

**QUARTERLY  
HUMAN RESOURCES  
COMMUNICATION FORUM**

**June 17, 2014**

# Summer Road Trip

Emerging Issues

Training &  
Development

ERP

Concurrent  
Employment

ACA

Standard  
Workweek

Job Descriptions  
/ Listings

Audits

Health &  
Wellness

CAUTION  
PEOPLE  
WORKING

Now Hiring  
NEXT EXIT →

Welcome



RETIREMENT  
NEXT EXIT

# RETIREMENT INVESTMENT COMMITTEE UPDATE

**Brand**  
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**



# HEALTH AND WELLNESS

- **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**

# EFFECTIVE 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**



# ENTERPRISE RESOURCE PLANNING SOFTWARE UPDATE

- Terms to be familiar with:
  - Subject to Future Discovery
  - My current level of understanding is...
  - Progressive Elaboration





# ENTERPRISE RESOURCE PLANNING SOFTWARE UPDATE

- 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



**BANNER® BY ELLUCIAN™**

# ENTERPRISE RESOURCE PLANNING SOFTWARE UPDATE

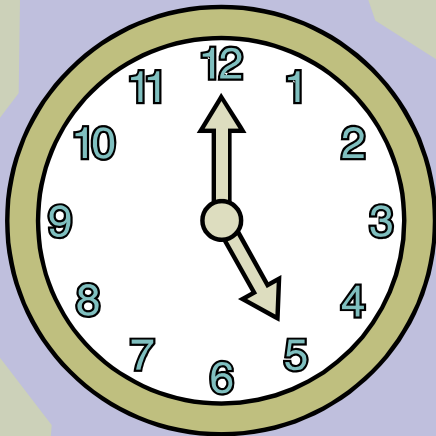
- My current level of understanding is:
  - Banner Finance
    - Project starts July/August 2014
    - Should be ready to start FY2016
  - Banner HR
    - Project starts November 2014
    - Should be ready to start Calendar 2016

# ENTERPRISE RESOURCE PLANNING SOFTWARE UPDATE

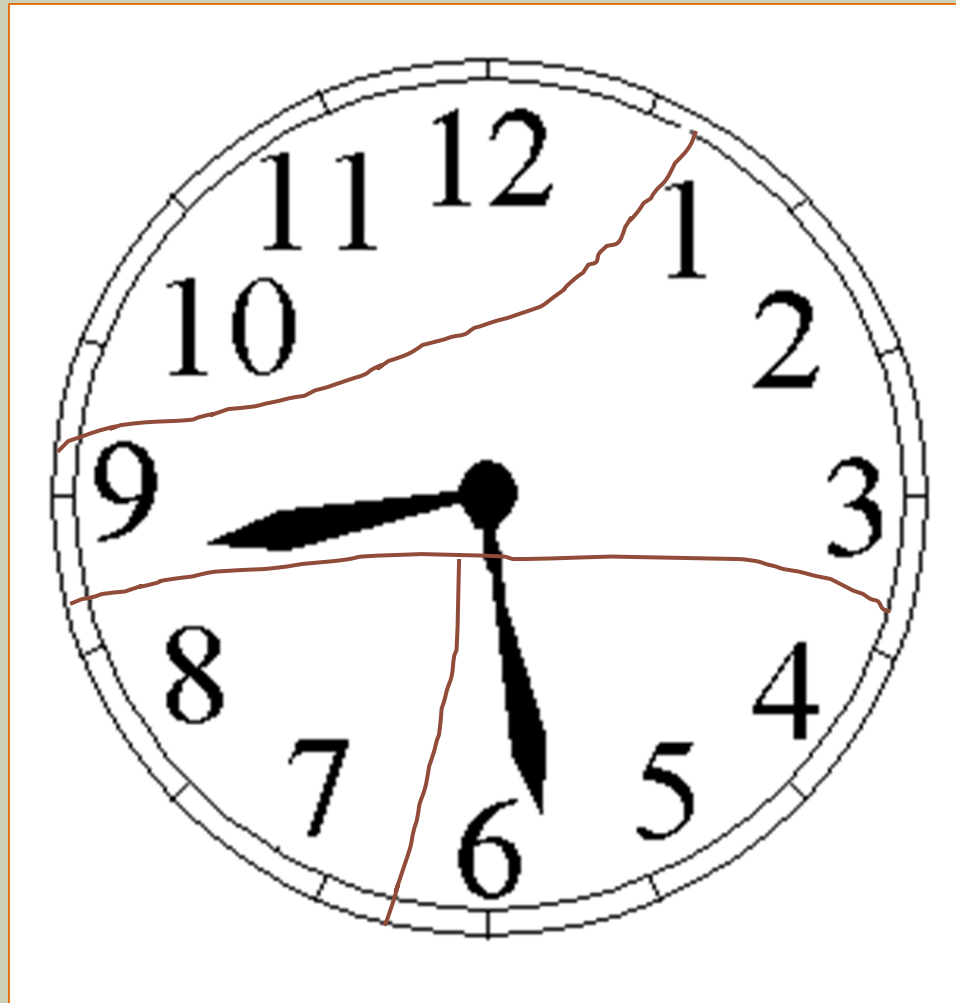
## ■ Applications

- 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**