

# HUMAN RESOURCES COMMUNITY MEETING

Oct. 20, 2022



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# 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



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# 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](mailto: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/>



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# PROFESSIONAL DEVELOPMENT DAYS



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# 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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# BENEFITS UPDATES

- **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**



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# YOU@CSU

INTRODUCING  
THE  
**SECRET**  
HEALTHIER  
YOU

TO A

NEW!  
Custom staff  
& faculty  
version!

YOU.COLOSTATE.EDU

YOU | Colorado State University

The graphic features a smartphone displaying a 'Stress & Anxiety' article titled 'Make a Deal with Your Mind' with a photo of a woman. The background is filled with colorful, stylized elements like musical notes, a skateboard, a hand with a '#1' sign, and various stars and motion lines.



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# YOU@CSU

## User registrations

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

## Self checks

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

[YOU.colostate.edu](https://YOU.colostate.edu)



# YOU@CSU

## 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

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# 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](https://you.colostate.edu)



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# YOU@CSU

## 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

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# STATE CLASSIFIED PERFORMANCE MANAGEMENT



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# 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



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# PRESIDENTIAL FELLOWS UPDATE

## Performance Management Initiative Advisory Council

### 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

Administration	Albert Bimper	Assoc. Dean / Exec. Director
Student Affairs	Carmen Rivera	HR Liaison
Administrative Professionals Council	Justin Schwendeman-Curtis	APC representative
HR Campus Partner	Kristen Felten	HR Partner
Industrial Organizational Psychology	Kristy Aldridge	OIP / HR Professional & CSU Alumn
Talent Development	Marsha Benedetti	Director
Research Associate	Michael Young	RAII
CAAG	Ryan Curran	Director of Finance and Admin (CNS)
Office of Inclusive Excellence	Shannon Archibeque-Engle	Associate Vice President
Natural Resources	Tony Chapa	Executive Director, CEMML
Research	Troy Bauder	AES Ag Exp Station



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# PRESIDENTIAL FELLOWS UPDATE

Performance Management  
Initiative Advisory Council

## Email or Teams

- 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)

We'll continue to provide updates to this group along the way. Your feedback in *always* encouraged and welcomed.



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# OFFICE OF EQUAL OPPORTUNITY UPDATE



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# 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



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# OFFICE OF EQUAL OPPORTUNITY

NEW: talent management system drop-down field on hiring proposals

- Indicates if hire is a current CSU employee



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# NEW HUMAN RESOURCES STAFF



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# NEW HUMAN RESOURCES STAFF

- ✓ Background check specialist – Michael Geyer



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**THANK YOU**



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