Human Resources Presentation

- Stakeholders:
  - Students
  - Current, new and retiring employees
  - Beneficiaries
  - Retirees
- Move to Banner and People Admin has impacted everyone on campus
- Currently scanning all active employee records into banner
- What is status of the Panel Report?
  - Have received it
  - Will share with staff soon
  - Some of areas are:
    - Leadership
    - Training
    - Balancing employee and employer issues
- How do they deal with externally imposed inefficiencies, i.e. scholarships that have to be converted to an hourly basis?
  - Could students ask the question
  - Sometimes things get handed down to us
  - We have input on many things but ultimately must comply
- Need an Affirmative Action Office and Title 9 officer

Finance Presentation

- Try to capitalize on opportunities
- Retirements
  - 3 of 8 unable to replace
- Have now developed reports that roll up at various levels for unit managers
- Growth in sponsored programs in past 5 years
- In addition to list in presentation, also provide following:
  - Card service
  - Programming
  - Data collection
  - IPEDS training
  - Bonds
  - System-wide financial statement
  - Bookstore
• As we bring in finance people around the University, could they partner with Finance Office?
  o Some university-allocated funding out to various VP’s and they each manage their portion instead of managing them centrally
  o BOR had an allocation formula
  o Then BOR went to university managed resources and each campus kept its tuition but they reallocated state funds
  o We have developed a paper to look at various models
• How will RCM integrate into the reporting features currently available to us?
  o Will have to think ahead about what we need and what we can get
• How can we become more transparent in fees?
  o Have developed a fee policy
  o Need to go further to give departments the information they need as they think about fees
  o The fees per discipline are currently available
  o If could, pull all fees together (academic and non-academic)
  o Would be good for prospective and current students
    ▪ Parking fees, Residence hall fees, activity fees, etc.
  o Students don’t understand what services they receive for fees they pay
Human Resources
&
Finance

Human Resources

• Provide an environment of service that is proactive and responsive to stakeholder needs.
Human Resources

• Implementation of Banner & People Admin
  • Minimal Reporting Capabilities
  • HR System – latest online leave request

• Entire campus impacted
  • Supervisors
  • Administrators
  • Support Staff

• Paper to electronic files

Human Resources

• Future Challenges

  • Data Mining/Management Reporting
  • Meet Service Needs
  • Balance EE/ER Management Issues
  • Review Panel Implementation
Human Resources

- HR Review Panel Report
- Maintain high service levels
- Two thirds of SDSU employees responding to HR survey are comfortable going to HR with their needs.
- Over three fourths of respondents feel HR is:
  - Helpful when they have payroll questions
  - Helpful when they have benefit questions

Finance

- Create opportunities to solve fiscal goals of the University through efficient services of all departmental units.
Finance

- Previous 5 year plan
  - Pending retirements
  - Banner-transaction/processing system not a management information system
  - Banner – basically no training – no reports
  - Increased Federal scrutiny and growth in sponsored projects

Human Resources & Finance

- Replaced 20 year old system
- BOR system-wide implementation
  - One year timeline
  - Six diverse campus needs – one system
- Entire Campus impacted
- Reports – very minimal
- SDSU became Shared Service Center for all BOR in the areas of:
  - Immigration
  - Payroll and Payroll Accounting
  - Accounts Payable
  - Purchasing
Finance
Accountability in Auxiliary Systems

• 2009 Bond Issue $34.27M
• 2011 Bond Issue $57.7M
• $121.7 million outstanding bonds
  • $10M annual debt
• Favorable credit ratings
  • enable lower interest costs
• Debt service coverage ratio requirements

Finance
University Management of Resources

• Optimizing University Managed Resources – BOR
• AES/CES cuts and SDSU implications
• Destabilizing impact of Federal budget on Sponsored Programs
• Capital Improvements
Future Challenges

• BOR – distribution – Optimizing University Managed Resources
• Tuition and Fee Revenue static
• Staffing to meet service needs – one deep
• Space
• Reports – Reports – Data Mining
• Revenue Modeling
• Responsibility Centered Management Budgeting
  • Also known as RCM