

**CAS Finance and Operations Meeting  
July 6, 2016**

**HR Talent Acquisition and Development and HR Operations Presentation (Nancy Nieraeth, Sonia Potter, Haley Ruddell)**

We introduced ourselves and made sure everyone is on the hr-partners listserv.

Nancy Nieraeth discussed the goals of HR's Year of Transformation (to integrate HR into the campus community and connect more effectively with units; to build and improve systems; and to develop HR expertise). The employee recruitment process is a major focus of HR's improvement efforts. The rest of the presentation was about HR's new talent management software, PageUp People.

PageUp People Phase 1 is set to launch in early fall. Phase 1: Recruitment and Selection includes position descriptions, recruitment (the current NAPO and Request to Hire processes), an interface for candidates, an interface for search committees, hiring, and onboarding. Phase 2 (anticipated launch Spring 2017) will include performance reviews and professional development.

PageUp People will be the system of record for searches and recruitment. Banner will remain the system of record for HR and Payroll.

**Q&A**

- PageUp will have similar functionality to Academic Jobs Online; it can also push job announcements to AJO.
- There will be a cutoff date after which all new searches will be initiated in PageUp. Tenure related searches in process at that point may be integrated so that their data will be available in PageUp. If so, HR will work to ensure a seamless experience for candidates.
- Data lives on the PageUp servers, and is available to UO users via the cloud.
- UO ID/95 numbers will not be automatically assigned to applicants, but the 95 number assignment process will be much simpler.
- HR is going to solicit information on various units' reporting needs. The system will help with tracking TTF searches.
- The new system will be used for all faculty, and classified and unclassified staff. It will not, at least initially, be used for temps, student employees, or GTFs.
- Cross-disciplinary searches will be possible; the system will allow permissions to be configured this way.
- PageUp does not have a direct interface with the international employee visa process, but it will identify international applicants early in the application process.

**Next Steps**

HR will reach out to users for testing and feedback and training. Go-live for Phase 1 is expected in early Fall term.

HR will send a representative to our meetings each month for the next several months.

**FY 16 operating fund settleup (Sherri)**

The Dean's Office will settle up the FY 16 OPX/operating fund indices after the close of period 12. Please make sure you complete any budget changes or JVs on these indices by then.

**Mobile technology allowances (Sherri)**

Sherri Nelson needs to be listed as the dean-level approver on mobile technology allowance requests. Tier 1 and 2 requests will be approved routinely.

**Student workers (group sharing)**

We discussed the tasks various departments assign to their student workers. Discrepancies arose among departments' use of students for grading and marking papers. The Dean's Office will follow up with central offices about what is allowed in this area. We also discussed issues surrounding student employees, GTFs, and sick leave.

**Q&A with Dean Marcus**

CAS Dean Andrew Marcus provided some updates on what he is working on and answered questions about the FY 16 budget and personnel cuts, and projections for what is to come.