

# Human Resources Community Meeting

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August 11, 2020



HUMAN RESOURCES  
COLORADO STATE UNIVERSITY



# Agenda

- Our People
- Temporary Work Adjustments
- VRIP Update
- New Training & Materials
- COWINS
- Updates for HR List Serv





# Our People





# Temporary Work Adjustments

- Types of Requests
  - Employee is Vulnerable Individual = OEO
  - Employee is living/caring for Vulnerable Individual or Child Care = HR
- Initial wave of TWA requests
  - 46 by 8/2 deadline (Provost working with Deans on extension after PSD & TSD)
  - 20 additional
  - Expect more to continue
- HR will continue to send to Dept. Head and Campus HR Partner
  - Lists sent to Deans and Provost Last Night
- Work with Supervisor to find appropriate adjustments
  - Maximum Flexibility

# Voluntary Retirement Incentive Program (VRIP)

## Background:

- Introduced on June 1 to help address the University budget deficit.
- Lump-sum incentive for retirement-eligible staff.
- Enhanced medical premium subsidy for eligible employees in the DCP.



## By the numbers:

**178** applications selected

**16** applications not selected

**194** total applications



## Next Steps:

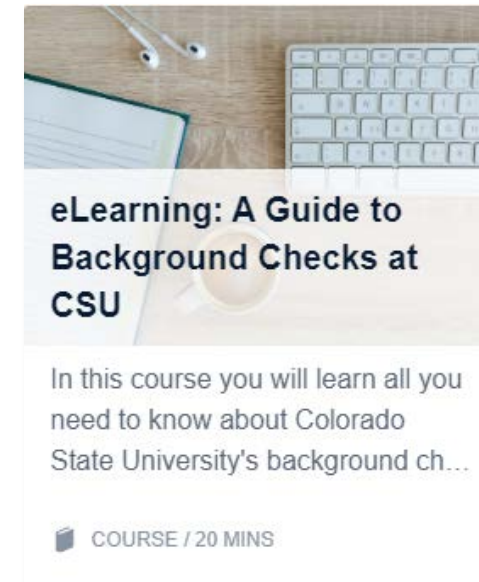
- **Human Resources:** schedule retirement counseling sessions with all approved retirees.
- **Department HR Professionals:** enter Oracle actions as approvals are received from the President's Office and provide leave balances to the Records Unit closer to the employee's retirement date. Leave balances paid in the month of retirement. Lump sum incentive is paid the month following retirement.

Applicants for an August 31 retirement date were notified of their status on **July 7, 2020**.

Applications for a December 31 retirement date were notified of their status on **August 10, 2020**.

# HR eLearning Courses

- **Currently available in Bridge:**
  - A Guide to Background Checks at Colorado State University
  - Performance Management Program (General knowledge & State Classified process)
  - Oracle Basics: An Interactive Introduction to Oracle
- **Coming soon:**
  - An Introduction to Non-Student Hourly Employment
  - Oracle: Hiring a New Employee
- **Questions/Suggestions?**
  - [hr\\_training@mail.colostate.edu](mailto:hr_training@mail.colostate.edu)



# COWINS Update

- Covered Employees vs. Members
- Opt-Out Email
  - 1<sup>st</sup> sent 7/23
  - Two additional emails will be sent
  - Do not post (electronically or physically) or forward
- Neutrality is Required
- Participating in New Employee Orientation
  - Meeting scheduled next week
- Effects bargaining

# List Serv Refresh

- Refreshing the List Serv for HR Liaison (HRMS)
- Link Added to HR Website
- Deadline to Submit Interest August 31<sup>st</sup>

<https://hr.colostate.edu/hr-community-and-supervisors/operations/systems-and-access/hrms-users-listserv/>





# Thank you



Colorado State University