

# Quarterly Human Resources Communication Forum

**Wednesday, January 23, 2013**



Human  
Resources

# Agenda

Item	Presenter
Welcome	Jamie Payne
Enterprise Resource Planning	
Applicant Screening	
Tax Compliance	
Background Check Vendor	Brenda Ganders
Temporary Staffing Agencies	
Employee Assistance Program	Christa Louthan
Workers' Compensation	
Position Classification	
Training and Development	Lorinda Schrammel
Progress Update	Jamie Payne
Open Forum	All

# Welcome



Johnny Carrington  
HR Partner



- Needs Assessment
- Survey input by February 1, 2013
- Recommendation by April 30, 2013
- PeopleAdmin upgrade awaiting ERP decision

# Title 68, Section 238.2

## 2003 Legislation

Requires termination of employment, for any state employee who is in default for three years.





# Applicant Screening



- Minimize negligent hiring liability
- Increase safety and welfare
- Reduce financial costs of misconduct
- Positive public image of accountability
- 40% of resumes contain false or tweaked information
- Applicants must provide three references
- Courtesy to current department for internal applicants



- Web-based report management system
- Secure electronic reports
- Customized permission structures
- Real-time report allows users to see potential background issues before the full report is complete.
- Immediate to 72 hour turnaround for most reports
- Cost between \$25 to \$100 or higher depending upon number of locations screened.
- Two to four week implementation
- Faculty consideration

# Temporary Staffing



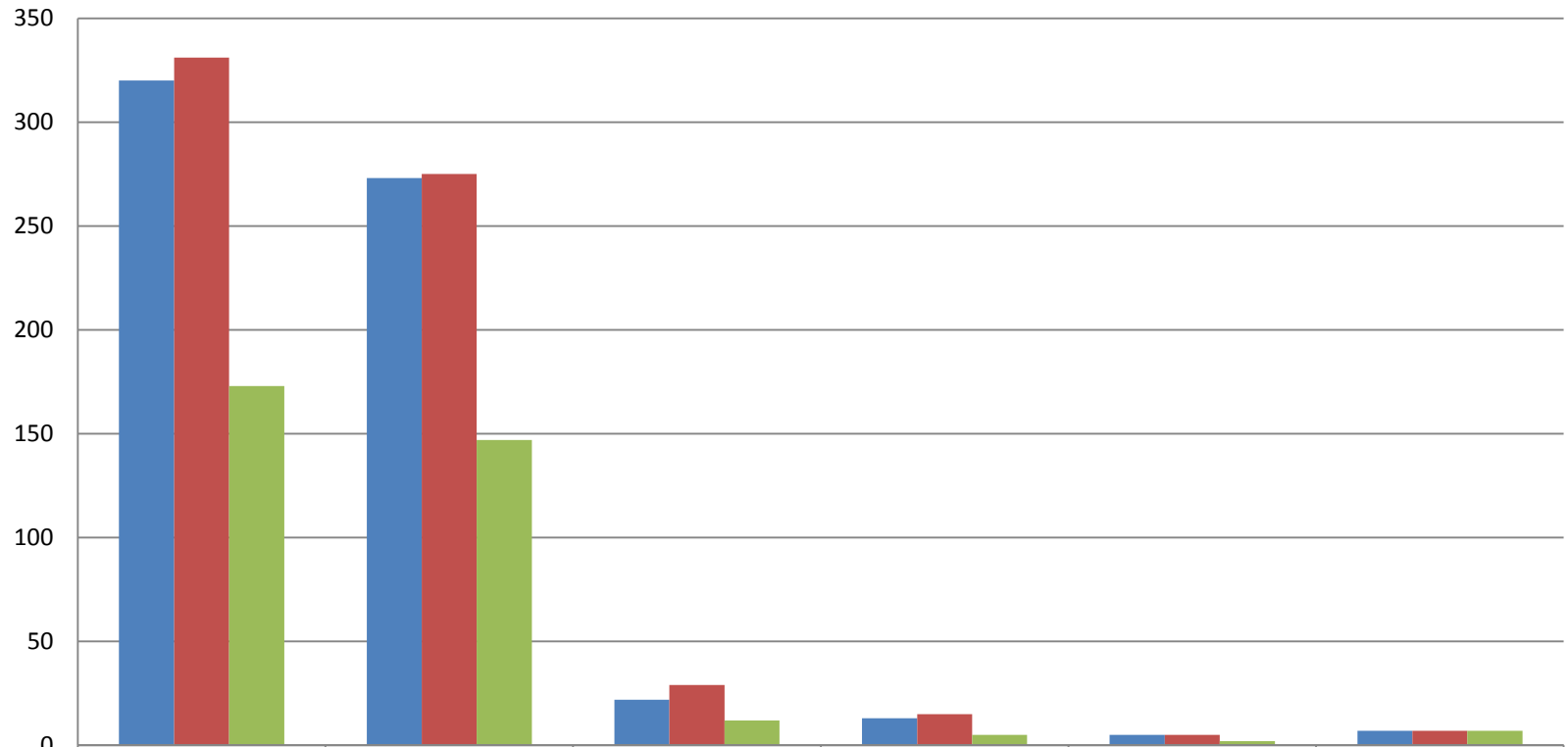


# Employee Assistance Program (EAP)

- Expand to A&M institutions
- 24/7 Service
- On-line Access
- Large Provider Network including Dr. Bill Gentry
- Quarterly Reports

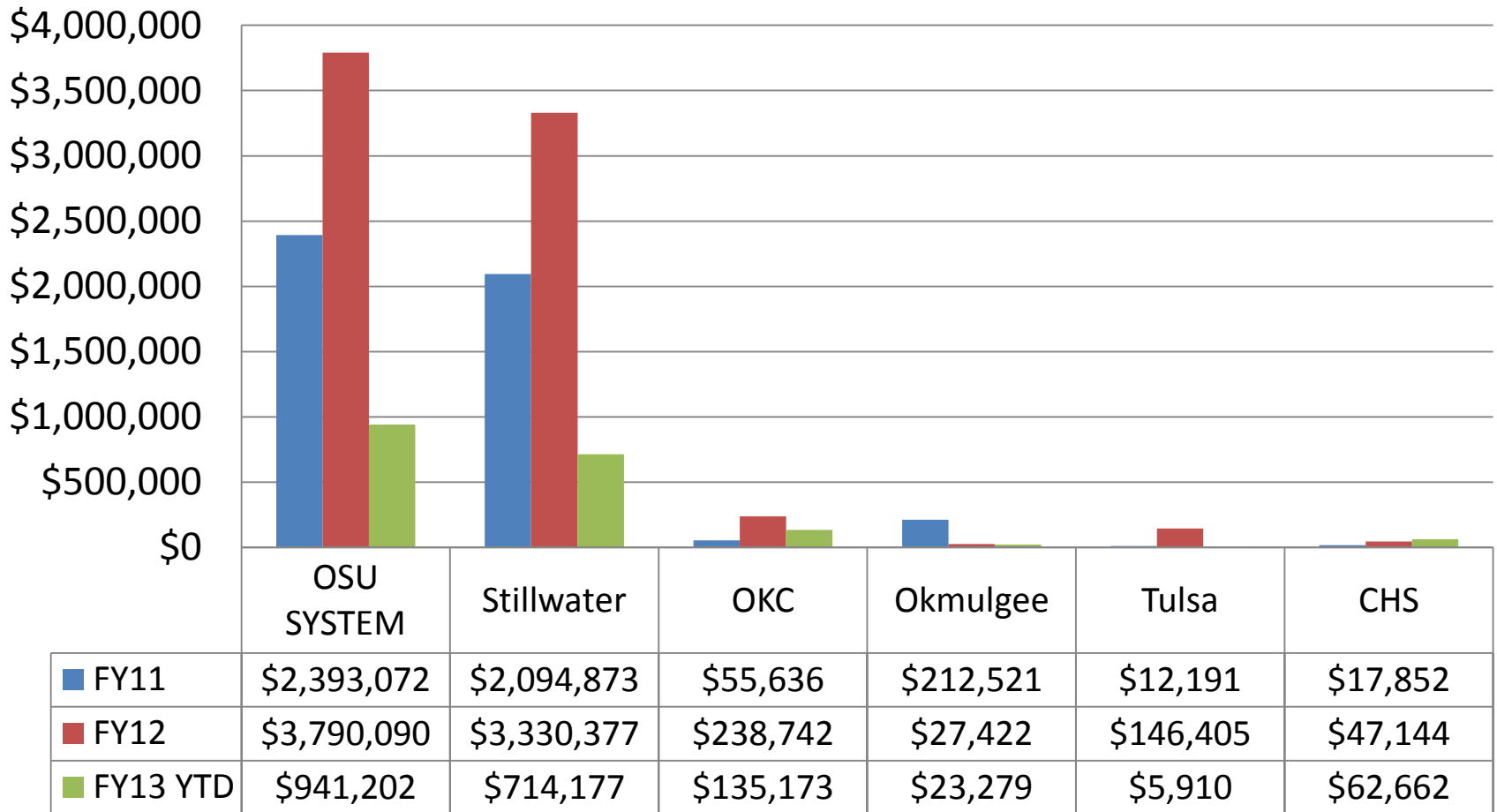


# Workers' Compensation Claims by Campus FY11-FY13 YTD

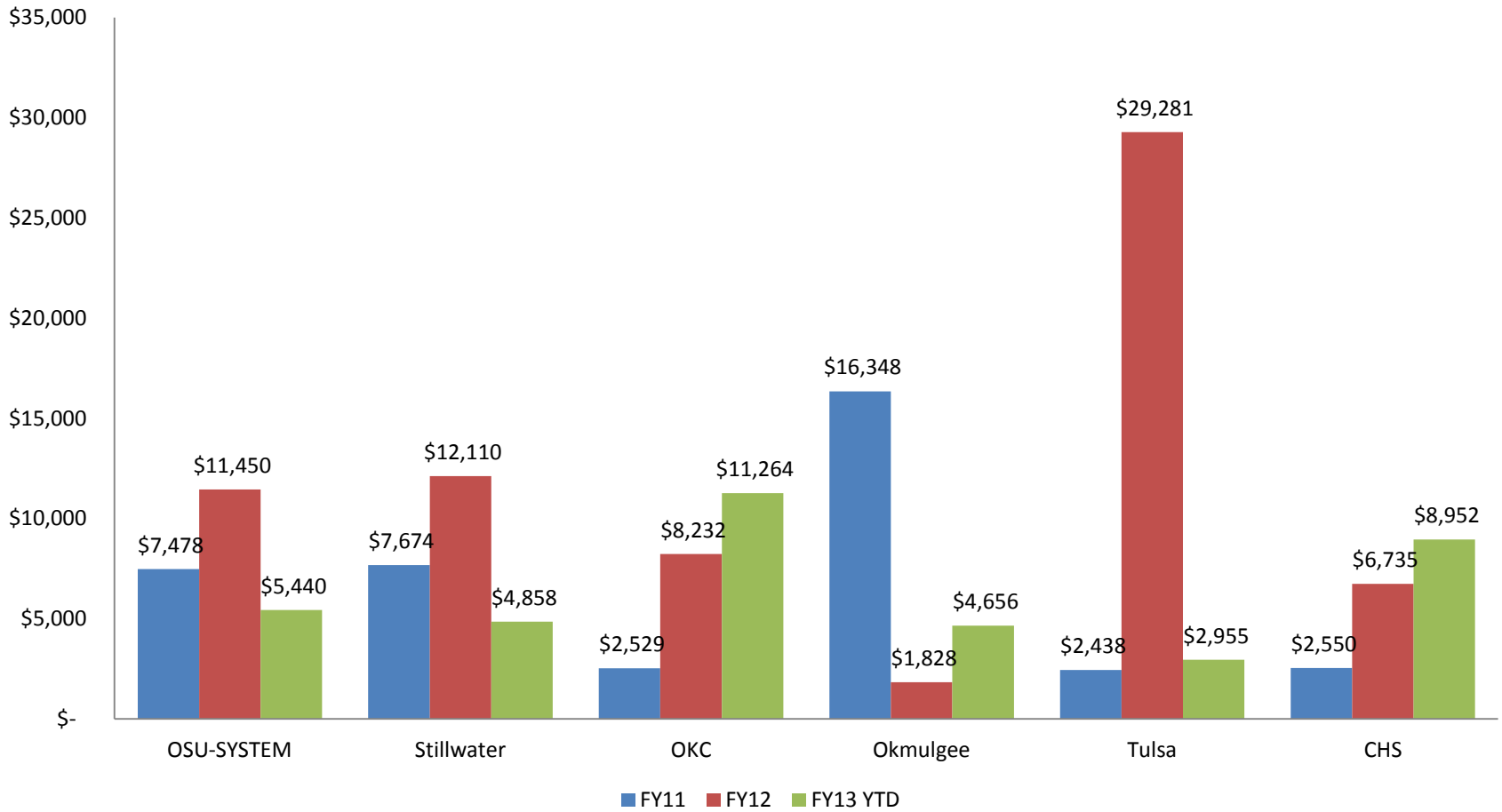


	OSU-SYSTEM	Stillwater	OKC	Okmulgee	Tulsa	CHS
■ FY11	320	273	22	13	5	7
■ FY12	331	275	29	15	5	7
■ FY13 YTD	173	147	12	5	2	7

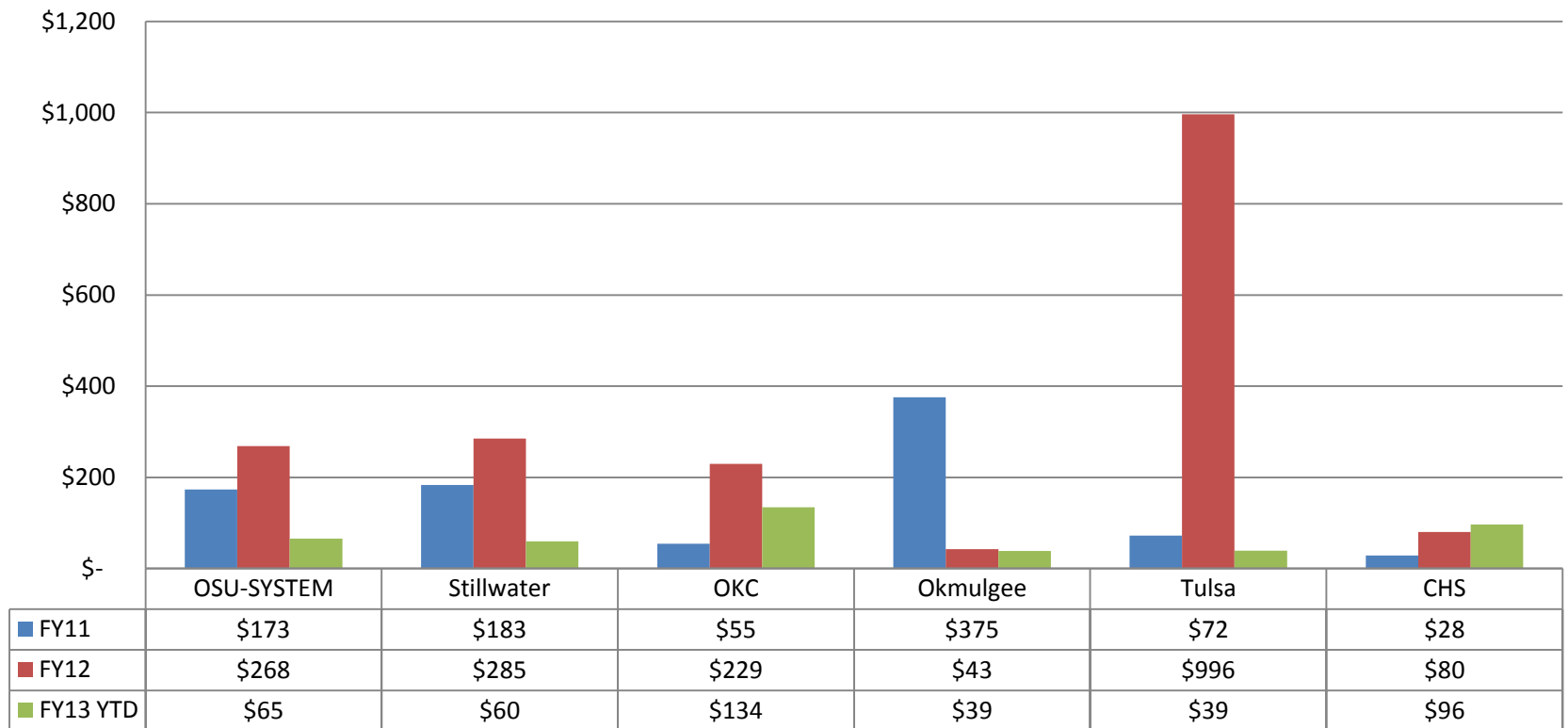
# Cost of Workers' Compensation Claims FY11-FY13 YTD



# Average Cost per Workers' Compensation Claim FY11-FY13 YTD



# Workers' Compensation Average Claim Cost per FTE



# Position Classification

- Benefits eligibility for faculty
- Degree requirements
- Market study



# Training and Development

- New Administrative Professional Training Program
- Need your input on incentive
- Administrative Professional's Day
- Supervisory Academy
- HR Bootcamp
- Staff Development Day



# Action Log

- Testing “Recall Button” for Employee Action Notices
- Redesign of News You Can Use
- Systems issues pending ERP decision







# Emerging Themes & Issues