

Anschutz HR Community Meeting

June 9, 2026



Agenda

Adrienne Howarth-Moore, Associate Vice Chancellor & Chief Human Resources Officer

- **Welcome and Introductions**
- **Chat and Ground Rules**

Lisa Landis, Associate VP, President of Employee Services

- **Employee Services Overview**

Lindsey Fouquette, Director of Talent Acquisition & Classification, Human Resources

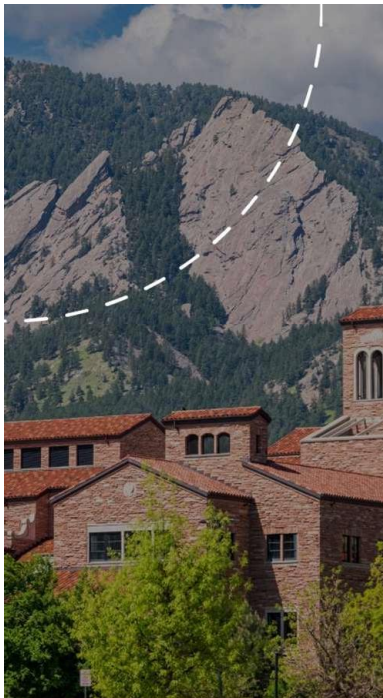
- **Talent Acquisition Updates**

Kelly Hanson, Sr. Organizational Change Manager, Information Strategy & Services

- **Time & Labor Project Update**

Wrap Up





Employee Services Overview

June 2026

Employee Services



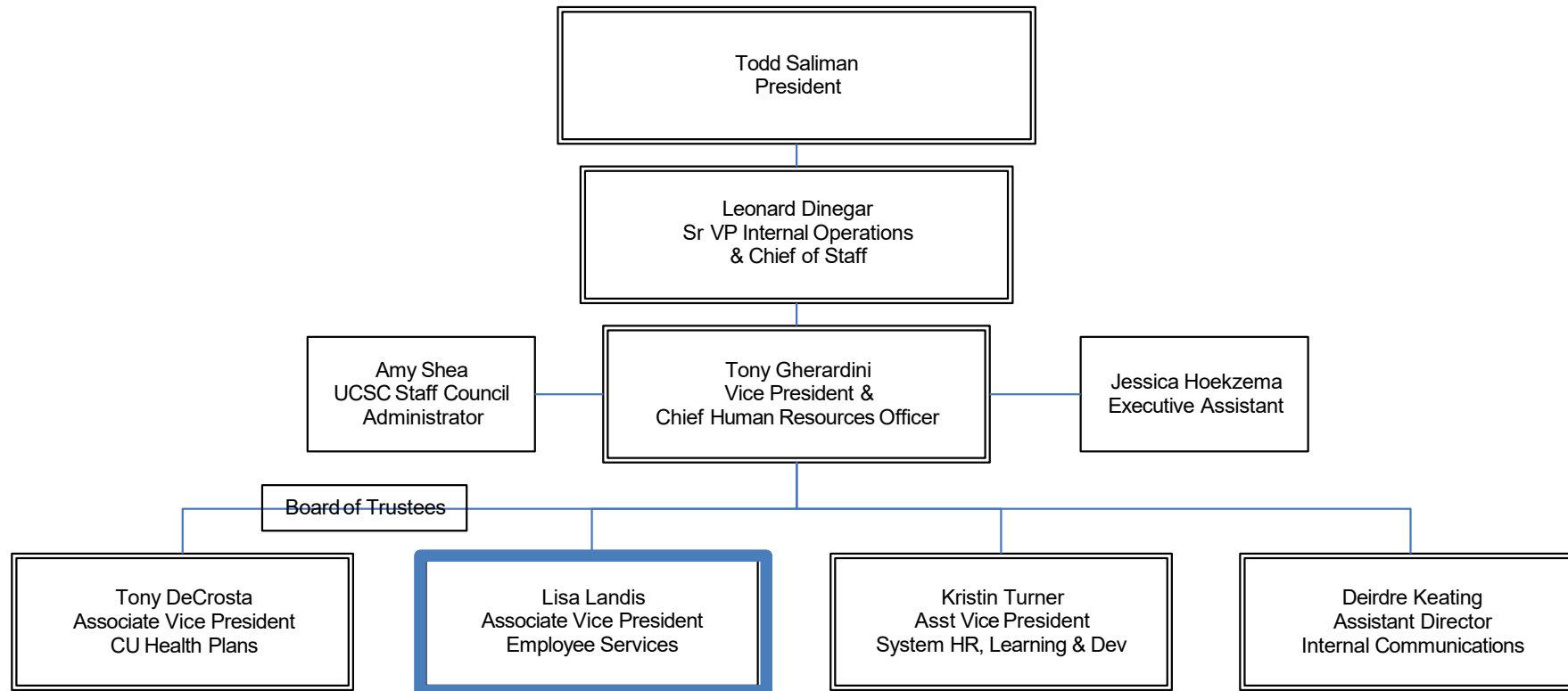
University of Colorado

Boulder | Colorado Springs | Denver | Anschutz

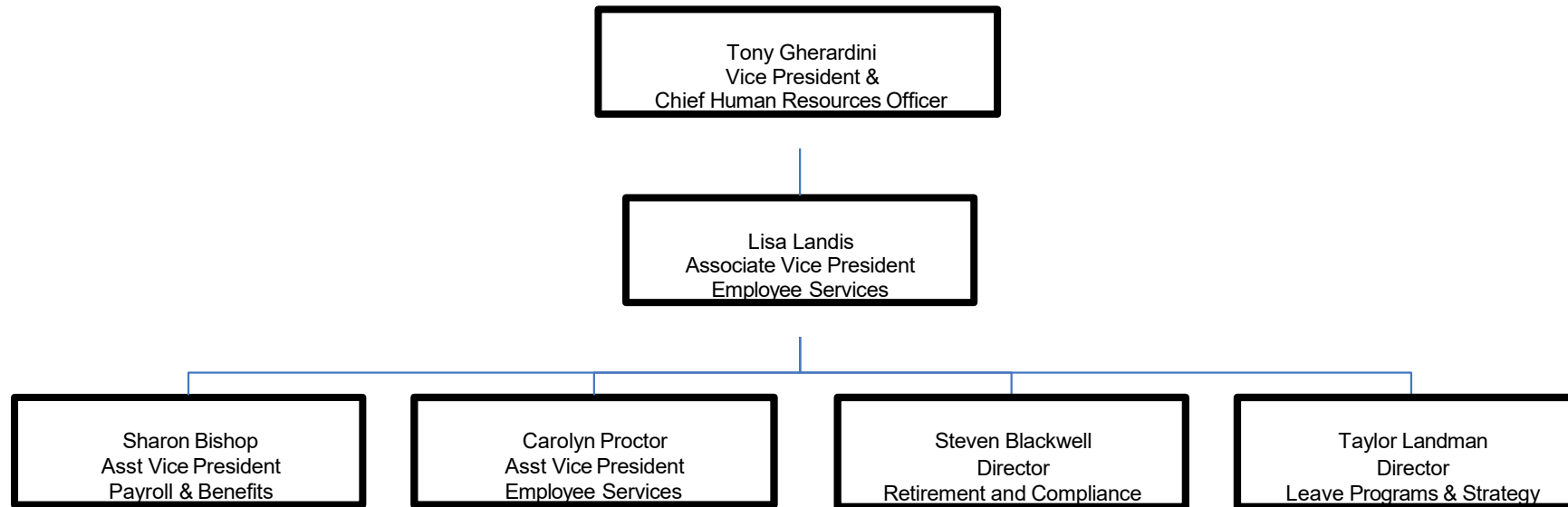
EMPLOYEE SERVICES



VP and CHRO Leadership Team

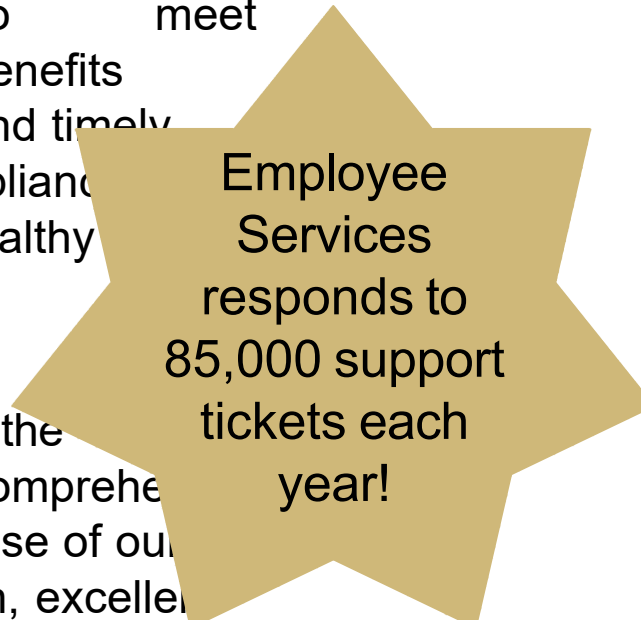


Employee Services Leadership Team



Employee Services

- Employee Services is dedicated to making the University of Colorado a great place to work.
- The department delivers services designed to meet the university's needs by delivering quality benefits coverage and retirement plans, accurate and timely payroll and taxation, and leave compliance. We strive to make CU's workforce strong, healthy and financially secure.
- Each team leverages its expertise to provide the university community with a satisfying, comprehensive experience—promoting understanding and use of our services through educational outreach, excellent customer service and user-friendly technology.



Employee
Services
responds to
85,000 support
tickets each
year!



Employee Services Customers

Campus	2025 W2 Employees	2025 Retirements	Current Active Retirees and Surviving Spouses
Anschutz	16,971	142	2,336
Boulder	16,580	324	3,515
Colorado Springs	2,815	22	485
Denver	3,106	15	691
System	737	9	258
Total	40,209	512	7,284



Employee Services Units

Leave

Provides CU employees assistance to navigate multiple leave programs with complex rules

- Colorado paid Family and Medical Leave Insurance (FAMLI) program
- Family Medical Leave Act (FMLA)
- Parental Leave
- Short-term and Long-term Disability
- Workers Compensation (partner with Risk Mgmt)

~3,500 applications each year

In 2025, paid \$16.5M FAMLI payments to employees

Retirement Plans

Manages CU employee retirement dollars by maintaining relationships with TIAA and PERA.

Oversees the complex fiduciary and compliance roles with internal and external constituents.

Retirement Assets Under Management with TIAA
(as of 3/2026)

401(a) and 403(b) and SERP

Over \$10B for 75K participants



Employee Services Units

Technology and Data

Ensures PeopleSoft HCM & Taleo functionality aligns with our campus business processes, legislative and compliance requirements and university initiatives.

Responsible for administering systems such as OnBase, Cornerstone, Salesforce, Team Dynamix PPM, SharePoint.

Provides BI reporting in support of leadership and regulatory requests, and provide employee notifications in areas of FMLI, ACA, unemployment, Earned Income Tax Credit, etc.

Generates
20,000 FMLI
notifications

Outreach and Education

Provides online and in-person sessions on benefit plans, payroll and tax updates, and retirement overviews.

Session can be large or targeted including translation services and computer assistance.

Ensures all payroll and benefit documentation is updated and relevant, capturing all changes that come to Employee Services.

Outreach to over
3000 new hires
through in-person
sessions and live-
webinars across CU



Employee Services Units

Benefits and Enrollment Management

Provides customer service assisting new hires, current, and retiring employees with benefit related questions throughout their active employment and into retirement as a CU retiree.

Ensures the accuracy of employee data received is processed as expected to account for accurate processing.

Tuition Assistance Benefit
Record applications submitted (1,778) for Spring 2026!

Anschutz	271
Boulder	754
Colorado Springs	131
Denver	622

Payroll, International Tax, and HCM Support

Completes multiple payrolls each month, ensuring employees are paid accurately, deductions are taken appropriately, and taxes are withheld.

Provides support to all employees who have questions about their paychecks and partners with departments to ensure accurate pay is entered.

Provides complex tax information to our international employees, students and vendors to ensure compliance.

In 2025,
\$3.2B in W2
wages paid



Employee Services Units

Project Management

Manages all large-scale projects often impacting employees or campus HCM system users.

Coordinates ES projects with UIS to ensure resource management and timeline adherence.

Active projects:

- Time & Labor
- Applicant Tracking System Replacement
- Open Enrollment
- Retirement Enhancements (SECURE 2.0)
- Salesforce
- Data Governance

Business Operations

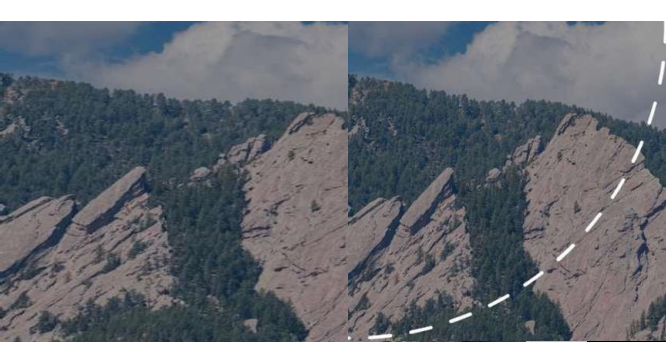
Provides the glue and the heart to Employee Services!

Keeps ES running by ensuring all bills are paid, vendors are managed, and projects stay on track!

Provides cross-campus HR services such as employment verification, public service loan forgiveness, and acts as a liaison to the State of Colorado.

In 2025,
3,341 Independent
Contractors processed
2,116 PSLF applications
processed

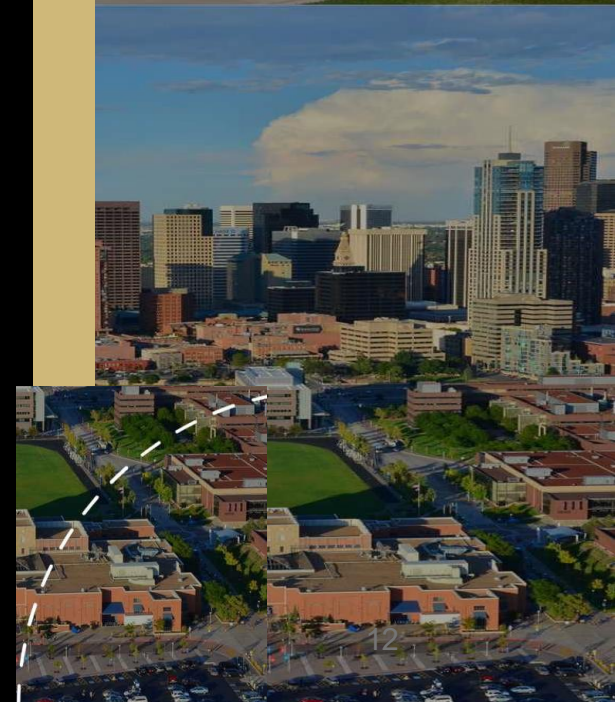




THANK YOU!



University of Colorado
Boulder | Colorado Springs | Denver | Anschutz
EMPLOYEE SERVICES



Talent Acquisition Updates

June 2026



Agenda

- NEW Application Review Matrix
- International Hiring FAQ
- Smartsheet Forms Migrate to SharePoint
- Job Posting – Apply by Date Guidance
- Applicant Tracking System – Vendor Selected

Application Review Matrix & Search Summary

Feedback received on current version

- Too many cells/areas locked down from editing
- Frozen cells and header challenging for certain views/devices
- Unable to use sorting/filtering options
- Complicated formulas prone to breaking
- Separate search summary tab



Application Review Matrix & Search Summary

Updated version

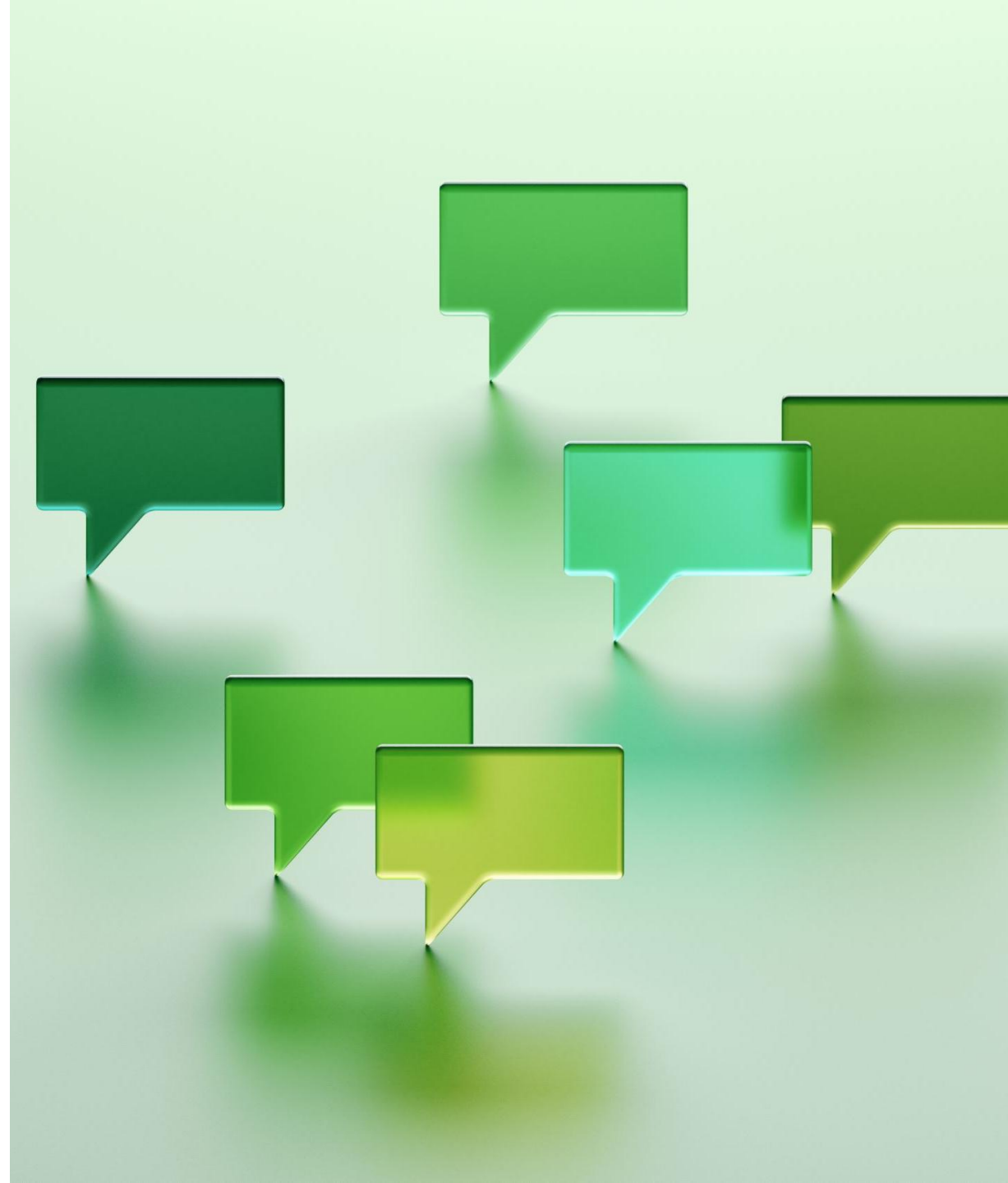
- All cells unlocked and available to edit
- Header spread out horizontally, frozen cells adjusted for better viewing and can be unfrozen
- Filtering and sorting now available
- Only 1 simple formula remains
- Search summary moved to primary tab
- Additional enhancements:
 - Visa sponsorship information now included
 - Experience calculator added
 - Rating scales clarified
 - Numeric interview assessment tool added



Application Review Matrix & Search Summary

Located on the Central HR website:

- Go to the [Central HR site](#) and select the HR Business Partner option along the top toolbar.
- Select the HRBP Employee Categories Resources
- Click the Search & Hiring Process dropdown then scroll to the University Staff Hires Process Header
- Select Application Review Matrix (Including Search Summary) option



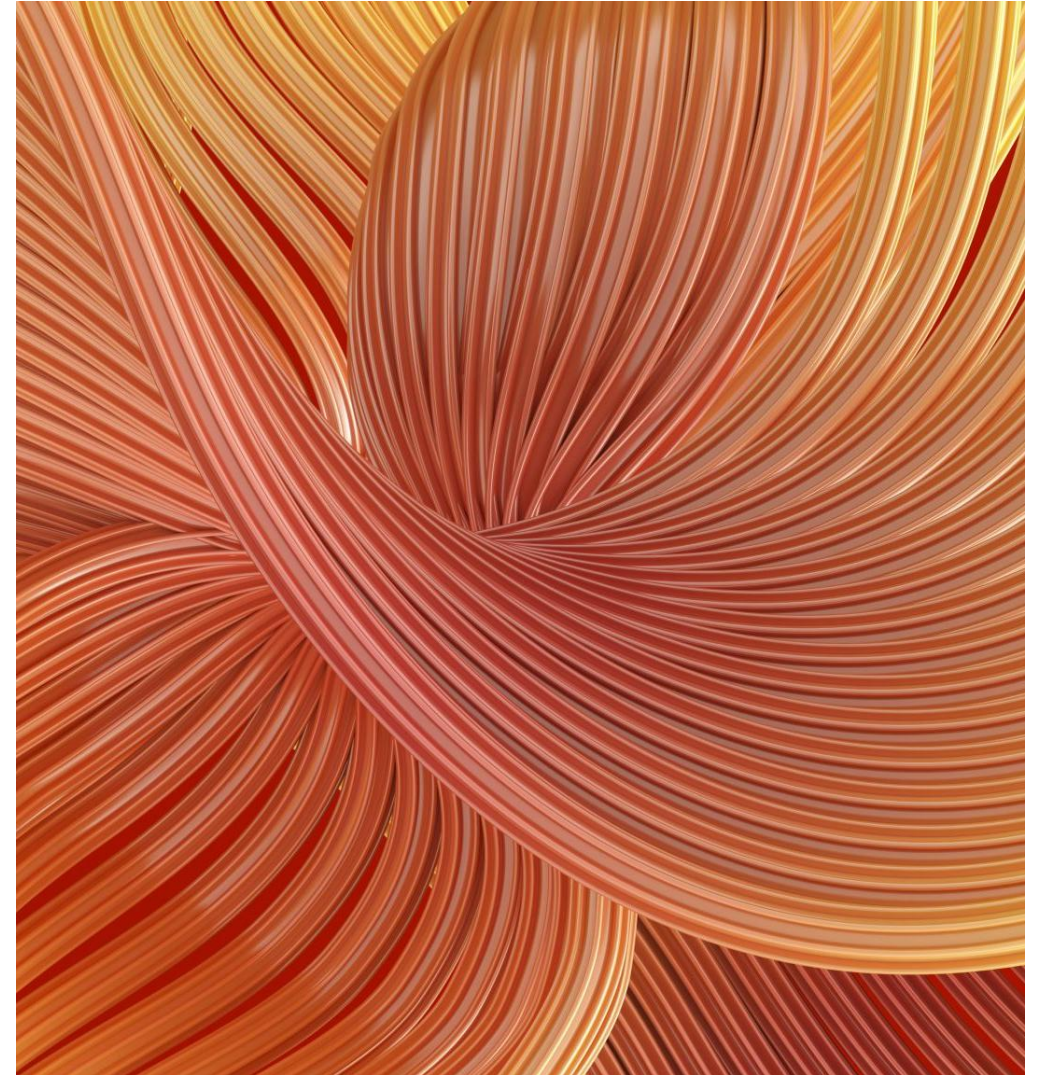
International Hiring FAQ Resource

- This resource was developed in partnership with Central HR, ISSS, and Legal and covers the following:
 - Who is an international applicant?
 - How to tell if an applicant needs work authorization
 - Are there roles that cannot be sponsored?
 - How can a hiring department show if a role is not eligible for sponsorship?
 - What can be shared if a candidate discloses that they need sponsorship, but it isn't available
 - Resources



Smartsheet Forms Migrate to SharePoint

- Smartsheet forms for university staff and classified functions are moving to SharePoint:
 - Transaction Center & Dynamic Views
 - Pre-Offer Step 1 & Dynamic Views
 - Pre-Offer Step 2
 - Reference Check Request Form
- Smartsheets managed by the HR Ops team will remain on the site



Job Posting – Apply by Date Guidance

- Before the post goes live on the CU Careers site, the department needs to determine when the posting should come down
 - That date should be advertised and not changed, unless the search is canceled
- Job Posting should remain up until the advertised apply by date – candidate care
- In the job posting template, there are four options that departments can use to communicate the application deadline
- If you have questions or would like a recommendation on how long to leave a posting up, connect with your Talent Acquisition Consultant



Applicant Tracking System (ATS)

New applicant tracking system vendor = PageUp

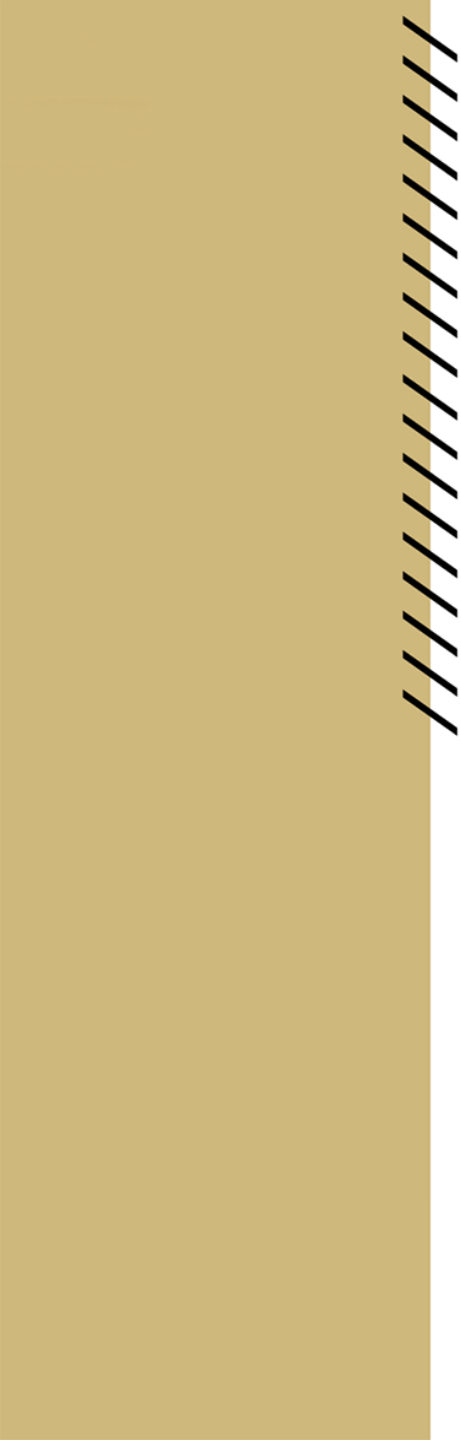
Anticipated go-live for the new ATS is May – August 2027

New system will have increased functionality:

- Position description module – a place to store and edit job descriptions
- Requisition module to advertise jobs
- Offer cards issued out of ATS
- Ability to do AI/matching screening within the system
- Onboarding module for new hires

Questions?





PeopleSoft Time & Labor

Project Updates

Why did the go-live date move?

Following review with cross-campus leadership the go-live date was revised from **September to February 28, 2027**. This change reflects the scale and complexity of the work and our commitment to delivering a stable, fully integrated solution for CU employees.

Benefits of the timeline change

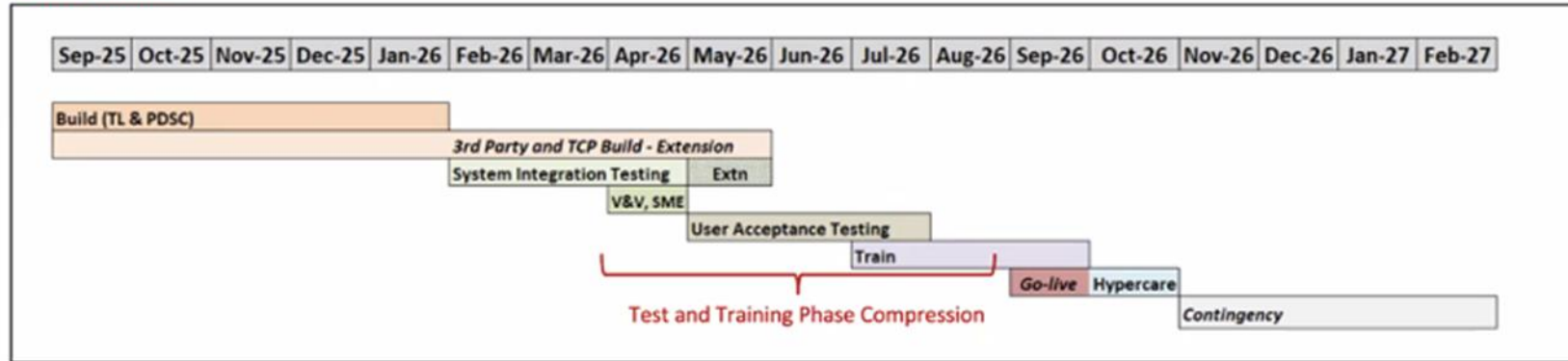
- Complete development across all integrations and solutions before user acceptance testing
- Reduce overlap between testing, training, and development activities at the start of the academic year for Denver, Springs and Boulder
- Allow for more thorough system integration testing (SIT), user acceptance testing, (UAT) and defect resolution
- Ensure campuses have sufficient time for preparation, communication and adoption readiness

Communications

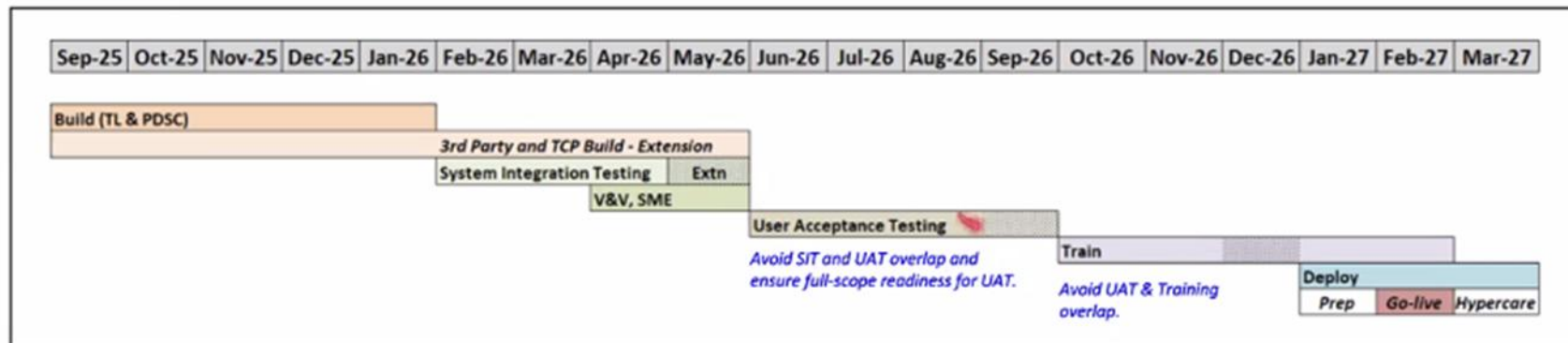
- All CU employees notified 5/8 of revised go-live date
- Monthly non-exempt employees (excluding monthly hourly) and all supervisors were sent a targeted payday schedule change email 5/11

New Implementation Timeline

Current Timeline



Revised Timeline





User Acceptance Testing

Kickoff

- Last week (5/20)

Timeframe

- 5/20-8/31 – UAT Testing
- 9/1-9/30 – Defect Resolution

Testing Groups

- Core (T&L)
- Integration (QGenda & Medhub)
- Physical Time Clocks (TCP)

Information

- Over 700 test cases have been developed.
- 150+ testers are participating from across all campuses, including 30+ testers from Anschutz
- Test scripts will be assigned to UAT testers based on their designated testing group

Impact Remains Unchanged

Employee Groups & Impact



Monthly Non-Exempt Employees

Effective February 28, 2027.



New Hires

Applicable to those hired after February 28, 2027.



Voluntary Opt-In

Effective after go-live date TBD.

Action Items



Identify & Set Expectations

Identify impacted employees and set clear pay expectations early.



Manage Mixed Schedules

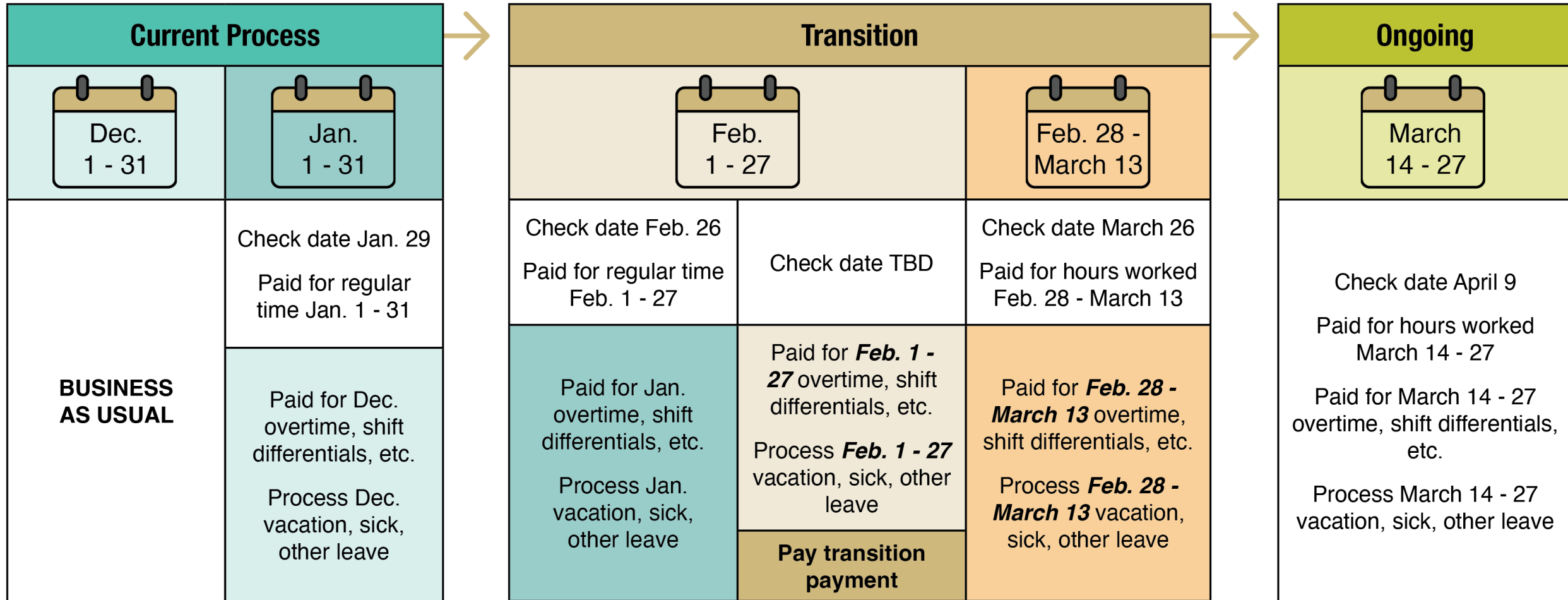
Manage teams on different payroll schedules starting February 28, 2027.



Ensure Accuracy & Resources

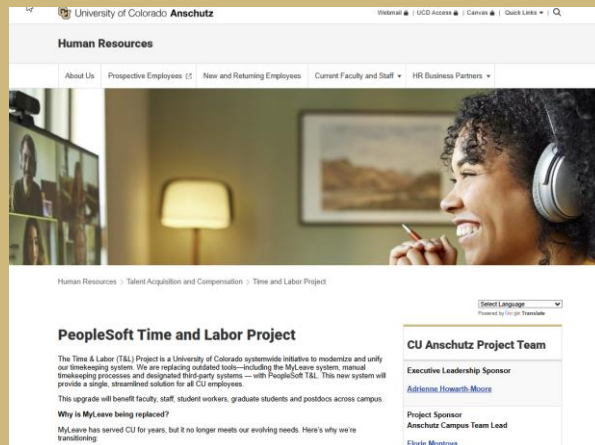
Update onboarding materials and direct employees to official transition assistance resources.

Monthly to Biweekly Transition for Nonexempt Employees



Project Resources

Visit our [T&L Project Website](#)



Connect with your
Change Champion



Have a question or want
to give feedback? Use
our [T&L Form](#).

A screenshot of the "Time & Labor Project" feedback form. The form is titled "Time & Labor Project" and includes a sub-header "We'd Love to Hear From You!". The form contains several sections: "As we prepare for the launch of the PeopleSoft Time & Labor, your feedback is essential. This form is your space to share any questions, comments, or concerns you may have. Your insights help us deliver clear communication, timely support, and a smoother implementation experience for everyone." and "To help us better understand your needs, please answer the following:". The form includes input fields for "First Name", "Last Name", and "Email", and a dropdown menu for "Which of the following best describes your employment type?". There is also a section for "Please indicate your FLSA (pay) status below:" with a dropdown menu.

Thank you!



Thank you for joining us

Next HR Community Meeting

August 4, 2026

10:00-11:30am

