

Systemwide Human Resources Technology Update **March/April 2011**

This HR Technology Update includes activities for the months of March and April 2011.

Absence Management Self Service (AM SS)

The Employee, Timekeeper and Manager on-line training modules along with a General Overview module are now available. These system-wide, on-line training modules are currently being piloted by the San Francisco campus. The final module for Payroll is under development. Information regarding the availability of these training modules and the new target release date for the Payroll module will be communicated to campus HROs in the near future.

During the March HRO Subgroup meeting, the group proposed a process for considering campus enhancement requests submitted for system-wide inclusion in CMS Baseline. It was determined that identified missed requirements would follow a similar process and both would involve touch points within key areas: Systemwide HR, CMS, relevant HUG Subcommittees, the HRO Subgroup, and the CMS EC. Communication was noted as an essential part of the overall process in keeping CSU stakeholders informed.

Also at this meeting, (and the HRO March In-Person meeting), the need for an open communication channel between the campus HRO and their respective campus HUG representative was emphasized. CMS Management presented an update on the development of the new AM SS reports, current AM enhancement requests and their AM Infrastructure project. The Northridge campus engaged the group in discussions on their critical campus findings during their AM SS implementation on v9.0. A follow up meeting is scheduled in May with the HRO Subgroup to continue discussions on the above topics.

Common Human Resources System (CHRS) Project

During the month of March, the CHRS Task Force continued to meet to prepare the Feasibility Study Report (FSR). This report includes information regarding the project scope, design approach and proposed project timelines.

On April 29, 2011, the vetting process began with the project Co-Sponsors, Gail Brooks, Vice Chancellor, Human Resources and Larry Schlereth, Vice President of Administration and Finance (Sonoma) soliciting campus feedback with campus HROs and AVPs. CHRS will bring benefits via robust technology (including a Data Warehouse) to both the campus HR and Academic Affairs areas. The presentation highlighted the need for campus support in change management and engagement at all levels.

For the design approach, all campuses and the Chancellor's Office would be invited to a 'pageant' to present their best-of-breed custom functionality. Multiple Modular Selection Teams would be created to select robust functionality presented by volunteer campus members that meets CSU technology

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needs. The functionality along with the campus business process would be evaluated for adoption and inclusion in CHRS. A Modular Design Team would work to design functionality required to support *academics*. This group would leverage the business requirements previously documented for Temporary Faculty as well other recently identified essential business needs.

The presentation concluded by acknowledging that managing workload will be a key success factor for CHRS as there are several technology projects on the horizon or underway like HR Standardization, Identity Management, Data Hub (Oracle/PeopleSoft tool supporting the HR/Student split/integration), and the v9.0 Upgrade. Based on the tentative schedule presented, the CHRS project would end with campuses implementing in 2013, in preparation for a new payroll system.

Over the next few months', feedback on the proposed FSR will be incorporated from a variety of key stakeholder groups before being submitted to TSC and Executive Council.

Delta Dental Benefits Interface

[HR/Benefits 2011-06](#) provided campuses with direction on data maintenance of dental enrollments in Oracle/PeopleSoft and additional information regarding the final phases of the Delta Dental Benefits Interface. The communication noted six of potential data discrepancies and the appropriate action that must be taken for resolution. The final phases include: 1) Delta Dental's conversion of CSU dental database from subscriber to dependent-based, effective May 1, 2011; and 2) Online access to employees to view dental enrollment information. It noted "conversion to the dependent-based platform will allow employees to access dental enrollment information for self and eligible dependents, Evidence of Benefits (EOB), maximums and remaining allowances."

IPEDS HR

Copies of the final, summarized, report were provided to the campus IPEDS HR and Institutional Research contacts. Feedback on the 2010/2011 IPEDS HR reporting process was that it was 'a great success', the process ran smoothly and appreciation for the campus data cleanup efforts were recognized. Preparation activities for 2011/2012 IPEDS HR reporting are now underway and a few refinements in the program are being made. Required system updates are targeted for release in CMS Baseline in June 2011.

PSR (Pension System Resumption) Project

The CSU Project Team testing with CalPERS as Early Test Partner has proven extremely beneficial for the CSU in broadening understanding of the new CalPERS PSR requirements. In many respects, the partnership identified issues that enabled CalPERS to improve their system design. Although PSR will replace many of CalPERS payroll and retirement systems, CSU will only utilize PSR for Health. Therefore, one common interface is being developed.

In April, HR/Benefits [2011-05](#) was released which provided an update on the CalPERS PSR Implementation. The CSU Project Team hosted a special presentation at the HUG Benefits Subcommittee to review this technical letter communication. Valuable information was shared regarding the secure transmission process; new data elements introduced by PSR, namely the CalPERS Participant ID and Dependent ID, and campuses were advised of the need to load Seed Data (CalPERS Participant IDs and Dependent IDs) in Oracle/PeopleSoft. The transition to PSR and the discontinuance of ACES (Automated Communications Exchange System) was also reviewed along with campus expectations for data clean-up, testing, and implementation. Campuses will receive training from the CSU Project Team on PSR and CalPERS on their new on-line functions. CalPERS will launch their new PSR system on September 19, 2011.

To facilitate the need to exchange critical communications regarding the CSU PSR implementation, the HUG Benefits Subcommittee agreed to host teleconferences twice each month (first and third Wednesdays) beginning in June through December 2011.

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

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