **Report Level Permission Model**.

Customers who wish to migrate their custom reports to Reporting 2.0 ahead of the 2022 deprecation can do so by using the Custom Reports Migration Tool available in Reporting 2.0.

Customers must migrate any custom reports they wish to keep. There is no auto-migration of reports to Reporting 2.0.

Deprecation Phases

Phase 1 - August '22 Release (5 August - Q3):

1. Remove "create" permission, customers can no longer create new Custom Reports.
2. Remove “edit” permission, customers can no longer edit existing Custom Reports.
3. Remove options for customers to add new deliveries (scheduled, FTP, email, etc.)
4. Continue support for running existing Custom Reports, including existing scheduled reports.
5. Continue to support migration.

Phase 2 - October '22 Release (4 November - Q4):

1. Stop all Custom Report deliveries (scheduled, FTP, email, etc.)
2. Ad-hoc run of Custom Reports remains possible.
3. Continue to support migration.

Phase 3 - February '23 Release (February - Q1 2023):

1. Remove all remaining access for Custom Reports.
2. Customers can no longer use or migrate Custom Reports at all.

Permissions

Permissions in Reporting 2.0 are different than the permissions for Custom Reports. Custom Reports had a "Manage" permission for creating and editing reports and a "View" permission for viewing reports, whereas Reporting 2.0 permissions are more granular and users need to be given multiple permissions in order to create or view reports.

It is important to be aware of the differences between permissions in Reporting 2.0 and those in Custom Reports so that users have all necessary permissions to begin using Reporting 2.0.

For more information about Reporting 2.0 permissions, see the following:

- **Permissions in Reporting 2.0** - This provides detailed information about Reporting 2.0 permissions.
- **Permissions List** - This provides the list of permissions and their relationships so that you know which permissions users need to have to create and view reports.

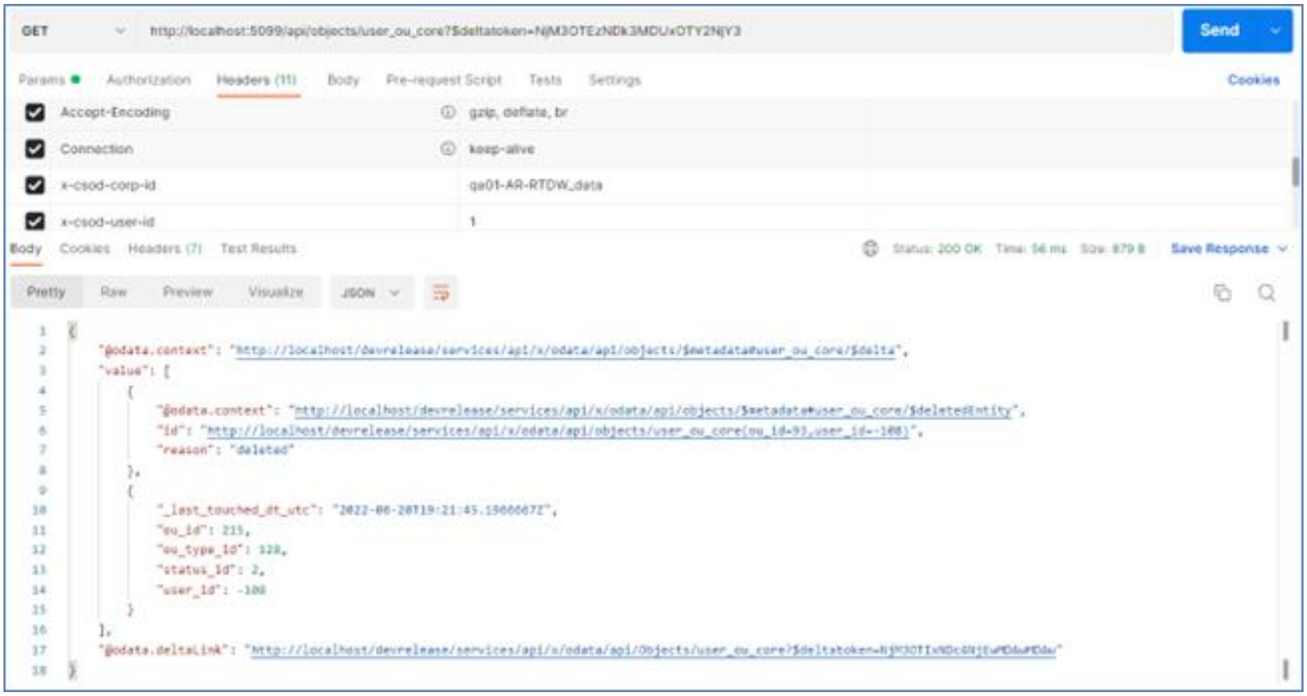
OData v4.0 Delta Capabilities for Data Exporter API

With the August '22 Release, OData v4.0 Delta change capabilities will be implemented for the Data Exporter API, starting with the user_ou_core object. This enhancement will provide OData v4.0 compatible Delta change tracking for inserted, updated, and deleted data for the Data Exporter API. Prior to this Release, customers had to manually supply date/time filters in the URL to retrieve new and updated information, and there was no way to be informed of deleted data for GDPR compliance.

This functionality is not available at the start of UAT.

OData v4.0 Delta Change Tracking Key Features

- Inspect results of the $metadata endpoint to see which objects support change tracking
    - If ExtendedMetadata.ObjectSupportsChangeTracking' = 'true', then can proceed with steps below
- Do not need explicit date/time filter
    - Example: https://{corpname}.csod.com/services/api/x/dataexporter/api/objects/user_ou_core
- Insert 'Prefer odata.track-changes' into initial HTTP header to request that the service return a delta link
    - Response header will include 'Preference-Applied: odata.track-changes'
    - Next pages will automatically reapply 'Prefer: odata.track-changes'
    - If object does not support delta, will receive '501' (Not Implemented) error
- Last page of result set will include delta link with delta token
    - Example: "@odata.deltaLink": "user_ou_core?deltatoken=xxxx"
    - Delta token is encoded representation of original query and timestamp
    - Should retain delta link/token for next request and only replace when receive next delta link/token
        - If request is interrupted or otherwise unsuccessful, can use last token to request delta again. You do not need to keep track of timestamps.
- Delta result sets may include two types of records (see sample image below):
    - Records deleted since the timestamp in the delta token. Record will include an 'id' field and a 'reason' field (with value = 'deleted'). The 'id' field can be used to delete the corresponding record (if it exists) in the customer's local database.
    - Records inserted/updated since the timestamp in the delta token. Customers should continue to use the current MERGE or UPSERT process used to process Data Exporter API data.
- Records for data deleted in Cornerstone CSX will be maintained (primary keys only) for 15 days before hard deletion. Therefore, delta links/tokens are only valid for 15 days. After 15 days a new request for a full extract will be required



Implementation

On by default for current Data Exporter API users. Data Exporter API documentation will be updated to reflect Delta capabilities before the start of UAT

Enablement will occur on specific objects/endpoints in a phased approach, starting with the user_ou_core object, with the July 19 stage deployment. Delta for additional objects/endpoints will be added in patches and announced via the **RTDW Documentation for Reporting API, RDW, and Data Exporter Community.**

Reporting 2.0 - Additional Fields

The following additions and updates have been made to Reporting 2.0 fields with this release:

- **Cornerstone Learning Fields**

Reporting 2.0 - Aggregation Enhancement

With this enhancement users can add a numeric field and all possible aggregations of the numeric field in a Reporting 2.0 report without receiving an error. The Custom Reports Migration tool will support the import of these types of fields.

How Does This Enhancement Benefit My Organization?

Customers using Custom Reports with aggregation operations for the same field multiple times can now migrate those reports to Reporting 2.0. Reporting 2.0 will now support aggregation operations for the same field multiple times in a report.

Implementation

Upon release, this functionality is available in all portals with Reporting 2.0.

Considerations

- This enhancement only applies to numeric fields.
- Users can add multiple copies of the same field, but each must be unique with different types of aggregations. This applies for previews as well as saving and exporting.

Reporting 2.0 - Delivery PDF Enhancements

With this enhancement , reports that are scheduled for delivery with a PDF report output format will now have that PDF generated through native PDF instead of SQL Server Reporting Services (SSRS). This switch to native PDF for delivered reports will be consistent with the experience for reports that are downloaded on the viewer page and Reporting 2.0 homepage.

How Does This Enhancement Benefit My Organization?

By limiting PDF rows to 10k, customers will experience a more readable PDF when scheduled for delivery in Reporting 2.0.

Implementation

Upon implementation, this functionality is available in all portals with Reporting 2.0.

Considerations

- If a report contains more than 10k records and is on a schedule, it will not get delivered if PDF is chosen for the report output format type. The recipient will instead receive the report delivery email with a message indicating the reason why a PDF was not delivered.

Reporting 2.0 - Report Level Permission Model

Prior to this release the Reporting 2.0 Granular permission model was a complex model and sometimes confusing. It can be difficult to understand which permissions and constraints apply to which reports, and which need to be assigned to users to allow them to see the appropriate reports and data. For customers with less complex reporting needs, a simpler permission model is needed, one that will allow them to quickly grant access by report type, similar to what was available with Custom Reports.

With this release, a new Reporting 2.0 Report Level Permission Model is generally available to all customers, in addition to the already existing Reporting 2.0 Granular Permission Model. Customers can choose whether to keep the existing Reporting 2.0 granular permissions, or to start using the new, simpler, report level permissions.

Switching to the new model is optional, migration options and validation tools will be available to support customers with the initial setup.

Customers still using Custom Reports can migrate Custom Report permissions and constraints to the new Reporting 2.0 Report Level Permission Model or the Reporting 2.0 Granular Permission Model for the following reasons:

- Reporting 2.0 Granular Permission Model
    - Provides customers a lot of flexibility
    - Allows for complex permission configurations
    - Hundreds of permissions
- Reporting 2.0 Report Level Permission Model
    - Two permissions per report type: View and Manage
    - Each Report type permission has its own set of constraints
    - A user having permission for a report type can see any reports shared with them that match the report type

New Permissions

The table below lists the new permissions:

VIEW	MANAGE
Reporting - Compensation - CompensationReport - View	Reporting - Compensation - CompensationReport - Manage
Reporting - Connect - CommunityReport - View	Reporting - Connect - CommunityReport - Manage
Reporting - Connect - ConnectCommunitiesReport - View	Reporting - Connect - ConnectCommunitiesReport - Manage
Reporting - Connect - ConnectReport - View	Reporting - Connect - ConnectReport - Manage
Reporting - Connect - TopicReport - View	Reporting - Connect - TopicReport - Manage

VIEW	MANAGE
Reporting - Core - CapabilitiesReport - View	Reporting - Core - CapabilitiesReport - Manage
Reporting - Core - MultiModuleReport - View	Reporting - Core - MultiModuleReport - Manage
Reporting - Core - UserReport - View	Reporting - Core - UserReport - Manage
Reporting - Engage - EngageResponseReport - View	Reporting - Engage - EngageResponseReport - Manage
Reporting - Extended Enterprise - TrainingUnitDistributorReport - View	Reporting - Extended Enterprise - TrainingUnitDistributorReport - Manage
Reporting - Forms - FormsReport - View	Reporting - Forms - FormsReport - Manage
Reporting - Form Tasks - Form Tasks - View	Reporting - Form Tasks - Form Tasks - Manage
Reporting - Learning - AssignmentReport - View	Reporting - Learning - AssignmentReport - Manage
Reporting - Learning - CompetencyReport - View	Reporting - Learning - CompetencyReport - Manage
Reporting - Learning - CurriculumTrainingReport - View	Reporting - Learning - CurriculumTrainingReport - Manage
Reporting - Learning - CurriculumTranscriptReport - View	Reporting - Learning - CurriculumTranscriptReport - Manage
Reporting - Learning - EvaluationsReport - View	Reporting - Learning - EvaluationsReport - Manage
Reporting - Learning - PlaylistReport - View	Reporting - Learning - PlaylistReport - Manage
Reporting - Learning - SubjectReport - View	Reporting - Learning - SubjectReport - Manage
Reporting - Learning - TestReport - View	Reporting - Learning - TestReport - Manage
Reporting - Learning - TrainingCapabilityReport - View	Reporting - Learning - TrainingCapabilityReport - Manage

VIEW	MANAGE
Reporting - Learning - TrainingFormManagementReport - View	Reporting - Learning - TrainingFormManagementReport - Manage
Reporting - Learning - TrainingFormsCurriculaReport - View	Reporting - Learning - TrainingFormsCurriculaReport - Manage
Reporting - Learning - TrainingPlanReport - View	Reporting - Learning - TrainingPlanReport - Manage
Reporting - Learning - TrainingReport - View	Reporting - Learning - TrainingReport - Manage
Reporting - Learning - TransactionReport - View	Reporting - Learning - TransactionReport - Manage
Reporting - Learning - TranscriptReport - View	Reporting - Learning - TranscriptReport - Manage
Reporting - NASD - NASDUserReport - View	Reporting - NASD - NASDUserReport - Manage
Reporting - Observation Checklist - ObservationChecklistReport - View	Reporting - Observation Checklist - ObservationChecklistReport - Manage
Reporting - Onboarding - OnboardingReport - View	Reporting - Onboarding - OnboardingReport - Manage
Reporting - Performance - Check-InsReport - View	Reporting - Performance - Check-InsReport - Manage
Reporting - Performance - GoalsReport - View	Reporting - Performance - GoalsReport - Manage
Reporting - Performance - PerformanceReport - View	Reporting - Performance - PerformanceReport - Manage
Reporting - Performance - PerformanceReviewReport - View	Reporting - Performance - PerformanceReviewReport - Manage
Reporting - Performance - SharedGoalReport - View	Reporting - Performance - SharedGoalReport - Manage
Reporting - Recruiting - RecruitingReport - View	Reporting - Recruiting - RecruitingReport - Manage
Reporting - Resume - ResumeReport - View	Reporting - Resume - ResumeReport - Manage

VIEW	MANAGE
Reporting - Succession - JobPoolSuccessionReport - View	Reporting - Succession - JobPoolSuccessionReport - Manage
Reporting - Succession - SuccessionReport - View	Reporting - Succession - SuccessionReport - Manage
Reporting - Talent Pool - TalentPoolReport - View	Reporting - Talent Pool - TalentPoolReport - Manage
Reporting - Development Plan - DevelopmentPlanReport - View	Reporting - Development Plan - DevelopmentPlanReport - Manage
Reporting - Extended Enterprise - TrainingUnitKeyCodeReport - View	Reporting - Extended Enterprise - TrainingUnitKeyCodeReport - Manage
Reporting - Learning - CertificationReport - View	Reporting - Learning - CertificationReport - Manage

Implementation

- Customers choose to opt-in by using the Reporting 2.0 Permission Enablement tool to migrate to the new permission model. This tool is located in Core Preferences and guides customers through the process with clear documentation explaining how the permission migration takes place and which Custom or Granular Report permissions and constraints map to which Report type permissions.

Production Environment

When the August ’22 Release is deployed on August 5, four migration options will be available:

- Manual
- Custom Report Permissions > Reporting 2.0 Report Level Permissions
- Custom Report Permissions > Reporting 2.0 Granular Permissions
- Reporting 2.0 Granular Permissions > Reporting 2.0 Report Level Permissions

Considerations

- One Reporting 2.0 permission model can be active per portal: the traditional Reporting 2.0 Granular Permission Model or the simplified Reporting 2.0 Report Level Permission Model.
- Once a portal is shifted to the new Reporting 2.0 Report Level Permission Model, it cannot be reverted to the Reporting 2.0 Granular Permission Model.

- Permissions and constraints are not the same in the two models, therefore users may see different data after migration. It is advised to take note of the mapping used in the migration tool and evaluate the impact upon users. There may be instances where users see more or less data following migration.
- Constraints defined at the user level are not migrated. Constraints assigned to Custom Report and Reporting 2.0 granular permissions at the user level will need to be migrated manually by customers if they need to be maintained.

Permissions

Permissions in Reporting 2.0 are different than the permissions for Custom Reports. Custom Reports had a "Manage" permission for creating and editing reports and a "View" permission for viewing reports. This is similar to Reporting 2.0 report level permissions if users opt in, but different from Reporting 2.0 granular permissions where users need to be given multiple permissions in order to create or view reports.

It is important to be aware of the differences between permissions in Reporting 2.0 and those in Custom Reports so that users have all necessary permissions to begin using Reporting 2.0.

For more information about Reporting 2.0 permissions, see the following:

- **Permissions in Reporting 2.0** - This provides detailed information about Reporting 2.0 permissions.
- **Permissions List** - This provides the list of permissions and their relationships so that you know which permissions users need to have to create and view reports.

Reporting 2.0 - Search for Report Using Report ID

With the August ’22 Release, users can search for a report in the search bar on the Reporting 2.0 landing page by using the Report ID. Previously, it was only possible to search for a report by its name, which may not always be unique. Shared users will also be able to search reports using the report ID.

How Does This Enhancement Benefit My Organization?

Searching for a report in Reporting 2.0 by its unique Report ID ensures that the correct report is found in scenarios where multiple reports have the same or a similar name.

Implementation

Upon implementation, this functionality is available in all portals with Reporting 2.0.

Considerations

- The report ID must have an exact match in order to return search results.

RTDW Updates to Reporting API, RDW, and Data Exporter

Impacting only customers using Reporting API, Replicated Data Warehouse (RDW), Data Exporter API, and Data Exporter, the Real-Time Data Warehouse (RTDW) categories may be impacted, deprecated, or break applications, scripts, or functionalities that are based on earlier versions of RTDW objects.

Documentation that describes RTDW views and fields used in Custom Reports will be updated for the August '22 Release and available in the **RTDW Documentation for Reporting API, RDW, and Data Exporter Community**. Join and follow the community to be notified of new posts.

For customers using Reporting API, Replicated Data Warehouse (RDW), Data Exporter API, or Data Exporter, the changes and deprecated objects will be reflected in stage as of July 19 and in production with the release on August 5.

For customers using Data Exporter, new objects and replacements for deprecated objects are not automatically added to your export, they must be requested via a case to Global Customer Support. Replacement objects are made available to customers six months prior to their deletion.

Data Exporter - Deprecated Objects Scheduled for August '22 Release

There are no new or deprecated objects for the August '22 Release.

RTDW - Deprecated Objects Scheduled for August '22 Release

There are no new or deprecated objects for the August '22 Release.

Cornerstone HR

Deprecation of the "User Record as of a Date" Standard Report in 2023 Q1

The "User Record as of a Date" Standard Report will be deprecated in the first quarter of 2023.

As an alternative, customers with Cornerstone HR enabled in their portal and using the effective dating feature or the aggregate audit feature, can use the "Point-in-time Headcount Details" report. This report provides a list of user records for a specific date at any point in time.

Customers who do not have Cornerstone HR enabled can use Reporting 2.0 instead.

Note: *For customers who do not use Cornerstone HR, this report did not respect any past/future point in time relations/data values. Generated results were based on an "as of now" dataset which is why Reporting 2.0 is a viable alternative.*

Deprecation Milestones:

- Milestone 1 - August 2022 Release: Initial deprecation announcement.
- Milestone 2 - November 2022 Release: Deprecation announcement reminder.
- Milestone 3 - February 2023 Release: Deprecation of the “User Record as of A Date” standard report.

Workflow Engine - Bulk Assignment

Use bulk assignment functionality to assign pre-configured workflows to a group of users. During assignment, users can define the target user group and the assignment date.

The following new pages within Workflow Bulk Assignment allows users to manage bulk assignment:

- Workflows - Schedule bulk workflow assignments.
- Assignments - Edit workflow assignments, review executions, and terminate workflow assignments.

You can perform the following tasks:

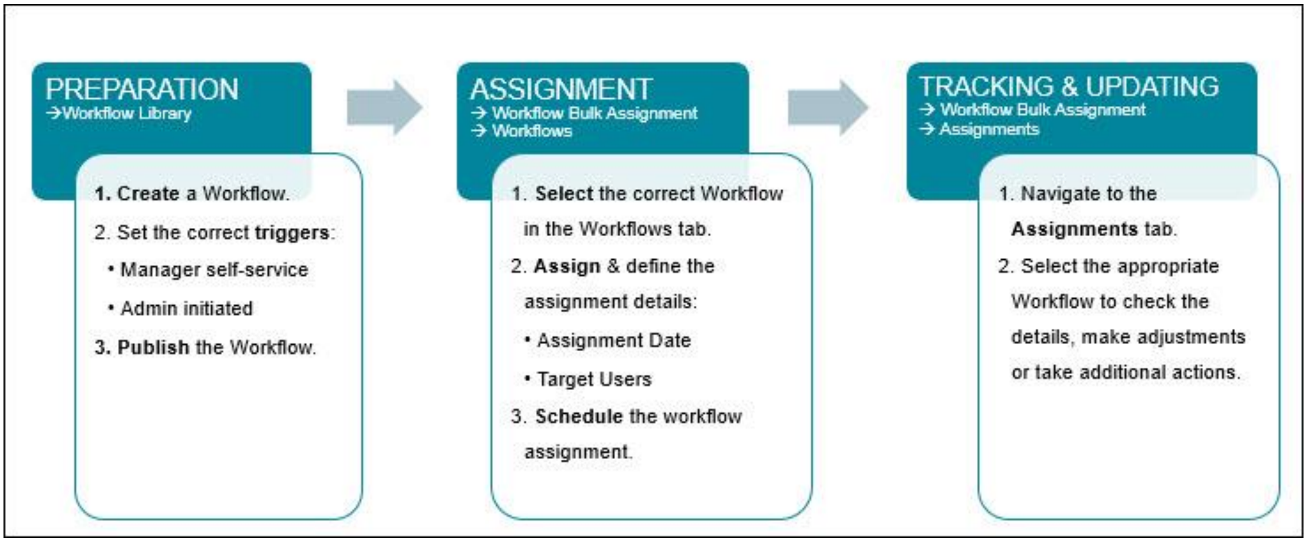
- **Bulk assign workflows**
- **Edit workflows**
- **Review executions**
- **Terminate workflow assignments**

To access the Workflow Assignment Tool, go to ADMIN > TOOLS > CORE FUNCTIONS > WORKFLOW MANAGEMENT > INITIATE WORKFLOW - MASS ENROLLMENT.

Important: To use bulk assignment, the workflow must be published and have the Manager self-service and/or Admin initiated trigger assigned to it. *See Workflow Engine - Create Workflow Process.*

Workflow

Below is an example of the process to bulk assigning workflows.



To bulk assign workflows:

1. On the Manage Workflow Assignments page, select the Workflows tab.
2. In the Name field, search for the workflow you want to bulk assign or select a workflow from the table.

3. Click **Bulk Assign**. The Schedule Workflow fly-out panel appears:
    - Assignment Date: Select **Assign Immediately** to assign the workflow right away or **Assign to Future Date** to select a date in the future.
    - Target Users: In the Select drop-down, select a target group type, and then select an option from the related drop-down. The options available in the related drop-downs are based on the target group type you select. Target group types are:
        - Users - Select a user or direct report.
        - Organizational Unit (OU) - Select a Standard, Group, or Custom OU. Only enabled when Admin initiated trigger is set.
4. Click the **Schedule** button. The assignment occurs based on the selected assignment date to the selected target population.

To edit, review executions, and terminate workflow assignments:

1. On the Manage Workflow Assignments page, select the Assignments tab.
2. Search for workflows using the Sort by and Show Actions by Others options.
    - Select an option in the Sort by drop-down to sort by created, updated, or enrollment date.
    - Check the Show Actions by Others box to see assignments created by others.
3. Select the appropriate workflow in the workflow table and select the ellipses for the following options:
    - **View** - Opens the Workflow Bulk Assignment fly-out to view details about the assignment. This option is only available if the assignment is completed.
    - **Executions** - Opens an Executions page that provides additional information about workflow executions, including Target User, Assignment Date, Duration, and Status. You can also view details for an individual workflow and export the executions table to a spreadsheet. This option is only available if the assignment is completed.
    - **Terminate** - Terminate all workflows in the workflow assignment. You cannot undo this action. This option is only available if the assignment is completed and workflows are still in progress.
    - **Edit** - Opens a page to edit assignment details. This option is only available if the assignment is scheduled for a future date.

Implementation

Automatically enabled for all CHR customers with Workflow Engine enabled.

Permissions

The following new permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Workflow - Mass Enrollment	Grants access to the mass enrollment functionality. This permission cannot be constrained.	Workflow Engine

The following existing permission applies to this functionality:

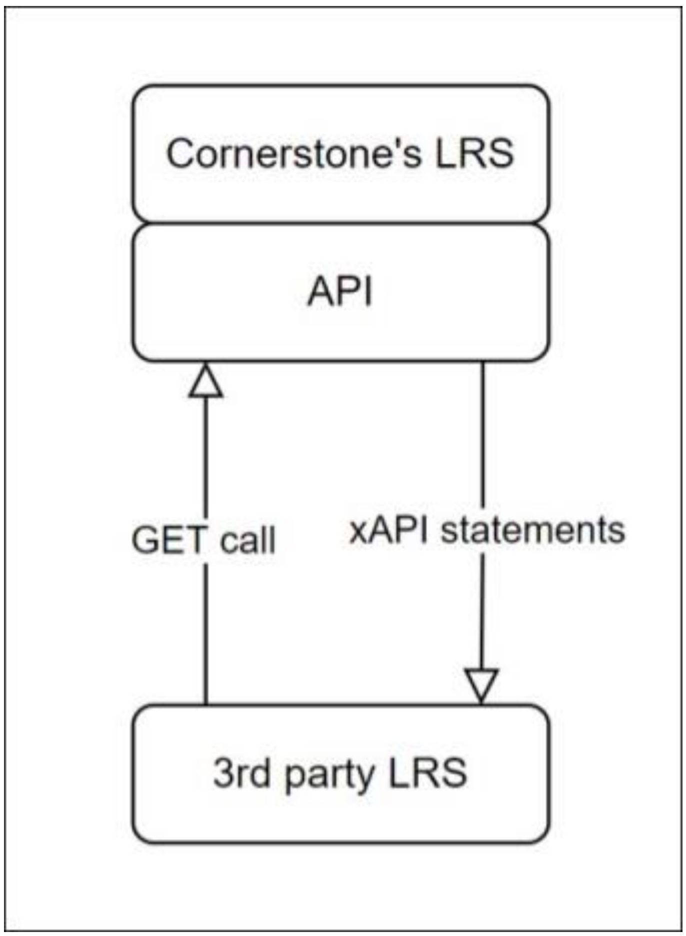
PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Workflow Engine - Workflow Library - Manage	Grants access to view, edit, and publish workflows in the Workflow Library. This is an administrator permission.	Workflow Engine

Learning

Ability to Export xAPI Statements from Cornerstone via API

xAPI courses provide meaningful information about the actions users take by sending xAPI statements to Cornerstone's Learning Record Store (LRS). Prior to this enhancement, exporting xAPI statements was only available via the xAPI Statement Viewer in the user interface (UI), and the amount of information that could be exported was limited.

With this enhancement to Cornerstone's xAPI implementation, customers can export all of their xAPI statements to another LRS and keep both systems in sync. After all statements have been exported from Cornerstone's LRS, customers that use a 3rd party LRS that supports ingestion can continue to request new statements at predefined time intervals to keep both systems in sync and report on actions performed by users in xAPI courses, find specific information, and view trends.



Considerations

- Exporting xAPI statements can be done via API with up to 32,000 statements per request if no filters or only date filters are used.
- Using paging, more than 32,000 statements can be exported with multiple requests.
- To improve stability, the API has a throttling limit of up to 10 calls per minute.

Implementation

A Client ID and Client Secret are required to configure the API. These values can be requested via a case to Global Customer Support (GCS).

This functionality is available to organizations using Cornerstone's Foundational APIs.

To learn more about Cornerstone's Learning integrations: *See Integrations for Learning Overview.*

To learn more about Cornerstone's Tin Can (xAPI): *See Tin Can (xAPI).* This topic contains a helpful *Exporting xAPI Statements via API* section.

FAQ

Q: Is Statement Forwarding to another LRS supported?

A: While Statement Forwarding is not supported, a 3rd party LRS can make new statement requests at predefined time intervals, keeping it in sync with Cornerstone.

Q: Can changes be made to xAPI statements? Is there a need to export the entire information from the LRS on a regular basis?

A: xAPI statements are immutable (cannot be changed). Following the initial export that includes all statements from Cornerstone’s LRS, you will only need to request statements that were created after the last export.

Accessibility Enhancements

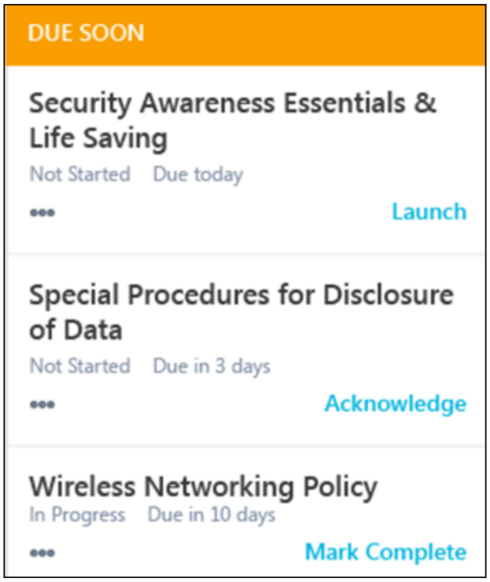
Cornerstone strives to continually improve the accessibility of the Cornerstone Enterprise (CSX) product.

The following accessibility enhancements included with the August ’22 Release:

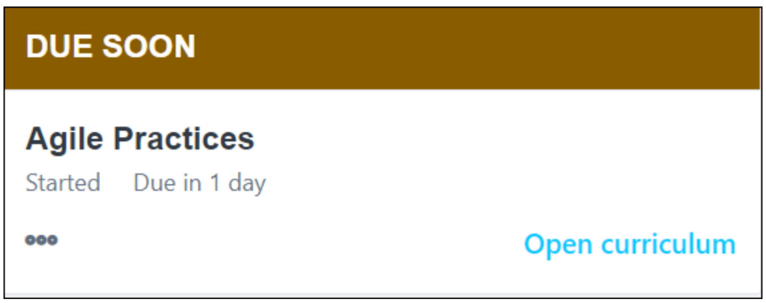
- Learner Home - The “Due Soon” due date widget background color has been updated to provide better color contrast.
- Certification Details (Training Details) - The expand/collapse tables are improved for users who navigate using a keyboard.

This functionality was deployed to all environments (Pilot, Stage, and Production) with the July 13th patch.

Old "Due Soon" Widget



New "Due Soon" Widget



Implementation

This functionality is automatically enabled in all portals using the Learning module.

Capabilities (Skills) on the Course Console

Capabilities (Skills) on the Course Console

Content Skills Tagging allows administrators to leverage Cornerstone's AI to have their learning catalog auto-tagged with skills from the Cornerstone Skills Graph, leverage Reporting 2.0 to review tagged skills, and update the tagging in bulk via Edge Import.

With this enhancement, a new **Capabilities (Skills)** field on the Course Console allows administrators to view the skills that are tagged to a training item.

This field only appears on the Course Console when Content Skills Tagging is enabled in the portal. This is a view-only field, but the skills in this field can be edited by administrators using the Edge Import LO Capabilities load, which is also only available when Content Skills Tagging is enabled.

Implementation

This functionality is automatically enabled when Content Skills Tagging is enabled in a portal. If activating Content Skills Tagging for the first time, please allow up to 24 hours for the skills tagging to complete. For more information about Content Skills tagging: *See Training Capabilities - Content Skills Tagging.*

Permissions

The following existing permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Course Catalog - View	Grants access to view the learning objects in the course catalog and enables administrators to view the Course Console and the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, and User's LO Availability. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.	Learning - Administration

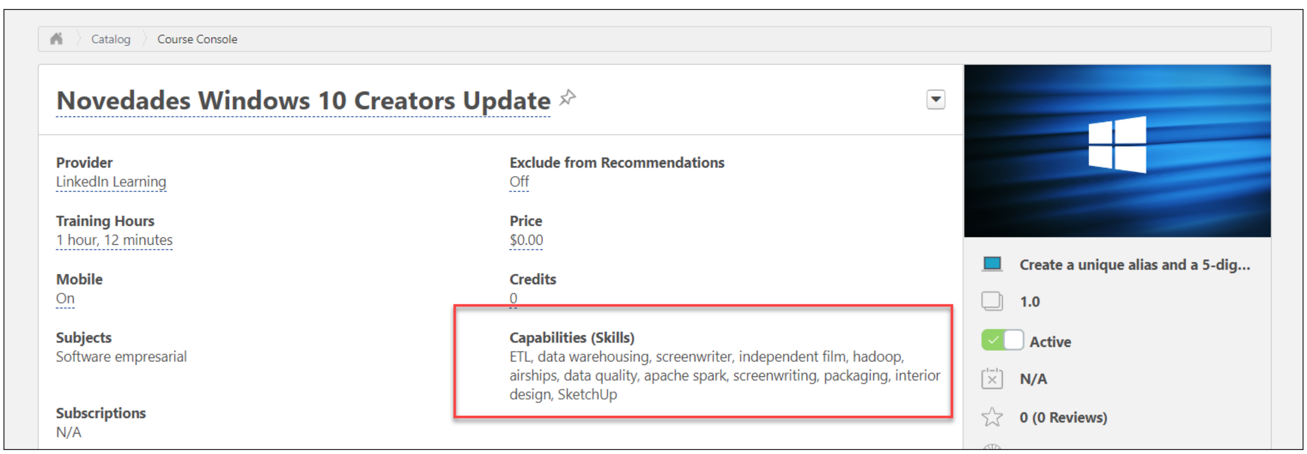
View Course Console

The new **Capabilities (Skills)** field can be viewed on the Course Console page.

To access the Course Console page for a training item, go to: ADMIN > TOOLS > LEARNING > CATALOG MANAGEMENT > COURSE CATALOG and then search for a specific training item using the **Search the Catalog** field. After you have found the training item for which you want to view the Course Console, click the training item's title.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Course Catalog - View	Grants access to view the learning objects in the course catalog and enables administrators to view the Course Console and the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, and User's LO Availability. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.	Learning - Administration



Capabilities (Skills)

In the Details section of the Course Console page, the **Capabilities (Skills)** field displays a list of the skills associated with the training item. This information is read-only from the Course Console page.

Certification Bulk Removal Tool

Certification Bulk Removal Tool

Prior to this enhancement, if it was necessary to remove multiple users from a certification, the administrator needed to either remove these users from the certification one at a time, or they needed to open a work order with Global Customer Support (GCS).

With this enhancement, a new tool is available, granting administrators the ability to remove users from a certification in bulk. Using this tool, administrators can now populate a CSV file with the Certification ID and multiple User IDs, then upload this CSV file to the system and allow the users to be processed for bulk removal from the certification.

Also included in this enhancement are the following features:

- Expanded audit history
- A new Certification ID field on the Certification Administration (General) page
- A new Certification ID field on the Certification Management (View Users) page

Exclusions

Certification removal history is not supported in Reporting 2.0 with the August ’22 Release, but this is targeted for a future release.

Considerations

- Only one certification can be processed per file. If you need to remove users in bulk from more than one certification, you will need to create a separate CSV file for each certification.
- The maximum file size is 1MB, and one file can be uploaded at a time.
- Certification removal history is not supported in Reporting 2.0 with the August ’22 Release but is targeted for a future release
- The existing process for removing one user from a certification at a time has not been changed and can still be used.
- Both inactive and active users included in the certification removal file will be removed from the certification.

Implementation

This functionality is automatically enabled in all portals using the Learning module.

Permissions

The following new permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
CSV Bulk Certification Removal - Manage	Grants administrators access to the Certification Removal Tool. The Certification Removal tool can be used to remove users from a certification in bulk.	Learning - Administration

	This permission can be constrained by the following: Restrict to User's Organization Units, Restrict to Custom Organizational Units, Restrict to Organizational Units, Restrict to Groups. Any constraints on this permission are applied to the jobs displayed on the Certification Removal Tool job page. The constraints do not apply to the users included in the CSV file. Constraints Example: Admin A is part of Division A and has this permission constrained to Division: Division B. Admin A would see any certification removal jobs that they created AND any certification removal jobs that were created by administrators that are in Division B.	

Certification Removal Tool

Administrators can remove users from certifications in bulk using the Certification Removal Tool.

There are multiple ways to access the Certification Removal Tool. To access the Certification Removal Tool:

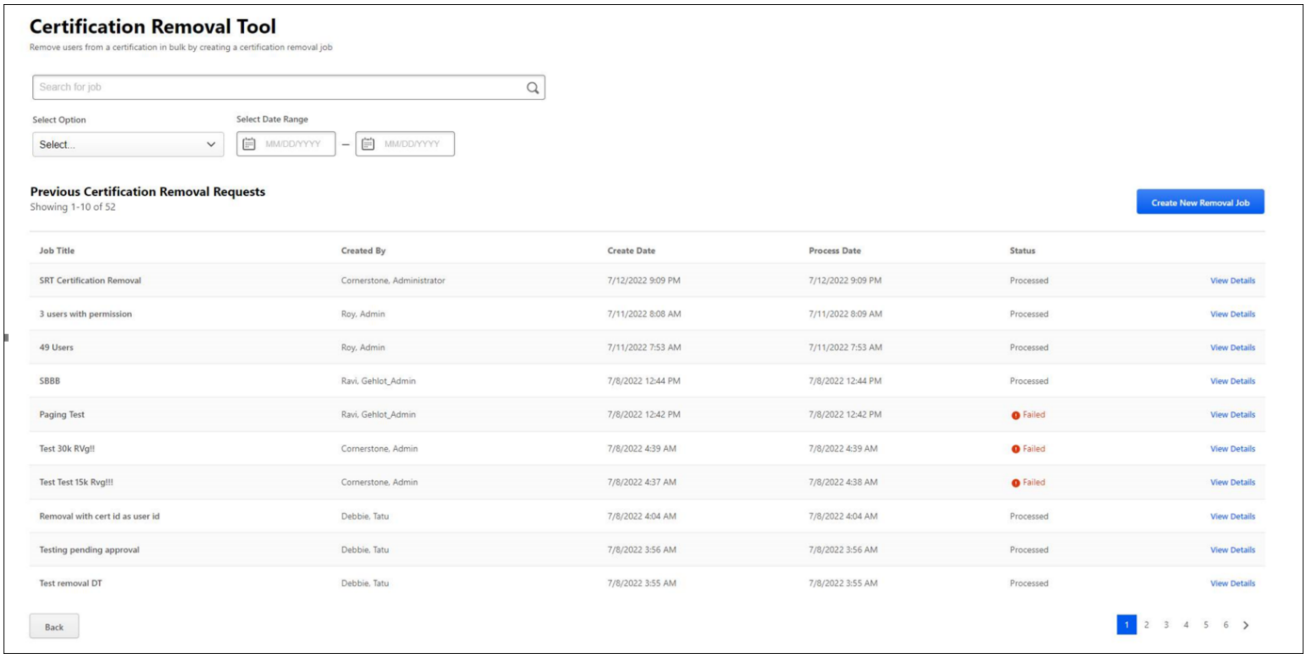
- Go to: ADMIN > TOOLS > LEARNING > TRAINING TOOLS and click on the **Certification Removal Tool** link.

OR

- Go to: LEARNING > CERTIFICATION MANAGEMENT. Then, click on the certification from which you want to remove users. Click the **BULK REMOVAL** button in the Users section.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
CSV Bulk Certification Removal - Manage	Grants administrators access to the Certification Removal Tool. The Certification Removal tool can be used to remove users from a certification in bulk. This permission can be constrained by the following: Restrict to User's Organization Units, Restrict to Custom Organizational Units, Restrict to Organizational Units, Restrict to Groups. Any constraints on this permission are applied to the jobs displayed on the Certification Removal Tool job page. The constraints do not apply to the users included in the CSV file. Constraints Example: Admin A is part of Division A and has this permission constrained to Division: Division B. Admin A would see any certification removal jobs that they created AND any certification removal jobs that were created by administrators that are in Division B.	Learning - Administration



Certification Removal Tool

The Certification Removal Tool page displays the following information and features:

- **Search for Job** - To search for a previously created certification removal job by title, enter the name of the job into this search bar. Press Enter on your keyboard to return search results.
- **Search Filters** - The following filters are available to help you narrow down the training removal jobs that display on this page:
  - **Select Date** - To filter the previously created certification requests that display on this page by a specific date, select a date from this drop-down.
  - **Select Date Range** - To filter the previously created certification requests that display on this page by a specific date range, select a start date and an end date for the range you wish to search.
- **CREATE NEW REMOVAL JOB** - Click this button to begin creating a new certification removal job. *See* **Create a Certification Removal Job** on page 100 *for additional information.*
- **Previous Certification Removal Requests** - This table displays all previous certification removal jobs with the following information:
  - **Job Title** - The title entered for the job by the administrator who created the job.
  - **Created By** - The name of the administrator who created the certification removal job.
  - **Created Date** - The date the certification removal job was created.
  - **Process Date** - The date the certification removal job finished processing.
  - **Status** - The current status of the certification removal job. Possible values for this column include: Queued, In Progress, Processed, and Failed.
  - **View Details** - Click this link to view the details of the certification removal job.

To navigate back to the previous page, click the **BACK** button at the bottom of the page.

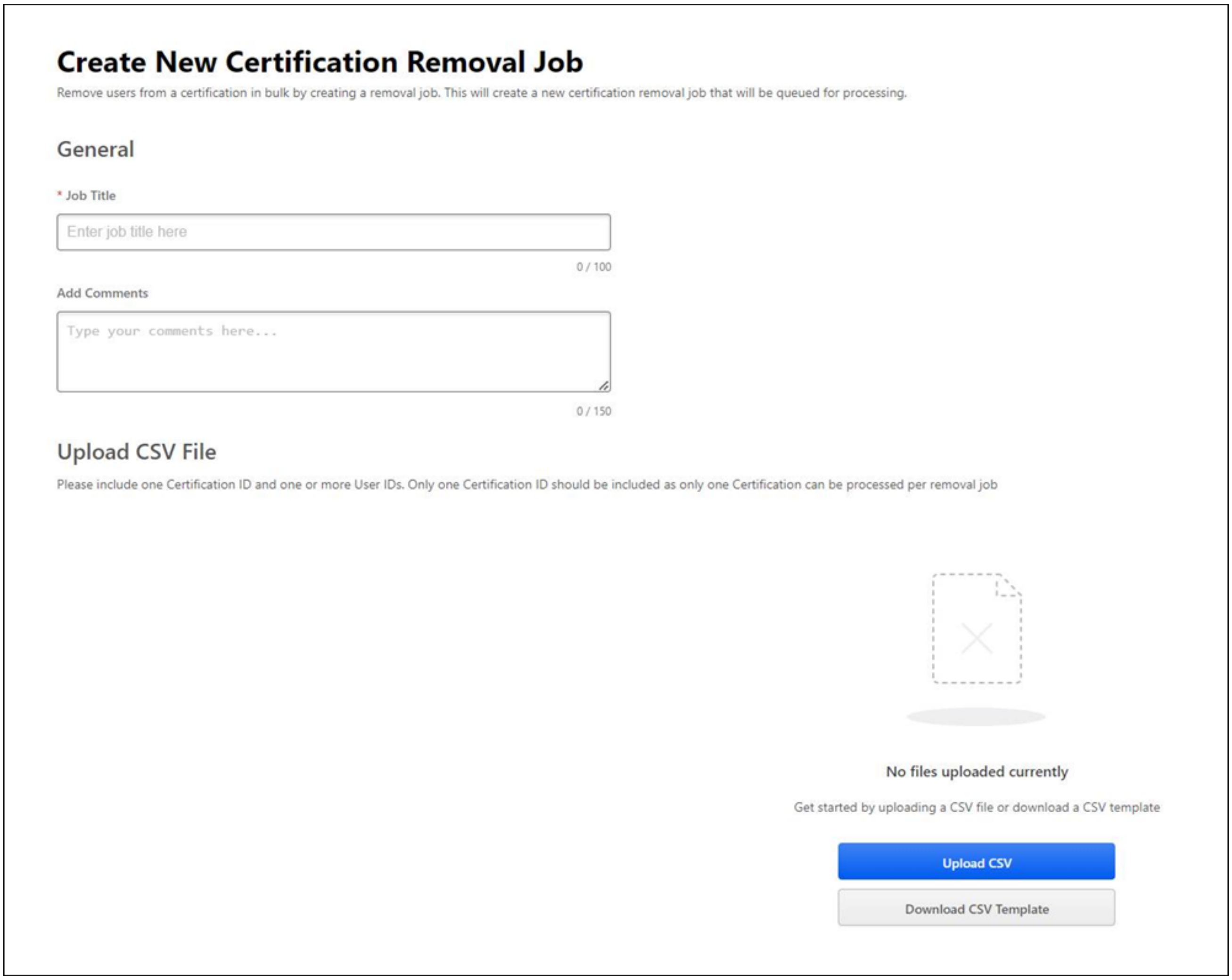
Create a Certification Removal Job

Administrators with permission to manage bulk certification removal can create a certification removal job to remove multiple users from a certification at one time.

To create a certification removal job, go to: ADMIN > TOOLS > LEARNING > TRAINING TOOLS and click on the **Certification Removal Tool** link.

Permissions

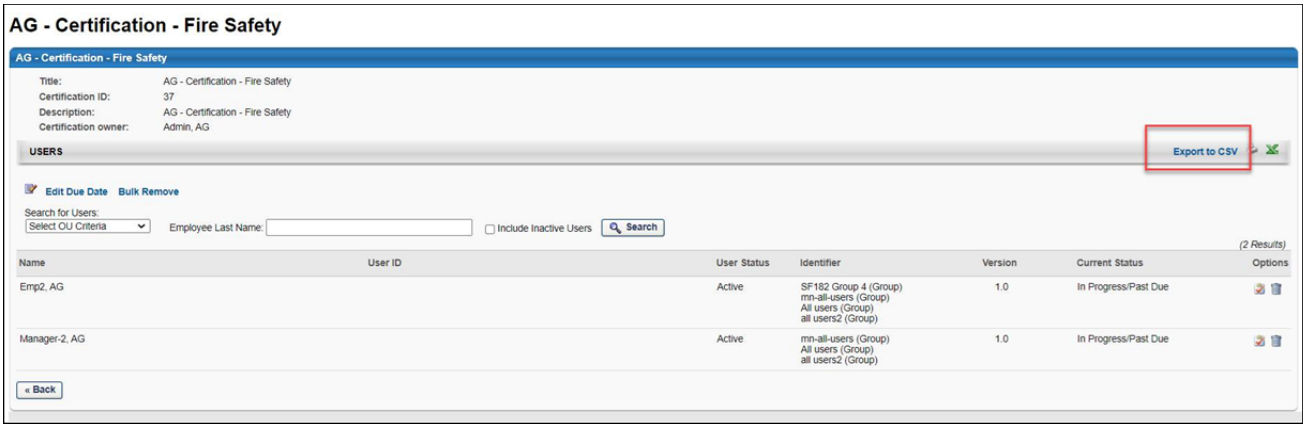
PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
CSV Bulk Certification Removal - Manage	Grants administrators access to the Certification Removal Tool. The Certification Removal tool can be used to remove users from a certification in bulk. This permission can be constrained by the following: Restrict to User’s Organization Units, Restrict to Custom Organizational Units, Restrict to Organizational Units, Restrict to Groups. Any constraints on this permission are applied to the jobs displayed on the Certification Removal Tool job page. The constraints do not apply to the users included in the CSV file. Constraints Example: Admin A is part of Division A and has this permission constrained to Division: Division B. Admin A would see any certification removal jobs that they created AND any certification removal jobs that were created by administrators that are in Division B.	Learning - Administration



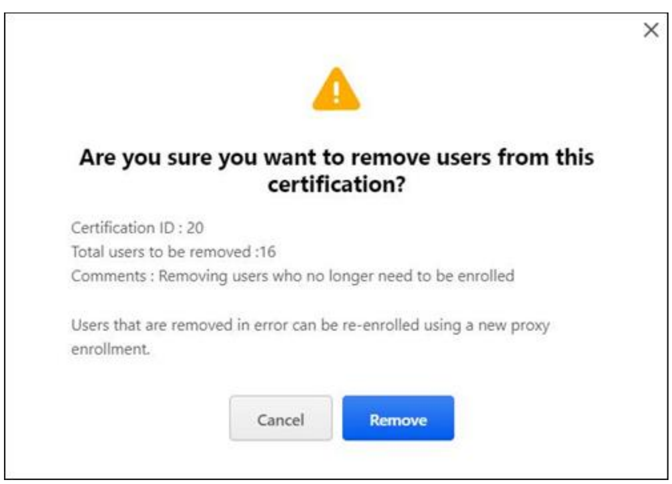
Create new Certification Removal Job

To create a certification removal job:

1. Enter a title for the job in the **Job Title** field. This field can accommodate up to 100 characters. This field is required.
2. Enter an optional comment in the **Enter Comment** field, explaining the purpose of the certification removal job. This comment will be visible to other administrators who view the details of the system's certification removal jobs.
3. Next, upload a CSV file containing the Certification ID and the User IDs of the users who should be removed from the certification. To do this, click the **UPLOAD CSV** button to search for and select the CSV file from your computer. ***Note:*** *If needed, you can download a CSV template file by clicking the* **DOWNLOAD CSV TEMPLATE** *button. This will provide you with an unpopulated CSV file with the appropriate columns, which you can populate with the Certification ID and User IDs. Alternatively, you can export a CSV file of users directly from the Certification Management > View Users page by clicking on the new* **Export to CSV** *option on this page.*

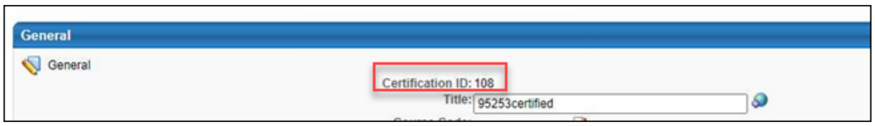


4. After you have uploaded a CSV file, the system will validate the file. If the file fails to process, you will receive one of the following errors explaining the reason for the failure:
    - The file size must be 1MB or less
    - The file is the incorrect file format
    - The file is empty
    - The file has invalid columns
    - The file has invalid data formats
    - User IDs included in the file are invalid or the users are not enrolled in the certification
    - The Certification ID included in the file is invalid
5. If the file is successfully validated, you can then click the **CREATE** button at the bottom of the page to create the certification removal job.
6. You will be asked to confirm the details of your certification removal job. If the details are correct, click the **REMOVE** button. The removal process will begin, and the removal job status will be In Progress. When the job has successfully processed, the removal job will update to Processed. You can view the status and details of the removal job via the Certification Removal Tool main page. *See* **Certification Removal Tool** on page 97 *for additional information.*



Considerations

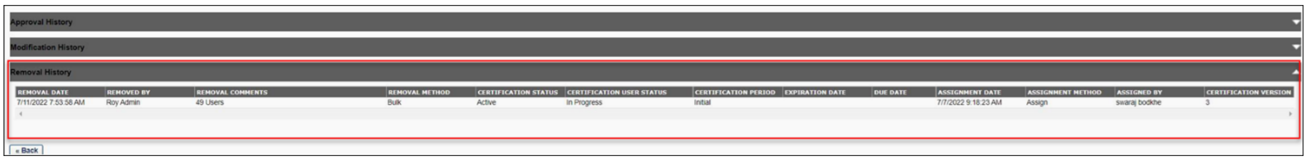
- The Certification ID can be obtained from:
  - The Certification Management (View Users) page
  - The Certification Administration (General) page
  - Running a Reporting 2.0 report for the Certification ID
  - Using the **Export to CSV** option from the Certification Management (View Users) page
- Only one Certification ID can be included in a CSV file. To remove users from multiple certifications, it is necessary to create a separate CSV file for each certification.
- 1MB is the maximum CSV file size that can be processed by the Certification Removal Tool.
- Only one CSV file can be uploaded per certification removal job.



Certification Removal History

From the Training Details Page for certifications, users can view and launch the training associated with the certification, view the certification history, and print any past certificates. With the August '22 Release, a Removal History section will also be available on this page. ***Important:*** *This section is only available if the user was re-enrolled in the certification after previously being removed.*

To view the Training Details Page for a certification, navigate to the transcript and click the Certifications tab on the left navigation. Then, click the title of a certification.



The following information is available in the Removal History section following August 5th (fields with an asterisk will also display history for users removed prior to August 5th)

- User ID*
- Certification ID*
- Removal date*
- Removed by user*
- Certification Status
- User Status
- Certification user status
- Certification Title
- Comments of Removal
- How was user removed
- Certification status at time of removal
- Certification period at time of removal
- Due Date at time of removal
- Expiration Date at time of removal
- Certification version at time of removal
- Assignment Date
- How assigned
- Who assigned

Reporting on the certification removal history through a new template in Reporting 2.0 is not available with the August release, but this is targeted for the November 2022 release.

Course Catalog Migration to Learning Search (Elastic Search)

Course Catalog Migration to Learning Search (Elastic Search)

The Cornerstone system uses two different search engines:

- **Traditional Search** - Traditional Search is powered by Cornerstone's original search engine. This engine contains a predetermined ranking model which recommends training based on a combination of title, description, and other matches also driven by the user's search string. Traditional Search uses SQL to return results. SQL has a longer processing time for large data sets and is less scalable as data grows over time.
- **Learning (Elastic) Search** - Learning Search is powered by Cornerstone's newest search engine. This engine indexes and intelligently surfaces training based on a number of variables, powered by the user's search string. It is designed to quickly surface relevant training. Learning Search is a faster, more scalable, results-driven way to power a search framework.

Learning Search was introduced several years ago as a faster way to allow users to find training in the Learning Management System (LMS). With the August '22 Release, administrators will also be able to use Learning Search to search for training in the Course Catalog. With a new checkbox option, administrators can switch between Traditional Search functionality and Learning Search functionality on the Course Catalog Search page. ***Note:*** *Traditional Search will be selected by default.*

Exclusions

- Bulk Edit functionality is not supported on the Course Catalog Search page when Learning Search is enabled. Bulk Edit can only be used while using the Traditional Search engine on the Course Catalog Search page.

Considerations

- The following considerations apply to sorting logic:
  - When Learning Search is enabled, the default sort order is **By Relevance**.
  - The **By Relevance** sort option is only available when Learning Search is enabled.
  - When Learning Search is enabled, users can change the sort order when the total amount of results is less than 500. ***Note:*** *To sort search results that contain more than 500 results, Traditional Search must be used.*
- The following considerations apply to search filters:
  - Not all search filters return results when using Learning Search. The following filters are supported when using Learning Search:
    - Title
    - Keyword
    - Description
    - Training Type
    - Subject
    - Provider
    - Languages
    - Custom Fields (excluding dates)

- The following filters are supported ONLY by Traditional Search:
  - Course Code
  - Subscription
  - Location
  - Availability
  - Active/Inactive
  - LO Status
  - Skills
  - Credits
  - Price Range
  - Competency
  - Instructor
  - Session Date
  - Course Rating
- Users are not required to switch between search engines to utilize all filters. When a search is performed with filters that are only available for Traditional Search, Traditional Search will be used by the system automatically, even when Learning Search is enabled.
- When Learning Search is enabled, the Title, Keyword, and Description filters are combined into one text filter. ***Note:*** *To use the Title, Keyword, and Description filters independently, Traditional Search can be used instead.*
- All filters operate using an AND condition when Learning Search is enabled. This includes Custom Fields, which currently use an OR condition when Traditional Search is enabled.

Implementation

This functionality is automatically enabled in all portals using the Learning module.

- In Stage and Pilot portals, Learning Search will be enabled by default on the Course Catalog Search page.
- In Production portals, Traditional Search is selected by default on the Course Catalog Search page. Administrators can use the new checkbox option to switch the search engine to Learning Search.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Admin Search Preferences - Manage	Grants ability to configure preferences for Global Search and Course Catalog within Search Preferences. The constraints of this permission are inherited from the Global Search Preferences -	Learning - Administration

	Manage permission. This is an administrator permission.	
Course Catalog - Update	Grants ability to manage and edit training items listed in the Course Catalog and also grants access to the Course Console, where training can also be managed and edited. This permission also grants access to the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission also allows administrators to reversion online courses via the Course Console page. This permission also allows administrators to access an **Edit Training** option for training items included as objectives in Development plans. This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, User, User Self and Subordinates, and User's LO Availability. This is an administrator permission. ***Note:*** *Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.*	Learning - Administration
Course Catalog - View	Grants access to view the learning objects in the course catalog and enables administrators to view the Course Console and the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, and User's LO Availability. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.	Learning - Administration

Enable Learning Search in Course Catalog

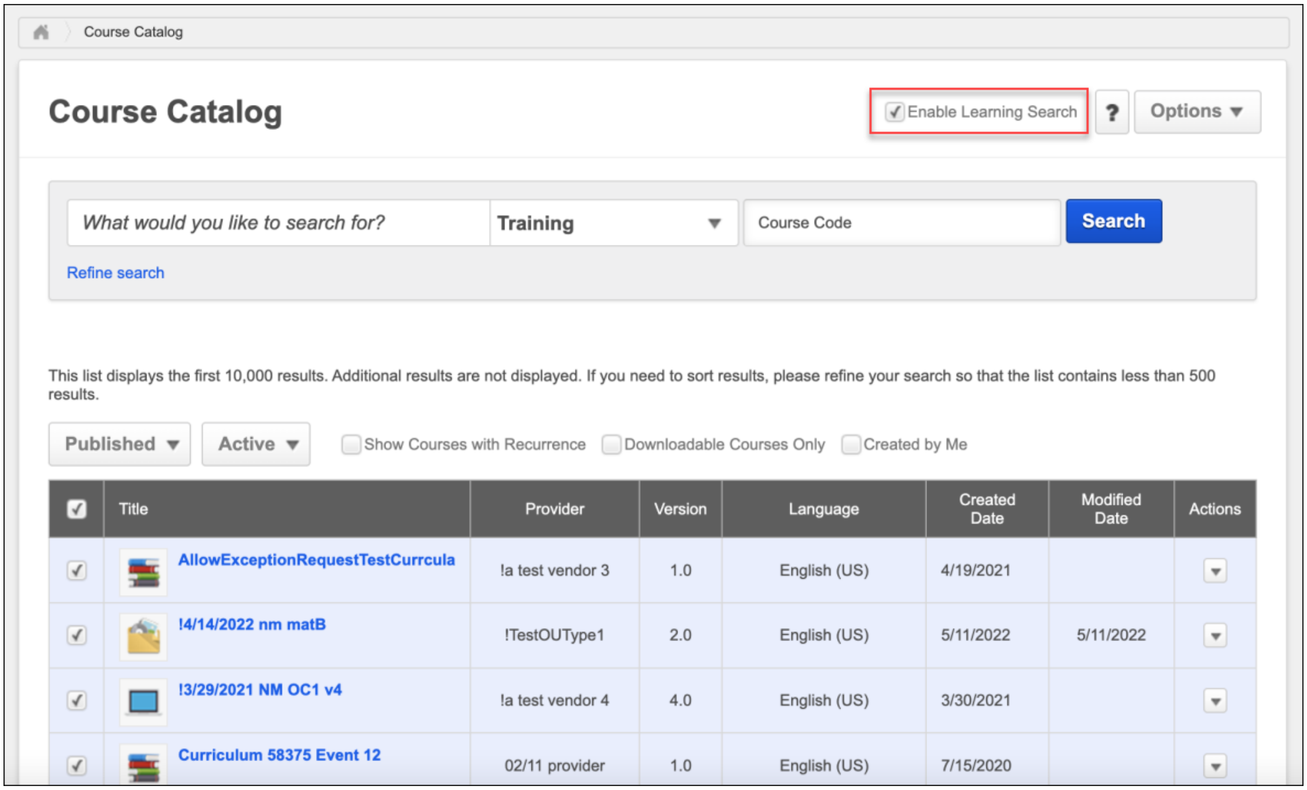
The Course Catalog enables administrators to search for and manage training items. With the August '22 Release, administrators can choose whether to run their training search with Traditional Search functionality or Learning (Elastic) Search functionality.

To access the Course Catalog, go to ADMIN > TOOLS > LEARNING > CATALOG MANAGEMENT > COURSE CATALOG.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Course Catalog - Update	Grants ability to manage and edit training items listed in the Course Catalog and also grants access to the Course Console, where training can also be managed and edited. This permission also grants access to the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission also allows administrators to reversion online courses via the Course Console page. This permission also allows administrators to access an **Edit Training** option for training items included as objectives in Development plans. This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, User, User Self and Subordinates, and User's LO Availability. This is an administrator permission. ***Note:*** *Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.*	Learning - Administration
Course Catalog - View	Grants access to view the learning objects in the course catalog and enables administrators to view the Course Console and the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT	Learning - Administration

	Provider, and User's LO Availability. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.	



Select Search Engine

Next to the Options drop-down on the Course Catalog Search page, a new **Enable Learning Search** checkbox option is available. This checkbox allows the administrator to choose whether the training search bar uses Traditional Search or Learning Search. To enable the Learning Search engine for the Course Catalog page, select the **Enable Learning Search** checkbox. This checkbox is not selected by default. When the checkbox is not selected, the Course Catalog uses Traditional Search.

Note: *If the administrator is using Learning Search, this selection is only maintained during the user's current session in the Production portal. After the administrator logs out of the system, the Course Catalog will revert back to using Traditional Search.*

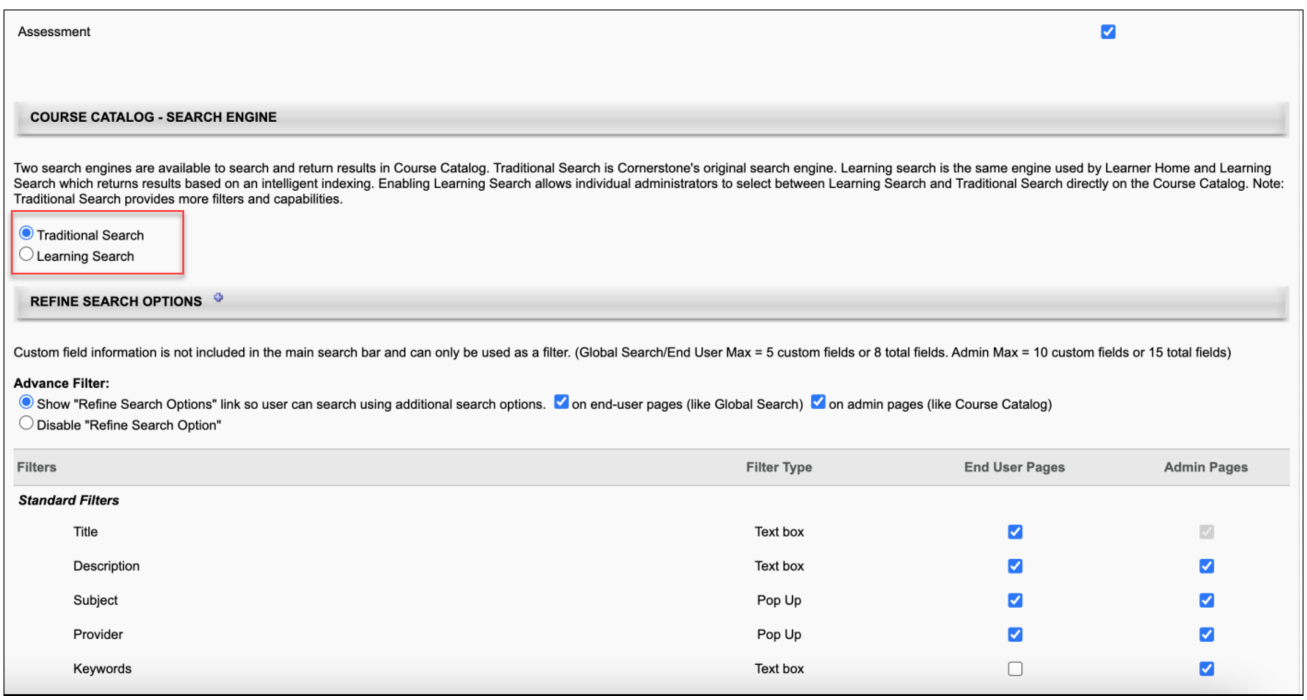
Search Preferences - Disable Search Engine Toggle on Course Catalog

Administrators can disable the checkbox option that allows administrators to switch between Traditional Search and Learning Search on the Course Catalog Search page using a new preference on the Search Preferences (Training) page.

To manage Global Search preferences, go to ADMIN > TOOLS > CORE FUNCTIONS > CORE PREFERENCES > SEARCH. Then, click the **Search Preferences (by Division)** link in the System Preferences section. This opens the General page of Search Preferences. Select the Training tab on the left side of the page to view Training search preferences.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Admin Search Preferences - Manage	Grants ability to configure preferences for Global Search and Course Catalog within Search Preferences. The constraints of this permission are inherited from the Global Search Preferences - Manage permission. This is an administrator permission.	Learning - Administration



Course Catalog - Search Engine

If you wish to disable the checkbox option that allows administrators to switch between Traditional Search and Learning Search on the Course Catalog Search page, select the **Traditional Search** option in the Course Catalog - Search Engine section. Then, click the **SAVE** button at the bottom of the page.

Administrators will no longer have the ability to switch between search engines on the Course Catalog Search page. If needed, this change can be reversed by selecting the **Learning Search** option in the Course Catalog - Search Engine section and saving your changes again.

Course Catalog Learning Search Migration - FAQs

Can I search using filters from Learning Search and Traditional Search at the same time?

Administrators can use any filters they choose. If any filter is available only with Traditional Search, the system automatically processes the entire search through the correct framework to provide administrators with a minimally disruptive experience while Learning Search is enabled.

How can I process a Bulk Edit?

Administrators can process a Bulk Edit by disabling Learning Search using the toggle on the Course Catalog Search page. When Learning Search is disabled, the search engine reverts back to Traditional Search, and Bulk Edits can be performed normally.

Will Bulk Edits be supported for Learning Search in the future?

Yes. Support for Bulk Edits with Learning Search is planned for a future release.

Will additional search filters be supported with Learning Search in the future?

Yes. Based on usage patterns, additional filters will be added to Learning Search in the future.

My search results are not the same when Learning Search is enabled vs. disabled. Is this expected behavior?

Yes. Learning Search and Traditional Search use different frameworks to produce search results. Therefore, search results may vary when using one search engine instead of the other.

Will my search engine selection be saved on the Course Catalog page?

Your search engine selection will be saved for your entire portal session. However, after you log out of the system, the search engine setting will return to the default setting. In Stage and Pilot portals, the default Course Catalog search engine is Learning Search. In Production portals, the default Course Catalog search engine is Traditional Search.

What if I don't want the search engine toggle to be available on the Course Catalog Search page?

A new preference is available via Search Preferences which allows you to remove the search engine toggle from visibility on the Course Catalog Search page. For more information: *See* **Search Preferences - Disable Search Engine Toggle on Course Catalog** on page 111 *for additional information.*

Curriculum Fixes

Curriculum Fixes - Overview

With the August '22 Release, the following fixes have been made to curriculum functionality:

- The latest version of training items will be assigned to users, even if the prior version of the training is associated with an inactive curriculum: *See* **Assignment of Training Associated with Inactive Curriculum** on page 116 *for additional information.*
- Curriculum child training due date issues encountered during versioning have been corrected: *See* **Curriculum Child Training Due Dates** on page 117 *for additional information.*
- Users can launch child training that would ordinarily be in a Pending Prior Training status within curricula in a Completed Equivalent status: *See* **Completed Equivalent Child Training** on page 119 *for additional information.*

Implementation

This functionality is automatically enabled in all portals using the Learning module.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Curricula Admin - Manage	Grants ability to create new and edit/update existing curricula. This permission can be constrained by OU, User's OU, Provider, and User's LO Availability. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement. ***Tip:*** *Do not constrain this permission to your entire corporation; it can cause long page load times and timeout errors. Applying this constraint is functionally the same as leaving the permission unconstrained, but omitting this constraint does not cause the system to do the unnecessary constraint checks as in the former scenario.*	Learning - Administration

Assignment of Training Associated with Inactive Curriculum

With this enhancement:

- The latest version of training items will be assigned to users, even if the prior version of the training is associated with an inactive curriculum.

Use Case - Latest Version of Training Items

A user has completed the previous version of a training item as part of a now inactive curriculum. This previous version of the training item is on the Completed tab of their transcript. The user is then assigned the new version of the training item, either as part of a new curriculum or as a standalone training item. The user successfully receives the latest version of the training item, even though its prior version is associated with an inactive curriculum on their transcript.

Example:

1. A curriculum called "Security" is created. It contains a material called "Security 101" and a material called "Security 201."
2. The "Security" curriculum is assigned to a user named Adam on July 1st.
3. Adam completes the "Security" curriculum.
4. The "Security" curriculum is later made inactive by an administrator.
5. The material called "Security 101" is reversioned to v2.
6. A new curriculum called "Advanced Security" is created. It contains v2 of the "Security 101" material as well as the material called "Security 201."
7. The new "Advanced Security" curriculum is assigned to Adam via the Learning Assignment Tool with the **Assign new Occurrence** option enabled and the **Maintain Progress** option turned off.
8. **Result:** Adam receives v2 of the "Security 101" material when he is assigned the "Advanced Security" curriculum, even though a prior version of "Security 101" is on his transcript and associated with an inactive curriculum.

Considerations

- This enhancement applies to child training that is versioned with Append logic or Replace logic.
- This enhancement applies to the previous version of the child training item when the training is in a Completed, Completed Equivalent or Exempt status.
- This enhancement does not apply to the versioning of inactive curricula.

Curriculum Child Training Due Dates

With this enhancement, due date issues that previously occurred when higher versions of child training items were assigned have been resolved.

Use Case #1 - Latest Due Date for Child Training Items in Curriculum

If a user already has the previous version of a curriculum with a due date, and then the user is assigned the new version of the curriculum via a standard learning assignment with a different due date, and the **Assign New Occurrence** option is turned on, the **Maintain Progress** option is turned off, and the option to override prior due dates is turned on, the user WILL receive the latest due date for child training items in the curriculum.

Example:

1. The "Security 101" material is versioned to v2. The "Security" curriculum is also versioned to v2. When these training items are versioned, the administrator uses the Versioning Options to ensure Adam does not receive v2 of "Security 101" or v2 of "Security."
2. The administrator edits the structure of the "Security" v2 curriculum and changes the due date of "Security 101" v2 to 7 days after the most recent assignment.
3. The "Security" v2 curriculum is assigned to Adam on the 5th of July via a standard learning assignment with the **Assign New Occurrence** option turned on, the **Maintain Progress** option turned off, and the option to override prior due dates turned on.
4. Result: The "Security 101" v2 material inside the curriculum has a due date of July 12th.

Use Case #2 - Correct Due Date for Latest Version of Training in Curriculum

If the previous version of a child training item with a due date on a user's transcript is removed, and then the child training is versioned and the new version of the training item is added to a different curriculum with a new due date, and the curriculum is assigned to the user via a standard learning assignment, the latest version of the child training item in the curriculum receives a correct due date from the curriculum structure.

Example:

A curriculum called "Security" is created. It contains a material called "Security 101" and a material called "Security 201," and via the curriculum structure, these child training items are configured to have a due date of 2 days after assignment.

1. The "Security" curriculum is assigned to a user named Adam on the 1st of July.
2. The "Security" curriculum is later removed from Adam's transcript.
3. The "Security 101" material is versioned to v2, and the when the administrator selects versioning options during the versioning process, they ensure Adam does not receive v2.
4. A new curriculum called "Advanced Security Concepts" is created. It contains v2 of "Security 101" and a material called "Security 301," and via the curriculum structure, these child training items are configured to have a due date of 5 days after assignment.

5. On July 7th, Adam is assigned the "Advanced Security Concepts" curriculum via a learning assignment with the **Assign New Occurrence** option turned on and the **Maintain Progress** option turned off.
6. **Result:** "Security 101" v2 material is due on the 12th of July.

Use Case #3 - Change Due Date for Child Training in Pending Prior Training Status

If a curriculum is reassigned to a user, managers can change the due date of child training within a curriculum via the Training Details page when the child training is in a Pending Prior Training status.

Example:

1. A curriculum called "Security" is created. It contains a material called "Security 101" with a sequence number of 1, and a material called "Security 201" with a sequence number of 2.
2. The "Security" curriculum is assigned to a user named Adam on the 1st of July. Adam completes the curriculum.
3. An administrator later changes the structure of the "Security" curriculum by deleting "Security 101" from the structure and adding a material called "Hacking 101" with a sequence number of 1 and a due date of 2 days after assignment. These changes cause the "Security" curriculum to be versioned to v2, and during the versioning process, the administrator selects the Completed status and the **Assign New Occurrence** option.
4. The "Security" v2 curriculum is assigned to Adam on the 3rd of July. Adam begins the "Hacking 101" material, so its transcript status changes to In Progress, and the "Security 201" material's status is Pending Prior Training.
5. **Result:** A manager navigates to Adam's transcript and is able to change the due date of "Security 201" from the 3rd of July to the 8th of July.

Considerations

- This enhancement applies to child training in curricula versioned with Append logic or Replace logic.
- This enhancement applies to all transcript statuses corresponding to the previous version of the child training.

Implementation

This functionality is automatically enabled in all portals using the Learning module.

Completed Equivalent Child Training

With this enhancement, users can now launch child training that would ordinarily be in a Pending Prior Training status within curricula in a Completed Equivalent status.

Use Case - Launch Pending Prior Training Child Training Item from Completed Equivalent Curriculum

A user has been assigned a training item and a curriculum individually, and there is training equivalency between the training object and the curriculum. The user completes the training item. Then, the curriculum is marked as Completed Equivalent, and the child training items within the curriculum receive a status of Not Started instead of being stuck in a Pending Prior Training status which would prevent users from launching them.

Example:

1. A curriculum called "Security" is created. It contains a material called "Security 101" and a material called "Security 201."
2. A material called "Hacking 101" is created, and the "Security" curriculum is marked as a training equivalent for "Hacking 101."
3. The "Hacking 101" material is assigned to a user named Adam, and Adam completes it.
4. Later, the "Security" curriculum is assigned to Adam with the **Assigned, Approved and Registered** option selected. The "Security" curriculum is marked as Completed Equivalent on Adam's transcript.
5. Result: The "Security 101" material inside the Completed Equivalent curriculum has a status of Not Started.

Curriculum Structure Modification History Error Message

The Structure Modification History page captures an audit trail of changes made to the curriculum's structure. This page is accessible from both the Course Console page and the Transcript Details page for curricula. Prior to this enhancement, if a large number of changes had been made to a curriculum and then a user attempted to view an audit of the changes on the Structure Modification History page, the retrieval of this data could take a long time and the request could time out. If the request timed out, an incorrect message would appear, stating that no structural modifications were available.

With this enhancement, if an audit request for the Curriculum Structural Modification History page times out due to too many changes, a new error message displays. This error message states, " The audit trail of changes made to the curriculum's structure are too many to display in this page. Kindly leverage reporting to view previous details."

Implementation

This functionality is automatically enabled in all portals using the Learning module. For more information about the Structure Modification History page: *See Curriculum Structure Modification History Page.*

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Course Catalog - View	Grants access to view the learning objects in the course catalog and enables administrators to view the Course Console and the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, and User's LO Availability. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.	Learning - Administration
View Transcript Item	Grants ability to view details of learning objects that appear on the transcript (training record), by clicking on the name of the learning object. Users must also have the Bio About - View permission in order to	Learning - Administration

	access the transcript within Universal Profile. This permission can be constrained by OU, User's OU, User Self and Subordinates, User, or User's Self. This is an end user permission.	

Deprecation of the "Library" Training Type with the November '22 Release

The Library training type is scheduled to be deprecated with the November ’22 Release. The Library training type is a legacy training type which has been largely replaced in popularity and usage by the more flexible Curriculum and Playlist training types. Customer support for existing libraries will continue up until the Nov '22 Release deprecation.

Deprecation Milestones:

- Milestone 1 (August 2022): Initial deprecation announcement with the Aug 2022 Release
- Milestone 2 (August-November 2022): Transition Libraries to Curricula or Playlists
- Milestone 3 (November 2022): Library training type full deprecation with the Nov 2022 Release

Starter Guide

Click here to access the Library Training Type Deprecation Guide!

Learning Assignment (LAT) Warning Flags

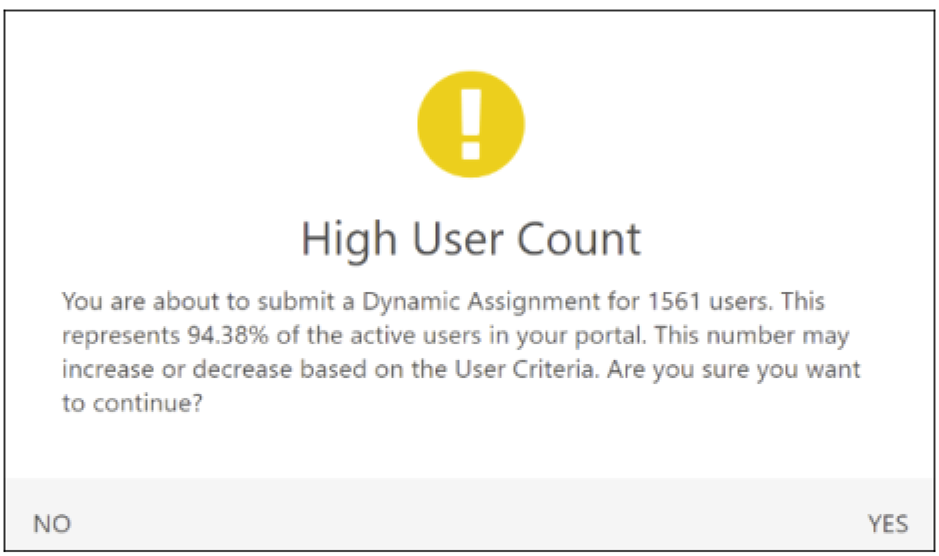
With this enhancement, warning flags have been added to the Learning Assignment Tool (LAT) to help administrators avoid assigning training to more or fewer users than intended. By notifying administrators of unusual assignment criteria before the assignment is submitted, administrators can address potential assignment issues before the training is assigned to users.

When an administrator has added user criteria to the Users page of the assignment creation process, and then the administrator clicks the **NEXT** button, the user will receive a warning flag if the system identifies a potential issue with the user criteria:

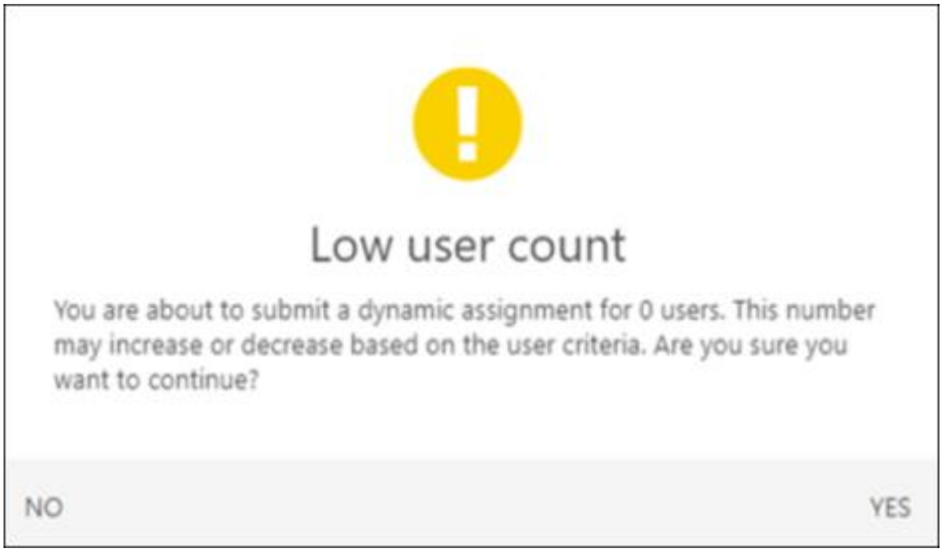
- Low user count (This warning appears if the administrator has created a learning assignment that will be assigned to an organizational unit that has zero users)
- High user count (This warning appears if the administrator has created a learning assignment that will be assigned to a very high percentage of the system's users)
- Group not processed (This warning appears when the group selected as user criteria has not yet processed)
- Group processed with 0 users (This warning appears when the group selected is processed but resulted in zero users)

After receiving a warning flag, the administrator can return to the assignment creation process to review and correct any problems related to their selected user criteria.

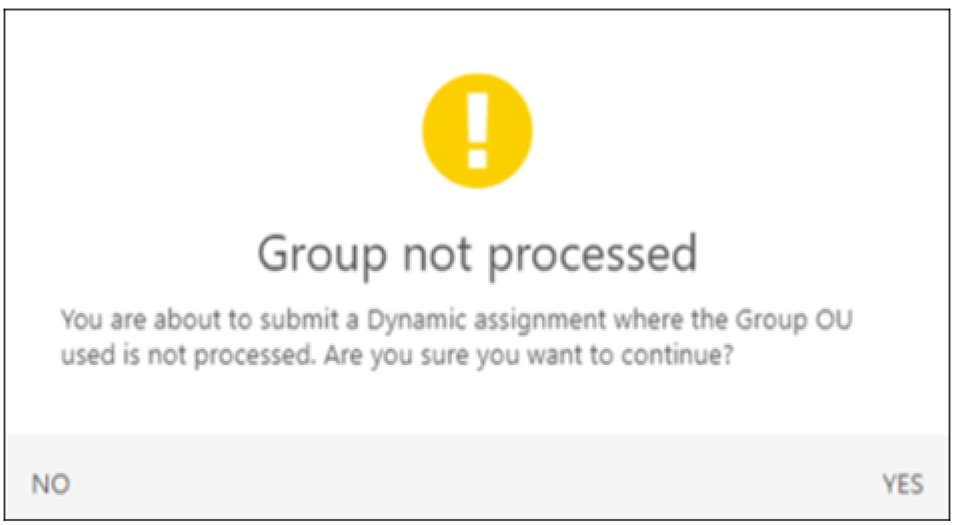
High User Count Warning



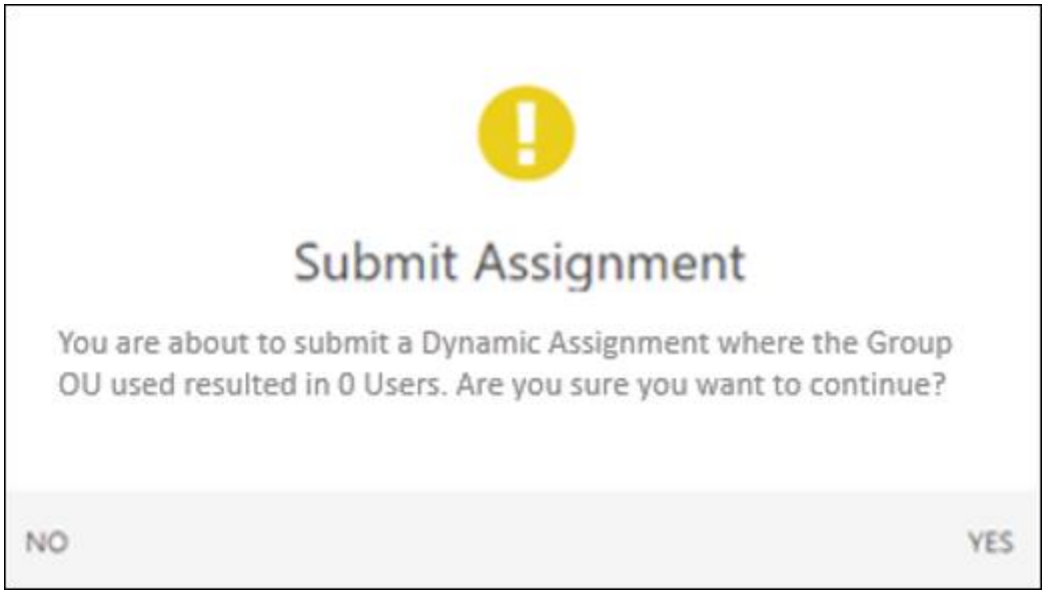
Low User Count Warning



Group Not Processed Warning



Group Processed with 0 Users



For more information about the Users step of the assignment creation process: *See Create Learning Assignment - Users.*

Considerations

The following considerations apply to this enhancement:

- This enhancement applies to both standard and dynamic learning assignments.
- The user percentage that will trigger the warning flag for high user count is configured via the Assignment Tool Preferences page. For information about configuring this preference: *See Learning Assignment Tool Preferences.*
- Prior to this enhancement, low user count and high user count warnings would display on the Confirm step of the assignment creation process after the user attempted to submit the assignment. These warnings will continue to display on the Confirm step, in addition to the warning flags described in this enhancement.

Implementation

This functionality is automatically enabled in all portals using the Learning module.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY

Assignment Tool - Standard and Dynamic	Grants ability to create Standard (one-time) and Dynamic (continuous) Learning Assignments to directly assign training to users. This permission can be constrained by OU, Provider, Training Item, Training Type, User, User Self and Subordinates, and User's OU. If this permission is constrained by Location, Provider, Training Type, or Training Item, then they can only assign training within the constraints. If this permission is constrained by OU, User, User Self and Subordinates, or User's OU, then they can only assign to and view assignments created by users within the constraints. This is an administrator permission.	Learning - Administration
Assignment Tool - Standard	Grants ability to create Standard (one-time) Learning Assignments to directly assign training to users. This permission can be constrained by OU, Provider, Training Item, Training Type, User, User Self and Subordinates, and User's OU. If this permission is constrained by Location, Provider, Training Type, or Training Item, then they can only assign training within the constraints. If this permission is constrained by OU, User, User Self and Subordinates, or User's OU, then they can only assign to and view assignments created by users within the constraints. This is an administrator permission.	Learning - Administration

Manage Events & Sessions Page - Learning Search Enhancements (Elastic Search)

Manage Events & Sessions Page - Learning Search Enhancements (Elastic Search)

The Cornerstone system uses two different search engines:

- **Traditional Search** - Traditional Search is powered by Cornerstone's original search engine. This engine contains a predetermined ranking model which recommends training based on a combination of title, description, and other matches also driven by the user’s search string. Traditional Search uses SQL to return results. SQL has a longer processing time for large data sets and is less scalable as data grows over time.
- **Learning (Elastic) Search** - Learning Search is powered by Cornerstone’s newest search engine. This engine indexes and intelligently surfaces training based on a number of variables, powered by the user’s search string. It is designed to quickly surface relevant training. Learning Search is a faster, more scalable, results-driven way to power a search framework.

This functionality is temporarily delayed for Pilot and Production portals in France swimlanes until an issue is resolved.

Learning Search was introduced several years ago as a faster way to allow users to find training in the Learning Management System (LMS). Learning Search was introduced to the Manage Events and Sessions page in February 2022, to search for events. With the August ’22 release, a new checkbox option has been added, allowing administrators to switch between Traditional Search functionality and Learning Search functionality on the Manage Events & Sessions page. This enhancement also includes the following:

- Activation of portal-wide Learning Search preference in Production environments by default
- Ability to sort event search results by the **Event Title** column when there are fewer than 500 results
- Page instructions adjust based on the search engine selected
- A warning message displays above search results when Learning Search's 10,000 result limit is exceeded

Considerations

The following considerations apply to this functionality:

- Learning Search is only supported for active ILT events (it does not apply to the Search all Sessions page, or when inactive events are included in the search).
- The functionality described in this enhancement is applicable to both the traditional page design and the new page design.
- Whether using Traditional Search or Learning Search, no search results display by default on the Manage Events & Sessions page when an administrator initially navigates to the page. In order to see results, the administrator must run a search.

Implementation

This functionality is automatically enabled in all portals using the Learning module. Learning Search is selected by default on the Manage Events & Sessions page.

This functionality is temporarily delayed for Pilot and Production portals in France swimlanes until an issue is resolved.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Events - Create	Grants ability to create new instructor led training events. This permission works in conjunction with Events - View permission. This permission can be constrained by OU, User's OU, ILT Provider, and User's ILT Provider. This is an administrator permission.	Learning - Administration
Events - Edit	Grants ability to edit/update existing instructor led training events. This permission works in conjunction with Events - View permission. This permission can be constrained by OU, User's OU, ILT Provider, and User's ILT Provider. This is an administrator permission.	Learning - Administration
Events - View	Grants view-only access to instructor led training events, enabling the user to view all details/options that were selected when the event was created. This permission can be constrained by OU, User's OU, User's ILT Provider, and ILT Provider. This is an administrator permission.	Learning - Administration
ILT Preferences - Manage	Grants ability to configure a variety of default settings that apply to new instructor led training events and sessions. This permission can be constrained by OU and User's OU. This is an administrator permission.	Learning - Administration

Manage Events & Sessions Page - Enable Learning Search

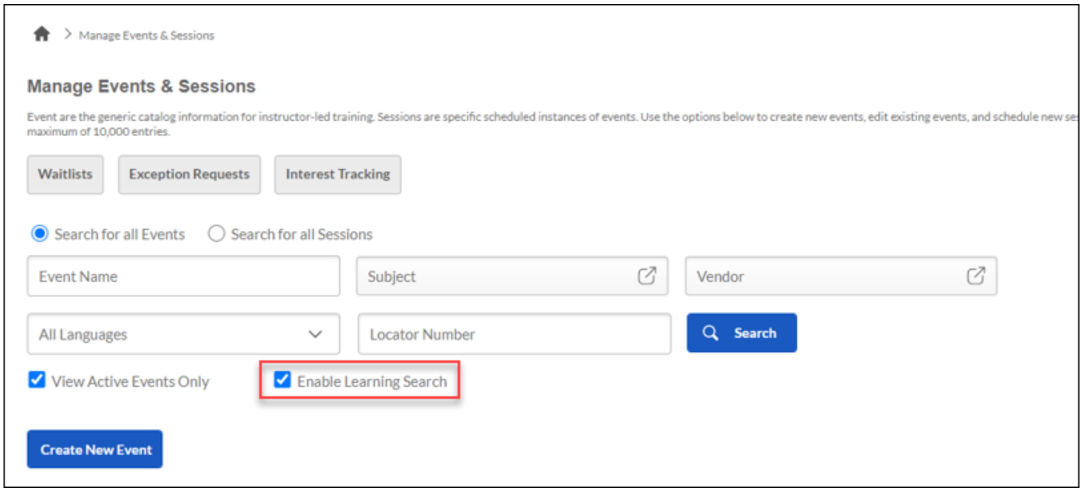
The Manage Events & Sessions page enables administrators to search for and manage training events. With the August '22 Release, administrators can choose whether to run their event search with Traditional Search functionality or Learning (Elastic) Search functionality.

This functionality is temporarily delayed for Pilot and Production portals in France swimlanes until an issue is resolved.

To access the Manage Events & Sessions page, go to: ILT > MANAGE EVENTS & SESSIONS.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Events - Create	Grants ability to create new instructor led training events. This permission works in conjunction with Events - View permission. This permission can be constrained by OU, User's OU, ILT Provider, and User's ILT Provider. This is an administrator permission.	Learning - Administration
Events - Edit	Grants ability to edit/update existing instructor led training events. This permission works in conjunction with Events - View permission. This permission can be constrained by OU, User's OU, ILT Provider, and User's ILT Provider. This is an administrator permission.	Learning - Administration
Events - View	Grants view-only access to instructor led training events, enabling the user to view all details/options that were selected when the event was created. This permission can be constrained by OU, User's OU, User's ILT Provider, and ILT Provider. This is an administrator permission.	Learning - Administration



Enable Learning Search

In the Search All Events table, a new checkbox option is available. This option allows the administrator to choose whether the event search uses Traditional Search or Learning Search. When the **Enable Learning Search** checkbox is selected, Learning Search is enabled for the event search. This option is selected by default. To disable Learning Search and use Traditional Search instead, unselect the **Enable Learning Search** checkbox.

Note: *If the administrator unselects the* ***Enable Learning Search*** *box, this selection is only maintained during the user's current session in the portal. After the administrator logs out of the system, the Manage Events & Sessions page will revert back to using Learning Search.*

The **Enable Learning Search** option can be hidden from the Manage Events & Sessions page via ILT Preferences if needed. *See ILT Preferences - General.*

Considerations

When Learning Search is enabled:

- Event search results are ordered by relevancy.
- Administrators can sort the results table by event title by clicking the Event Title header in the table. ***Note:*** *If the results table contains more than 500 results, sorting by event title is not available. In this case, a message appears above the results table so administrators know to refine their search further before using sorting options.*
- Learning Search returns a maximum of 10,000 results. If there are more results matching the search criteria, a warning message displays above the results table.
- Page instructions on the Manage Events & Sessions page will vary depending on which search engine is currently being used.

Microsoft Teams vILT Integration Enhancements

Prior to this enhancement, instructors were mapped between Cornerstone and Microsoft Azure using the email address listed in the Cornerstone system for the instructor and the unique UPN (User Principal Name) in Microsoft Azure.

With the August '22 Release, the Microsoft Teams vILT integration will still attempt to map the instructor using the current method of the email address listed for the instructor in Cornerstone and their Azure unique UPN. However, if these two values do not match, an attempt will be made to map to the instructor's email address listed in Microsoft Azure.

Also with this enhancement, the browser (user-agent) information is added to the HTTP header to allow customers to configure browser specific "Conditional Access" policies.

Implementation

This functionality is automatically enabled in all portals using the Learning module and the Microsoft Teams vILT integration. For more information about using the Microsoft Teams vILT integration: *See Microsoft Teams vILT Integration.*

New Roster Pages (Open Beta)

New Roster Pages - Open Beta

With the August '22 Release, Cornerstone is beginning the first phase of a redesigned Session Roster page which, when fully realized, will include a new user interface with a modern design, consolidated actions, and more bulk operations.

For this first phase, customers can access a view-only preview of the newly redesigned Session Roster main page in their Stage environments. The actions on this page are not yet available during this phase of the Open Beta. Other pages, such as the Attendance and Scoring page and the Waitlists page are not yet available to preview. Administrators and instructors can switch between the current Session Roster page and the redesigned Session Roster page preview by clicking a link in the top right corner of the Session Roster page.

Beta Community

Click here to participate in our Beta Community!

Implementation

This Open Beta functionality is automatically available in all Stage portals using the Learning module. This functionality will NOT be available in Production or Pilot environments with this release.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Roster - View	Grants view-only access to instructor led training session rosters. This permission works in conjunction with Events - View and Sessions - View permissions. This permission can be constrained by Instructor, ILT Provider, User's ILT Provider, and User as Instructor. This is an administrator permission.	Learning - Administration
Sessions - View	Grants view-only access to instructor led training sessions, enabling the user to view all details/options that were selected when the session was created. This permission works in conjunction with the Events - View permission. This permission can be constrained by OU, User's OU, Instructor, Facility, Facilities Owned by User, ILT Provider, User's ILT Provider, User, User as Instructor, and	Learning - Administration

	User Self and Subordinates. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.	

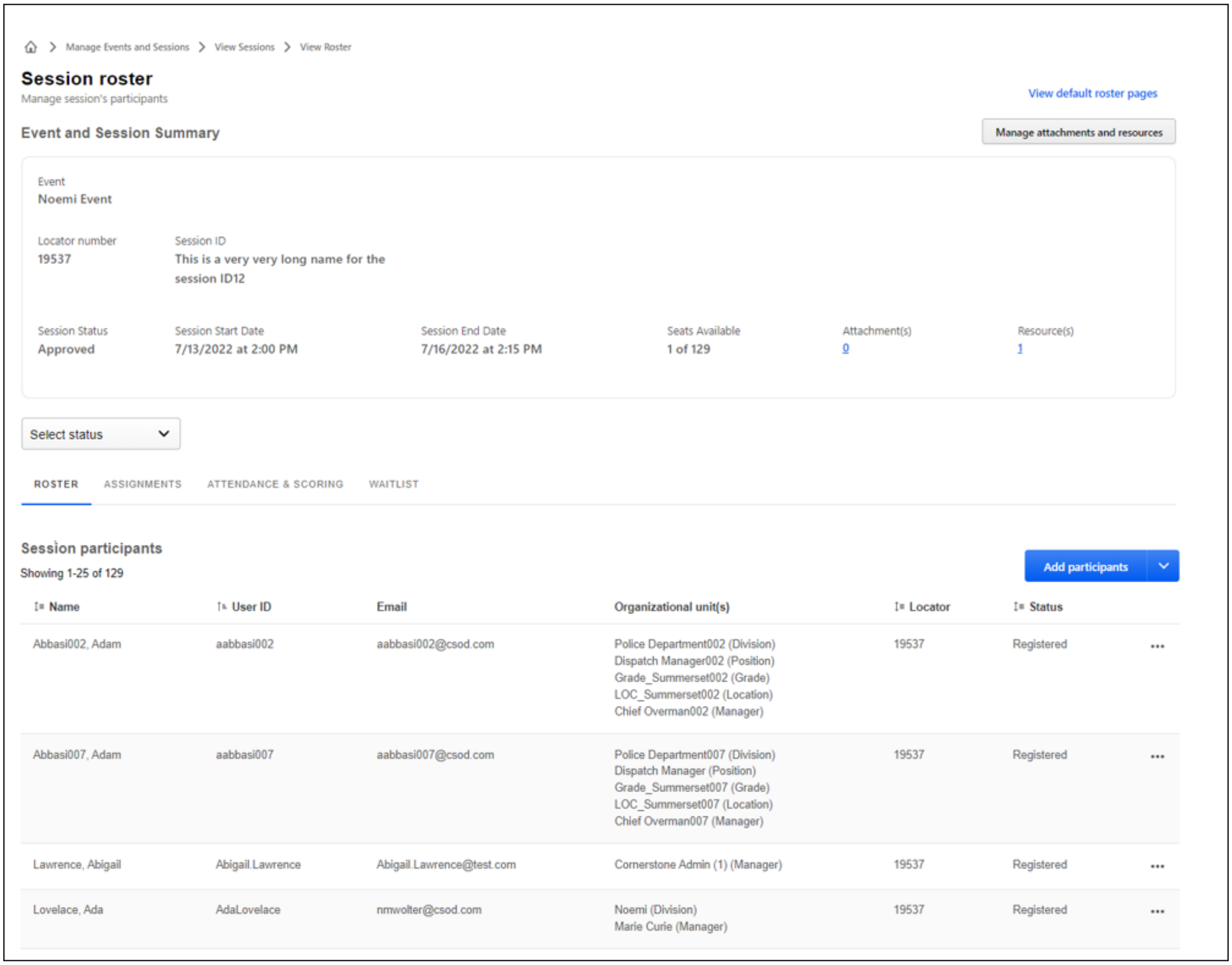
Preview New Roster Page

The Open Beta preview of the Session Roster page can be accessed in the same way as the existing Session Roster page in Stage portals. Administrators have the ability to switch between the Open Beta preview and the existing Session Roster page if needed.

To access the ILT session roster, go to ILT > MANAGE EVENTS & SESSIONS. Search for the appropriate event and next to the event in the search results, in the Options column, click the View Sessions icon. This option is only available to users with permission to view sessions. Next to the appropriate session, in the Options column, click the View Roster icon. Click the **View New Roster Pages** link to view the redesigned Session Roster page.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Roster - View	Grants view-only access to instructor led training session rosters. This permission works in conjunction with Events - View and Sessions - View permissions. This permission can be constrained by Instructor, ILT Provider, User's ILT Provider, and User as Instructor. This is an administrator permission.	Learning - Administration
Sessions - View	Grants view-only access to instructor led training sessions, enabling the user to view all details/options that were selected when the session was created. This permission works in conjunction with the Events - View permission. This permission can be constrained by OU, User's OU, Instructor, Facility, Facilities Owned by User, ILT Provider, User's ILT Provider, User, User as Instructor, and User Self and Subordinates. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.	Learning - Administration



Session Roster Preview

The Open Beta preview of the Session Roster page is currently view-only, and none of the actions shown in the preview are functional at this time. The purpose of this preview is to introduce administrators to the Session Roster page redesign.

Administrators can toggle between the existing Session Roster page and the Open Beta redesign of the Session Roster page by clicking the link in the upper right corner of the page. For example, if you are currently viewing the Open Beta redesign and wish to switch to the existing Session Roster page, click the **View Default Roster Pages** link. If needed, the Session Roster Open Beta functionality can be deactivated in your Stage portal by opening a case with Global Customer Support (GCS).

New User Interface on the Manage Events and Sessions Pages

New User Interface on the Manage Events and Sessions Pages

With the August ’22 Release, the Manage Events and Sessions page has been updated in Stage environments with a fresh new look to enhance the daily experience for administrators and instructors who often visit these pages to manage instructor-led training (ILT) events and sessions for their organization.

This new user interface is only available in Stage environments for the August '22 Release. It will be available for Production and Pilot environments in a future release. This enables organizations to become familiar with the new interface.

For this release, two interfaces are in scope:

- View All Events page
- View All Sessions page

Subsequent pages, such as the event and session creation process, the waitlists page, etc. are not updated with this release.

Consideration

- These updates to the UI of the Manage Events and Sessions page are purely cosmetic. There is no change to the behavior of events, sessions, or the options to manage these training types.
- Both Learning Search and Traditional Search can be used on the Manage Events and Sessions page. *See* **Manage Events & Sessions Page - Enable Learning Search** on page 130 *for additional information.*

Implementation

This functionality is automatically enabled in all Stage environments for organizations using the Learning module. The new UI for the Manage Events and Sessions page can be disabled if needed by opening a case with Global Customer Support (GCS).

This new user interface is only available in Stage environments for the August '22 Release. It will be available for Production and Pilot environments in a future release. This enables organizations to become familiar with the new interface.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Events - View	Grants view-only access to instructor led training events, enabling the user to view all details/options that were selected when the event was created. This permission can be constrained by OU, User's OU,	Learning - Administration

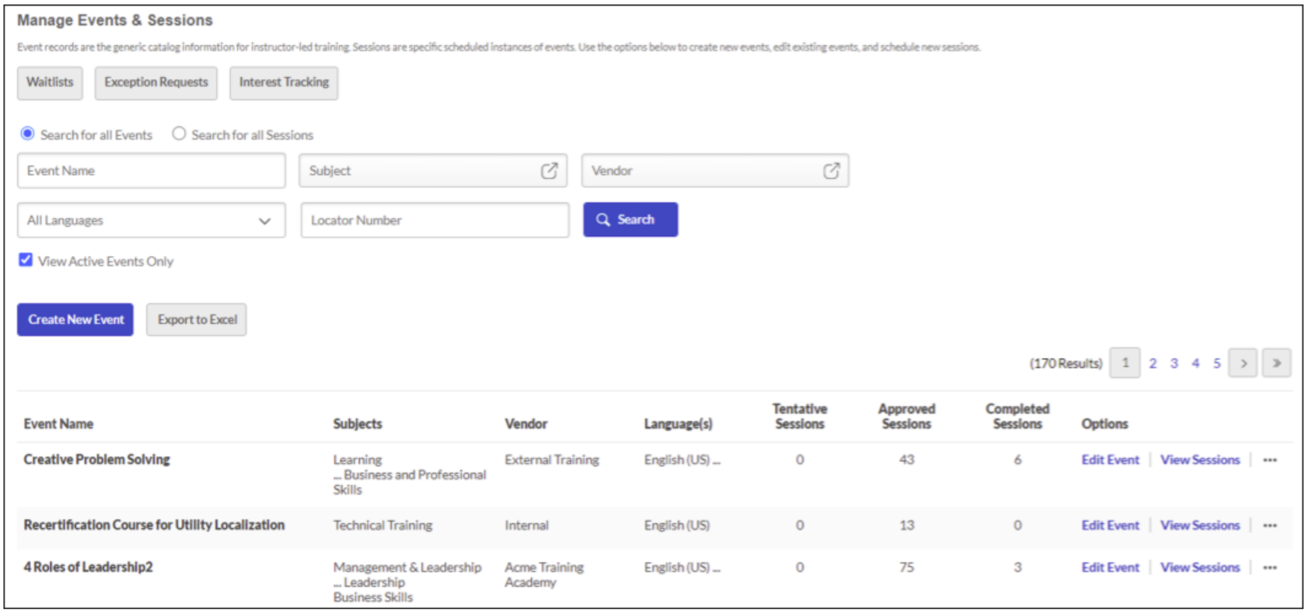
	User's ILT Provider, and ILT Provider. This is an administrator permission.	
Sessions - View	Grants view-only access to instructor led training sessions, enabling the user to view all details/options that were selected when the session was created. This permission works in conjunction with the Events - View permission. This permission can be constrained by OU, User's OU, Instructor, Facility, Facilities Owned by User, ILT Provider, User's ILT Provider, User, User as Instructor, and User Self and Subordinates. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.	Learning - Administration

Manage Events and Sessions

This new user interface is only available in Stage environments for the August '22 Release. It will be available for Production and Pilot environments in a future release. This enables organizations to become familiar with the new interface.

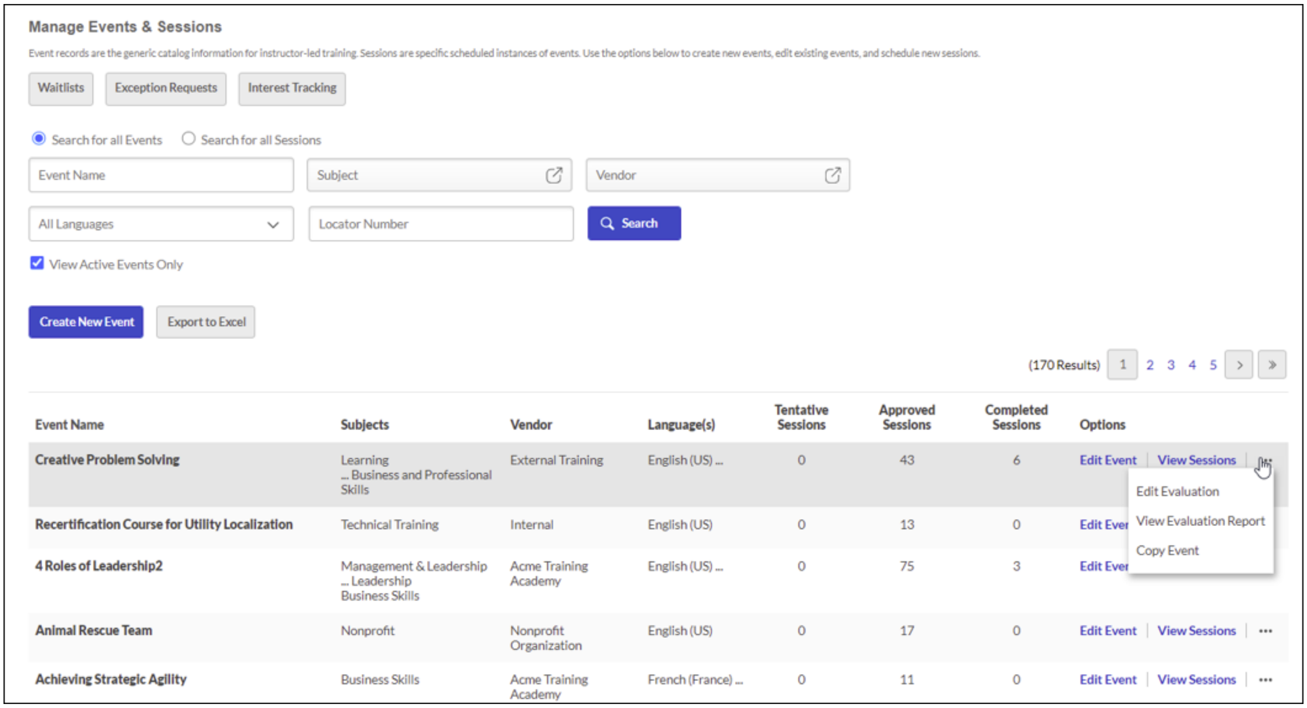
Please see below for images of the updated UI on the Manage Events and Sessions page:

Manage Events & Session Page

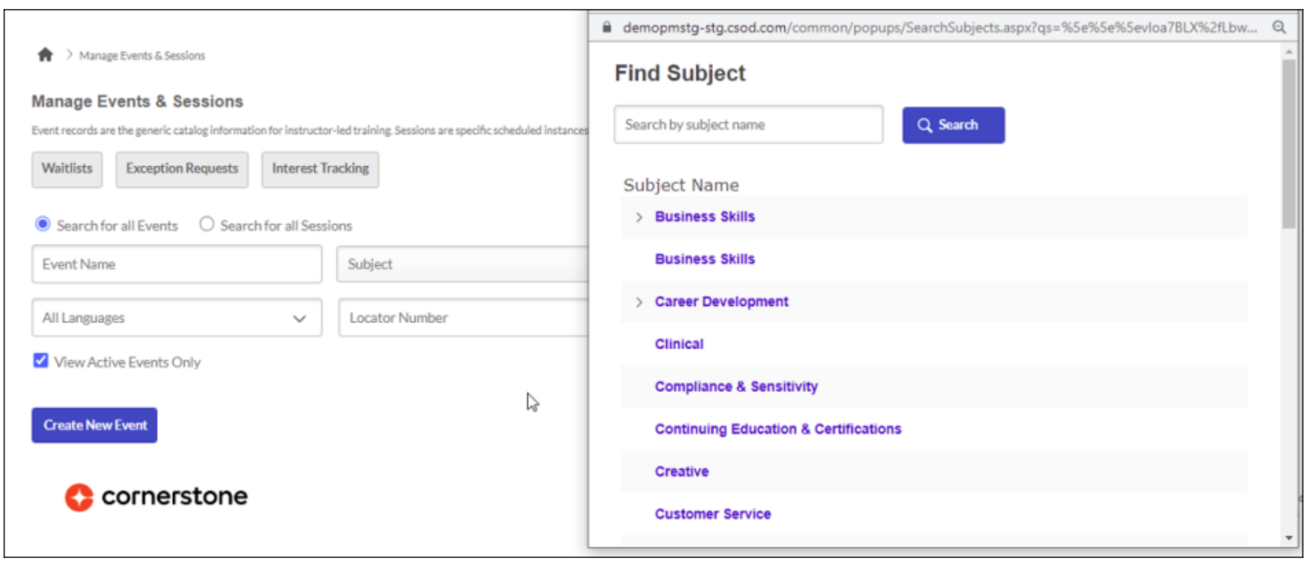


Options (Primary and Secondary)

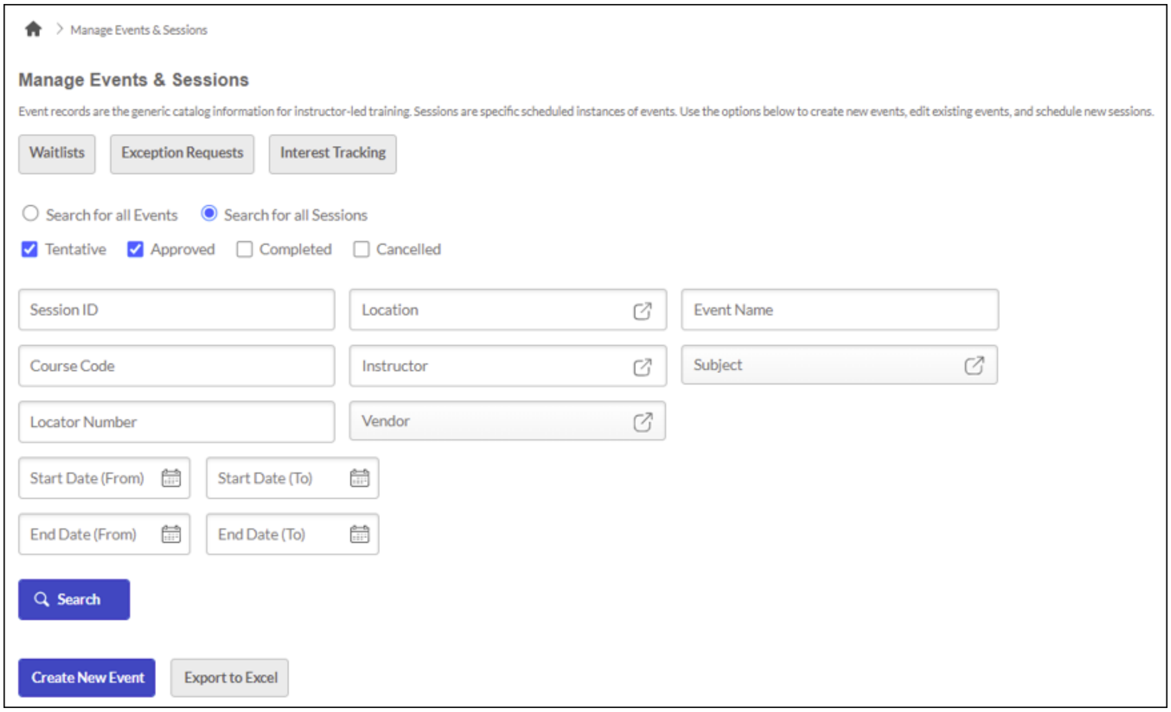
In the new UI, the options for managing events and sessions no longer display as icons, but as links. The two primary actions for an event or session display as links directly in the Events or Sessions table, and the remaining secondary actions for an event or session are located in a drop-down menu. To expand the drop-down menu of secondary options, click the "..." icon next to an event or session.



Pop-Up Windows



Search All Sessions



Option to Remove Evaluation Defaults

Option to Remove Evaluation Defaults

Administrators can select a default evaluation for each training type in the system. Prior to this enhancement, it was possible to replace the default evaluation with another evaluation if needed, but it was NOT possible to remove the default evaluation entirely. Default evaluations could only be removed using a work order.

With this enhancement, administrators now have the power to remove default evaluations for any training type in the system. There is no need to replace the previous default evaluation with another evaluation. Administrators can remove default evaluations via the Evaluation Defaults page: *See Evaluation Defaults - Manage.*

Considerations

- If a specific evaluation has been configured for a training item via the Course Catalog, that evaluation take priority over the default evaluation set for the training type. The default evaluation set for a training type is only used for a training item if no evaluation has been selected for the training item via the Course Catalog.

Implementation

This functionality is automatically enabled in all portals using the Learning module.

Permissions

The following existing permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Evaluation Defaults - Modify	Allows admin to define the default level 1, level 2 and level 3 evaluations.	Learning - Administration

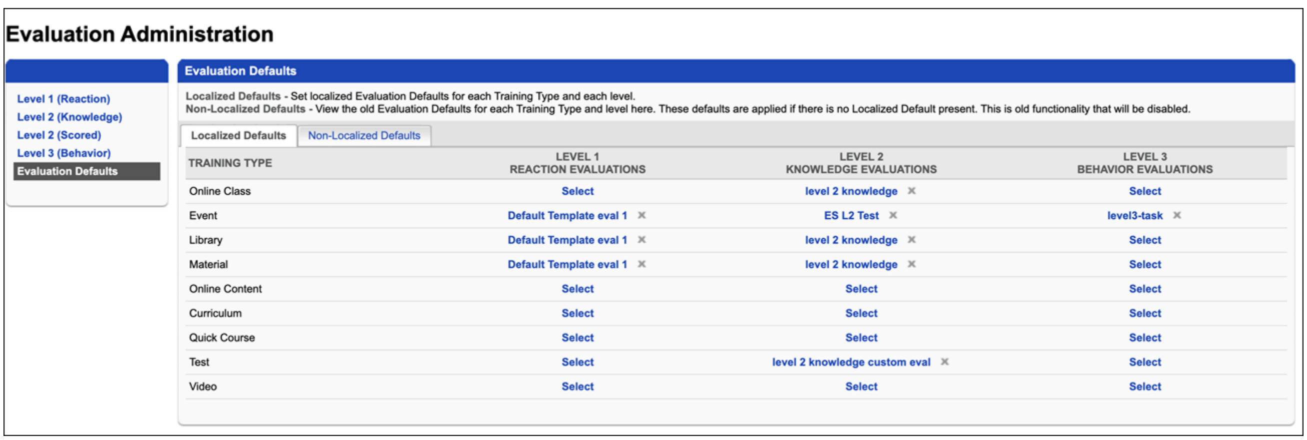
Manage Default Evaluations

Evaluation Defaults are used to define the default evaluation for learning object types per evaluation level. The default evaluation appears for all new learning objects created in that learning type. Changing the default evaluation does not change evaluations already associated to learning objects.

To access Evaluation Defaults, go to ADMIN > TOOLS > LEARNING > CATALOG MANAGEMENT > EVALUATIONS. Then, click the **Evaluation Defaults** link in the left-side navigation panel. The Localized Defaults tab opens as the default view of the Evaluation Defaults page.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Evaluation Defaults - Modify	Allows admin to define the default level 1, level 2 and level 3 evaluations.	Learning - Administration



Remove Evaluation Default

If a default evaluation has been selected for a training type, the name of the evaluation displays in the Evaluation Defaults table. To remove a default evaluation from a training type, click the X icon next to the evaluation name. The evaluation will be removed as the default evaluation for the training type.

If necessary, you can add a new default evaluation by clicking the **Select** link for the training type.

Opt-Out of Cornerstone Subject Taxonomy

With the August ’22 Release, customers can opt-out of the Cornerstone Subject Taxonomy and use their own subject taxonomies instead. When a portal is configured to opt-out of the Cornerstone Subject Taxonomy, administrators have control over the subjects that are used in their portal for Cornerstone Content Anytime (CCA) subscriptions and content integrations. No maintenance will be required from administrators to prevent their custom subject taxonomies from being overwritten.

Considerations

- Existing course subjects will not be removed or deleted, but new courses will be added without subjects associated.
- The LinkedIn Learning Integration is not impacted by this enhancement.

Implementation

To opt-out of using the Cornerstone Subject Taxonomy, open a case with Global Customer Support (GCS).

Opting-out will block subject synchronization for CCA subscriptions and for content integrations such as Percipio by Skillsoft and Coursera for Business. Opting-out does not remove existing Cornerstone subjects from the portal, but it will prevent CCA and content integrations from automatically updating subjects going forward.

Performance Improvement for Learning Email Digests

Prior to this enhancement, Learning email digests could fail to send if a large number of learning objects (LOs) were included in the email digest.

With this enhancement, to improve performance and ensure that email digests are successfully sent to learners, the maximum number of LOs that can be included in an email digest has been changed from 250 to 50.

Considerations

The following considerations apply to this functionality:

- If a user has been assigned more than 50 learning objects (LOs), these excess LOs will not be included in the email digest. In cases like this, the TRANSCRIPT.LINK tag can be added to the email digest to allow the recipient to easily navigate to their learning transcript and view all of their assigned training. For managers who have a large number of direct reports with a large amount of assigned training that would no longer be captured entirely by an email digest, reporting functionality can be used to view users' assigned training.
- Only Training Due and Training Assigned email digests are impacted by this enhancement.
- This enhancement does not impact any system logic regarding the assignment of curricula.

Implementation

This functionality is automatically enabled in all portals using the Learning module. For more information about email digest management: *See Email Digest Management.*

Permissions

The following existing permission applies to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Email Digest Administration - Manage	Grants ability to create, edit, view, and delete email digests. This permission can be constrained by OU, User's OU, User Self and Subordinates, and User. The permission constraints determine which email digests the administrator can edit and delete. This is an administrator permission.	Performance - Administration

Reporting Fields - Learning

With the August '22 Release, the following update has been made to Reporting 2.0:

- A new field has been added, allowing administrators to report on training items for which the **Exclude from Course Recommendations** option has been selected via the Course Catalog.

This enhancement was made available on July 19th.

New Fields

Training Fields

The following new field has been added to the Training > Training Details section of Reporting 2.0:

FIELD NAME	FIELD DESCRIPTION	FIELD TYPE
Exclude from Course Recommendations	This field indicates whether the Exclude from Course Recommendations option has been selected for a training item via the Course Catalog.	Yes/No

Implementation

This functionality is automatically enabled in all portals using the Learning module and Reporting 2.0.

Versioning Dashboard for Curriculum

Versioning Dashboard for Curricula

With this enhancement, a new Versioning Dashboard page for curricula is available to administrators, allowing them to easily view the options that were selected during the versioning process of a curriculum, along with the users impacted by the versioning. This dashboard is accessible via the Course Catalog and the Course Console.

The Versioning Dashboard provides administrators with visibility of past curriculum versioning and allows them to use this information for troubleshooting purposes.

Implementation

This functionality is automatically enabled in all portals using the Learning module. *See* **Versioning Dashboard - Access** on page 153 *for additional information.*

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Course Catalog - Update	Grants ability to manage and edit training items listed in the Course Catalog and also grants access to the Course Console, where training can also be managed and edited. This permission also grants access to the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission also allows administrators to reversion online courses via the Course Console page. This permission also allows administrators to access an **Edit Training** option for training items included as objectives in Development plans. This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, User, User Self and Subordinates, and User's LO Availability. This is an administrator permission. ***Note:*** *Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.*	Learning - Administration

Course Catalog - View	Grants access to view the learning objects in the course catalog and enables administrators to view the Course Console and the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, and User's LO Availability. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.	Learning - Administration

Versioning Dashboard - Access

The Versioning Dashboard page contains two panels:

- **Version Details** - The Version Details panel displays metadata such as curriculum title, creation date, the user who created the curriculum, version type (Replace or Append), and the options selected during the versioning of the curriculum.
- **Impacted Users** - The Impacted Users panel displays details about the users affected by the curriculum versioning. **Version Status** and **Transcript Status** filters, along with a user search bar, are available to help locate users to confirm curriculum assignment or assist with troubleshooting. A variety of sorting options are also available.

The Versioning Dashboard page can be accessed from either the Course Console or the Course Catalog:

- Go to: ADMIN > TOOLS > LEARNING > CATALOG MANAGEMENT > COURSE CATALOG. Search for the curriculum and click the curriculum's title. This navigates you to the Course Console page for the curriculum. Open the **Options** drop-down. Click the **Version Details** link.

OR

- Go to: ADMIN > TOOLS > LEARNING > CATALOG MANAGEMENT > COURSE CATALOG. Search for the curriculum and click the **Actions** drop-down next to the curriculum. Click the **Version Details** link.

Permissions

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Course Catalog - Update	Grants ability to manage and edit training items listed in the Course Catalog and also grants access to the Course Console, where training can also be managed and edited. This permission also grants access to the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission also allows administrators to reversion online courses via the Course Console page. This permission also allows administrators to access an **Edit Training** option for training items included as objectives in Development plans. This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, User, User Self and	Learning - Administration

	Subordinates, and User's LO Availability. This is an administrator permission. ***Note:*** *Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.*	
Course Catalog - View	Grants access to view the learning objects in the course catalog and enables administrators to view the Course Console and the Popular Requests and Highest Rated widgets on the Learning Admin Console (in conjunction with the Learning Admin Console - View permission). This permission can be constrained by OU, User's OU, Training Type, Training Item, Provider, ILT Provider, User's ILT Provider, and User's LO Availability. This is an administrator permission. Adding an OU constraint and a provider constraint to this permission results in an "AND" statement.	Learning - Administration

Version Details

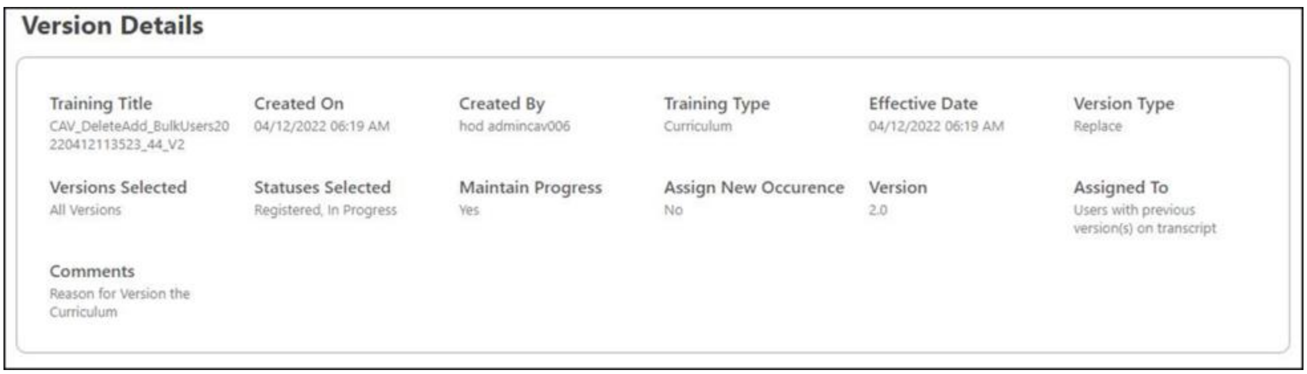
The Version Details panel displays the following information:

- **Training Title** - This field displays the curriculum title.
- **Created On** - This field displays the date and time the curriculum version was created.
- **Created By** - This field displays the name of the user who versioned the curriculum.
- **Training Type** - This field displays the learning object (LO) type, which will state "Curriculum" when accessing this page for a curriculum.
- **Effective Date** - This field displays the date and time the new version of the curriculum became effective in the system.
- **Version Type** - This field shows whether the curriculum was versioned with Replace versioning or Append versioning.
- **Versions Selected** - This field shows which versions of the curriculum were selected for reversioning.
- **Statuses Selected** - This field shows which transcript statuses were affected by the versioning.
- **Maintain Progress** - This field shows whether the Maintain Progress option was selected during the versioning process.
- **Assign New Occurrence** - This field shows whether the Assign New Occurrence option was selected during the versioning process.
- **Version** - This field shows the current version number of the curriculum.
- **Assigned To** - This field shows the users selected to receive the new version. Available options for this field during the versioning process include:
  - Users with Previous Version(s) on Transcript

  - Users Assigned by Learning Assignment
  - Define by OU
- **Comments** - This field displays any comments left by the user who versioned the curriculum.

Note: *When a curriculum is versioned due to its child training being versioned, this is designated on the Version Details panel. The following fields on the Version Details panel are hidden in this scenario because they are not applicable:*

- *Effective Date*
- *Versions Selected*
- *Statuses Selected*
- *Maintain Progress*
- *Assign New Occurrence*
- *Assigned To*
- *Comments*



Impacted Users

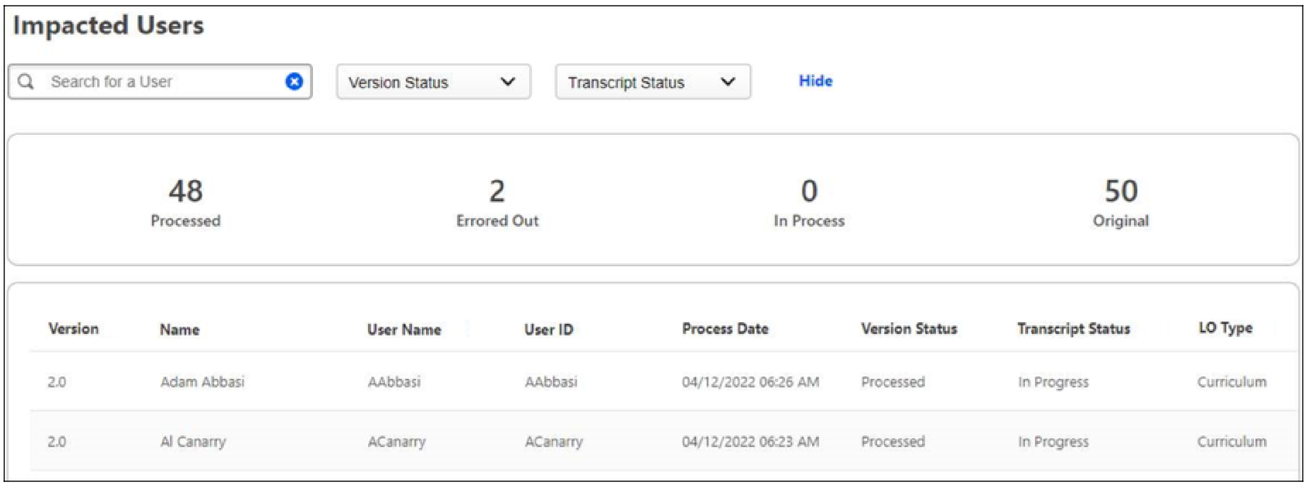
The Impacted Users panel includes the following information:

- **User Search** - Administrators can search for users by typing the user's first name, last name, username, or User ID into the search bar. To run the search, the administrator must click the Search icon after entering search criteria. Filters are available to further filter the search:
  - **Version Status** - Use this filter to filter users by version status.
  - **Transcript Status** - Use this filter to filter users by transcript status.
- **Version Status Breakdown** - This area shows how many users are in each version status:
  - **Processed** - These are users who were processed due to the versioning of the curriculum. These users have the latest version of the training.
  - **Errored Out** - These are users who were not processed due to system errors.
  - **In Process** - These are users who are currently in the versioning queue.
  - **Original** - This is the original list of users who were included in the versioning.
- **Table of Users** - This table displays the users who have a version of the curriculum on their transcript. The users in this table are sorted by name. The table displays the

following information about each user who has a version of the curriculum on their transcript:

- Version
- Name
- Username
- User ID
- Process Date
- Version Status
- Transcript Status
- LO Type

If more than 20 users display in the table, the table is paginated, with 20 users per page.



Exclusions

- Copying of data from this page is currently not supported, but this is planned for a future release.

Performance

Compensation

Deprecation of Compensation Loads for Data Load Wizard (DLW) to Begin With the November 2022 Release

The ability to perform Compensation loads and feeds using Data Load Wizard (DLW) will begin deprecation with the November 2022 release. DLW Compensation loads and feeds include Employee Salary, Salary Structure and Individual Targets.

Data Load Wizard is a legacy data load tool, built on older technology, with limited load type support, an outdated user interface, and slow performance.

Edge Import addresses these issues with a modern user interface and an intuitive workflow that supports a larger number of concurrent loads, while providing administrators with an simplified user experience.

Deprecation includes:

- Ensuring Compensation loads and feeds are supported in Edge Import:
  - Employee Salary loads and feeds are already supported.
  - Salary Structure and Individual Targets loads and feeds are targeted for support by the August ’22 Release.
- Helping customers migrate loads and feeds to Edge Import.
  - Cornerstone will reach out to customers proactively with instructions.
  - Customer Support is ready to assist.
- Enabling/disabling for each migrated customer:
  - Disabled: DLW for Compensation.
  - Enabled: Employee Compensation enhancements released in July 2021.

Goals

Goal Approval Request Enhancements

Prior to this enhancement, when a change is made on an approved goal and sent again for approval, the approver can’t see the change until they approve the goal again. This can be confusing because the goal is now approved, and the approver may be unaware of updates or which goal includes the update.

With this enhancement, when approvers select the goal approval link in the Request Goal Approval email, the Universal Profile Requests tab opens and displays pending goals and the option to View History for the selected goal before approving.

How Does this Enhancement Benefit My Organization?

Users who select the link in the Request Goal Approval email are now directed to the pre-filtered Universal Profile Requests tab to review goals, instead of the Pending Goals page in Manage Subordinates.

Considerations

Request Goal Approval email must be set up in Email Administration and email must include the GOAL.APPROVAL.LINK tag.

Implementation

This functionality is automatically enabled for all organizations.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Employee Goals - Create	Allow user to Create Goals for other employees (other than self and subordinates). The constraints on this permission determine with which employees a user can align their goals. This permission can be constrained by OU, User's OU, and User. This is an administrator permission.	Performance - Administration
Goals - Create	Grants ability for user to create goals for self, direct reports, and indirect reports only. Any constraint on this permission is operating as an "AND" function. This permission can be constrained by Employee Relationship, OU, User's OU, and User Self and Subordinates. This is an end user permission.	Performance
Goals - Dynamic Assignment Option	Grants ability to specify a goal as dynamically assigned, when assigning the goal to a population of	Performance

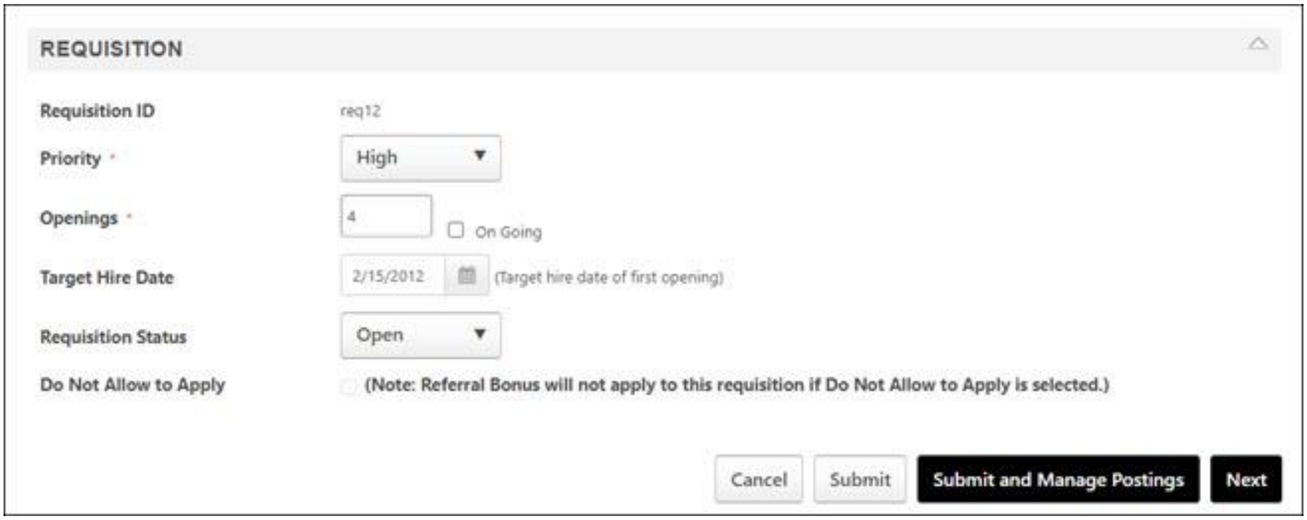
	users. If a goal is dynamically assigned, users who later meet the criteria will receive the goal.	
Request Items - View	Allows user to access the Requests tab on the Universal Profile > Actions tab. This permission cannot be constrained.	Universal Profile

Recruiting

Submit Requisition from General Tab

Prior to this enhancement, when creating a requisition, Recruiters had to go through the full workflow to submit a requisition, even if all required fields are completed.

With this enhancement, the **SUBMIT** and **SUBMIT AND MANAGE POSTINGS** buttons are available on the General tab and all tabs in the create requisition workflow. These buttons create the requisition and redirect the user to the Manage Posting page.



How Does this Enhancement Benefit My Organization?

Recruiters can submit requisitions when all mandatory fields are completed.

Implementation

This functionality is automatically enabled for all organizations.

Permissions

The following existing permissions apply to this functionality:

PERMISSION NAME	PERMISSION DESCRIPTION	CATEGORY
Requisition: Manage	Grants ability to access and manage all requisitions regardless of ownership (constraints permitting). This permission also grants read-only access to the Applicant Review tab when creating or editing a job requisition. This permission can be constrained by OU, User's OU, and Grade.	Recruiting
Requisition: Owner	Enables owner to access requisitions and applicants for requisitions for which they are an owner. This	Recruiting

	permission also grants read-only access to video interviews that are completed by applicants via HireVue. For portals with Referral Suite enabled, this permission also enables requisition owners to edit the referral source on the Applicant Profile page. This permission cannot be constrained. ***Note****: This is a dynamically assigned permission that is not available in Security Role Administration. If the user is removed as an owner, the permission is revoked for the associated requisition. This permission cannot be manually assigned. Also, if a user has both the permission necessary to manage requisitions and be a requisition owner, the constraints of the* **Requisition: Manage** *permission overrule those of the* **Requisition: Owner** *permission. For requisition owners that do not also have permission to manage requisitions, only certain fields are editable when editing a requisition.*	
Requisition: Reviewer	Enables reviewer to access requisitions and applicants for requisitions for which they are a reviewer. This permission cannot be constrained. ***Note:*** *This is a dynamically assigned permission that is not available in Security Role Administration. Once a requisition is in a Closed or Cancelled status or if the user is removed as a reviewer, the permission is revoked for the associated requisition. This permission cannot be manually assigned.* ***Note:*** *If an applicant reviewer is removed as a reviewer via the Applicant Profile page, the* ***Requisition: Reviewer*** *permission is revoked for the associated requisition. However, if the reviewer was also added as a reviewer via the General tab when creating, editing, or copying the requisition, the reviewer still appears on the In Review panel as a duplicate reviewer and retains access to the requisition and applicants from the* ***Requisition: Reviewer*** *permission. See* ***Applicant Profile Page Overview*** *for more information about duplicate reviewer instances.*	Recruiting

Requisition: Interviewer	Grants ability to access and view past and future interviews and record interviewee recommendations. This permission cannot be constrained. ***Note**: This is a dynamically assigned permission that is not available in Security Role Administration. Once a user is scheduled as an interviewer for an applicant, the user will always have permission to view the interview details on the Interview Manager page. Users with this permission can do the following:* o *Access the Interview Manager page.* o *View the resume and cover letter for applicants for whom they are an interviewer.* o *View the applicant profile for applicants for whom they are an interviewer.* o *View the interview guide for the requisition for which they are listed as an interviewer.* o *Recommend that an applicant be advanced or not advanced.*	Recruiting