



HR Forum

7.20.2021



agenda

Welcome Vanessa Salazar

International Affairs: Immigration-related Services for Hiring International Faculty and Staff	Rosario Davis / Dr. Jonathan Tyner
Talent Acquisition Updates	Alicia Barthel
Staff Grievance Form Update	Tammy Coyle / Cindy Keilers
What's New in ODC Introducing the New Employee LMS	Vanessa Salazar / Joyce Munoz
Benefits Updates 2021 Legislative Updates	Heather Houston / Lori Kinser
Q&A & Wrap-up	Vanessa Salazar



International Affairs Immigration-related Services for Hiring International Faculty and Staff

Rosario Davis

AVP and Director, International Affairs

Dr. Jonathan Tyner

Interim Associate Director, International
Student and Scholar Services

Contact

International Affairs | intlaffairs@txstate.edu



Talent Acquisition Updates

Alicia Barthel

Manager, Talent Acquisition &
Inclusion
Office of Institutional Inclusive
Excellence – Faculty and Staff Initiatives

Employment Eligibility Verification Form I-9 Updates

- On March 20, 2020, due to precautions implemented by employers and employees associated with COVID-19, DHS announced that it would exercise prosecutorial discretion to defer the physical presence requirements associated with the Employment Eligibility Verification (Form I-9) under section 274A of the Immigration and Nationality Act. This policy only applies to employers and workplaces that are operating remotely. **If there are employees physically present at a work location, no exceptions are being implemented at this time for in-person verification of identity and employment eligibility documentation for Form I-9, Employment Eligibility Verification.** Therefore, beginning June 1st, when the University resumed its in-person operations, I-9's should be completed in person, no exceptions.
- Recently, E-Verify has been conducting a lot more reverifications. Review and take action on emailed notifications, as needed.



<https://www.ice.gov/news/releases/ice-announces-extension-new-employee-guidance-i-9-compliance-flexibility-0>

TXST Virtual Job Fair

- In partnership with Workforce Solutions Rural Capital Area, Texas State will be hosting TXST hiring departments during a virtual job fair on July 29, 2021 from 10 am – 2 pm.
- Hiring departments will be able to connect and engage with applicants attending the event.

A promotional poster for the TXST Virtual Job Fair. The poster has a dark red header with the text "Belong. Inspire. Grow. @ TXST". Below the header, on the left, is a circular inset image showing a woman and a man looking at a document together. To the right of the image, the text "Now Hiring!" is written in a large, red, cursive font. Below this, a list of positions is provided, each preceded by an asterisk. At the bottom right, there is a section for more information and a link to the TXST jobs page, followed by the Texas State logo.

Belong. Inspire. Grow. @ TXST

Now Hiring!

Positions:

- *Construction Contract Administrator
- *Administrative Assistant
- *Grant Specialist
- *Lieutenant
- *Police Officer
- *Training Specialist
- *Custodian
- *Career Advisor
- *Instructional Designer
- and more...

For more information and to apply visit:
<https://jobs.hr.txstate.edu/>

TEXAS STATE

Institutional Inclusive Excellence – Faculty and Staff Initiatives (IIE-FSI)

- New Website: [IIE-FSI](#)
 - Talent Acquisition
 - Employment Opportunities Website
 - Hiring Managers Corner
 - Forms
 - Equity
 - Equitable Hiring
 - Affirmative Action
 - Bobcat J.E.D.I. Program



Contact

Talent Acquisition | talentair@txstate.edu | 512.245.8200
Equity Reviews | equitablehiring@txstate.edu | 512.245.8200
Bobcat J.E.D.I. Program | divcert@txstate.edu | 512.245.8200



New Staff Grievance Form in Maxient

Tammy Coyle

Manager, Employee Relations
Office of Human Resources

Cindy Keilers

Employee Relations Specialist
Office of Human Resources

Contact

Employee Relations | hr@txstate.edu | 512.245.2557



What's new in ODC | Introducing the New Employee LMS

Vanessa A. Salazar, M.A.

Manager, ODC
Office of Human Resources

Joyce Munoz

Professional Enterprise Systems



Introducing:

SuccessFactors (SF) Learning !

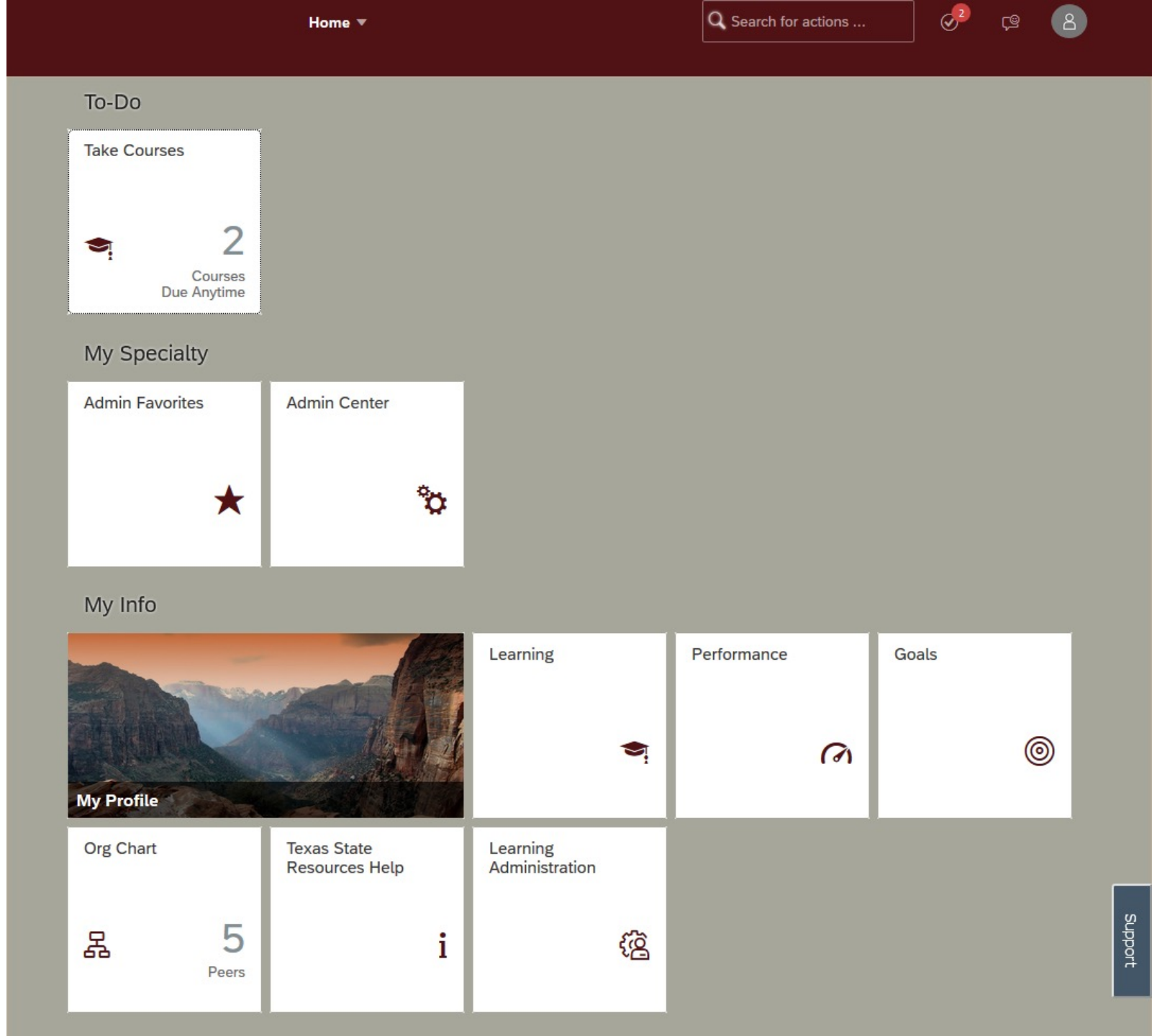
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SuccessFactors (SF) Learning

- Replace SAP LSO
- Include new and accessible blended learning
- Allow for content curation
- Improved compliance training
- Learn more at go.txstate.edu/sflearning

SF Homepage



SF Learning Landing Page

Find Learning

🔍 What do you want to LEARN today?

[Browse all courses >](#)

My Learning Assignments

📅 📋 Sort By Date | Priority ▾ Filter

Keyword 🔍 Course name or ID

Select All ▾

All Assignment Types ▾

▼ DUE ANYTIME



Advanced Social Media at Texas State

COURSE AdvSoMedia

👤 Self-Assigned



Learning History

View All

Add

MOST RECENTLY ADDED



Ethics and Compliance On-Line... ✓



Cybersecurity Training ✓



My Curricula ▾



Congratulations! All required curricula are complete.

[Go to Curriculum Status](#)

My Team



🟢 On Time (3)

Bookmarks



0

Links

🔗 [My QuickGuides](#)

[Add to Learning His...](#)

[Approvals](#)

History of Completed Work

← Back

Completed Work



Show Completions:

All



Completion Date *	Title <input type="text"/>	Status <input type="text"/>	Action
4/12/2021 12:00 PM	Ethics and Compliance On-Line Course	Complete	
4/5/2021 12:00 PM	Cybersecurity Training	Complete	
8/20/2020 12:00 PM	Equal Employment Opportunity & Title IX	Complete	
8/19/2020 12:00 PM	Equal Employment Opportunity & Title IX	Complete	
6/10/2020 12:00 PM	WellCats Educational Series	Complete	
3/20/2020 12:00 PM	Cybersecurity Training	Complete	
3/19/2020 12:00 PM	Cybersecurity Training	Complete	
1/29/2020 12:00 PM	WellCats Educational Series	Complete	
11/13/2019 12:00 PM	WellCats Educational Series	Complete	
10/11/2019 12:00 PM	New Employee Welcome II	Complete	
9/3/2019 12:00 PM	LGBTQIA Allies Training	Complete	
7/23/2019 12:00 PM	Supporting Transgender/Non-binary	Complete	



What's new?

- New HR Communications!
 - HR Buzz
 - Leadership Beeline
 - New HR Blog – *coming soon*
 - ...*and more!*
- Team Updates!



- Published the 1st of each month to staff & faculty
- Includes main HR highlights
- Also includes:
 - Welcome, New Bobcats
 - Wellness Tips
 - Learning & Development
 - Employee & Team Recognition



- Published the mid-month (e.g., the 15th) to supervisors
- Includes main announcements, reminders, hot topics for supervisors

ODC Team Updates

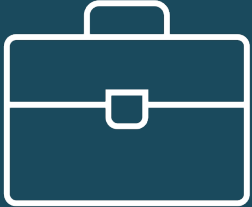
Welcome, Dani



Dani Artaza

Organizational Development
& Communications Specialist

ODC Team Updates



TBD

Training Specialist



TBD

Development
Representative



Contact Us



5.7899



hr_odc@txstate.edu



www.hr.txstate.edu/odc

Vanessa Salazar | Teams | vs21@txstate.edu



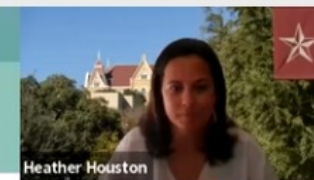
Benefits Updates | 2021 Legislative Updates

Heather Houston, MS, PHR

Benefits Manager
Office of Human Resources

Lori Kinser

HR Representative
Office of Human Resources



Benefits Updates | 2021 Legislative Updates

Heather Houston, MS, PHR

Benefits Manager
Office of Human Resources

▶ 10 🔊 00:01 / 10:19

2021-07-08 15:10:22

Contact

Heather Houston | houston@txstate.edu | 5.2577 | Teams chat

Lori Kinser | lk1069@txstate.edu | 5.2577 | Teams chat

The background of the slide features a light gray border. Inside this border, on the left and right sides, are images of white paper cutouts of human faces in profile, facing each other. Each face has a large black question mark on its forehead. The cutouts are layered, creating a sense of depth. In the center of the slide is a dark blue rectangular area with a thin white border. At the bottom center of this blue area, there is a small, vertical teal-colored bar.

Questions



TREAT YO' SELF

When: Friday, July 23 | 2 – 4pm

Where: JCK parking lot

(between JCK and the red theatre building)

It's *Snow Cool* to be a Bobcat employee!



thank you

Next HR Forum - 10.19.2021



512.245.2557



hr@txstate.edu



www.hr.txstate.edu