



Human Capital Information Environment (HCIE) Highlights

Highlights

News and information on HCIE developments, associated systems, and recognition

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Did You Know?

Thank You, Mike McCann!

Our heartfelt thanks go out to Mike McCann for all of the years he spent supporting the HR Systems at the NSSC.

Executive Dashboard

The Executive Dashboard uses a Key Performance Indicators (KPI) methodology to provide a visual display of information in the areas of workforce suitability, alignment, and readiness. The Executive Dashboard is available to NASA's Human Capital analysts, managers, and executives. Phase II of the Executive Dashboard will be deployed in summer 2012; it will implement the final phase of the Workforce Profile Tab to provide Agency-wide demographic data. Now there will be the ability to trend demographic data over a number of years at both the Center level and the aggregate Agency level. The Executive Dashboards are accessible through NASA's HR Portal.

SES PAS

Beginning with the 2012–13 Senior Executive Service (SES) performance cycle, the SES performance appraisal system (PAS) will be automated with a NASA-developed software application. OHCM is in the process of adapting the Office of Personnel Management's (OPM's) new SES performance appraisal forms into an automated process to support the next SES performance cycle that begins in October 2012. More details will be provided closer to that time.



We're Listening...

HCIE is always looking for new article ideas, photos, suggestions, and feedback. You can reach us at hcie-feedback@lists.nasa.gov.

SATERN Upgrade Coming June 2012

NASA will upgrade the System for Administration, Training, and Educational Resources for NASA (SATERN) to a new version in June 2012, which will provide enhanced Web-based access to training and career development resources. Both Learners and Supervisors will benefit from these improvements:

- A friendlier user interface
- Improved navigation and search capabilities
- Enhanced alert functions and notifications
- Increased control in the Individual Development Plan (IDP) process

Learners and Supervisors can be assured that existing data in the current SATERN system will be available after the upgrade, including these categories:

- Learning Histories
- Approved IDPs
- Approved External Training Requests (i.e., SF-182s)

In preparation for this upgrade, Learners and Supervisors should follow their Center Training Office guidelines for submission and approvals of External Training Requests (i.e., SF-182s) and IDPs prior to system downtime.

Training and support on the new capabilities and features will be available to all SATERN Learners, Supervisors, and Administrators. Learners and Supervisors will have access to quick reference guides, job aids, and additional resources.

For more information on SATERN, please visit <https://www.saterninfo.nasa.gov>.



HRMES—Human Resources Messaging Service

The Human Resources Messaging Service (HRMES), the internally developed, Internet-based Human Resources (HR) application, was rolled out to NASA's Office of Human Capital Management (OHCM) and NASA Shared Services Center (NSSC) in early 2011. HRMES's functionality enables messages to be sent to a specific target audience, better ensuring that NASA employees have information that is relevant to their jobs today.

HRMES accomplishes this through a series of filters based on HR data stored in the Federal Personnel Payroll System (FPPS). Additionally, HRMES offers other methods of customization. For example, messages can be delivered via e-mail, through "My HR Messages" on the Employees tab of the HR Portal, or both. HRMES messages support basic HTML formatting and can contain Web links and attachments as long as they do not exceed a specific size cap.

HRMES is a versatile tool that has already been used to reach all employees across the Agency with news of the Employee Viewpoint Survey (EVS), as well as targeted audiences for reminders applicable only to certain occupations. Shannon O'Connor-Jobe, OHCM Communication Coordinator, observes, "HRMES is an incredible communication vehicle, and we're just beginning to scratch the surface on all of the different ways we can use it. It's opened completely new opportunities to reach the NASA workforce, and we're finding new uses for it every single day."

The NSSC has worked with the Centers to identify their requirements for HRMES for future rollouts to enable the Centers to locally manage their communications.

For more information, please contact Dan Costello at daniel.p.costello@nasa.gov.

NASA STARS

The NASA automated Staffing and Recruitment System (NASA STARS) is now fully integrated into the HR Portal, providing a single point of entry for recruiting and staffing functionality. In addition to HR Portal integration, the NASA STARS application has been updated to deliver an improved user interface, streamlined workflow and navigation, and significantly improved performance.

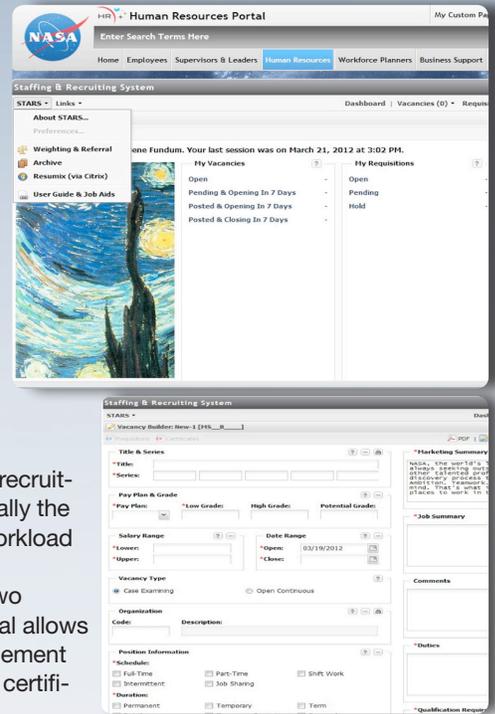
On March 5, 2012, improved functionality and several key enhancements were deployed:

- Dashboard: View status of vacancies, requisitions, and certificates at a glance
- Vacancy Builder: Create announcements through an easy-to-use interface
- Vacancy Library: Access current and previous announcements issued across the Agency
- Candidate E-mail: Manage, organize, and send e-mails relating to specific announcements
- Requisition Library: Access current and previous requisitions issued by HR specialists

NASA STARS is a tool used specifically by those responsible for managing hiring and recruiting actions. HR specialists have provided positive feedback on the new features, especially the dashboard. This new dashboard provides a statistics summary on the HR specialists' workload and allows them to take action immediately on various hiring activities.

In addition, in the future, NASA STARS functionality will be further enhanced to offer two additional new modules: Weighing & Referral and Case Management. Weighing & Referral allows HR specialists to assign skills, rate applicants, and refer them for selection. Case Management allows HR specialists to manage all of their hiring cases from one point (e.g., requisition, certification, or selection).

To access NASA STARS, go to the HR Portal (<https://hr.nasa.gov>) > Human Resources > Staffing and Recruiting > STARS. For more information, contact Patricia Strother at patricia.a.strother@nasa.gov.



OrgPublisher

On December 20, 2011, OrgPublisher, NASA's organizational charting software program, completed Phase IIa of its operational deployment and is now engaged in Phase IIb. In Phase IIa, OrgPublisher made visually oriented Agency-wide and Center-specific charts available to all NASA employees through the HR Portal. Phase IIb will make detailed, Center-level HR charts available to select HR specialists. These detailed HR charts will use icons to graphically incorporate up to 100 additional data points. To ensure information security, OrgPublisher charts work with NASA's eAuth and access control features to limit access by chart.

OrgPublisher is a commercial off-the-shelf (COTS) product provided by Aquire. Roy Lee, HR information system specialist from the NSSC, spoke at the Aquire User Conference in Dallas, TX, in May 2012. Earlier this year, the OrgPublisher Team identified and the NSSC helped Aquire isolate a technical fault in its proprietary plug-in. In return, NASA received an early-release patch that Aquire rolled into subsequent release.

If you have any questions about OrgPublisher, contact Roy Lee at roy.d.lee@nasa.gov.

Comments from Candy

Susan Cotter, what can I say...a fiery redhead with a passion. I had the honor and pleasure of meeting Susan shortly after her arrival at NASA in 2000. We both had a passion for improving the Agency's hiring program, and we wanted to maximize our flexibilities and enable efficiencies through automation. Were we always on the same page? No, but that's a good thing, as we challenged each other to deploy what has been touted as one of the best hiring systems in the Federal Government, NASA STARS. Susan and I traveled to the Defense Finance and Accounting Service (DFAS) and other agencies to get Resumix demos, visited with vendors, and forged a strategy. Throughout the deployment, Susan was my go-to person and was often a step in front of me. She ensured that the Centers had the training they needed, ensured that the system met our requirements and that it treated our applicants properly, and founded and has expertly managed an outstanding resume operations center.

We could not have enjoyed the success we have today without Susan. She has been the advocate for the employee, the advocate for the applicant, the advocate for the supervisor, and a trusted adviser for the Centers. I am genuinely happy that Susan is able to start her journey down the next phase of her life, but ever so sad that my friend, my go-to person, the queen of NASA STARS, will be leaving us in retirement. I had to take this moment to thank Susan for all that she has done and all that she is. It will not be the same. Only the best to you, my friend. —Candy

If you have any suggestions, please share your thoughts with me at hcie-feedback@lists.nasa.gov.



Candy

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