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HR Activities	2005					2006					2007					2008					2009					2010					2011					2012																																															
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N
Collective Bargaining Agreements¹	<p>Legend: ■ CBA ■ CB Salary Implementation-GSI ■ CB Salary Implementations-Other ■ Benefit Vendor Contracts/Activity ■ Other/Class Studies ■ HR Tech ■ Reg Rpt</p>																																																																																		
R01 (9/19/2006-6/30/2009)	[Blue bar from 2006 Q3 to 2009 Q2]																																																																																		
CSJEU (1/16/2007-6/30/2009)	[Blue bar from 2007 Q1 to 2009 Q2]																																																																																		
R03 (5/15/2007-6/30/2010)	[Blue bar from 2007 Q2 to 2010 Q2]																																																																																		
R04 (11/8/2005-7/01/2010)	[Blue bar from 2005 Q4 to 2010 Q3]																																																																																		
R06 (11/1/2005-6/30/2008)	[Blue bar from 2005 Q4 to 2008 Q2]																																																																																		
R08 (7/18/2006-6/30/2008)	[Blue bar from 2006 Q3 to 2008 Q2]																																																																																		
R10 (7/1/2007-6/30/2010)	[Blue bar from 2007 Q3 to 2010 Q2]																																																																																		
R11 (6/24/2005-9/30/2008)	[Blue bar from 2005 Q3 to 2008 Q3]																																																																																		
R12 (1/6/2005-5/31/2009)	[Blue bar from 2005 Q1 to 2009 Q1]																																																																																		
R13	[Blue bar from 2005 Q1 to 2009 Q1]																																																																																		
Collective Bargaining Salary Implementations^{1x}	<p>R01 (July, December, February) [Green squares in 2007, 2008, 2009]</p> <p>CSJEU (July) [Green square in 2007]</p> <p>R03 (July, December) [Green squares in 2007, 2008]</p> <p>R04 (July, August, October) [Green squares in 2007, 2008]</p> <p>R06 (June, July, December) [Green squares in 2006, 2007, 2008]</p> <p>R08 (July) [Green square in 2006]</p> <p>R10 [Green square in 2007]</p> <p>R11 (October) [Green square in 2007]</p> <p>R12 (July) [Green square in 2007]</p> <p>R13 [Green square in 2007]</p> <p>Non-represented (July, December) [Green squares in 2007, 2008]</p> <p>GSI ◊ Other ◊ e.g. BSM Bonus, Min. Rate Adj.</p>																																																																																		
¹ Some contracts have aspects for re-openers.																																																																																			
^x Dates reflects the effective date of payments.																																																																																			
Benefit Vendor Contracts / Activity	<p>Medical (CalPERS)² [Cyan bar from 2006 Q1 to 2010 Q2]</p> <p>Dental - Delta (1/1/2006-12/31/2010) [Cyan bar from 2006 Q1 to 2010 Q4]</p> <p>FlexCash - ASI/CSU² [Cyan bar from 2007 Q1 to 2009 Q2]</p> <p>Vision - VSP (1/1/2007-12/31/2009) [Cyan bar from 2007 Q1 to 2009 Q4]</p> <p>Life - Standard (1/1/2007-12/31/2010) [Cyan bar from 2007 Q1 to 2010 Q4]</p> <p>LTD - Standard (1/1/2007-12/31/2010) [Cyan bar from 2007 Q1 to 2010 Q4]</p> <p>HCRA/DCRA - ASI (1/1/2006-12/31/2009) [Cyan bar from 2006 Q1 to 2009 Q4]</p>																																																																																		
Other	<p>Ethnicity - Changes in racial ethnic data collection (Oct 31st 2010-HR ETA Summer 2010) [Orange square in 2010 Q3]</p> <p>Military Status - Changes in AA reporting (Sept 2008) [Orange square in 2008 Q3]</p> <p>Benefits</p> <p>Benefits/Payroll Annual Conference (August) [Orange square in 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012]</p> <p>CalPERS PSR (Go Live April 2010) [Orange square in 2010 Q1]</p> <p>Open Enrollment (September-October) [Orange squares in 2007, 2008, 2009, 2010, 2011, 2012]</p> <p>Retiree Vision (January 2009) [Orange square in 2009 Q1]</p> <p>TSA Master Administrator (January 2009) [Orange square in 2009 Q1]</p>																																																																																		
² Ongoing agreement, activities open for duration of calendar																																																																																			
³ Change in rates: reflects activity based on historical practice																																																																																			



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	2005					2006					2007					2008					2009					2010					2011					2012																																															
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N
Classification Studies																																																																																			
Athletic Trainer Series (January 2008-December 2009)																																																																																			
Library Services Specialist - Unit 9 (January 2008-December 2009)																																																																																			
Reprographics - Unit 7 (January 2008-December 2009)																																																																																			
Health Care - Phase 2 - Unit 2 (January 2008-December 2009)																																																																																			
Payroll, Accounting and Purchasing (April 2009-December 2010)																																																																																			
Counselor Intern (January 2008-December 2009)																																																																																			
Regulatory Reporting																																																																																			
Affirmative Action Plan (August-September)																																																																																			
Conflict of Interest (April 1)																																																																																			
IPEDS - HR (November-January)																																																																																			
VETS-100 (September 30)																																																																																			
HR Technology Initiatives																																																																																			
HR Standardization - Prep for 21st Century Project (July 2009-Dec 2010)																																																																																			
Absence Management Self-Service ⁴ (January 2009)																																																																																			
Recruiting Solutions (Talent Acquisition Manager/Candidate Gateway) ⁴ (August 2009)																																																																																			
Temporary Faculty ⁴ (August 2009)																																																																																			
⁴ Develop Business Requirements																																																																																			

Systemwide HR Roadmap

FINAL



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	2005					2006					2007					2008					2009					2010					2011					2012																																																											
	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N
Campus Activities																																																																																															
Legend:	Fall					Winter					Spring					Summer					Mass Terminations																																																																										
Academic Calendars (Typical for Paychecks)⁵																																																																																															
Semester																																																																																															
Fall (Aug, Sep, Jan); Spring (Feb, Jun, Jul)																																																																																															
Summer Term Employment (June - August)																																																																																															
Quarter																																																																																															
Fall (September); Winter (January); Spring (April)																																																																																															
Summer Term Employment (June - August)																																																																																															
QSYRO																																																																																															
Fall (September); Winter (January); Spring (April)																																																																																															
Summer (June)																																																																																															
⁵ Denotes peak activity for Payroll																																																																																															
Processing Mass Terminations⁶ (May-June)																																																																																															
⁶ i.e. Students / (R03) Lecturers																																																																																															
Financial Reporting Legend:	GAAP					FIRMS					Year End																																																																																				
Financial Reporting																																																																																															
GAAP (October 15)																																																																																															
FIRMS - Quarterly (Jun, Sep, Dec, Mar)																																																																																															
Year end (First 2 weeks of July)																																																																																															
CMS Project / Activity																																																																																															
For current CMS activities, see CMS Roadmap published on CMS website @ http://cms.calstate.edu/02_CampusPMTools/index.asp																																																																																															