

## Systemwide Human Resources Technology Update February 2011

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### **Absence Management Self Service (AM SS)**

A recent policy clarification was made regarding the new Time Reporting Code "No Time Taken". This code is to be used by employees when they have not used (taken) absences for the month. Where applicable, the code can and should be reported in conjunction with "time earned", e.g. Compensatory Time Off (CTO). System updates are required to accommodate this policy clarification and are being tracked in the Remedy Help Desk system via HD#206422.

The first three training modules: Employee, Timekeeper and Manager are now available for campus usage. A General Overview module was also created. These system-wide, on-line training modules are currently being piloted by the San Francisco campus. The final module for Payroll is under development and is targeted for completion in April.

The HRO Subgroup meeting has been rescheduled for March. An update on the meeting activity will be provided in the March Technology Update.

### **Common Human Resources System (CHRS) Project**

The CHRS survey results acknowledged the broad use of HR technology throughout the CSU. A significant number of campus modifications were made to support and/or facilitate self service functions and campus reporting. The CHRS survey information will be used as a foundation in establishing scope for the CHRS project which will be addressed in the Feasibility Study Report (FSR). Included in the FSR will be information regarding the needs for a system-wide Human Resources Data Warehouse (DW) and it is anticipated that some of the research and analysis previously completed for the 21st Century HR Data Warehouse project can be leveraged. The CHRS Task Force also engaged in discussions regarding the need for system-wide Identify Management/tool(s) and [HR Standardization](#). These projects are presumed to be prerequisites for CHRS. Pertinent information related to the above will be included in the FSR. The FSR is targeted for completion by early spring.

The work group formed by Systemwide Human Resources to address technology needs related to faculty affairs continues to meet and document their findings. The team engaged the AVP for Faculty Affairs in discussions at their March 3, 2011, In-Person meeting in San Francisco and received much insightful feedback. Participants were asked to confirm the business requirements identified in the CSU Temporary Faculty Business Requirements Summary document. In addition, the CHRS survey results identified the need for a variety of standard reports required to support faculty-related business operations. The FRS will address the business needs for both HR and Faculty Affairs. Starting in April, the FSR will be vetted with key stakeholder groups. A special In-Person meeting for campus HROs and AVPs of Faculty Affairs is being scheduled for April 29<sup>th</sup>.

### **Delta Dental Benefits Interface**

The CSU Project Team, in consultation with Delta, continues to prepare for the launch of Delta's online access for eligible CSU employees. Additional information will be forthcoming.

### **Ethnicity/Race and IPEDS HR**

In March Academic HR will send a copy of the final, summarized report to each campus for their records. A copy of the report will be sent to the IPEDS HR and the Institutional Research contacts.

Planning for the 2011/2012 IPEDS HR reporting cycle will also begin next month. The 2010/2011 process will be reviewed to determine if additional efficiencies can be leveraged. The plan is to review what worked well in the process and identify areas for improvements. Communications regarding the anticipated 2011/2012 IPEDS HR process in Oracle/PeopleSoft will be provided in the next few months. Required system updates are targeted for release in CMS Baseline in June 2011.

### **PSR (Pension System Resumption) Project**

The PSR go-live continues to be September 19, 2011. CSU's participation as an Early Test Partner with CalPERS will conclude on March 31, 2011. At that time, project interactions will be transferred to CalPERS PERT – Public Employer Readiness Team. The CSU Project Team is developing one common interface that will be delivered in CMS Baseline and used by all campuses.

In February the CSU Project Team discussed campus readiness activities such as required data cleanup information with the HUG Benefits Subcommittee. As part of the CSU PSR interface implementation, campuses will need to identify both Business and Technical contacts involved/responsible in the PSR interface process. In addition, campuses will need to designate a campus contact who will serve as the System Access Administrator (SAA) to manage campus access to the new my|CalPERS online system. Additional communications will be provided to campus Human Resources Officers and Benefits Officers.

Later in March, the CSU Project Team expects to begin communicating specific details to key stakeholder groups regarding the CSU PSR interface implementation, e.g. project timelines, campus involvement and expectations, readiness activities, campus acceptance testing, training, etc. Information will be shared in various forums, e.g. HUG Benefits Subcommittee teleconference, HR coded communications, webcasts, etc.

### **Recruiting Solutions (Talent Acquisition Manager and Candidate Gateway) /Temporary Faculty**

Activities for these projects will resume with the development efforts for CHRS.