HR Highlights is the Official Newsletter of UNT System Human Resources. If you have an HR question or topic you’d like covered in the newsletter, please email HR@untsystem.edu.

UNT World Town Hall.

Chancellor Lesa Roe held her quarterly UNT World Town Hall on September 19 in the new Student Center at UNT Dallas. UNT World Town Halls are held each quarter to help keep you informed and to provide an opportunity to ask the Chancellor – and other UNT System leaders – work-related questions.

This quarter’s moderated discussion included a look at where UNT System Administration is headed in Fiscal Year 2020. Dr. Barbara Abercrombie, Vice Chancellor for Organizational Effectiveness & Chief Human Capital Officer, provided updates on our Best Place to Work efforts and shared new career development opportunities from HR’s Organizational Development & Engagement (ODE) team. Paul Corliss, Chief Communications Officer for the UNT System, moderated the discussion and provided communications updates.

CLICK HERE to view the Town Hall in its entirety.
Benefits.

Changes in your October paycheck

Any changes you made to your benefits during Summer Enrollment became effective on September 1, 2019. You won’t see how the changes affect your paycheck until October, however you may review these new plan year reminders so you know what to expect.

UNT System Administration Awards.

The UNT System Excellence & Service Awards event will be held on October 1 at 9 a.m. (continental breakfast at 8:30 a.m.) at UNT's University Union in Ballroom #314. UNT System Administration employees are invited to celebrate team members that exemplify collaboration, customer service, inclusion, innovation and leadership.

Parking is available in F/S lots, which includes lot 36, 37, parking in the Union Circle Garage (2nd and 3rd floors) and the top floor of the Highland Street Garage. UNT Parking Map

Coming Soon.

Comprehensive Compensation Study

HR will soon kick off a comprehensive compensation study to review current market positioning for employee salaries, pay plans and job evaluation methodology. The project will focus on evaluation of staff salaries for UNT, UNT Dallas, UNT HSC and UNT System Administration, as well as faculty salaries for UNT Dallas and UNT HSC.

HR will be partnering with a world-class organization to undertake this project with an anticipated conclusion date of Summer 2020. The RFP process is near finalization and our partner organization will be announced soon.
Upgrades to PeopleAdmin

We are updating PeopleAdmin, which is the system used for faculty and staff recruiting across UNT World, as well as for our student employment recruiting at UNT Dallas. There are currently four instances of PeopleAdmin implemented across UNT World that are not cost-effective or operationally-efficient and we are going to change that.

In addition to updating Applicant Tracking, we purchased three additional modules – Position (Description) Management (which will contain all staff job descriptions), Onboarding (which will replace our current version) and Performance Management (which will replace our current staff evaluation processes). We are implementing Position (Description) Management and Applicant Tracking first. We have a cross-functional team building the system based on feedback from users and expect these elements to go live before the end of the calendar year.

In the end, we will have one system for all of UNT World and all four modules will provide an improved user experience for applicants, hiring managers and end users. The upgrade will be cloud-based and mobile optimized. Look for additional announcements soon.

The Organizational Development & Engagement (ODE) area of Human Resources provides learning and development opportunities to promote employee engagement. ODE staff aim to help create a productive and successful organization that uses best practices to attract, develop and retain employees.

Enroll in Upcoming Training Sessions Today!

(click course titles to register)

Owning Your Own Engagement

Want to find meaningful ways to internalize and explore your own engagement as an individual contributor? Explore what having a psychological and emotional connection to your job means and discover ways to find connection in your work!
**Engagement Action Planning**

Want to create an engagement action plan with your team but don’t know where to start? Join us in an informative session where we will review a few ways to conduct an engagement conversation with your team and jump start your plans!

**Creating an Inclusive Work Environment**

Explore how to acknowledge and respect the perspectives of others and how to develop inclusive behaviors. Learn how to hold team members accountable for creating and maintaining an inclusive environment.

**Rolling with the Changes (EAP)**

Our lives bend and refocus with the changes that impact us. This training addresses how and why to make flexibility the norm, and embrace changes at work and at home as opportunities for growth.
Behavioral Interviewing

Explore how behavioral interview strategies can help identify top talent and improve your hiring. Practice developing great interview questions, identify what to look for in a candidate's answer, and learn the legal guidelines for interviewing.

**When:** Friday, October 4, 2019 1:00 PM-3:00 PM  
**Where:** UNT Dallas, FH-304

Hiring Responsibilities

Explore best practices for the hiring process. Topics include: job descriptions, selection criteria, recruitment, and policies and laws.

**When:** Friday, October 4, 2019 10:00 AM-12:00 PM  
**Where:** UNT Dallas, FH-304

**When:** Wednesday, October 9, 2019 1:00 PM-3:00 PM  
**Where:** UNT Support and Services Building, SSB-102

Performance Management

Cover the basic concepts of the performance management cycle and the means needed for building and implementing a performance strategy within your team/organization.

**When:** Monday, October 7, 2019 10:00 AM-12:00 PM  
**Where:** UNT Support and Services Building, SSB-102

**When:** Tuesday, October 8, 2019 10:00 AM-12:00 PM  
**Where:** UNT Support and Services Building, SSB-102

Staying Motivated on the Job (EAP)

Feelings of being stuck or overwhelmed at work can affect more than just your productivity. You may only be temporarily out-of-balance, or you may need to reevaluate your situation and find ways to move forward in your life.
When: Wednesday, October 9, 2019 12:00 PM-1:00 PM
Where: Webinar

If you would like assistance with creating a customized learning plan for your team, please contact the System HR Organizational Development and Engagement (ODE) team at ODE@untsystem.edu

Miss an issue of HR Highlights? CLICK HERE to catch up!