Welcome to University Human Resources!

Over the last month, we have had several new employees join our UHR community:

University Human Resources is excited to welcome Jeannine Cropley (also known as J9) to the team. Jeannine will be assuming the role as Executive Assistant to the CHRO as of September 15th, 2022. For the past 4 years, she has had her dream job, supporting Heather Horn in Faculty Affairs and we are thrilled to have Jeannine join the HR team. Prior to working at OSU, Jeannine worked in the high tech industry, K-12, Community Colleges and on a special gubernatorial-appointed team to look at how Oregon can solve the nursing shortage. When she is not working, J9 enjoys volunteering and loves to put together jigsaw puzzles. Any puzzlers in UHR? Please give Jeannine a warm welcome!

Susan Morin

AskHR – Employee Information Services is excited to announce that Susan Morin joined our team on 8/22/22. New to OSU, Susan comes to us after working for the past 12 years at Oregon Workers’ Compensation Insurance and Benefits (SAIF), with previous experience in the private sector. She will be helping with AskHR, staff fees, data audits, and everything timesheet related! She shares her home in Lebanon with Scott and three dogs: Griffin, Rainey, and Lily (a giant schnauzer and two standard schnauzers). In her spare time, she enjoys gardening and specializes in dahlias. Beautiful examples of her flowers can often be seen in the one of University Plaza’s office window if you happen to walk by UP 175. We are very happy to have her here!
Robert Sharp
Robert joined the HR Support Services Team at the beginning of the month and comes to us from Linfield University where he worked with their student population as Assistant Director of Residence Life. Welcome to the team, Robert!

Steve Smith
Steve is also joining the HR Support Services Team and brings multiple years’ experience to his new role. Prior to joining us, Steve worked as an HR Generalist at the University of Colorado, Colorado Springs and has some Payroll/Finance experience. More recently, Steve worked for Amazon when he first relocated to Oregon. We’re happy to have you, Steve!
Heather Banks

Heather started working at OSU in August as a Recruitment Specialist on the Recruitment Team. In her free time she enjoys hiking, reading, and cooking. Her family includes her partner Scott, their son Logan and their furry family: dog Nola and cat Makana. She spent a year living in Wisconsin, but Oregon has been her home all her life. “I am so happy that I now get to call Oregon State University my home as well!” We’re glad you’re here, Heather!

Melinda Gonzalez

Melinda has joined the Recruitment Team as a Recruitment Specialist. She previously worked in OSU Admissions and has been enjoying her time in HR. Outside of work she loves to travel, try out new restaurants, and shop for second hand clothing. Welcome to UHR, Melinda!
Congratulations on your new role!

Three employees have recently transitioned into new roles:

Audrey Roberson

Audrey Roberson began her career at OSU as a student employee at Student Health Services while working toward a Bachelor of Science degree in Human Development and Family Sciences, with a focus on Human Services. Her role at Student Health Services involved supporting the Health Insurance and Medical Billing departments and she was hired full-time upon graduation. Audrey moved from the support role, to a Benefits Specialist role at which point the position, and Graduate Health plan, relocated to the Office of Human Resources. After a couple of years working as a Human Resources Specialist at Chemeketa Community College, Audrey returned to OSU as a Graduate Health Benefits Specialist. Audrey will continue her career with OSU by serving employees as an HR Retirement Officer starting this Wednesday, September 21st. Congrats, Audrey!

Chris Lewis

Congrats to Chris Lewis as he has officially accepted the permanent role of Student Employment Center Supervisor! He was previously in an Acting Student Employment Center Supervisor role while Brittany McDonald was in an Interim Associate Director role. Chris originally started working for OSU as a Student Employment Specialist in the Arts and Sciences Business Center back in 2017. He spent 3+ years with the Academic Recruitment Team before transitioning to the Grad Coordinator role in 2021. When not at work you can usually find him hanging out with his wife (Karley) and his kids, Reagan (6) and Hunter (3) as they cheer on the Beavs!
University Human Resources Climate Survey 2022

Don’t forget to share your employee insight by participating in this year’s climate survey. Remember, this survey is anonymous and you are empowered to advocate for your employee experience here in UHR. The survey will close at 5pm on Thursday, September 29th.

Summer Flex and Quiet Week: 2022 Pilot Program

During summer 2022, the university piloted two employee programs designed to serve Oregon State’s teaching, research and community engagement mission, while supporting employee work-life balance and contributing to a workplace that enhances employee recruitment, retention and job satisfaction. Please take the survey below to share your experience.

Leadership Announcement – Workday

During the week of September 12, a contingent of OSU administrators (Registrar, UHR, UIT) attended a Workday Rising conference. This served as an opportunity for OSU to explore the HR functionality of Workday and what implementation of such a system could do in terms of improvements for operational processes, while serving the needs of the employing units and employees. This relates to the greater effort across the University called the ADMINISTRATIVE MODERNIZATION PROGRAM OR (AMP). This is a process of re-engineering core administrative HR, Student and Finance computing tools in the cloud to enable agility, resiliency and capability. For those people who are interested in knowing more about this conference, Bonny and Heather will be giving an overview of what they learned on Wed, Sept 28, 10:00-10:50, in Cascade Hall, room 124.

Benefits is hiring!!

The Benefits Department will be hiring for a Graduate Health Benefits Specialist. This is a 1.0 FTE professional faculty position. The benefits specialist provides subject matter expertise and employment-related benefit support to university employees and eligible dependents from hire through separation. They work with a wide variety of internal and external customers and clients, focusing on working with the graduate population and PacificSource Health Plans.

The job will be posted soon, so keep an eye out if you or anyone you know is interested. Questions about the position can be sent to Rachel.Forslund@oregonstate.edu
**Hiring Q&A Webinar – September 26th at 10:00am**

This session is designed for supervisors and department HR liaisons. Feel free to drop in and ask your questions about the hiring process. We will have a panel of experts from different HR Teams that work directly with hiring to assist with your questions. The panel will include representatives from the following teams: Classification and Compensation, HR Strategic Partners, Recruitment, Student Employment, Onboarding, Benefits and HR Support Services. Register [here](#).

**Criminal History Check Cost Increase**

The cost for processing an In-State Criminal History Check will increase from $21 to $24 effective 9/22/2022. A Nationwide Sex Offender Registry verification will be added to the In-State background check, processed through CastleBranch.

The cost to process a National Criminal History Check remains the same at $29.80. As a reminder, this fee is charged to departments.

This information can also be found at [CHC Cost](#).

**PEBB Open Enrollment**

The month of October is Open Enrollment month! Join us for fairs, flu clinics and workshops.

Important Dates:
- Benefits Fair October 5th 10:00 am- 2:00 pm in the MU Horizon Room
- Flu Clinic October 5th 8:30 am to 4:30 pm in the MU Ballroom

Questions? Email [employee.pebbbenefits@oregonstate.edu](mailto:employee.pebbbenefits@oregonstate.edu)

**OSU Free Office Supplies Program**

To encourage sustainability and reduce department expenses, OSU Surplus Property has a free office supply program that allows OSU department to acquire office supplies and housewares priced at $5 or less for free, with a limit of $20 per visit. OSU employees can shop Mondays-Thursdays, 9:00-4:00. For more information, see [https://surplus.oregonstate.edu/surplus/departments-and-agencies/department-purchases](https://surplus.oregonstate.edu/surplus/departments-and-agencies/department-purchases)
Employee Spotlight!

Monica Kulp

**UHR Role:** HR Strategic Partner supporting the College of Engineering

**How did you come to work for OSU?:** I moved to Corvallis from Knoxville, TN in December 2020 due to my spouse’s new employment opportunity. After working as the sole HR Business Partner/Manager at another employer, I saw the opportunity to apply with OSU HR. I started in March 2022 and I have realized how much I value working with a team of HR colleagues. It’s hard to believe 6 months have already passed!

**Little known fact about you:** I am a founding sister of a Latina sorority chapter

**Favorite Quote:** “Everything will be okay in the end. If it’s not okay, it’s not the end.” – Nita Prose, The Maid