

## HRAC REPORTS for JULY and AUGUST

### HRAC Meeting

July 26, 2022

**Compensation & Total Rewards Study:** HR Compensation will be scheduling meetings with department leadership across campus over the next 6-8 weeks to review the job architecture framework for their respective areas and gather feedback. This is the final step in the staff classification phase of the project as we prepare for the faculty and staff market assessment work this fall. You can review project updates, timelines and committees involved by visiting the Compensation and Total Rewards Study webpage and checking UofL Today regularly.

**Benefits:** Proposed change to our current “Retiree with Pay” practice discussed with Benefits Design Workgroup (BDW). More information to come later.

**Open enrollment begins Oct 3:** 2023 Open Enrollment begins October 3, 2022 and ends October 14, 2022. Explore Your Benefit Mailers have been distributed to employees eligible for a university benefit plan and employees who are on a university benefit plan. We will provide updates and information regarding Open Enrollment in UofL Today and campus communications, so please make sure to read each communication leading up to Open Enrollment.

New or continued health care and/or dependent care FSAs, must be elected during open enrollment each year.

Only employees who make benefit changes, including FSA changes, will receive a confirmation statement to approve changes. Employees who do not make any benefit changes for 2023 will not receive a confirmation statement.

### Workday

Join the Human Resources Business Partner Team every other Tuesday Aug. 2-30, for an Introduction to Workday, the University of Louisville’s new Human Capital Management software system that will go live January 2023. Employees will have the opportunity to observe Workday's functionality, learn about Workday resources and ask Workday questions in real time. Workday will help streamline administrative processes to improve workflows, reduce redundancies and improve the ways in which UofL utilizes data. Visit the *HR Talks* webpage to register.

Later this year, PeopleSoft data will be converted to the Workday platform. During this period, we will not have the ability to add and/or change any personnel data in PeopleSoft or Workday. The Workday project team is confirming exact dates as well as developing guidance on HR operations during this time. More communication will be forthcoming. For questions, contact [workdayhr@louisville.edu](mailto:workdayhr@louisville.edu).

Data analytics review pilot: After Workday is implemented, the data will be discussed at bi-annual meetings.

### Moving

HR is moving to Cardinal Station in August.

HRAC Meeting  
August 17, 2022

**Compensation and Total Rewards Study update:** The staff job classification phase of the project that has taken place over the summer is coming to a close. The project team is meeting with VP/Deans throughout the month of September to review the proposed job architecture. The next phase of the project is the benefits study and faculty and staff market assessment this fall/winter. Additional information about the Total Rewards Study can be found on the website at: <https://louisville.edu/hr/compensation/compensation-and-total-rewards-study>.

**Employee Assistance Program RFP:** The EAP RFP committee is reviewing “best and final” from chosen RFP finalists. The committee will have a decision made on finalist, hopefully by the end of September/early October. Will work with vendor on communication plan and will announce vendor at the end of the year.

**Open Enrollment:** 2023 Open Enrollment begins October 3, 2022 and ends October 14, 2022. ‘Explore Your Benefits’ mailers have been distributed with benefits information. HR will also provide updates and information regarding Open Enrollment in UofL Today and campus communications, so please make sure to read each communication leading up to Open Enrollment.

To participate in a Flexible Spending Account (FSA) for 2023, you must enter your new FSA amount in ULink during Open Enrollment, or your account will default to zero. You must do this, even if you enrolled in an FSA for 2022.

Only employees who make benefit changes, including FSA changes, will receive a confirmation statement to approve changes. Employees who do not make any benefit changes for 2023 will not receive a confirmation statement.

**Workday:** User Acceptance Testing is complete, received great feedback from those accessing the tenant. Campus communication will be forthcoming. Workday training will begin at the end of October, early November. Continue reviewing UofL Today for Workday updates.

We will not meet in September.