



ellucian.

NEBUG Banner Human Resources Update

9/24/2012

Agenda

- 2012 Release Update
 - Banner HR 8.8
 - Regulatory Releases
- Talent Management Suite
- Roadmap
- Reminders
- Wrap-Up





2012 Release Update

Banner HR 8.8

- Targeted for release end of October
 - Includes defects and requests for product enhancements (RPEs)
 - Roll out in October/November
 - Quick Summaries
 - Defect spreadsheet
 - Innovation Webinars
- Available on the HR Community of the Commons in the Release Information Center***

Banner HR 8.8 RPEs: Employee S-S Pay Stub

- YTD Totals for Employees on Multiple Pay Events (RPE 1-12L4UG0)
- Additional Rules for Pay Stub (RPE 1-14W4FPF)
 - Applicable Gross
 - Employer Deductions
- Additional Options for Logo Placement (RPE 1-179SFSD)
- Addition of Employer Name, Address, and Phone Number (RPE 1-126B823)

Applicable Gross additions

Benefits and Deductions Rules PTRBDCA 8.8 (s10b80)

Benefit or Deduction Code: DN2

Description

Short: Dental Long: Post Tax Dental Plan

☐ Allocations ☐ Coverage

Calculation Information

Priority: 62 Calculation Rule: 11 Flat Amount with Plan

Deduction Type: 12 ☐ Exclude from Overload Jobs

Tax Code: Arrearage Method: Partial

1099-R Code: Year-To-Date Start Month Indicator:

Combined Limit Rule Code:

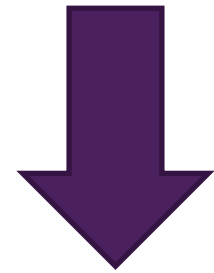
☒ Continue Employer Contributions when on Leave with Benefits

☒ Display on Web Pay Stub

☒ Display Applicable Gross on Web Pay Stub

Deduction or Contribution Frequency

Payroll Periods: ☒ 1 ☒ 2 ☒ 3 ☐ 4 ☐ 5



Benefits, Deductions and Taxes

Benefits and Deductions	Employee	Employee YTD	Employer	Employer YTD	Applicable Gross	Applicable Gross YTD
Deductions before Federal Tax						
FSD Active as of 01-OCT-2011	\$0.00	\$0.10	\$0.00	\$0.00		
Health Spending Account	\$100.00	\$200.00	\$0.00	\$0.00		
MD1 this is also a very very long one let us see if this will print or can we reproduce error B4,FNW	\$208.33	\$416.66	\$150.01	\$300.02		
Pretax Dental Insurance	\$24.00	\$32.00	\$19.00	\$31.00		
Taxes						
Federal Tax	\$975.46	\$1,184.26	\$0.00	\$0.00	\$5,917.68	\$8,137.48
Schir/Flw Nontreaty	\$810.07	\$810.07	\$0.00	\$0.00	\$6,250.01	\$8,786.24
Schir/Flwsp Living	\$0.00	\$0.00	\$0.00	\$0.00	\$6,250.01	\$8,786.24
Deductions after Federal Tax						
calc rule 26 test	\$327.10	\$459.84	\$126.44	\$177.75	\$6,250.01	\$8,786.24
College Athletics	\$200.00	\$400.00	\$0.00	\$0.00		
Dependent Life Insurance	\$0.00	\$0.00	\$2.25	\$4.50		
Employee's Parking	\$36.00	\$48.00	\$0.00	\$0.00		
Life Insurance 2X Salary	\$0.00	\$0.00	\$0.00	\$0.00	\$6,250.01	\$8,786.24
Post Tax Blue Cross/Blue Shield	\$0.00	\$0.01	\$0.00	\$0.02		
Retirement	\$937.50	\$1,317.93	\$625.00	\$878.62	\$6,250.01	\$8,786.24
Section 403(b) Deferral	\$625.00	\$878.62	\$625.00	\$878.62	\$6,250.01	\$8,786.24
Section 409A Deferred Comp	\$0.00	\$76.92	\$0.00	\$69.23	\$6,250.01	\$8,786.24
Total:	\$4,243.46	\$5,824.41	\$1,547.70	\$2,339.76		

Pay Stub Rule Form (PTRWSTB)

Web Based Pay Stub Rules PTRWSTB 8.8 (s10b80)

Web Pay Stub Display Options

<input checked="" type="checkbox"/> Display Banner ID	Label for ID: <input type="text" value="ID"/>
<input checked="" type="checkbox"/> Display SSN/SIN/TIN	Label for SSN/SIN/TIN: <input type="text" value="SSN/SIN/TIN"/>

<input checked="" type="checkbox"/> Display Employer Name	<input checked="" type="checkbox"/> Display Employer Telephone
<input checked="" type="checkbox"/> Display Employer Address	Pay Stub Employer and Logo Location: <input type="text" value="Upper Left"/>

<input checked="" type="checkbox"/> Display Employee Name	<input checked="" type="checkbox"/> Display Check and Direct Deposit Information
<input checked="" type="checkbox"/> Display Employee Address	<input checked="" type="checkbox"/> Display YTD Earning and Deduction Amounts
<input checked="" type="checkbox"/> Display Pay ID and Pay Number	<input checked="" type="checkbox"/> Display Total Employer Contributions in the Payment Summary Section
<input checked="" type="checkbox"/> Display Pay Period Start and End Date	

Earnings	Benefits and Deductions
<input checked="" type="checkbox"/> Display Position-Suffix Codes	<input checked="" type="checkbox"/> Display Employer Deduction Amounts
<input checked="" type="checkbox"/> Display Job Titles	<input checked="" type="checkbox"/> Display Federal and State or Provincial Withholding Selections

Employee Self-Service Pay Stub



Banner University
3 Country View Road
Malvern, Pennsylvania 19355
215-647-5930

Find a page...

ID: 555666555 **Pay Date:** 02/25/2011
SSN/SIN/TIN: *****6999 **Pay Number:** Kim's Monthly 2
Employee: Austin West **Pay Period:** 01/15/2011-02/14/2011
Address: 4 Oak St.
PO Box 4
Malvern, Pennsylvania 19355

[Summary](#) ■ [Earnings](#) ■ [Benefits, Deductions and Taxes](#) ■ [Check or Direct Deposit](#) ■ [Filing Status](#)

Payment Summary

Type	Current Period	YTD Amount
Gross Amount:	\$6,250.01	\$8,786.24
Total Personal Deductions:	\$4,243.46	\$5,824.41
Net Amount:	\$2,006.55	\$2,961.83
Total Employer Contributions:	\$1,547.70	\$2,339.76

Earnings

Banner HR 8.8: Benefits Administration

- Employee Self-Service “add new benefit” button change (CMS-RPE35892)
- Premium History button on PDADEDN (CMS-RPE6469)

Employee Deduction Form (PDAEDN)

Employee Benefit or Deduction PDAEDN 8.8 (s10b80)

ID: 555666555 Austin West

Benefit Category: F1 Full Time Employees

Deduction: MD1 Pre Tax Blue Cross/Blue Shield

Last Paid Date: 14-NOV-2012

Query Date: 01-DEC-2012

Deduction Add or Replace and Arrears Excluded Payroll ID Premium History Comments

Begin Date: 01-APR-2005 End Date: Calculation Rule: 11 Bond Balance:

Effective Date: 01-DEC-2011 Status: Active Reference: Event Date: Comments Exist

Deduction Change Reason:

Options

Title	Value	Entry
1 Plan:	M3	Required
2		No Entry
3		No Entry
4		No Entry
5		No Entry

Amounts

Amount	Entry
208.33	No Entry
150.01	No Entry
6,000.00	No Entry
6,000.00	No Entry

4 Emr Lmt:

Changes to this premium exist. To view, select Premium History.

Premium History

Combined Limit Rule Code	Description	Employee Limit	Employer Limit	Comb

Current value
now displayed

History of premium
change accessed via
button or tab

Banner HR 8.8: Payroll/Web Time Entry

- Holidays populated into Web Time Sheets (RPEs 1-14CA9B9 and 1-3NZ1F1)
- Payroll Calendar Rule Form (PTRCALN) copy feature (CMS-RPE48131)

Payroll Calendar Rule Form (PTRCALN)

Oracle Developer Forms Runtime - Web: Open > PTRCALN

File Edit Options Block Item Record Query Tools Help

Payroll Calendar Rules

Payroll

Create New Calendar

Leave Reports Rules

Payroll				Pay of		Employee Time Entry				
Year	ID	Number	Month	Start Date	End Date	Check Date	Start Date	End Date	End Time	
>> 2017	MN	1	1	01-JAN-2017	30-JAN-2017	31-JAN-2017	01-JAN-2017	27-JAN-2017	03:00	PM
2017	MN	2	1	01-FEB-2017	28-FEB-2017	28-FEB-2017	01-FEB-2017	25-FEB-2017		
2017	MN	3	1	01-MAR-2017	31-MAR-2017	01-APR-2017	01-MAR-2017	28-MAR-2017	03:00	PM
2017	MN	4	1	01-APR-2017	30-APR-2017	01-MAY-2017	01-APR-2017	27-APR-2017	03:00	PM

Payroll Calendar Rules PTRCALN 8.8 (s10b80)

Payroll				Pay of		Employee Time Entry				
Year	ID	Number	Month	Start Date	End Date	Check Date	Start Date	End Date	End Time	
>> 2017	MN	1	1	01-JAN-2017	30-JAN-2017	31-JAN-2017	01-JAN-2017	27-JAN-2017	03:00	PM
2017	MN	2	1	01-FEB-2017	28-FEB-2017	28-FEB-2017	01-FEB-2017	25-FEB-2017		
2017	MN	3	1	01-MAR-2017	31-MAR-2017	01-APR-2017	01-MAR-2017	28-MAR-2017	03:00	PM
2017	MN	4	1	01-APR-2017	30-APR-2017	01-MAY-2017	01-APR-2017	27-APR-2017	03:00	PM
2017	MN	5	1	01-MAY-2017	31-MAY-2017	01-JUN-2017	01-MAY-2017	28-MAY-2017	03:00	PM
2017	MN	6	1	01-JUN-2017	30-JUN-2017	01-JUL-2017	01-JUN-2017	28-JUN-2017	03:00	PM
2017	MN	7	1	01-JUL-2017	31-JUL-2017	01-AUG-2017	01-JUL-2017	28-JUL-2017	03:00	PM
2017	MN	8	1	01-AUG-2017	31-AUG-2017	01-SEP-2017	01-AUG-2017	28-AUG-2017	03:00	PM
2017	MN	9	1	01-SEP-2017	30-SEP-2017	01-OCT-2017	01-SEP-2017	27-SEP-2017	03:00	PM
2017	MN	10	1	01-OCT-2017	31-OCT-2017	01-NOV-2017	01-OCT-2017	28-OCT-2017	03:00	PM
2017	MN	11	1	01-NOV-2017	30-NOV-2017	01-DEC-2017	01-NOV-2017	27-NOV-2017	03:00	PM

Enter values for new calendar setup. PTRCALN

Payroll ID: MK

Year: 2013

Starting Pay Number: 1

Start Date: 15-JAN-2013

End Date: 14-JAN-2014

OK Cancel

Pay Stub Message

Banner HR 8.8: Direct Deposit

- Ability to update both Payroll and Accounts Payable accounts via Employee Self-Service (RPE 1-IWENHZ)

Direct Deposit Allocation

Home > Employee > Pay Information > Direct Deposit Allocation

The following accounts are listed in the order in which your pay will be distributed.

Pay Distribution as of 04/30/2011

Bank Name	Routing Number	Account Number	Account Type	Net Pay Distribution
PNC Bank	123456789	222222	Saving	50.00
PNC Bank	123456789	111111	Saving	15,547.38
Total Net Pay				15,597.38

Proposed Pay Distribution:

Bank Name	Routing Number	Account Number	Account Type	Priority	Amount or Percent	Net Pay Distribution	Payroll	Accounts Payable
PNC Bank	123456789	222222	Savings	1	\$ 50.00	50.00	Yes	No
PNC Bank	123456789	111111	Savings	2	50.00%	7,773.69	Yes	No
PNC Bank	123456789	444444	Checking	3	\$ 200.00	200.00	Yes	No
Chemical Bank	897410987	777777	Checking	4	\$ 200.00	200.00	Yes	No
PNC Bank	123456789	666666	Savings	5	Remaining	7,373.69	Yes	No
Chemical Bank	897410987	646565	Checking	6			No	Yes
Total Net Pay						15,597.38		

Update Direct Deposit Allocation

Earnings History ■ Pay Stub ■ Deductions History

Direct Deposit Type



Select a bank name to change an existing record, or select different priorities and the reorder button to change the order of existing records. Enter the bank routing

Payroll Allocation:

Bank Name	Routing Number	Account Number	Account Type	Priority	Amount or Percent	Status
PNC Bank	123456789	222222	Savings	1	\$50.00	Active
PNC Bank	123456789	111111	Savings	2	50.00%	Active
PNC Bank	123456789	444444	Checking	3	\$200.00	Active
Chemical Bank	897410987	777777	Checking	4	\$200.00	Active
PNC Bank	123456789	666666	Savings	5	Remaining	Active

Reorder

An Accounts Payable bank can be shared with a Payroll direct deposit, however, only one Accounts Payable deposit can exist in Prenote or Active Status.

Accounts Payable Deposit:

Bank Name	Routing Number	Account Number	Account Type	Status	Address Type	Address Sequence	Note
Chemical Bank	897410987	646565	Checking	Active			

* - indicates a required field.

Add Allocation:

Bank Routing Number: *

Account Number: *

Account Type:

Remaining Amount: ☐

Amount or Percent: Percent

Payroll Deposit: ☐

Accounts Payable Deposit: ☐

Save

[Direct Deposit Allocation](#)

Making Updates
to the Bank
Account

Update Bank Account



Select Inactivate to stop a direct deposit, select an Account Type to change, or enter a different Amount or Percent, then select Save.

Bank Name: Chemical Bank

Bank Routing Number: 897410987

Account Number: 646565

Inactivate: ☐

Account Type:

Remaining Amount: ☐

Amount or Percent: Percent

Payroll Deposit: ☐

Accounts Payable Deposit: ☒

Save

[Update Direct Deposit Allocation](#) ■ [Direct Deposit Allocation](#)

Banner HR 8.8: Effort Reporting and Labor Redistributions

- Ability to route Labor Redistributions to an individual for the “criteria in days” function (RPE 1-EUDKDV)
- Move from Adobe Flex 3 to Flex 4 (RPE 1-15K6EUZ)

Banner HR 8.8: Regulatory

- Addition of Pay Factor field to Tax Verification Form (PXAVRFY) (RPE 1-13KYA0D)
- Improved method to calculate Maryland County Tax (RPE 1-16E7OLN)
- IPEDS release 8.7.1 rolled into 8.8

U.S. IPEDS HR Data Collection Report

- Patches to be provided
 - Targeting October*** (subject to change)
- Roll Out in October/November
 - Quick Summary
 - Innovation Webinar
- Complete re-write of PERIPDS report

U.S. Year End Regulatory Releases

- Banner HR 8.8.1
 - Release will be early December
 - Includes W-2s, 1042-S, 1099-R, etc.
 - Minimum Releases
 - Banner HR, Position Control, and Employee Self-Service 8.6
 - Banner General 8.3

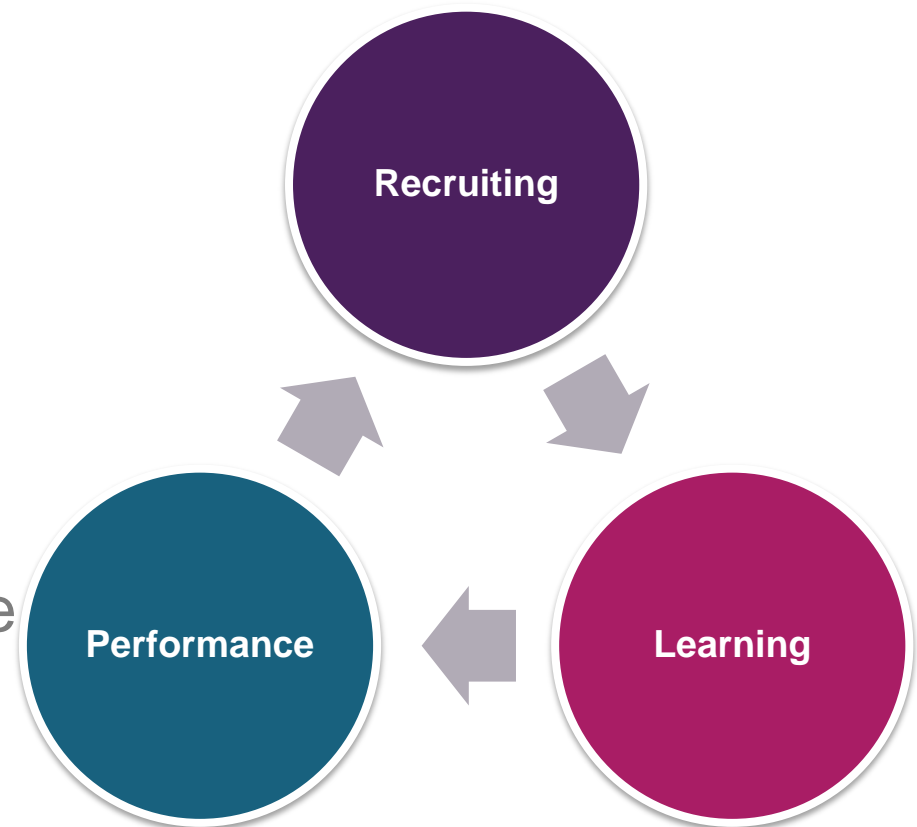
- Tax Updates
 - Provided as needed, including any Federal and State changes



Talent Management Suite

Ellucian Talent Management Suite

- Helps manage the complete employee lifecycle
- An **Ellucian** solution
 - Sold, serviced, implemented, supported by Ellucian
 - Powered by Cornerstone OnDemand





Recruiting



Learning



Performance





Recruiting

- Requisition management
- Talent pooling
- Internal vs. external search
- Job matching and sourcing metrics
- Comments, feeds, & ratings
- Social networking integration
- Analytics and reports



Learning

- ILT admin
- eLearning delivery
- Test and assessments
- curricula
- Evaluations and surveys
- External training
- Compliance management
- LCMS
- Analytics and reports



Performance

- Goal alignment
- performance reviews
- Competency assessments (360's, etc.)
- Individual development plans
- Succession plans
- Career management
- Analytics and reports

Benefits



Higher candidate engagement
Reduced administrative costs
Increased visibility into talent pipeline
Faster time-to-productivity for new hires



Increase workforce productivity
Deliver targeted training to close skill gaps
Lower administration costs



Align key performance processes with organizational goals
Identify and track high-performing, high-potential employees
Track critical skills and roles
Engage your people in their own internal career development

Manage Job Requisitions

Job Requisitions

[Add Requisition](#) From: To:

My Jobs

All Jobs



(16 Results)

Priority	Job	ID	Location	Status	Days Open	Postings	Candidates	New Submissions	Options
	Director of Payroll	req1	,	Draft	0	0	0	0	
	Business Analyst	req6	,	Denied	0	1	0	0	
	Administrator	req4	,	Open	53	1	0	2	
	Research Assistant	req5	,	Open	53	1	1	1	
	Adjunct Instructors, Science	req7	,	Open	53	1	1	0	
	Business Analyst	req8	,	Open	8	1	13	4	
	Undergraduate Admission Counselor	req9	,	Open	48	1	0	0	
	Financial Aid Counselor	req10	,	Open	41	1	0	0	
	Athletic Director	req13	,	Open	23	1	0	1	
	English Professor	req16	,	Open	0	1	3	2	
	Student Worker - Office Assistant	req3	,	Open – Pending Re-Approval	0	1	0	0	
	Executive Secretary	req11	,	Closed	0	1	0	0	























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Business Analyst

New Submissions

   Search[Show/Edit Position Criteria](#) ▼

(4 Results)

Name	Source	Resume/CV	Matching Criteria	Received	 
Greene, Sue	EU Careers		4 of 4  100% 	7/22/2012	 
Noble, Bella	EU Careers		4 of 4  100% 	7/22/2012	 
Jabs, Darryl	EU Careers		4 of 4  100% 	7/25/2012	 
Halferty, Deidre	EU Careers		2 of 4  50% 	7/22/2012	 

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Welcome William Tanke

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Business Analyst

The Business Analyst will act as a liaison between IT/IS and key requirements stakeholders in the ongoing efforts

The Business Analyst will play a key role in a variety of configuration, data building, and integration projects, from s

Essential Responsibilities:

- Work with subject matter experts to discover, define, assess, and document business needs and requirements. I institution. Drive toward on-time, quality deliverables in a highly complex and dynamic business environment, while
- Collaborate closely with IT/IS to deliver the right solutions. Must effectively:
 - articulate requirements to technical team in a variety of ways, including via logical diagrams, use cases, data san
 - engage in prioritization and problem-solving with technical resources in order to deliver robust solutions as quick
 - represent business interests and ensure that all technical designs meet or exceed business needs
- Support the project managers by:
 - collaborating on the creation and maintenance of realistic timelines
 - identifying dependencies and risks/mitigation plans
 - contributing regular updates that inform project status reporting
- Integration and user-acceptance testing: build test cases and test plans, partner closely with dependent internal t
- Serve as an on-going subject matter expert and evangelist for data and associated capabilities. Help users unde management, and business intelligence and analytic capabilities.

Transcript: Jenn Chung

Use the transcript to manage all active training.

Transcript: Jenn Chung

[Active](#)
[Archived](#)






 [Add External Training](#)





« Previous

 Next »

Title	Type	Due Date	Status	Options
 Travel & Expense Processing (Starts 8/16/2011)	Session	None	Approved	Register Withdraw
 Avoiding the top 5 Errors in Proposal Admin	Job Aids	None	Registered	Launch Mark Complete
 Whistleblowing and DRA Compliance 4.0	Online Class	None	Registered	Launch
 Sexual Harassment (Starts 7/11/2011)	Session	None	Withdrawn	Select Session
 Careful Communication 4.0	Online Class	11/30/2011	Approved	Register
 Code of Conduct 4.0	Online Class	8/31/2011	In Progress	Launch
 50 State Anti-Harassment Training for Employees (Includes Simulation)	Online Class	4/7/2010	Completed	Launch Acknowledge

Define Performance Review Task

General

Review Workflow

Review Summary

Visibility

Confirm

General

Task Name: 2012 Year End Performance Review

Description: This review is to rate the employee on their performance for their period of July 1st 2011 through June 30th 2012.



Instructions:

B *I* U   

Welcome to the Performance Management Process!

Please click [here](#) to find an overall guide to the Performance Management Philosophy.

Please find below the steps in the process:

 Design  HTML

Task Type: Standard

DATE CRITERIA

When can the review task be assigned (Task Period)?

From: 1/12/2012 To: 11/29/2012

When is the entire review due?

☒ 12/31/2012

☐ 30 Day(s) from when the review is assigned

ASSIGNMENT CRITERIA

☒ All reviews will be assigned at the beginning of the Task Period.

☐ Reviews will be assigned based on each Employee's Select Date Field




REVIEW PERIOD

Staff /Faculty Core Competencies - Jenn Chung






 [View Assessment Report](#)  [Compare Ratings](#)

Display Assessment Summary By:

Click on any bar graph to view rating details


 - At Or Above Target Score  - Below Target Score  - Target Rating

Staff /Faculty Core Competencies

COMPETENCIES	AVG. RATING *	RATING SCALE
		0 1 2 3 4 5
Decision Quality	4.4	
Integrity and Trust	4.6	
Organizing	5.0	
Self-Development	4.4	
Work/Life Balance	4.3	

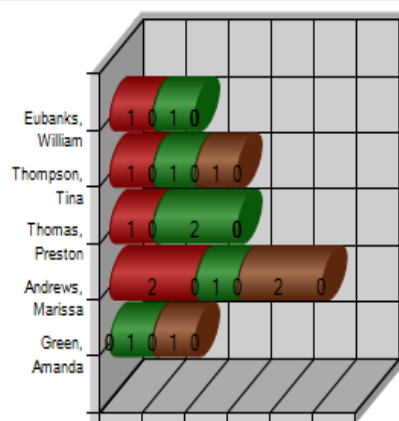
* The average rating denoted above are calculated in the following way: Self (40)%, Manager (60)%

My Dashboards

View dashboards that you have created or which have been shared with you by selecting from the dropdown below. For help creating a dashboard, [click here](#) 

View: Management Dashboard  [Refresh](#) > [View Dashboard List](#)

Training Summary

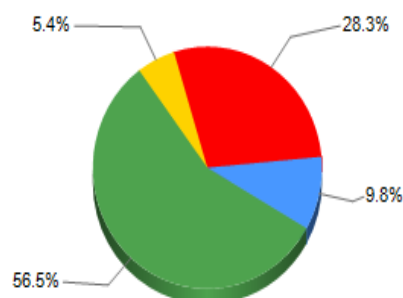


■ Registered/Not Started
 ■ Incomplete
■ In Progress
 ■ Past Due
■ Completed
 ■ Removed

as of 6/20/2011 8:06 AM

[View Details](#)

Goal Status

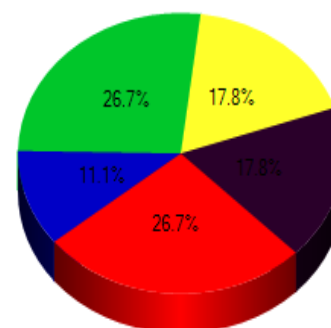


■ On Track
 ■ Suspended
■ Road Block
 ■ Completed

as of 6/20/2011 8:06 AM

[View Details](#)

Succession Readiness

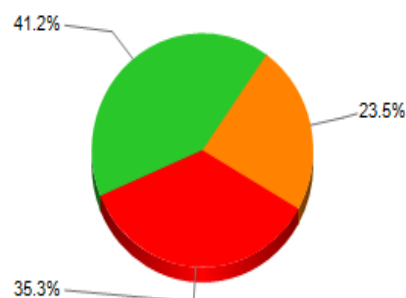


■ Non-promotable
 ■ 1-2 Years
■ Well-placed
 ■ 3-5 Years
■ Now

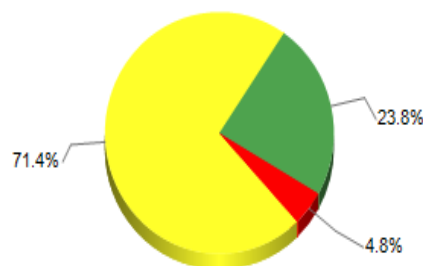
as of 6/20/2011 8:06 AM

[View Details](#)

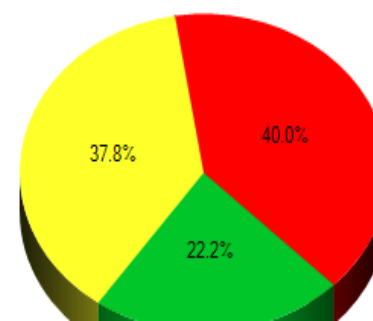
Training Progress



Core Competency Progress

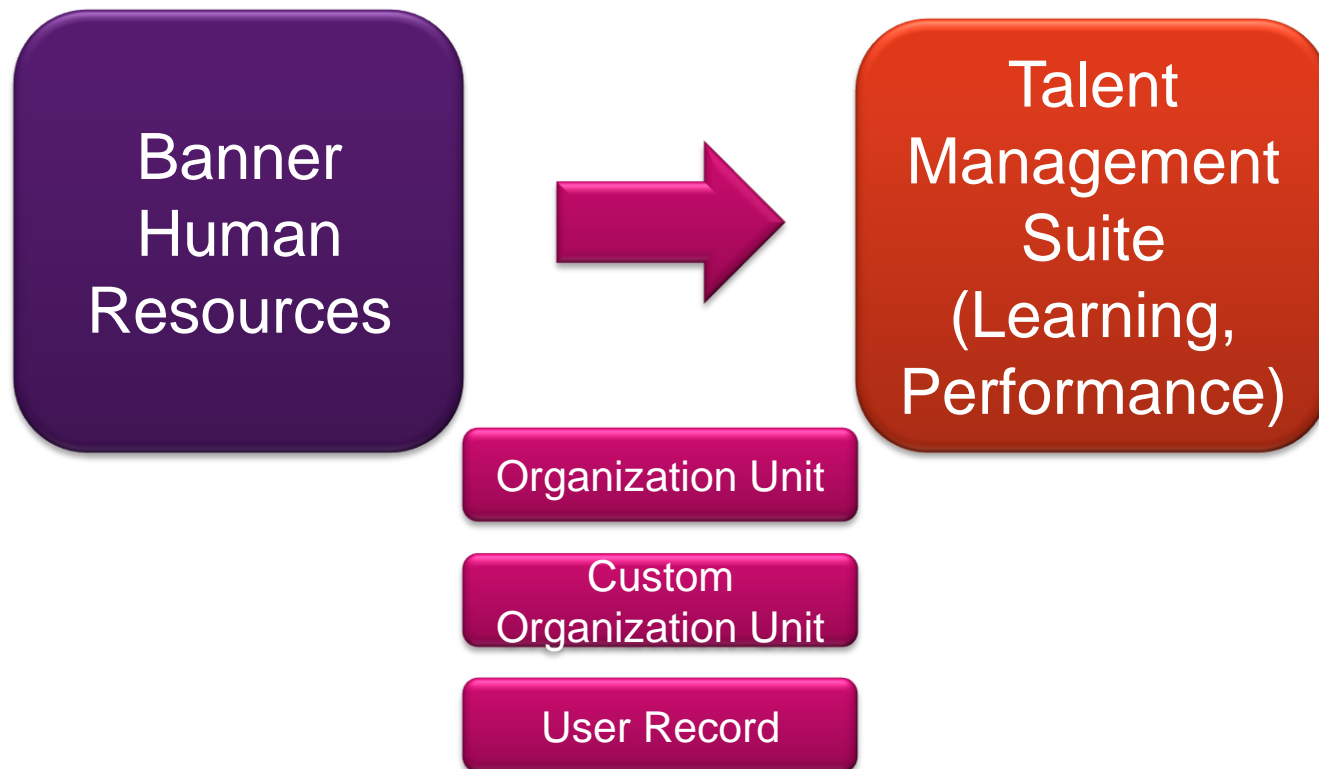


Retention Risk/Probability of Loss



Talent Management Integration

- Targeted availability by end of year
- Real-time integration



Talent Management Integration Development Partners

UNIVERSITY OF RICHMOND



Drexel University

University System
of New Hampshire



VALENCIACOLLEGE



Roadmap

Roadmap

- More information to be provided in October
 - Stay tuned!





Reminders

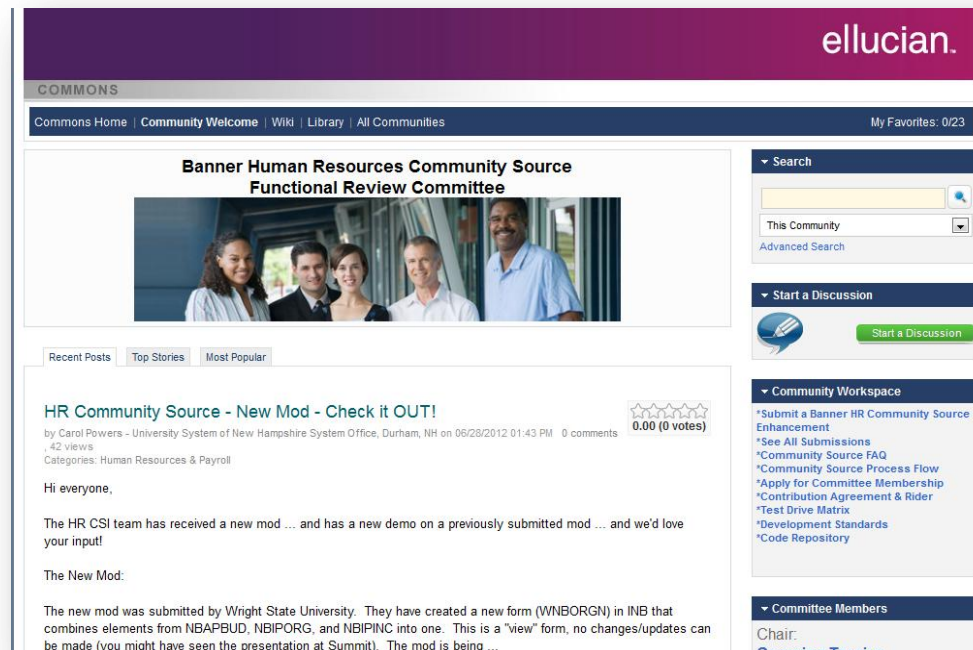
The Commons ... Banner HR Community

The screenshot shows the Banner HR Community page on the ellucian Commons platform. The page has a purple header with the 'ellucian.' logo. Below the header is a navigation bar with links: Commons Home, Community Welcome, Wiki, Library, Invite, My Drafts (1, 0), and All Communities. A 'My Favorites: 0/23' link is also present. The main content area features a welcome message: 'Welcome to the Banner Human Resources Community' with a photo of three people. Below this is a 'Featured Posts' section. The first post is titled 'Banner HR Customer Advisory Board Monthly Spotlight: Joy Hayward, St. Louis Community College' by Laura Weathersby, dated 09/04/2012 01:05 PM, with 1 comment and 57 views. It includes a photo of Joy Hayward. To the right of the post is a star rating of 5.00 (1 vote). On the right side of the page, there are several utility sections: 'Search' with a search bar and 'Advanced Search' link; 'Start a Discussion' with a 'Start a Discussion' button; 'Find It Fast' with a list of links including EPAF, Web Time Entry, Position Control, What's New for HR, What's New for Employee Self-Service, What's New for Position Control, RPE Mgmt Information Center, Tip of the Month, SUCCESS! Postings, and Knowledge Corner; and 'Community Workspace' with links for HR Innovation Webinars, Other Innovation Webinars, Banner HR Release Information, Banner HR Customer Advisory Board Profiles, Knowledge Corner, Request an Ellucian Speaker for a conference, Community Source, *Submit an HR Community Source Enhancement, *Apply for HR Community Source Committee Membership, and *See all HR Community Source Submissions.

- Information from Ellucian
- Peer-to-peer discussions
- Release information
- Tip of the Month
- Knowledge Corner
- And, much more!

Community Source

- *A unique collaborative software development model that harnesses the creative power of the customer community*



Banner HR Customer Advisory Board

- Formed to foster better collaboration with our customers
 - To listen, learn, and engage
- Gives YOU a view into our decision making process and a voice for product improvement
- Two year terms with a mix of new and returning customers for each year
- Applications will go out this Fall

Ellucian Live 2013

- April 7 – 10, in Philadelphia
- Call for Proposals is now open
 - \$500 registration fee discount for lead presenters
 - Please submit your presentation idea to help make the HCM track in 2013 the best ever!
 - Topics for beginner and advanced users
 - Birds-of-a-Feature (BOF) discussions
 - Features you are using/implementing
 - Be creative!
- Registration and hotel open on/around November 13
- <http://www.ellucian.com/EllucianLive/>





Wrap-Up

Summary

- 2012 Release Update
 - Banner HR 8.8
 - Regulatory Releases
- Talent Management Suite
- Roadmap
- Reminders





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