

# HR Community Meeting

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September 15, 2022



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# Agenda

- Welcome HR Community Members – Robyn Fergus
- HCM Assessment Project – Robyn Fergus
- Performance Management Fellows – Emily Ambrose
- Benefits Updates – Teri Suhr Brittny Phillips
- Ramp Up – Nick Cummings
- OEO Updates – Brigid Hinterberger

# New Community Members

- Becca McCarthy – College of Liberal Arts
- Holly Leary – Office of Engagement and Extension
- Eva Martinez – HR Employment Consultant
- Donna Lynch – HR Employment Consultant

Welcome to the Team!



# HCM Assessment Project



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# HCM Assessment Project

- Information Technology and Human Resources initiative
- Objectives:
  - Review our current Oracle EBS Human Resources system;
  - Understand our institutional strengths, weaknesses, and needs in these areas; and
  - Determine a strategy, options, and a framework to position the institution for the future.

# The Tambellini Group

- CSU has engaged The Tambellini Group to guide us through the assessment.
  - A leading independent analyst and advisory firm dedicated exclusively to higher education.
- Tambellini will:
  - Develop an evidence-based report that inventories our current enterprise technology ecosystem, departmental requirements and gaps, and best-fit options.
  - Host virtual meetings with us as part of this process.
  - Gather information from our community during the sessions to gain insight into our systems.

# Recent Project Activity

- Kickoff meetings with CSU leadership and key stakeholders
  - Reviewed project details including timeline, methodology, and scope
  - Q & A
- Stakeholder interviews (September 6-16)
  - Tambellini conducting approximately 23 interviews with key stakeholders across campus
  - Gather information about priorities, perspectives, and strategic goals
  - Section reports from each interview will inform final assessment

# Performance Management Fellows



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# HR's Presidential Fellows: Performance Management Initiative

Kelly McKenna, PhD

[Kelly.mckenna@colostate.edu](mailto:Kelly.mckenna@colostate.edu)

Emily Ambrose, MS, ACC

[Emily.ambrose@colostate.edu](mailto:Emily.ambrose@colostate.edu)



*Kelly*



*Emily*

*Goals of the Fellowship:*

- To structure a performance management initiative that provides low-impact / high-output for our employees
- To address a need
- To learn from past/current efforts and gather information from and partner with you all

# Benefits Updates



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# YOU@CSU

INTRODUCING  
THE  
**SECRET**  
TO A  
**HEALTHIER**  
**You!**

**- NEW -**  
Custom staff  
& faculty  
version!

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Stress & Anxiety  
ALL RESOURCES | CAMPUS RESOURCES  
Make a Deal with Your Mind  
If your mind is wrapped up in a torrent of creativity, worry, or...

# Additional Benefits Updates

- **Retirement plans review**
  - Council briefings and participant town halls
- **Open enrollment for faculty, admin pro, and other non-classified staff (passive)**
  - Tentatively scheduled for October 31 – November 18
- **Events for faculty, admin pro, and other non-classified staff**
  - Health fairs: October 19 & 31, November 9 & 17
  - Benefits fair: November 9
- **Flu shot clinics for state classified staff TBD**

# Ramp Up



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# Ramp up Enhancement

- Background Check notification emails
  - “The candidate is a new hire and will receive a RAMp Up packet from Equifax tomorrow.”
  - “The candidate is a current, active employee in a different employee group and will receive a RAMp Up packet from Equifax tomorrow. The packet will not include I-9, direct deposit, SSA 1945, or tax withholding

# Ramp up Enhancement (cont.)

- Background Check notification emails
  - “The candidate is a current, active employee in the same employee group or a very similar employee group, and they will not receive a RAMp Up packet from Equifax. No new hire paperwork is necessary unless there is a change to their employment status effective before the new start date.”

# OEO Updates



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## Updates from OEO:

- Online Search Chair training
- EO Coordinator training & nomination process
- Hybrid/Remote work field on postings
- Search committee member pledge

# Thank you



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