Guest Speaker: Dr. Rob Maher, Electrical and Computer Engineering
Thank you Dr. Maher for the very interesting and informative presentation on audio forensics!

Central Office Updates:
UBS/Administration and Finance (Daniel Adams – OpenMSU):
OpenMSU was started 5 years ago as a long term effort to improve work efficiency and job satisfaction. Please see http://www.montana.edu/openmsu/ for a status summary on all projects.

Katie Matzinger – Year End update:
MSU is waiting for the State of Montana to set the final dates for the Fiscal Year End. The year-end letter is expected to be finalized and sent out shortly. Some areas to keep in mind – prepaid expenses, purchasing card expenses and the purchasing card clearing account. Contact UBS for any questions.

HR/Payroll (Sara King – HR Org Structure; Job Categorization Project; Use of Professional Hourly Pay Method):
Please see the attached presentation for details of the HR Org Structure and contact HR if you have any questions. The Job Categorization project is underway and the Alternatives to the Professional Hourly Pay Method is ongoing. HR has been meeting with staff for training and updates. Contact HR for questions.

OSP Updates:
Discussion of RED F&A Allocation Plan (FY17) Draft – the draft plan was reviewed. The final plan has been completed and is attached. Contact Leslie for any questions.

Blue Cross Blue Shield – student expense refunds possibly paid from OSP funds. After conferring with Legal, the Director of Student Accounts and the Director of Student Health Services, a decision has been made not to attempt to recover the refund issued directly to students from BCBS. If you have any questions about this, please contact Leslie directly.

Announcements:
- Faculty startup reminder – appropriate use of funds (in direct support of research)
- MREDI ITD Report now available on SAIS
**RED Allocation Plan to Colleges (FY17)**

**Principles Applicable to Plan:**

- FY17 will continue the transition of the allocation of F&A funds to the deans, which will enhance and support strategic investments in research initiatives at the college level.

- RED desires to reward improvements in research productivity to each college and to encourage college dean involvement in growing the research activities at MSU. The intent is to align growth in research efforts and provide a framework to support specific college research needs.

- The intent of this plan is to eliminate ad hoc funding arrangements that have been directed to RED in the past.

- Monies allocated to the deans should be invested in furthering research objectives (For example: research equipment, lab renovations, service contracts and items that will result in an increased success in obtaining extra mural funding).

- Deans will be responsible for managing MOU’s for F&A returns and research support that incorporates the principles outlined above. The colleges will be responsible for any further allocations.

- Faculty startup/retention funding, matching, and institutional support funding will continue to be negotiated with RED.

**Plan for FY17:**

- For OSP managed funds that return the maximum F&A rate allowed by the sponsor, the dean of the college will work with the participating PI(s) and department(s) to allocate the 25% F&A return.

- For OSP managed funds that currently have an existing F&A arrangement, it will be the responsibility of the PI/Director to negotiate a F&A allocation for the current and future fiscal year(s) with the dean.

- OSP managed funds that are already receiving direct RED support (including match) will be ineligible for this plan.

**Procedures for FY17:**

- Prior to FY17 start OSP will review each fund/index to determine eligibility for inclusion of a F&A allocation to the college.

- Eligible fund/indexes will be assigned a F&A distribution code to direct the 25% return to each college F&A fund/index.

- Distributions will occur automatically as expenditures from OSP managed funds occur.

- This plan will be reviewed on an annual basis with the deans.

April 19, 2016
HR Reorganization
Human Resources
Structure and Hiring Plan Update
April 2016

Summary of Changes Discussed in February

• Will not replace Assoc CHRO and HR Compliance Manager roles
• Reconfiguring leadership team structure to compensate for elimination of Associate CHRO role
  • Consolidation of Compensation, Benefits & HRIS teams
• Repurposing budget to provide additional resources to core teams to enhance service delivery to campus, resulting in
  • Some reassignment/rotations within Central HR team
  • Open positions that will be posted for recruitment in February
  • Transition planning and training new staff expected through April
Human Resources
Status of Service

Good News
• Our vacancies are filled
• We move forward with more resources across most of our core teams
• We have hired great people with excellent capabilities and experience
• We have provided internal mobility and progression for some of our experienced HR staff who are now in new roles

Not Such Good News
• We are behind in our workflow
• We are not fully trained – in fact, we are just starting structured training
• In addition to training new staff, we are training current staff in new roles
• All of which requires us to slow down before we speed up

What we plan to do to help through this period
• Actively monitor incoming e-mails for recruitment (Ann) and comp-class (Fiona)
• Get back to you within our “one day” goal with realistic status
• CALL you to better communicate during delays or confusion re “who is helping me”

What you can do to help us
• Reach out by phone if you have not heard anything
• Help us understand your priorities/timeframes
• Extend patience and support to new staff who may require extra questions/discussion
Alternatives to Professional Hourly
Job Categorization Project
Updates
Questions