PeopleAdmin

Approval Request for NEW Position
New Position Request

• Hiring Manager is Required to Complete a JDQ for all NEW positions
  • Blank JDQs are located on the HR website under Performance Communication System (PCS)
  • (you will need this later)
Log into PeopleAdmin

- [https://udmercy.peopleadmin.com/hr/login](https://udmercy.peopleadmin.com/hr/login)
- If you need a user name and password, contact Human Resources
Ensure User Group is Set to “Hiring Manager – Staff/Admin”

Look for this box in the top right corner of the screen:
Ensure Screen is Set to “Positions” Module

Look for this box in the top left corner of screen:
Click the Position Descriptions Down Arrow & Choose “Staff/Administrative”
Click “Create New Position Description”
Input Required Data (*) & Click “Start Action”

- Hiring Managers have the option to clone an existing similar position for ease of entry of new position
- Contact HR if you would like further instructions on cloning positions
**Class Title:** Select Appropriate “Position Employee Class Description” and click “Next”
Posting Details: Input Required Data & Click “Next”

• Complete the following fields on this page:
  • Justification for New Position
  • Position Status
  • Hours per Week
  • Position Summary
  • Essential Duties and Responsibilities
  • Minimum Qualifications
  • Knowledge, Skills and Abilities
  • Physical Requirements
  • Work Environment
  • Licenses/Certification (N/A if appropriate)
  • Maximum Budgeted Hourly Rate or Salary
  • “Add FOAPAL Entry”
Posting Information: Input Required Data & Click “Next”

- Complete the required following fields on this page:
  - Open Date
  - Check box for “Open Until Filled”
  - Anticipated Start Date
  - Hiring Manager (full name)
  - Alternate Hiring Manager (if applicable)
  - Salary/Pay Information
    - “Commensurate with experience” appropriate for Administrative Positions
  - Anticipated Schedule
  - Select City/Campus
Supplemental Questions for Posting: Select Required Questions and Click “Next”

- Click “Add a question” and follow prompts to select the five required questions of all applicants. On the next screen select “required” (radio button)
  1. How did you hear about this employment opportunity?
  2. What is your highest level of completed education?
  3. How many years of experience do you have in this type of position?
  4. Please read our foundation, mission and vision....
  5. Detroit Mercy enjoys a diverse student body, faculty, administration, and staff-diverse in ethnicity, religion, socioeconomic background, gender, age, education, and life experience...

- You may select other questions as you deem appropriate

- You may also create other questions in the system directly but HR will need to review first for approval
**Applicant Document: Select Required Documents and Click “Next”**

- Click “Required” button for the following document types. You may select other documents as you deem appropriate
  - Resume/CV
  - Cover Letter
  - Reference Contact Info 1
  - Reference Contact Info 2
  - Reference Contact Info 3

- If you want to use a required document other than the 5 listed above, please contact HR
**Position Justification:** Upload Position Justification, JDQ and any Supporting Documents and Click “Next”
**Action Summary:** Review Position and Edit as Appropriate or Move Position to “HR Initial Review” (Use Orange Take Action on Action Button)
Next Steps:

- HR will review position requisition and input Position Number and Salary Range for position at which point HR will either:

  (1) Send the position requisition back to the Hiring Manager for edits/clarification

  OR

  (2) HR will forward the position requisition to the Approving Authority for review and approval
Review of PeopleAdmin Approval Process

- Hiring Manager initiates requisition in PeopleAdmin
- HR Initial Review (Compensation Review/JDQ Review)
- Approving Authority
- Budget
- Area VP
- VP of Finance (President’s Council)
- HR Final Review (Position Posted Externally)