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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
<b>Collective Bargaining Agreements<sup>1</sup></b>	<b>Legend:</b> CBA (Blue), CB Salary Implementation-GSI (Orange), CB Salary Implementations-Other (Green), Benefit Vendor Contracts/Activity (Cyan), Other/Class Studies (Yellow), HR Tech (Red), Reg Rpt (Light Blue)																																																																																		
R01 (9/19/2006-6/30/2010)	[Blue bar from 2006 M to 2010 M]																																																																																		
CSUEU (1/16/2007-6/30/2011)	[Blue bar from 2007 J to 2011 M]																																																																																		
R03 (5/15/2007-6/30/2010)	[Blue bar from 2007 J to 2010 M]																																																																																		
R04 (11/8/2005-7/01/2010)	[Blue bar from 2005 D to 2010 M]																																																																																		
R06 (11/1/2005-6/30/2011)	[Blue bar from 2005 D to 2011 M]																																																																																		
R08 (7/18/2006-6/30/2011)	[Blue bar from 2006 J to 2011 M]																																																																																		
R10 (7/1/2007-6/30/2010)	[Blue bar from 2007 J to 2010 M]																																																																																		
R11 (6/24/2005-9/30/2008)	[Blue bar from 2005 D to 2008 M]																																																																																		
R12 (1/6/2005-5/31/2012)	[Blue bar from 2005 D to 2012 M]																																																																																		
R13	[Blue bar from 2005 D to 2012 M]																																																																																		
<b>Collective Bargaining Salary Implementations<sup>1X</sup></b>	R01 (July, December, February) CSUEU (July) R03 (July, December) R04 (July, August, October) R06 (June, July, December) R08 (July) R10 R11 (October) R12 (July) R13 Non-represented (July, December) GSI ◊ Other ◊ e.g. BSM Bonus, Min. Rate Adj.																																																																																		
<b>Benefit Vendor Contracts / Activity</b>	Medical (CalPERS) <sup>2</sup> Dental - Delta (1/1/2006-12/31/2010) FlexCash - ASI/CSU <sup>2</sup> Vision - VSP (1/1/2007-12/31/2009) Life - Standard (1/1/2007-12/31/2010) LTD - Standard (1/1/2007-12/31/2010) HCRA/DCRA - ASI (1/1/2006-12/31/2009)																																																																																		
<b>Other</b>	Furlough Program Implementation (7/2/2009 - 6/30/2010) Ethnicity - Changes in racial ethnic data collection (Oct 31st 2010-HR ETA Summer 2010) IPEDS Reporting (from PeopleSoft) HR ETA Oct. 2010 Military Status - Changes in AA reporting (Sept 2008) <b>Benefits</b> Benefits/Payroll Annual Conference (August) CalPERS PSR (Go Live September 2010) Open Enrollment (September-October) Retiree Vision (January 2009) TSA Master Administrator (January 2009) <sup>2</sup> Ongoing agreement, activities open for duration of calendar <sup>3</sup> 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
<b>Classification Studies</b>																																																																																			
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)																																																																																			
<b>Regulatory Reporting</b>																																																																																			
Affirmative Action Plan (August-September)																																																																																			
Conflict of Interest (April 1)																																																																																			
IPEDES - HR (November-January)																																																																																			
VETS-100 (September 30)																																																																																			
<b>HR Technology Initiatives</b>																																																																																			
HR Standardization - Prep for 21st Century Project (July 2009-Dec 2010)																																																																																			
Absence Management Self-Service <sup>4</sup> (January 2009)																																																																																			
Recruiting Solutions (Talent Acquisition Manager/Candidate Gateway) <sup>4</sup> (November 2009)																																																																																			
Temporary Faculty <sup>4</sup> (September 2009)																																																																																			
<sup>4</sup> 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
<b>Campus Activities</b>																																																																																			
<b>Legend:</b>	Fall					Winter					Spring					Summer					Mass Terminations																																																														
<b>Academic Calendars (Typical for Paychecks)<sup>5</sup></b>																																																																																			
<b>Semester</b> Fall (Aug, Sep, Jan); Spring (Feb, Jun, Jul) Summer Term Employment (June - August)	[Gantt chart showing semester activity with red, green, and yellow blocks]																																																																																		
<b>Quarter</b> Fall (September); Winter (January); Spring (April) Summer Term Employment (June - August)	[Gantt chart showing quarterly activity with blue, red, and yellow blocks]																																																																																		
<b>QSYRO</b> Fall (September); Winter (January); Spring (April) Summer (June)	[Gantt chart showing quarterly activity with blue, red, and yellow blocks]																																																																																		
<sup>5</sup> Denotes peak activity for Payroll																																																																																			
<b>Processing Mass Terminations<sup>6</sup> (May-June)</b>	[Gantt chart showing mass terminations with brown blocks]																																																																																		
<sup>6</sup> i.e. Students / (R03) Lecturers																																																																																			
<b>Financial Reporting Legend:</b>	GAAP					FIRMS					Year End																																																																								
<b>Financial Reporting</b> GAAP (October 15) FIRMS - Quarterly (Jun, Sep, Dec, Mar) Year end (First 2 weeks of July)	[Gantt chart showing financial reporting activities with blue, green, and orange blocks]																																																																																		
<b>CMS Project / Activity</b>																																																																																			
For current CMS activities, see CMS Roadmap published on CMS website @ <a href="http://cms.calstate.edu/02_CampusPMTTools/index.asp">http://cms.calstate.edu/02_CampusPMTTools/index.asp</a>																																																																																			