INTERIM VP BRETT ANDERSON: INTRODUCTION AND Q&A
BRIEF UPDATES FROM HR LEADERSHIP TEAM

• HR Staffing Priorities
• Aon Project Status Update
PERFORMANCE MANAGEMENT INITIATIVE UPDATE
GENERAL UPDATES

• AP Performance Management Advisory Committee met
  • 10 Representatives
  • Discussion & Feedback from them
  • Liaisons to AP communities beyond
• Will reconvene post-data assessment
• Feedback being gathered through PMI Assessment through Thursday, November 17th
ASSESSMENT UPDATES

• PMI Assessment Data... So far:
  • 175 responses
  • 73 reported different departments across CSU
  • Mixed methodology: qualitative and quantitative
  • Will be themed and reported
  • Intended to inform the process
  • Take away so far: This is needed at CSU.
SOME QUOTES FROM THE DATA

I feel like each year I have been here the PM/eval process has varied significantly. I am looking to get direction and consistency for future years processes.

In my decades long career, performance evaluations (whether giving or receiving) have typically been a tool to dismantle confidence and instill fear.

I'm worried that decisions about this topic aren't driven by data.
PMI SURVEY CLOSES EOD 11/17
HUMAN CAPITAL MANAGEMENT (HCM) ASSESSMENT
PROCESS

• Interviewees identified
• Kick-off meetings with interviewees and senior leadership
• Documentation of technology, positions, and budget
• 21 interviews with 45 stakeholders
RECOMMENDATIONS

• Evaluation process to choose Oracle HCM or Workday
• Consider future replacement of financial and student systems
• Gaps
  • Recruitment
  • Manual processes
  • Reporting and analytics
  • System integration
TIMELINE

• Six months selection, negotiation, and planning
• Year and a half implementation
• Six months post-production support
ANTICIPATED BUDGET

• Oracle HCM: $18.6 million
• Workday: $27.8 million
• Costs included
  • Licensing through project timeline
  • Implementation partner
  • Premium support from vendor
  • New and backfilled staff
  • Contingency
STATE CLASSIFIED HOLIDAY WORK PREMIUM

• COWINS Partnership Agreement Article 30.2 (B)
• Non-exempt SC employees scheduled and required to work on observed holidays earn 1.5x normal rate
• Holidays on Sat/Sun – employees required to work on observed or actual holiday earn 1.5x
• New Year’s Day, Juneteenth, Fourth of July, Christmas Day
STATE CLASSIFIED HOLIDAY WORK PREMIUM

TimeClock Plus changes

- Two separate job codes
  - SC Holiday Work Premium
  - SC Holiday Work Comp Time
- Entries created by department HR role
- Full guide on HR website
- HR Community and Supervisors -> Payroll -> Payroll Training and Support
PROFESSIONAL DEVELOPMENT ADMIN LEAVE

• Thanksgiving week (11/21, 11/22, 11/23) accruals created for all employees except those utilizing research leave (CEMML, CNHP)
• Thanksgiving week Professional Development Admin Leave taken created for all employees except those utilizing research leave and departments that requested alternate days for usage
PROFESSIONAL DEVELOPMENT ADMIN LEAVE

• Winter break (12/26) Professional Development Admin Leave accruals and leave taken will be created on December 1
• Leave taken will not appear on the employees Request screen but can be reviewed at View -> Hours
OPEN ENROLLMENT (FACULTY & AP)

- Ends Friday, Nov. 18
- hr.colostate.edu/current-employees/benefits/afap/2023-open-enrollment

FITlife Wellness Incentive – earn $150
- Complete these items by Dec. 31:
  1. Participate in the Health Fair blood draw or through physician/LabCorp
  2. Check-in with a retirement vendor or attend a webinar
  3. Login to YOU@CSU and complete a self-check
  4. Complete the Anthem health assessment

- Attestation form: hr.colostate.edu/fitlife-wellness-incentive-form
Preventive Rx
• The list of preventive drugs that are covered at no-cost will expand in 2023
• Includes prescriptions to treat things like high blood pressure, cholesterol, diabetes and asthma

Enhanced Inclusive Benefits
• Helps meet the needs of LGBTQ+ members through advocacy, mental health help, education and family support

Health Guides
• Enhanced customer service team connects you with support regarding medical and prescription drug coverage, helps make appointments, compare costs on services, find in-network doctors, and much more
NEW COMPSYCH EAP SERVICES

Available now (soft launch) but communicated broadly in 2023

Well-being Coaching
• Holistic, one-one-support via phone
• Addresses mental health and well-being issues before they evolve in long-term, more costly challenges
• Individualized approach to motivate and modify behaviors

WellthSource
• Interactive, online financial wellness tool
• Helps create a sustainable lifestyle of healthy financial habits
• Guides the user through an assessment to build a personalized curriculum
PERA 140 DAY EXEMPTION

• PERA allows CSU to designate 10 retirees to work 140 days
• 30 days/196 hours beyond the regulatory 110 days
• Employee must be in areas where there is a critical shortage of qualified candidates and the retiree has unique qualifications
• Retirees must apply each year (even if approved in years prior) and their request must be approved by the department head/dean/vp and provost for academic areas and president for non-academic areas
• HR then must re-apply for the exemptions with PERA each year in Jan.
• **NEW APPLICATION PROCESS** – a dynamic form will be released and applications are due Friday, Dec. 16
PAYROLL REMINDERS

- November & December Payrolls
  - Updated processing dates

- 2023 Payroll Calendars
  - Available online

- Year-End Review
  - Address
  - W-4 and State Withholding Certificates

- Electronic W-2
  - Employee Self-Service Portal