

New Employee Orientation Welcome to San José State!





Today's Agenda



- Welcome and Introductions
- Get to Know the University
- Get to Know University Personnel
- Payroll
- Informational Packet Review
- Union Discussion
- BREAK
- Technology
- Training
- Tuition Fee Waiver
- Spartan 101
- Employee Discounts & Perks
- Campus Activities and Events
- Spartan Eats





Welcome and Introductions

- We'd like to get to know you...
 - Name
 - Where you'll be working
 - What you'll be doing
 - Where you were before SJSU
 - A fun fact about yourself







California State University & SJSU





California State University

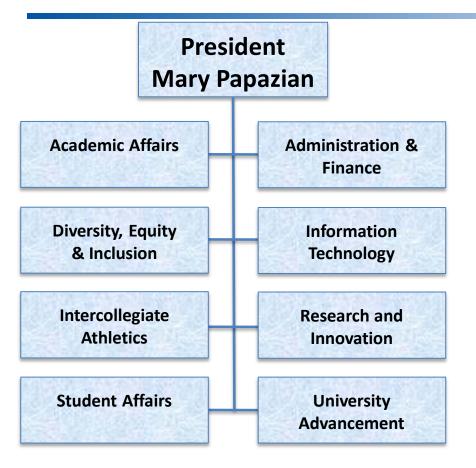
- 23 Campuses
- Largest System in the World
- 1 Chancellor's Office
- 1 Board of Trustees

SJSU – The Original CSU

- Founded 1857
- Approximately 36,000 students



Campus Leadership





"I am here because my story is your story. My story is San José State's story." President Mary Papazian



Transformation 2030



- Transformation 2030 is the university's vision and strategic plan for the next 10+ years
- See the plan, the goals and the progress on the web:
 - sjsu.edu/strategic plan



Transformation 2030





Transformation 2030







To enrich the lives of its students, to transmit knowledge to its students along with the necessary skills for applying it in the service of our society, and to expand the base of knowledge through research and scholarship.





Did You Know?

SJSU's Co-Generation
Plant produces 80% of campus electricity and power of heating and cooling.



Recycled water is used for cooling university buildings, irrigating campus grounds, etc.

New campus buildings
are designed to meet
Leadership in Energy
Design (LEED)
Standards.

SJSU has an award
winning waste
winning waste
reduction and recycling
reduction and uses single
program and uses
stream recycling.





Performance Management

- Your Position Description (PD)
 - Review with your manager
 - Understand the work and expectations
- Formal Evaluations
 - Probationary
 - Annual Review Period
 - Staff: April 1 March 31
 - Management: July 1 June 30
 - Guidelines and Forms on the web:
 - sjsu.edu/up/staff_and_mpp/performance_management
- Informal Feedback
 - Ongoing communication via 1x1s
 - Don't be afraid to ask for feedback!







University Personnel

- UP South/UPD Building 3rd Floor
 - Benefits and Leaves
 - Classification and Compensation
 - Employee Support Services
 - Immigration
 - Information Systems
 - Payroll
 - Staff Recruiting and On Boarding
 - Training
 - Workers' Compensation
- UP North/Admin Building 2nd Floor
 - Academic Employee Relations
 - Equal Opportunity and Employee Relations
 - Faculty Affairs
 - Recruitment and Appointment
 - Retention, Tenure, and Promotion
 - Sabbaticals and Difference in Pay Leaves
 - Additional Employment







UP Website – sjsu.edu/up



RSS

Benefit Providers
 Catastrophic Leave

Donations
• eFaculty
• Employee Rights &

Complaints

Behavior
 Spartans Stepping
 Beyond

· Report Concerning

Student Discrimination &

. The UP Side Newsletter

. Title IX (Not Alone)

· University Personnel

· UP Website Feedback

. View/Join the UP Info &

Announcements Group

Your UP Representatives

UPInfo

Welcome to the University Personnel website! This site is for our employees and those looking for a career in the Spartan community. The information found on these pages is a combination of that which was previously in the Faculty Affairs and Human Resources sites.

News & Announcements

Last Update: February 7, 2019

- The UP Side February 2019 Edition
- 2019-20 Support our Staff Scholarship Apply Today!
- CSULearn is LIVE!
- 51st Annual Spartan Service Celebration
- . See Retention, Tenure & Promotion for all information related to RTP.
- The updated guide for recruiting tenure-track faculty is now posted. See <u>Faculty</u> Recruitment Guide (.pdf) for more information.
- CalPERS Dependent Eligibility Re-Verification FAQs
- DACA Renewal Process

- Find information and resources on the UP website
 - News & Announcements
 - Job Opportunities
 - Forms & Policies
 - Contact Information
 - Campus Resources
 - Process & Procedure Information
 - Let's take a closer look!



UP Website – sjsu.edu/up

UNIVERSITY PERSONNEL

SAN JOSÉ STATE UNIVERSITY | ORGANIZATIONAL DEVELOPMENT

Search SJSU

Q

About Us Careers Faculty Staff & MPP Student Employees Forms & Policies Resources How Do I...?

SJSU Home > University Personnel











f Facebook



RSS



UP Website – sjsu.edu/up

News & Announcements

Last Update: February 7, 2019

- The UP Side February 2019 Edition
- 2019-20 Support our Staff Scholarship Apply Today!
- CSULearn is LIVE!
- 51st Annual Spartan Service Celebration
- See Retention, Tenure & Promotion for all information related to RTP.
- The updated guide for recruiting tenure-track faculty is now posted. See <u>Faculty</u> <u>Recruitment Guide (.pdf)</u> for more information.
- CalPERS Dependent Eligibility Re-Verification FAQs
- DACA Renewal Process

Highlighted Job Opportunities

- Vice President for Research and Innovation
- Associate Vice President Facilities Development and Operations (Job ID: 24883)
- Senior Director of Customer Services (Job ID: 24885)
- Senior Director, Faculty Affairs (Job ID: 24835)
- Senior Director of Media Relations (Job ID: 24747)
- Police Officer (Job ID: 24673)
- Clery Compliance Director (Job ID: 24841)

See <u>Careers</u> for additional job opportunities on campus.

- · Benefit Providers
- Catastrophic Leave Donations
- eFaculty
- Employee Rights & Complaints
- Report Concerning Behavior
- Spartans Stepping Beyond
- Student Discrimination & Complaints
- The UP Side Newsletter
- Title IX (Not Alone)
- University Personnel Events
- UPInfo
- · UP Website Feedback
- View/Join the UP Info & Announcements Group
- Your UP Representatives





SJSU Home > University Personnel > About Us

About Us



University Personnel provides a variety of services to all faculty, staff and student employees at San José State University. We have two locations on campus, each of which houses different services.

University Personnel North – 2nd Floor of the Administration Building, Room 218 – Academic Employee Relations, Faculty Recruitment, OEO/ER, Retention, Tenure and Promotion (RTP)

University Personnel South – 3rd Floor of the University Police Department Building – Benefits, Class/Comp, Employee Support Services, HRIS, Immigration, Payroll, Staff Recruiting and Training

- Directory
- Directory by Function
- Leadership Team
- Organizational Chart (.pdf)
- Your UP Representatives
- Contact Us



About Us

Directory

Directory by Function



Leadership Team

Organizational Chart (.pdf)

Your UP Representatives

Contact Us

Directory by Function

Can't find what you are looking for? Please call <u>408-924-2250</u> or email <u>university-personnel@sjsu.edu</u> for assistance.

Absence Management - UP South

See Your UP Representatives for your specific department and Payroll Representative.

Academic Student Employees (TA, GA, ISA) - UP South

• Patricia Rodriguez patricia.rodriguez@sjsu.edu 408-924-4095

Additional Employment - UP North

• Rosario Gaspar additionalemployment-faculty@sjsu.edu 408-924-2264

Benefits - UP South

See <u>Your UP Representatives page</u> for list of departments and your specific Benefits Representative

Chair Appointments - UP North

• James Lee james.lee@sjsu.edu 408-924-5866

Classification and Compensation - UP South

- Tony Garcia tony.garcia@sjsu.edu 408-924-2143
- Maggie Carrera <u>magdalena.carrera@sjsu.edu</u> <u>408-924-2256</u>

Conflict of Interest - UP South

• Maggie Carrera maqdalena.carrera@sjsu.edu 408-924-2256



About Us

Directory

Directory by Function

Leadership Team

Organizational Chart (.pdf)

Your UP Representatives

Contact Us

Your UP Representatives

Use the search boxes below to find your Benefits, Payroll and Employee Support Services representatives. Enter either your Department Name **or** the 4-digit Department ID for your department and click Submit. If you are unable to find your department, please contact University Personnel for assistance: university-personnel@sjsu.edu or (408) 924-2250.

To find contacts for other units in University Personnel, please see the <u>Directory by</u> Function.

Department Name:	Biological Sciences	Submit
Go to results		
OR		
Department ID:	-	Submit
Go to results		

Department Information			
Department Name	Department ID	Check Sort Unit	
Biological Sciences	1245	100	

UP Representatives Representative Unit **Email** Phone sharon.austin@sjsu.edu (408) 924-2153 Employee Support Sharon Austin Services (408)Payroll Ligaya H Barber ligaya.barber@sjsu.edu 924-1713 Benefits Marie E Garcia marie.garcia@sisu.edu 924-2260



Staff & MPP

Staff & MPP



The information in this section is for Staff and Management Personnel Plan (MPP) employees at San José State University.

Employees seeking information concerning how to process various staff transactions, see How Do I...?

- Benefits
- Classification & Compensation
- Employee Relations
- Employee Rights & Complaints
- Employee Support Services
- Equal Opportunity
- Learning & Development
- Leave Programs
- New Employees
- Payroll
- Performance Management
- Retirement Programs
- Tuition Fee Waiver
- Wellness
- · Workers' Compensation



Resources

Resources







- Calendars
- Campus Email
- Charitable Giving
- Collective Bargaining Agreements
- CSU Systemwide Resources
- Employee Discounts
- FAQs
- Information Systems
- Manager (MPP) Toolkit
- MySJSU and SJSU @ Work
- New Employees
- Parking Services
- SJSU Campus Resources
- SJSUOne
- Spartan Athletics
- Spartans Stepping Beyond
- Telephone and Voicemail
- Transportation Solutions
- Travel Guide
- Your UP Representatives



How Do I...?



- Apply for jobs?
- Appoint a volunteer?
- Complete my new hire documents?
- Enter and approve time and absence?
- Evaluate employee performance?
- File a complaint regarding discrimination or harassment?
- Get eFaculty access/help?
- Get PeopleSoft access/help?
- Know who to contact in UP?
- Manage my benefits?
- Manage my payroll/compensation information?

- Processes and procedures
- PeopleSoft Quick Steps





- State Controller's Office (SCO)
 - State agency for payroll
 - Generate paychecks, issue W2s, etc.
- Paychecks (also called Warrants)
 - Paid monthly at beginning of pay period
 - Department contacts pick up checks and distribute
- Direct Deposit
 - May take 45-60 days to become effective







- Employee Action Request (EAR)
 - Used to change withholding and primary name
- Update Address in MySJSU or via one.SJSU direct link
 - Used for CalPERS communications and W-2 mailing
 - May also complete EAR but online is preferred method
- Find your Payroll Rep on the UP website
 - Your UP Representatives

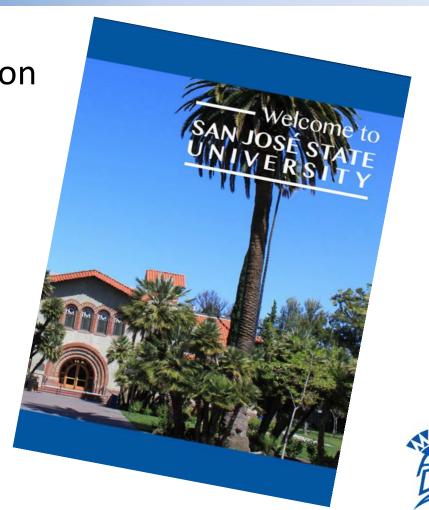




Welcome Packet

CSU Employee Information

- Campus Programs
- Yours to keep!





Calendars

- Master Payroll Calendar
 - See each month's payday
- Holiday Calendar
 - See when the campus is closed
- On the web:
 - sjsu.edu/up/resources
 - one.SJSU (search: calendars)









Maps

- Online
 - sjsu.edu/map
 - sjsu.edu/map/southcampus
 - one.SJSU (search: maps)





Parking and Transportation



Parking on Campus

- Monthly parking deducted from paycheck pre-tax
- Three garages and several lots you can park in, including park and ride
- Parking only takes cash or check in person; credit/debit cards can be taken online and at the kiosk
- 2 free passes per month if you use alternative transportation

More information on the web or one.SJSU

- sjsu.edu/parking
- one.SJSU (search: parking)





Parking and Transportation

- Transportation Solutions
 - Pre-tax Transit Passes
 - Eco Pass Clipper Card
 - Bike to SJSU
 - Many programs to help reduce auto-related trips to campus
 - 70% of those who come to campus use alternative transportation
- More information on the web
 - as.sjsu.edu/asts
 - one.SJSU (search: transportation)







On Campus

- Office for Equal Opportunity
- On the web:
 - sjsu.edu/up/all/equal_opportunity

Off Campus

- Department of Fair Employment and Housing
- Equal Employment Opportunity Commission







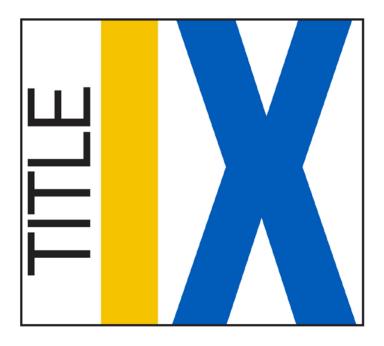




SJSU has a duty to create and sustain an educational

environment free of:

- Sexual Discrimination
- Sexual Harassment
- Sexual Misconduct
- Dating & Domestic Violence
- Stalking



More information on the web: notalone.sjsu.edu





Whistleblower Protection



- CSU Executive Order 1116:
 Whistleblower Protection
 Act
- Report dangerous conditions or illegal activities to a state agency; identity is protected





Workers' Compensation

- State-mandated employee benefit
- If injured on the job
 - Alert your supervisor or manager unless life-threatening, then dial 9-1-1
 - Workers' compensation claim form submitted to University Personnel



- More information and forms found on the web
 - sjsu.edu/up/all/workers_comp





SJSU SAN JOSÉ STATE UNIVERSITY



RED FOLDER SEE SOMETHING SAY SOMETHING DO SOMETHING







- Alert-SJSU
- Blue Light Phones
- University Police Dispatch
 - From Campus Phones: Dial 911
 - From Cell Phones: Dial 408.924.2222







Campus Safety

- Safety Guides
 - 24/7 guides on campus
- SJSU Safe Ride Program
 - M-F 7:30pm-1am
- Rave Guardian
 - Mobile application for safety on campus
- Numerous training classes offered by UPD
- More information: sjsu.edu/police







SJSU is Tobacco Free!





Acronyms and Terms



Working in a Union Environment

- Most SJSU Employees are in Represented Positions:
 - Unit 1 Union of Physicians & Dentists (UAPD)
 - Units 2, 5, 7, 9 Cal State University Employee's Union (CSUEU)
 - Unit 3 California Faculty Association (CFA)
 - Unit 4 Academic Professionals of California (APC)
 - Unit 6 State Employees Trades Council (SETC)
 - Unit 8 State University Police Association (SUPA)
 - Unit 11 Academic Student Employees (UAW)
- Management, Confidential and Non-Academic Student Employees are NOT in Represented Positions



Working in a Union Environment

- Read your Collective Bargaining Agreement (CBA);
 Managers, read the CBAs for the employees who report to you
 - Links to all CBAs found on the web:
 - sjsu.edu/up/resources/collective_bargaining_agreements
 - one.SJSU (search: collective bargaining)





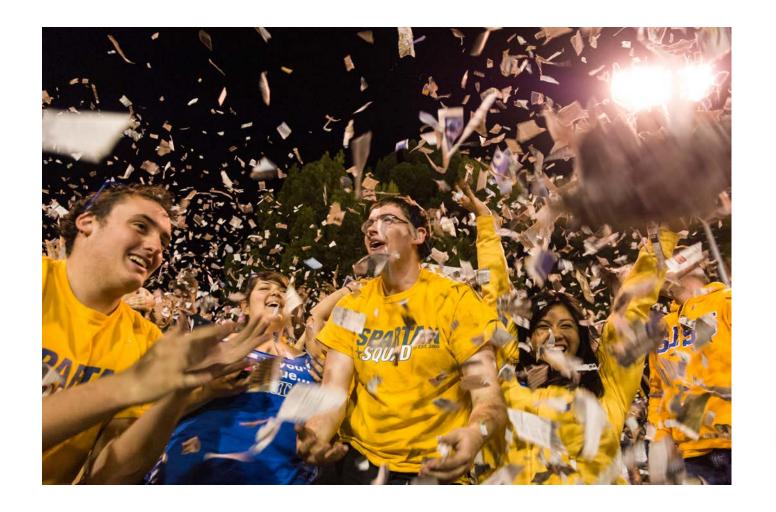


- Representatives from campus unions will meet with new employees
- Those not in represented positions will meet separately with UP staff





SJSU SAN JOSÉ STATE UNIVERSITY







Let's Talk Technology



Time to open your iPads/Laptops!





SAN JOSÉ STATE UNIVERSITY



What would you like to do?

Q Staff

Browse Categories -

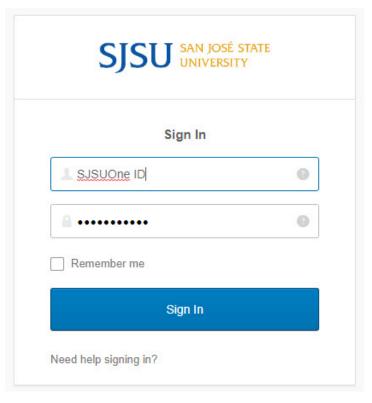
- The Spartan Applications Portal (one.sjsu.edu)
 - Campus systems
 - Web pages
 - Campus announcements
- Sign in for direct access to campus systems
- Activate your SJSUOne account for access





SJSU's Single Sign-On Solution

- one.SJSU
- Campus Email
- MySJSU/SJSU @ Work
- Finance Systems
- Online Training
- Wireless Network
- CSU Website





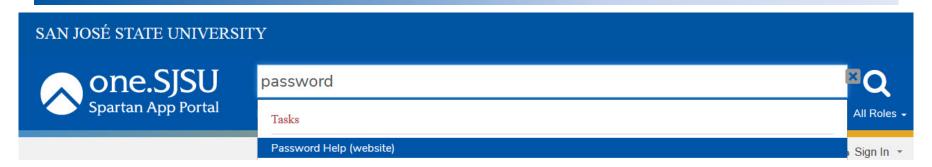


- To set (or reset) your password you will need:
 - 9-digit SJSU ID
 - Date of birth
 - Last 4 digits of your SSN
- With Duo, your password expires every two years
- Let's activate your account now!





SJSUOne



- Set your password
 - Visit one.SJSU (one.sjsu.edu)
 - Search for "password"
 - Select the Password Help task
 - Click the Password Help tile









Information Technology

IT Self-Service Support Services Information Security About

Back to IT Self-Service

One.SJSU.edu

Password Help

MySJSU Account Help

Open a Help Ticket

MySJSU Tutorials

IT Training

Password Help

First-Time User

- I am a first-time user
- I don't remember my SJSUOne ID

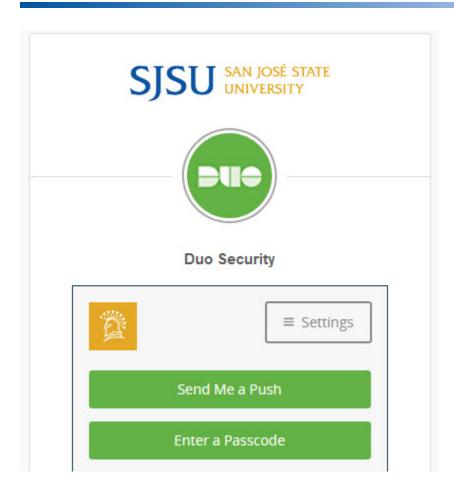
Current User

- I want to change my password
- I forgot my password





Duo Two-Factor Authentication



- Duo is used to add a second layer of security to the campus data
- You may only have to authenticate with Duo once or twice a day (depending on your internet activity)





Duo Two-Factor Authentication



- Register for Duo
 - Visit one.SJSU (one.sjsu.edu)
 - Search for "duo"
 - Select the Register for Duo (2FA) task
 - Click the Register for Duo tile







Submit



Register for Duo 2FA - Faculty & Staff Only

Faculty and staff (including Student Assistants) can register for Duo 2FA, please complete the form below. This is not currently available to students. After submitting this form, you will be contacted by the IT Service Desk for the next steps.

Full Name	
SJSUOne ID	
Email	
Phone Number	
Duo Method	
Key FobSmartphone App	
Division or College	
Academic Affairs	▼





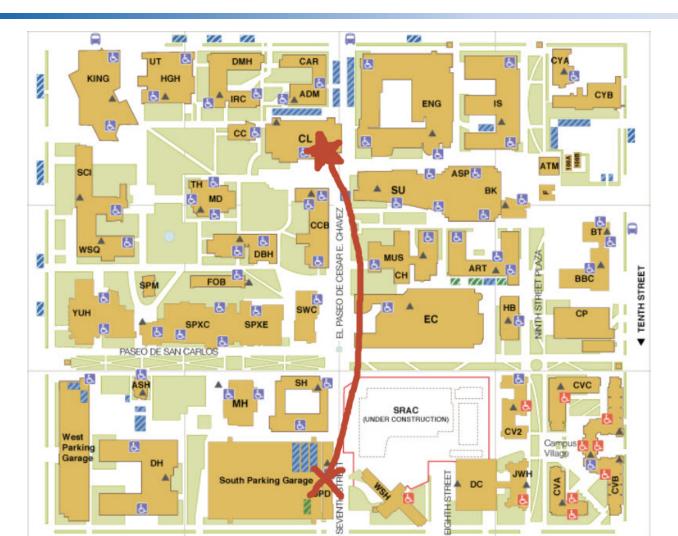
DUO Two-Factor Authentication

• Once Registered:

- Key Fob
 - The Key Fob can be picked up at the IT Service Desk on the 1st Floor of Clark Hall
- Smart Phone
 - Install the App on your phone (Apple and Android compatible)
 - The IT Service Desk can assist with setup of the app on your phone (408-924-1530 / itservicedesk@sjsu.edu)
- IT will email when your access is setup and when you can pick up your key fob if you chose that option



DUO Key Fob Pickup

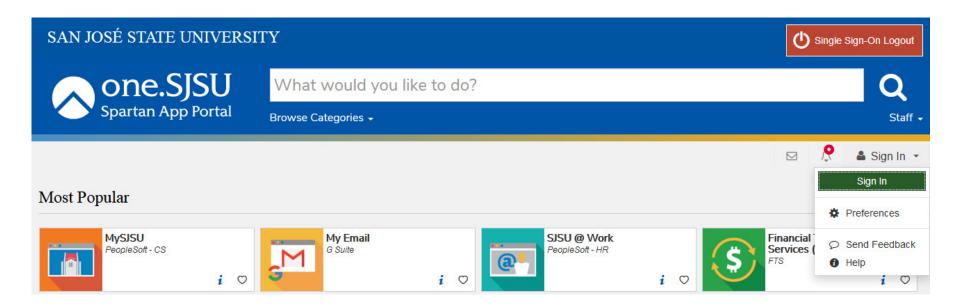






one.SJSU – one.sjsu.edu

Sign into one.SJSU using your SJSUOne ID/password

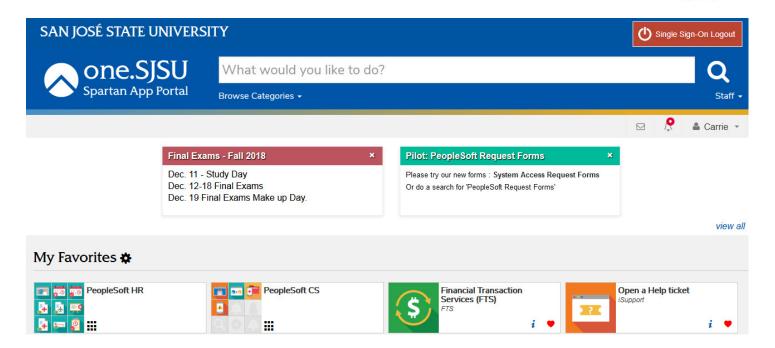






one.SJSU – one.sjsu.edu

Once signed in, mark your favorites by clicking 🔘



Arrange your favorites by clicking 🎎































- Report absences as they occur; report No Leave Taken when applicable
- Absences must be approved by 5pm on 1st working day of next pay period
- Always review hard copy pay stub; some deduction data gets summarized online







Managers and Supervisors have additional access





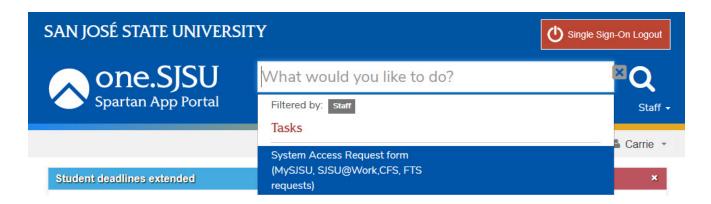
- Approve student/hourly time (Payable Time)
- Approve/Enter/View staff and faculty absences (Reported Absences)
 - Absences must be approved by 5pm on 1st working day of next pay period





System Access

- MySJSU and SJSU @ Work
 - Self Service is automatic, except Time Approval for Students/Hourly Employees
- Financial Transaction Services
 - Travel access is automatic
- All other access
 - Search Access on one.SJSU then select System Access Request form and click the tile









Information Security



- Universities are frequent targets for email phishing and data hacking
- Confidential data like SSN and DOB should not be stored on your hard drive
- DUO Two-Factor Authentication provides additional security for data
- If your laptop/tablet/phone is stolen, or if you believe data has been compromised, you should first contact University Police
- SJSU has a dedicated information security team contact them @ 924.1530 or security@sjsu.edu
- SJSU offers free anti-virus protection for your home computer!





Employee Training

Instructor-Led Training

- All Employees
 - Courses offered by a variety of departments on campus
- Managers
 - Performance Management
 - Conflict Management
 - Finance System Approvals







Employee Training

- Required Compliance Training via CSULearn
 - Data Security & FERPA
 - Sexual Misconduct Prevention
 - Sexual Harassment Prevention (Coming Soon)
- Required depending on role:
 - Conflict of Interest (in designated COI position)
 - HIPPA (primarily Student Health employees)
 - Defensive Driving





Employee Training



- eLearning Options
 - CSULearn
 - Go2Knowledge
 - LifeMatters by Empathia
 - LinkedIn Learning

- On the web:
 - sjsu.edu/up/all/learning_and_development
 - one.SJSU (search: training)





Tuition Fee Waiver



- Attend courses at any CSU at a reduced rate
 - Undergraduate and graduate
- Dependents may be eligible
- Maximum of 2 courses or 6 units per semester
- Taxation may apply for some courses

- On the web:
 - sjsu.edu/up/all/tuition-fee-waiver
- Email: fee-waiver@sjsu.edu







- A continuation of our New Employee Orientation program
- Learn more about SJSU, our leadership, mission and vision
- Learn about additional campus resources
- Meet and network with other new Spartans
- More information: sjsu.edu/up/all/new_employees



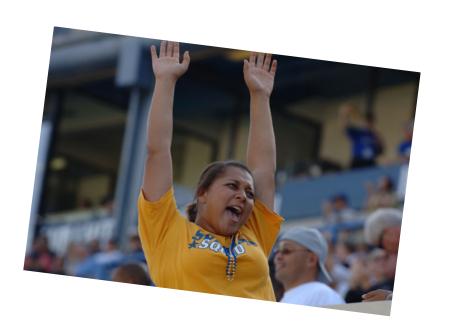


Employee Discounts

- Car Rentals
- Cell Phone
- Hotels
- Museums and Attractions
- Software
- Spartan Bookstore

On the web:

- sjsu.edu/up/all/resources
- one.SJSU (search: discounts)





SJSU SAN JOSÉ STATE UNIVERSITY

Activities and Events

- Athletics
- Theatre
- Lectures
- Music
- Art
- Film
- Wellness
- Health & Fitness



See the Campus Events calendar on sjsu.edu for more information





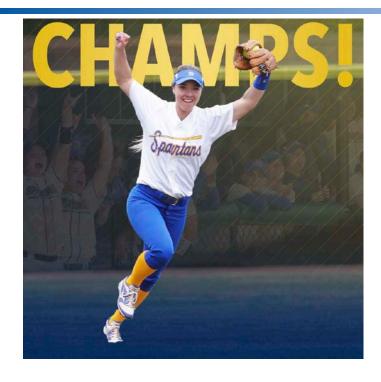
 Wear your Blue and Gold on Thursdays to celebrate being a Spartan!







See the Spartans for Free!





- Free admission to all regular-season home athletic events for employees and their families – up to four total
- Show your Tower Card and you're in!



Spartan Bookstore

- Located in the center of the Student Union
- A Barnes and Noble College Store
- More than just textbooks!
 - SJSU Apparel
 - Gifts
 - Snacks
 - Technology
 - Discount on Apple Computers \$50-\$200, depending on machine
- Employee Discount
 - Show your Tower Card for 10% off (excludes electronics, electronic accessories, textbooks, and clearance items)







Spartan Eats







Spartan Eats



Menus, hours, special offers, events, catering and much more on the Spartan Eats website or download the "Dine on Campus" mobile app!



dineoncampus.com/sjsu





Campus Dining

Fresh On Fourth

- ✓ Barefoot Coffee
- ✓ Deli, Soup, Breakfast
- ✓ Fresh & Ready Items
- ✓ Bottled Beverages

Ginger Market

- ✓ MacQuarrie Hall
- ✓ Pan-Asian Experience
- ✓ Sushi, Poke, Banh Mi, Hot Lunch Bowls
- ✓ Breakfast & Grab-N-Go Items



Village Market

- ✓ Breakfast Burritos & Coffee
- ✓ Pizza & Wings
- ✓ Hot Snacks and Grab-N-Go
- ✓ Ice Cream, Bottled Beverages
- ✓ Household Items





Union Square



Pizza, wings, custom salads and baked potatoes



Sandwiches, salads, soups and more



4 NEW EATERIES

- Boba Bar
- Japanese Custom
 Rice & Ramen Bowls
 - & More!















Boost Mobile Ordering

- Skip the lines –
 Order and pay ahead with Boost!
- Download the free app, available in iTunes and Google Play









- Faculty & Staff
- All-you-care to eat dining
- The Commons (when classes are in session)
- Friday Lunch & Dinner, each only \$7 + tax (no cash transactions)
- Dining with a to-go box \$4.00 surcharge







Faculty & Staff Discounts



- Faculty & Staff Appreciation
 - 10% off every Friday w/your
 Tower ID card
- Sales Tax-Free
 - When you dine with a Meal
 Plan or with Dining Dollars, you
 don't pay sales tax on campus!
 - Save 9.25%!
 - Dining Dollars are loaded on your Tower ID card
 - Dineoncampus.com/SJSU







SERVING UP THE LATEST SCOOP

Want to get the latest scoop on what's tasty on campus? Stay up to date on upcoming events, promotions, new menu items, and receive coupons with The Friday Fill Up e-newsletter!

Subscribe today: http://bit.ly/SpartanEats





Sustainability in Campus Dining



- \$0.50 discount for bringing a reusable mug for any beverage purchases
- Use compostable utensils and cups in eateries, biodegradable plates in The Commons





SJSU SAN JOSÉ STATE UNIVERSITY



- Campus purchasing option
- Dollars on your Tower Card
- Can be used for:
 - Spartan Bookstore
 - Spartan Eats
 - Boost Mobile Ordering
- \$10 for new employees!







- Your Tower Card has Many Uses
 - Campus Identification
 - Building Access
 - Purchasing Option w/Gold Points
 - Connect to USBank and make it a debit card!





FOOD INSECURITY

HOMELESSNESS

DISASTER RELIEF

ECONOMIC CRISIS

SJSU Cares



Spartan Food Pantry

Just In Time



Emergency Financial Assistance



- Support for SJSU students
- On the web: sjsu.edu/sjsucares





Important Contact Information

- University Personnel:
 - Join the UP Info & Announcements Google Group
 - Email the UP Team: university-personnel@sjsu.edu
- Finance Connect:
 - Subscribe to the blog: http://blogs.sjsu.edu/financeconnect/
 - Email the Finance Connect Team: financeconnect@sjsu.edu
- IT Service Desk:
 - Submit a support ticket online: one.SJSU (search: help)
 - Email the Service Desk: itservicedesk@sjsu.edu
- Facilities Service Center:
 - Submit a support ticket online: http://admtma.sjsu.edu/
 - Email the Service Center: workcontrol@sjsu.edu





SJSU SAN JOSÉ STATE UNIVERSITY



- Complete your Benefits orientation
- Set up Alert-SJSU
- Review position description with your manager
- Attend Spartan 101





Have a great first day!

