Summer Road Trip

Emerging Issues
Training & Development
ERP
Concurrent Employment
ACA
Standard Workweek
Job Descriptions /Listings
Audits
Health & Wellness
Welcome
Now Hiring
Next Exit
CAUTION PEOPLE WORKING
Summer Road Trip
Now Hiring
Next Exit
Welcome
Health & Wellness
Audits
**RETIREMENT INVESTMENT COMMITTEE UPDATE**

- **Brand Change**
  - June 2014

- **Seminars/Workshops**
  - October 13-31, 2014

- **TIAA-CREF Advisors on Campus**
  - Nov. 5- Dec. 5, 2014

- **Share Class Change**
  - June 26, 2014

- **Fund Lineup Change**
  - Nov. 4, 2014

- **Vendors Removed**
  - Dec. 31, 2014
HEALTH AND WELLNESS

- Student Health Plans
  - Administration moving from University Health Services to Human Resources
  - Changing vendors from BCBS to United Healthcare
Upcoming Wellness Initiatives - HR

- Catapult Health Screenings - Fall Drive (currently looking for available space)
- Weight Watchers at Work
- Naturally Slim (Metabolic Syndrome Program)
AUDIT UPDATE

- Office of Federal Contract Compliance Programs
- Office for Civil Rights
JOB DESCRIPTION/LISTING REQUIREMENTS

- Job descriptions
- Job listings
- Required qualifications
- Preferred qualifications
- Interviewing applicants who apply online only
- Calling references
- Red flags
CONCURRENT EMPLOYMENT

- Single employment status: Exempt or Nonexempt
- Effective July 1, 2014
- Shared responsibility
- Training Options

Fair Labor Standards Act
FLSA Overtime Pay
PRIOR TO JANUARY 1, 2015

Continuous Regular Faculty and Staff

Temporary Faculty/Staff

OSU-System Employment

Student Workers and Workstudy

Graduate Research and Teaching Assistantships
PROPOSED CHANGE TO
STANDARD WORKWEEK

Currently: Saturday, 12:00 AM through Friday, 11:59 PM

Effective DATE: Sunday, 12:00 AM through Saturday 11:59 PM

Fair Labor Standards Act
FLSA Overtime Pay
Terms to be familiar with:
- Subject to Future Discovery
- My current level of understanding is...
- Progressive Elaboration
What we currently know:

- SCT Plus Applications Going Away
  - Buh-bye mainframe!
- Replaced by Banner
  - Hello web!
  - Project is ramping up
- Beware of terminology!
  - Words we are familiar with mean something different
- Adopt Banner Standard Process

ENTERPRISE RESOURCE PLANNING
SOFTWARE UPDATE
My current level of understanding is:

- **Banner Finance**
  - Project starts July/August 2014
  - Should be ready to start FY2016

- **Banner HR**
  - Project starts November 2014
  - Should be ready to start Calendar 2016
Applications

- Online EA
  - Goes away with HRS Plus
  - Replaced by ePAFs
- TimePro
  - Banner has a built-in timekeeping application
  - ??? (STFD / PE – there is no CLOU)
- Cornerstone
  - Learning Management – October 2014
  - Recruiting/Applicant Tracking – December 2014
  - Performance Management – Spring 2015 (pilot?)
Four Pieces
Each piece adds to 15

Lesson:
Think Differently
TRAINING AND DEVELOPMENT

- Ambassadors Program
- Leadership Development Program
- Administrative Professionals Program
- Advanced Leadership Program
Emerging Themes & Issues