A talent management system (TMS) is an integrated software suite that addresses the “four pillars” of talent management:
• recruitment;
• performance management;
• learning and development;
• compensation management.

An applicant tracking system (ATS) is a software application that enables the electronic handling of recruitment needs.
Talent Acquisition Framework Guiding Principles

- **Candidate Experience** - Enhance internal and external candidate experience while meeting compliance requirements

- **Sourcing** - Build robust talent pipelines for positions that have the most impact on UI’s strategic plan

- **Minimize Administrative Burden** - Enhance hiring supervisor experience by creating methods to identify obstacles, enable continuous process improvements and measure progress

- **Employer Reputation** - Enhance image, reputation, pride and branding of organization and Iowa as an attractive environment in which to work and live