HUMAN RESOURCES
COMMUNITY MEETING

Oct. 20, 2022
AGENDA

• Interim vice president Brett Anderson – Eric Ray
• Professional development days – Eric Ray
• Benefits updates – Jackie Swaro
• You@CSU demo – John McGuire, Presidential Fellow
• State classified performance management – Sarah Blessinger
• Performance management initiative update – Kelly McKenna
• Office of Equal Opportunity – Brigid Hinterberger
• New Human Resources staff – Melissa Morgan
INTERIM VP ANNOUNCED
Brett Anderson

- Honored to serve the university in this interim role
- Shares his apologies for not attending today due to prior commitment
- Welcomes all feedback – please email him at Brett.Anderson@colostate.edu
- Committed to learning from and listening to this group and working toward solutions
- November meeting will focus on feedback and suggestions
BRETT ANDERSON

Read more about Brett:
https://source.colostate.edu/brett-anderson-named-interim-vice-president-for-human-resources/
PROFESSIONAL DEVELOPMENT DAYS
Fall and Winter Professional Development Days

- Professional Development Days added to fall and winter breaks
  - Nov. 21, 22, 23
  - Dec. 26
- FAQs on Human Resources website: https://hr.colostate.edu/fall-and-winter-break-2022-professional-development-days/
BENEFITS UPDATES
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• Open enrollment for faculty, administrative professional, and other non-classified staff (passive)
  • Oct. 31 – Nov. 18
  • Benefit enhancements for 2023

• Events for faculty, administrative professional, and other non-classified staff
  • Benefits fair: Nov. 9
  • Virtual help sessions: Each Tuesday and Wednesday
  • Health fairs: Oct. 19 and 31 and Nov. 9 and 17

• Flu shot clinics for state classified staff
  • Oct. 25 and 27
YOU@CSU

INTRODUCING
THE
SECRET
TO A
HEALTHIER
YOU

- NEW -
Custom staff & faculty version!

YOU.COLOSTATE.EDU

YOU
Colorado State University

HUMAN RESOURCES
COLORADO STATE UNIVERSITY
**YOU@CSU**

User registrations
- Faculty and Staff: 598
- Total logins: 1,817

Self checks
- Succeed: 239
- Thrive: 192
- Matter: 145

YOU.colostate.edu
Highest average scores by subdomain

• **Succeed**:  
  • academics and grades  
  • finances  
• **Thrive**:  
  • suicidal ideation  
  • alcohol and substance abuse  
  • managing anger  
  • sexuality  

• **Matter**:  
  • Purpose and meaning, family  
  • relationships and friend-making  
  • mindfulness and balance

YOU.colostate.edu
YOU@CSU

Most frequented cards

• Get moving at the gym
• Employee assistance program
• Well-being courses
• Financial courses
• Clubs and organizations

• Childcare support
• Manage your time
• Bust burnout
• Build a budget
• Curb anxiety and stress

YOU.colostate.edu
Remember:

✓ YOU is a tool for both all employees and for supervisors who want to help their employees
✓ Please familiarize yourself with YOU@CSU so we can better guide our supervisors and employees to the resources we need
✓ Well-being is of critical importance for our faculty and staff

YOU.colostate.edu
STATE CLASSIFIED PERFORMANCE MANAGEMENT
STATE CLASSIFIED MID-YEAR REVIEWS

Fall 2022 timeline

✓ October: Supervisors and employees meet to complete the mid-year section of the planning confirmation and overall evaluation form
✓ Nov. 4: Deadline to enter meeting dates into Oracle
STATE CLASSIFIED MID-YEAR REVIEWS

Reminders
• NEW: five-point rating scale
• NEW: Sept. 1 – Aug. 31, annual performance period

HR community responsibilities
✓ Communicate expectations
✓ Share performance resources and best practices
✓ Remind supervisors to use this time to finalize performance plans and check in with other staff
PERFORMANCE MANAGEMENT UPDATE
Advisory council goals

✓ Advise the performance management initiative development team
✓ Support performance management model creation with feedback and through collective representation
✓ Be ambassadors during university-wide implementation for administrative professionals
# Presidential Fellows Update

## Performance Management Initiative Advisory Council

<table>
<thead>
<tr>
<th>Representing Person Position</th>
<th>Person Name</th>
<th>Office/Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>Albert Bimper</td>
<td>Assoc. Dean / Exec. Director</td>
</tr>
<tr>
<td>Student Affairs</td>
<td>Carmen Rivera</td>
<td>HR Liaison</td>
</tr>
<tr>
<td>Administrative Professionals Council</td>
<td>Justin Schwendeman-Curtis</td>
<td>APC representative</td>
</tr>
<tr>
<td>HR Campus Partner</td>
<td>Kristen Felten</td>
<td>HR Partner</td>
</tr>
<tr>
<td>Industrial Organizational Psychology</td>
<td>Kristy Aldridge</td>
<td>OIP / HR Professional &amp; CSU Alumn</td>
</tr>
<tr>
<td>Talent Development</td>
<td>Marsha Benedetti</td>
<td>Director</td>
</tr>
<tr>
<td>Research Associate</td>
<td>Michael Young</td>
<td>RAIL</td>
</tr>
<tr>
<td>CAAG</td>
<td>Ryan Curran</td>
<td>Director of Finance and Admin (CNS)</td>
</tr>
<tr>
<td>Office of Inclusive Excellence</td>
<td>Shannon Archibeque-Engle</td>
<td>Associate Vice President</td>
</tr>
<tr>
<td>Natural Resources</td>
<td>Tony Chapa</td>
<td>Executive Director, CEMML</td>
</tr>
<tr>
<td>Research</td>
<td>Troy Bauder</td>
<td>AES Ag Exp Station</td>
</tr>
</tbody>
</table>
Email or Teams

- Kelly McKenna, PhD: Kelly.mckenna@colostate.edu
- Emily Ambrose, MS, ACC: Emily.ambrose@colostate.edu

We’ll continue to provide updates to this group along the way. Your feedback in *always* encouraged and welcomed.
OFFICE OF EQUAL OPPORTUNITY UPDATE
ACCELERATED SEARCH PROCESS

Only 24% of eligible searches currently use this faster process

Faster for two key reasons:
• Shorter advertisement requirement
• Hiring authority model

NEW: Raising salary cap from $60,000 to $80,000
NEW: talent management system drop-down field on hiring proposals
• Indicates if hire is a current CSU employee
NEW HUMAN RESOURCES STAFF
NEW HUMAN RESOURCES STAFF

✓ Background check specialist  – Michael Geyer
THANK YOU