HR Forum Committee

Function:
To facilitate two-way communication with campus departments on a variety of HR issues.
Graduate Assistants

Dr. Andrea Golato
Dean, Graduate College
Title IX Training

Dr. Gilda Garcia
Chief Diversity Officer
Director of Equity & Access
Title IX Coordinator
Registration will remain open throughout the duration of the pilot program.

Free program includes: lunch ‘n learn sessions, open swim at the Aqua Sports Center, open racquetball at Jowers Center, wellness checks, and group training classes.

Program specifics, description of classes, 4-month calendar located at http://www.worklife.txstate.edu/Wellness.html
Thank you and enjoy the program
Self-Reporting of Relatives

Michelle Moritz
Associate Director, Human Resources
Nepotism Policy

- Rules are outlined in Texas Government Code, TSUS Regents Rules and UPPS 04.04.07
- Developed a new tool for self-reporting
Self-Reporting

- Found in SAP: Other Self-Service
  - Nepotism Employee Entry

- Only need to report certain relatives that work in the same division

- Initial launch for all employees this spring

- Ongoing – upon hire and as changes occur
Administrative Review Process

- HR can enter for someone else and attach form
- Auto notifications sent to Department Head
- HR/Faculty Records will analyze and update a series of statuses through the review and approval process
- Department Head and VPs will have inquiry reports
- Final report of approved exceptions submitted every May to the Board of Regents
OFCCP’s Revised Disability Regulations

Because we do business with the Federal Government, we are being asked to collect information from both applicants and employees concerning disability status.

This is to be used to help Texas State measure how we are doing with providing equal employment opportunities to qualified people with disabilities.
Self - Reporting

- Found in SAP: Other Self-Service
  - Self-Reporting of Disability

- Voluntary

- Confidential

- You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier
Voluntary Self Identification of Disability

Why are you being asked to complete this form?

Because we do business with the government, we must reach out, hire, and provide equal opportunity to qualified people with disabilities. To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answers you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical...
Announcements

- E-Verify Status
- Outside Employment Change
- Performance Appraisal Project
- Reasonable Suspicion Drug Training
- HR Message Board
- People Admin Update
New HR Employees

Katie Bonner
Leah Cuellar
Margie Cameron
Patty Duran
Sandra Ramirez
Open Floor Discussions
We welcome your feedback

Contact us:
hrforum@txstate.edu
512.245.2557
Thank you