

NEW EMPLOYEE

ORIENTATION

'RUNNER STARTING LINE

Agenda

8:30 – 9:00 am	Meet and Greet	
9:00 – 9:15 am	Welcome	Daniel Jiménez Director of Organizational Excellence, Training and Development
9:15 – 9:30 am	Get to Know CSUB	Nadya Carr Human Resources Training and Reporting Analyst
9:30 – 9:50 am	Benefits	Erika Salcedo Benefits Specialist
9:50 – 10:10 am	Payroll	Yolanda Cisneros/Elisa Baca Lead Payroll Technician
10:10 – 10:25 am	Break (15 minutes)	
10:25 – 10:55 am	ITS	Derek Chaney Campus Technology Trainer, Information Technology Services
10:55 – 11:30 am	How to Succeed in your First 90 Days	Daniel Jiménez Director of Organizational Excellence, Training and Development
11:30 – Noon	Union Presentations (For applicable employees)	Union Representatives
Noon	Released	



Housekeeping

- Restrooms and water fountains are across from the elevators
- Ask questions anytime
- These slides are available on our New Hire page



Contact Us

HR Hours:

Monday - Friday: 8:00 am - 5:00 pm

Office Location:

Administration 104

Mailing Address:

California State University, Bakersfield 9001 Stockdale Highway Bakersfield. CA 93311-1099

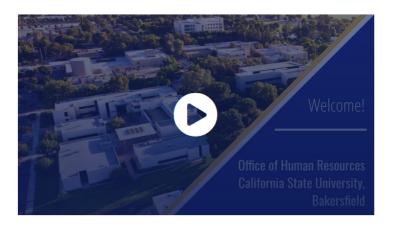
Email: <u>hr@csub.edu</u> Phone: (661) 654-2266

Fax: (661) 654-2299

HELP US IMPROVE THE HR WEBSITE BY ANSWERING THIS SHORT ONLINE SURVEY.

HR ORGANIZATIONAL CHART

HUMAN RESOURCES



Click on the Video Below to Learn How to Navigate Our Site



New to CSUB?

Upon joining our team, we recommend visiting our New Hire Resources page. It contains essential information to help you getting started and finding all the necessary resources.

NEW HIRE RESOURCES

www.csub.edu/hr



Icebreaker introductions

- Name
- Department
- Job Title
- Why did you choose CSUB?
- Are you a CSUB alum?







Get to know CSUB

Nadya Carr, HR Training and Reporting Analyst



History of CSUB





1965 - CSUB Founded

The California State University system authorized the establishment of CSUB in 1965, hence the year on the university seal. The first day of classes was October 1,1970.



Early Years

Since that time, CSUB has filled half of the 375 acres, adding facilities to accommodate academic programs, student life and the greater community.



2000s - Expansion

The 2000s saw the addition of the Business Development Center, Science III, Student Recreation Center and The Dr. Jacquelyn A. Kegley Center for Student Success which greatly enhanced the student academic experience.



CSUB Now - A University on the Rise

The university serves nearly 10,000 students today. The master plan builds out the entire campus to accommodate 18,000 students. There continues to be a great deal of growth potential for the campus.



CSUB Rankings



As of Fall 2023, CSUB reports **68.2 percent** of undergraduates are of Hispanic heritage.







No. 7 Best Hispanic-Serving Institutions in CA Degree Choices, 2024



No. 10
Best Bang for the Buck College: West
Washington Monthly, 2023



No. 15 Best Colleges in California Degree Choices, 2024



No. 16 Best Colleges in the West Degree Choices, 2024



No. 16
Top Public Universities in the West
U.S. News and World Report, 2024



No. 17
Best Hispanic-Serving Institutions
Degree Choices, 2024



No. 20 2023 Social Mobility Elevator Education Reform Now



No. 22 Top Performers on Social Mobility U.S. News and World Report, 2024



CSUB Today





Mission



California State University, Bakersfield is a comprehensive public university offering excellent undergraduate and graduate programs that advance the intellectual and personal development of its students. We emphasize student learning through our commitment to scholarship, ethical behavior, diversity, service, global awareness and life-long learning. The university collaborates with partners in the community to increase the region's overall educational attainment, enhance its quality of life and support its economic development.



Vision



CSUB will be a model for supporting and educating students to become knowledgeable, engaged, innovative and ethical leaders in the regional and global community.



Values



Developing the intellectual and personal potential of every student

Supporting the intellectual and professional development of all faculty and staff Nurturing a collegial campus environment that values innovation, learning and the pluralism of persons and ideas Collaborating with one another with respect, trustworthiness, ethical behavior and selfreflection

Promoting active and informed engagement in shared governance of students, faculty and staff

Goals

Engaging with alumni and the community to achieve the vision, mission and goals of the university

Contributing to the growth and well-being of the region

Strengthen and inspire student success and lifelong learning

Advance faculty and staff success

Develop and sustain high-quality and innovative academic programs and support services

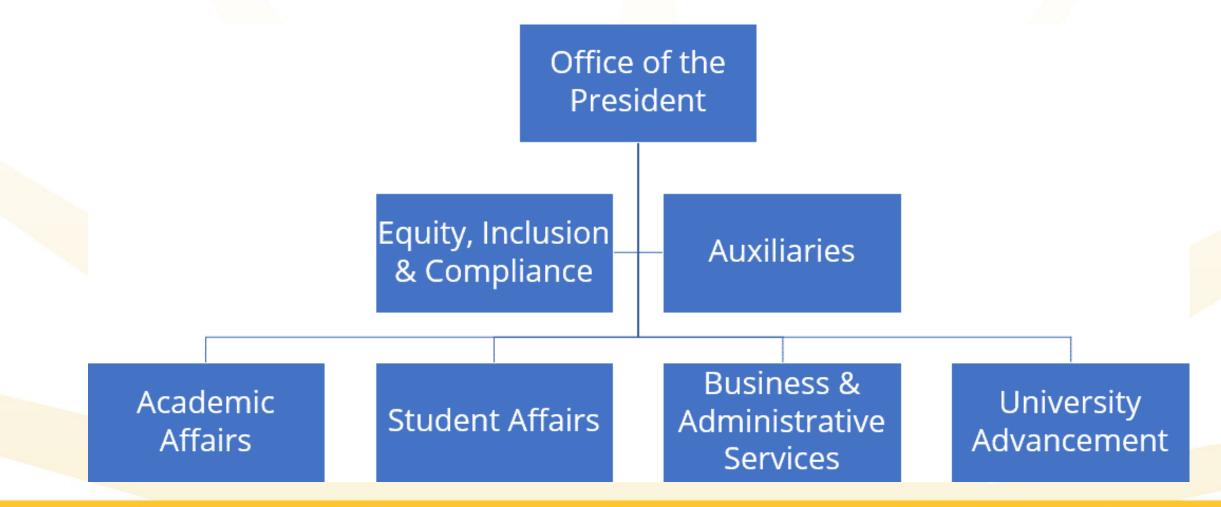
Recognize and address regional needs in collaboration with our community

Diversify, enhance and responsibly steward our campus resources



Organizational Structure







Schools













CSU Overview



The California State University is the nation's largest and most diverse four-year university, providing opportunities for upward mobility to nearly half a million students and empowering them to become leaders in the changing workforce.

NATION'S LARGEST

four-year public university

23 CAMPUSES

and seven off-campus centers 477,000 STUDENTS



Chancellor's Office



Located in Long Beach, the Chancellor's Office is the central headquarters of the CSU system.





CSU Campuses



23 Campuses, ONE University

The CSU boasts 23 campuses that stretch 800 miles across the beautiful state of California.

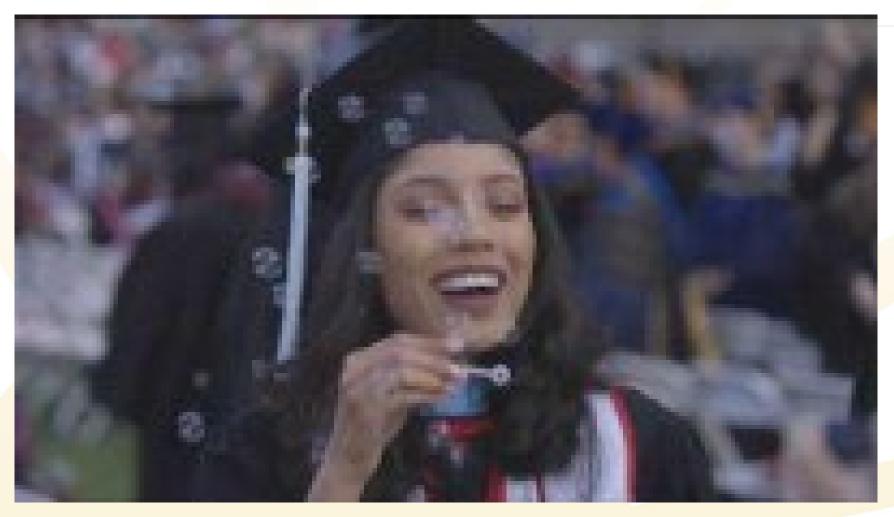




Graduation Initiative 2025



Graduation Initiative 2025 is the CSU's determined effort to ensure that all **students** regardless of racial, ethnic or financial background have an equal opportunity to earn a college degree.



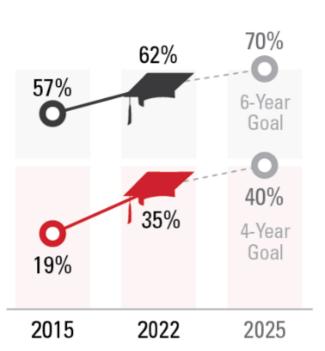


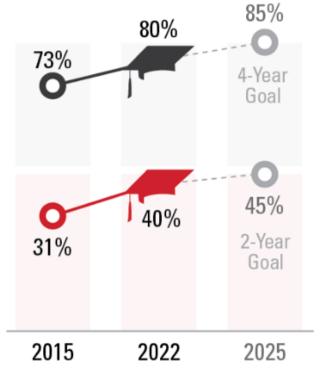
Graduation Initiative 2025



GRADUATION RATES: FIRST-TIME STUDENTS

GRADUATION RATES: TRANSFER STUDENTS







Pop Quiz! - What do you know about CSUB?



- When was CSUB founded?
- How many schools of academic discipline?
- How many athletic teams are competing in NCAA Division I?
- The number of faculty and staff?
- How many campuses comprise the CSU?
- True or false? CSU is the nation's third largest four-year public university system.

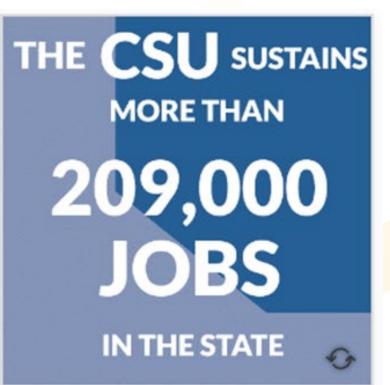


The CSU Facts











CSUB BENEFITS

Erika Salcedo Benefits Specialist



AVAILABLE BENEFITS

- Life, AD&D, LTD, Accident and Critical Illness Insurance through The Standard
- California Casualty Home and Automobile Insurance
- ARAG Legal Plan
- Nationwide Pet Insurance
- Health Care Reimbursement Account
- Dependent Care Reimbursement Account Plan
- 403(b) Supplemental Retirement Plan
- Savings Plus Program (401k and 457)
- ScholarShare 529 Plan
- Employee Assistance Program



^{*} These benefits are not available to Emergency Hires, Student Assistants, Faculty appointed solely to teach summer session, extension or intercession *



REMINDER: ENROLL IN CORE BENEFITS



- You have 60 days from your benefit eligibility date to enroll in benefits
- Health & Dental will be effective the first of the following month that enrollment paperwork is submitted
- Supporting documentation is required if adding dependents
- Benefit Enrollment form is located on CSUB Benefits website

BENEFITS TO ENROLL IN WITHIN 60 DAYS OF ELIGIBILTY

- Employees can make changes during open enrollment every year during mid September through beginning of October or within 60 days of qualifying event such as new hire date, marriage and birth or adoption of child.
- This 60-day rule applies to Health, Dental, Vision, Flex Cash, HCRA/ DCRA, Legal Plan, Life, LTD, A&D, Accident and Critical Insurance.



BENEFITS YOU CAN ENROLL IN AT ANYTIME



- Employee Assistant Program
- California Casualty Auto & Home Insurance
- Nationwide Pet Insurance
- ScholarShare 529
- Supplemental Retirement Plan 403(b)
- Savings Plus 401(k), 457



What is CalPERS?



- California Public Employee Retirement System offers defined benefit retirement plan to eligible employees
- Visit <u>CSYou website</u> to learn more about CalPERS benefits
- Log into <u>MyCalPERS</u> to manage your account online and sign up for a class





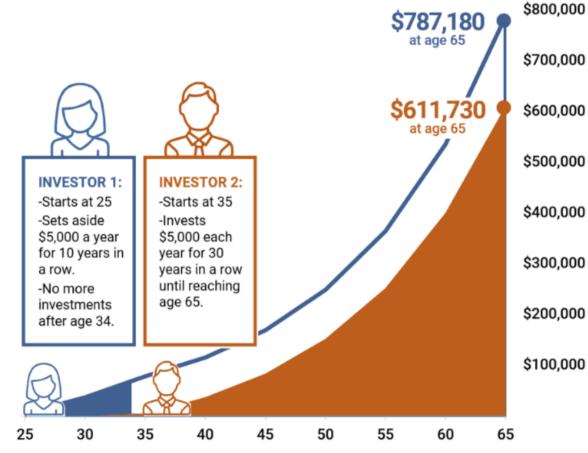
SUPPLEMENTAL RETIREMENT PLANS

CSU 403 (b) Plan

- Contributions can be automatically deducted from paycheck
- Contributions can be pre-tax elective deferrals or after-tax Roth contributions
- Eligible employees can defer a minimum of \$15 a month and a maximum pre-tax/post-tax of \$22,500 annually
- Complementary Fidelity Retirement Planner Consultations, a Brokerage Link, and a Portfolio Advisory Services are included

Saving Plus Program 401(k) and 457

- Contributions can be automatically deducted from paycheck
- Contributions can be pre-tax elective deferrals or after-tax Roth contributions
- Contribute by percentage or set amount, \$50 monthly minimum



NOTES: Assumes an 8 percent interest rate, compounded annually. Balances shown are approximate. SOURCE: Author's calculations.



Accident Insurance

Let's say your teenage daughter gets injured during tryouts for her school basketball team and goes to urgent care for treatment. Diagnosis: dislocated elbow and fracture of the forearm and wrist. Although surgery isn't necessary, she will need follow-up appointments and physical therapy.



You'd get an additional 25% if your child is injured while participating in an organized athletic activity — whether it's football practice, a soccer game or dance class.

BENEFITS PAID TO YOU

Urgent Care Visit	\$60
X-ray	\$60
Dislocated Elbow	
Arm Fracture	\$650
Wrist Fracture	\$650
Physician Follow-up Appointment	\$70
Physical Therapy Appointment (2 visits	s)\$100
SUBTOTAL	\$2,590
Youth Organized Sports Benefit	
(25% of subtotal)	\$648
Total paid directly to you	\$3,238

Critical Illness Insurance

SAMPLE OUT-OF-POCKET EXPENSES

Medical insurance deductible	\$1,300
Out-of-pocket expenses over the course of six months	\$5,000
Lost wages	\$4,500
Alternative treatments and diets not covered by medical plan	\$4,500
TOTAL OUT-OF-POCKET EXPENSES	\$15,300
CRITICAL ILLNESS BENEFIT	\$15,000
OUT-OF-POCKET EXPENSES	\$300

Costs are hypothetical. Actual costs will vary by state, cancer type,

stage at diagnosis, treatments received and personal factors.

Covered Conditions

Receive 100 percent of your coverage amount for:

- Heart attack
- · Severe Stroke
- Invasive Cancer
- · End stage renal (kidney) failure
- Major organ failure

Receive 25 percent of your coverage amount for:

- Severe coronary artery disease with recommendation for bypass surgery
- Non-Invasive Cancer (cancer that has not metastasized)

Initial diagnosis and initial recommendation must occur after your coverage becomes effective.

Questions?

Erika Salcedo esalcedo5@csub.edu





Payroll Services

Yolanda Cisneros, Lead Payroll Technician



CSU Bakersfield Payroll Services

CSUB Payroll

Main Line: 661.654.3369 e-mail: payroll@csub.edu



Payroll Technicians

Yolanda Cisneros 661.654.2563

Elana Contreras 661.654.6208

Yesenia Salado 661.654.6150

Sheila Gilbert 661.654.3369

Payroll Analyst

ycisneros@csub.edu

econtreras3@csub.edu

ysalado@csub.edu

sgilbert@csub.edu

Elisa Baca 661.654.3220

ebaca@csub.edu



Welcome to CSUB

Cal Employee Connect

- https://connect.sco.ca.gov/
- ▶ W-2's
- Paystubs/Payment History
- Direct Deposit



Form Search



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HR MENU 📀

Contact Us

HR Hours:

Monday - Friday: 8:00 am - 5:00 pm

Office Location:

Administration 104

Mailing Address:

California State University, Bakersfield 9001 Stockdale Highway Bakersfield, CA 93311-1099

Email: <u>hr@csub.edu</u>

Phone: <u>(661)</u> 654-2266 Fax: (661) 654-2299

HELP US IMPROVE THE HR WEBSITE BY ANSWERING THIS <u>SHORT ONLINE</u> SURVEY.

HR ORGANIZATIONAL CHART 🧿

Find Us

HR POLICIES AND FORMS

Use the search bar below to find policies, documents, procedures and forms. You can use keywords to help you narrow your search results. The table allows you to sort by title or category and scroll through.

If the search feature is not working, please refresh your browser window or clear the cache on your browser.

Search policies and forms...

HR Policies and Forms

Title (Category)

Absence Management (AM) Employee Guide (MyHR, Guide, Manager Department Resources)

Absence Management (AM) Excess Hours Form (MyHR, Guide, Manager Department Resources)

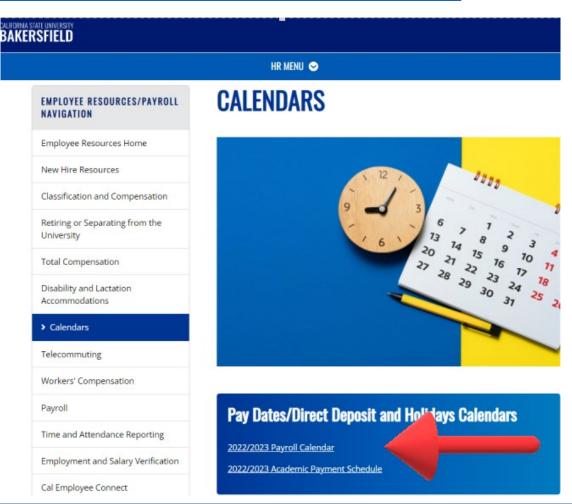
<u>Absence Management (AM) Manager Guide</u> (<u>MyHR, Guide, Manager Department Resources)</u>

<u>Absence Management (AM) Schedule Change Form</u> (<u>MyHR, Guide, Manager Department Resources)</u>



Payroll Calendars

https://www.csub.edu/hr/calendars



2023/2024 PAYROLL CALENDAR - California State University, Bakersfield

- \$ Faculty & Staff Paper Warrant Payday/4pm Mgrs. approve AM time
- # Student Pay, Intermittent Hourly, Misc. Payments Payday/2pm
- ▲ Deadline student to input time
- @PS Deadline MPP or designee to approve student time
- ▼ Direct Deposit Posting Date

 ◆ SCO Cutoff/Docks Due/noon
- Faculty/Staff 672's Due/noon employees input AM time
- O Hourly Staff, Misc. pay requests Due/4pm (2nd work day of each pay perior

e y of each pay period)	Academic Day
SEPTEMB	ER 2023
- M T W	тгс



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Getting Paid

my**HR**

CSUB Employee

Ethnic Groups

Report Time

Timesheet

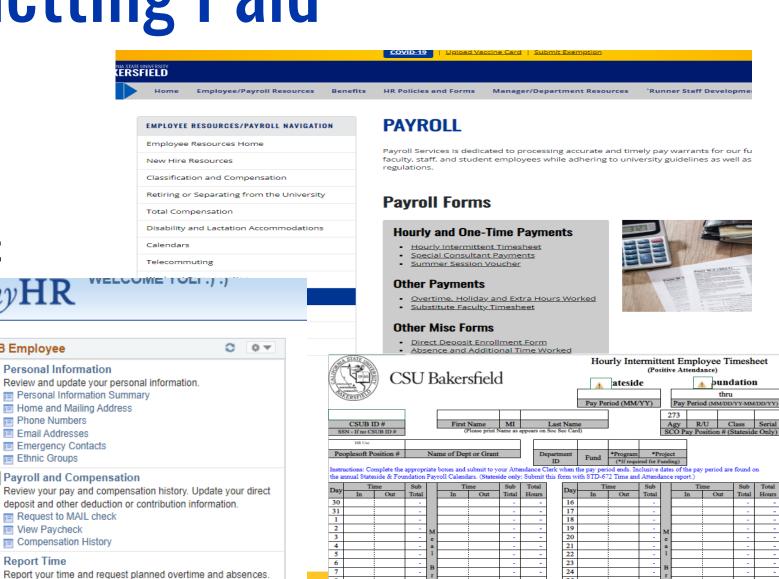
Report and View Absences

View your schedules, forecasted, payable and comp time

- **Payroll Forms**
- Timesheets
- Absence Management
- **Meeting Deadlines**







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27

Deadlines

Late Timesheets = Late Pay

Payroll is a Process

Understanding your payroll responsibilities





Resources

Your Department

Deadlines

• Guide

Information

Payroll Websites

CSUB Payroll

- Forms
- Tutorials
- Calendars

Cal Employee Connect

- Paystubs or Pay History
- W-2's
- Direct Deposit

Payroll Staff

- Email is the best way to contact
- Have specific questions
- Response Time24-48 hours



Absence Management

- Leave reporting and absence management system for salaried employees (not hourly, emergency hires, etc.)
- MyHR login



CSUB Employee



Personal Information

Review and update your personal information.

- Personal Information Summary
- I Home and Mailing Address
- Phone Numbers
- Email Addresses
- Emergency Contacts
- Ethnic Groups



Payroll and Compensation

Review your pay and compensation history. Update your direct deposit and other deduction of

- Request to MAIL check
- View Paycheck
- Compensation History



Report Time

Report your time and request planned overtime and absences.

Report and View Absences



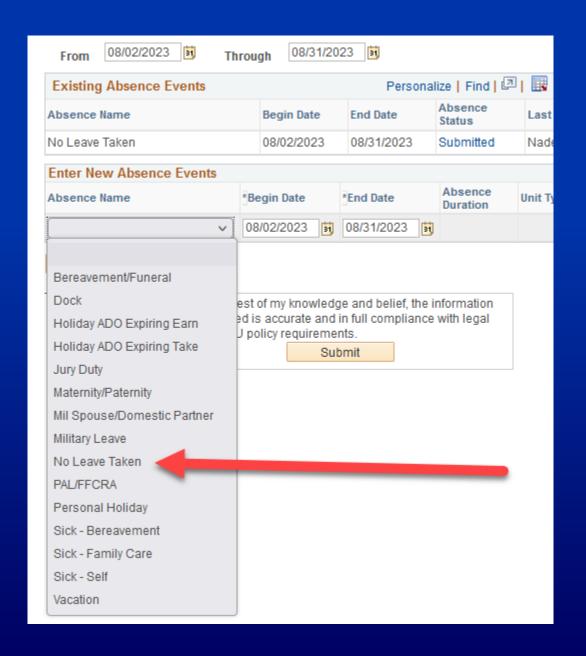
View Time

View your schedules, forecasted, payable and comp time, exceptions and more.

III Monthly Schedule

Absence Management

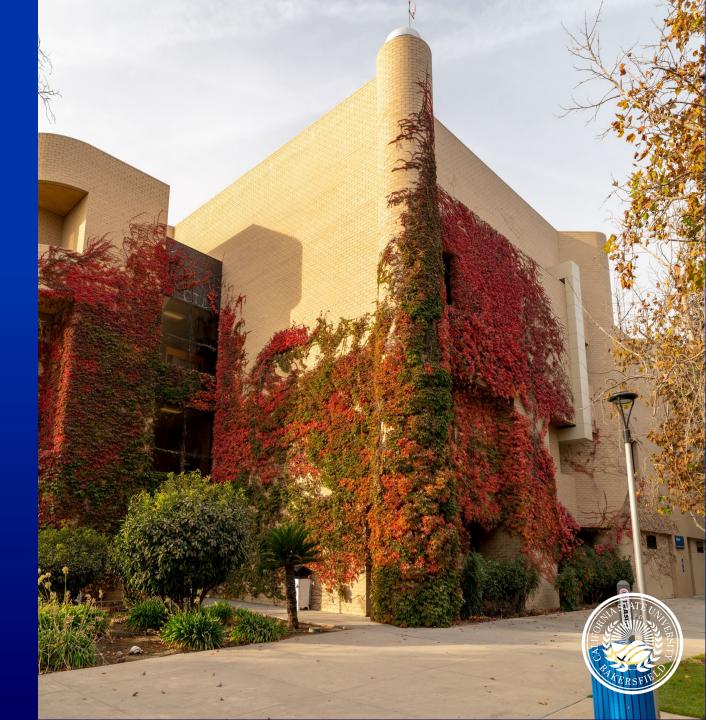
- For those who've never missed a day, report 'No Leave' without delay!
- Deadlines to report
- Employee Quick Reference
 Guide



Work Schedules

• Traditional Work Schedule

Monday to Friday 8:00am - 5:00 pm





Questions?

Yolanda Cisneros, Lead Payroll Technician

Elisa Baca, Payroll Analyst, Absence Management

Main Line: 661.654. 3369

e-mail: payroll@csub.edu





Break (10 minutes)





Informational Technology Services

Derek Chaney, Campus Technology Trainer



How to Request Help

- Visit Servicenow to request a vast array of services from Information Technology Services, Enrollment Management and Facilities.
- ITS Help Desk Phone
 (661) 654-HELP or (661) 654-4357
- CSUB Facilities Management Services Phone (661) 654-2211











Duo Access



- 1. Download Duo Mobile App
- 2. Tap Allow to allow notifications from Duo Mobile
- 3. Add account
- 4. Log in to any Web page requiring authentication and click Send Push Notification
- 5. Click Approve from your phone

Option to request access fob

12:52





Q duo mobile



Cancel



Duo Mobile

Security made simple











Duo Access



- www.csub.edu/2step
- ServiceNow ITS Catalog knowledge base articles
- ITS Catalog 2Step Fob Request

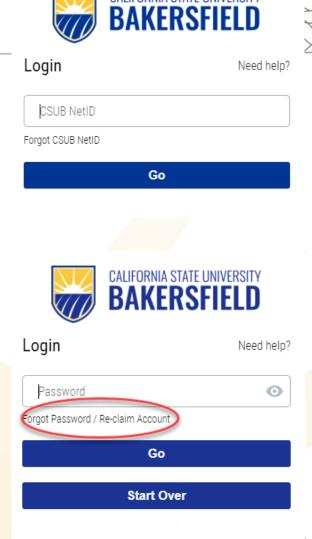


Net ID - Claim Your Password

- 1. Go to myid.csub.edu
- 2. Login with Your CSUB NetID your CSUB NetID is the first part of your email before the "@" sign.
- Click Forgot Password
- 4. Receive Reset Code
- 5. Enter reset code and set your new password

Video Guide

https://www.csub.edu/myid



CALIFORNIA STATE UNIVERSITY



Zoom

Zoom's Features Include...























- 1. Web Portal
- 2. Desktop Client
- 3. Mobile App
- 4. <u>csub.zoom.us</u>
- 5. Scheduling a Meeting (If time allows)

Office 365

- Start at <u>o365.csub.edu</u>
- Web Portal
- Desktop Clients
- Mobile Apps
- **Training**























Box

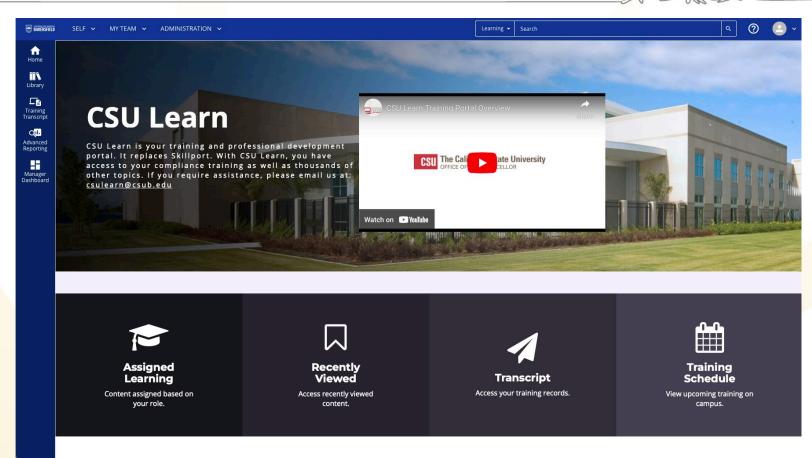
- Start at <u>box.csub.edu</u>
- 2. Box Drive Desktop App
- 3. Integration Apps
- 4. Mobile Apps





CSU Learn

- Start at <u>csulearn.csub.edu</u>
- Assigned Learning Queue
- Training Course Search
- Training







CFS/FDW













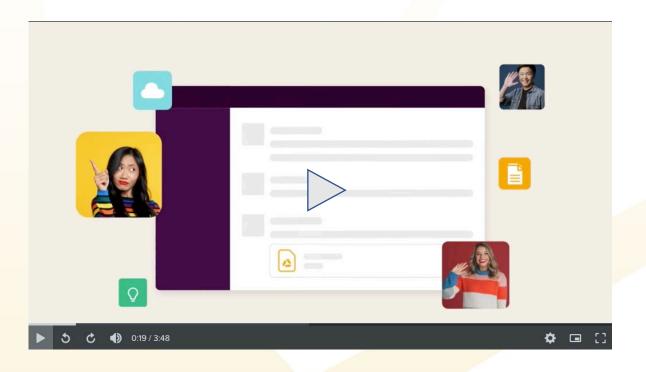
- 1. Access Request Form
- 2. How to Log In
- 3. FDW Training
- 4. CFS Training



Slack



- Does a workspace exist for your department?
- Workplace Directory
- Request a Workspace
- Service Now Knowledge Base Articles





ITS Software Available



Adobe Creative Cloud Suite

Adobe Sign

Adobe Acrobat Pro

Microsoft Office 365 Suite

Box

Zoom

CSU Learn

Slack

CFS/FDW

25Live!

Canva

Minitab

SPSS

Camtasia

VMware Fusion

Qualtrics

CASHNet Dynamic Billing

Tenable

Concept3D

Global Protect

Tableau Desktop

LastPass

Onbase Unity Client

XPPAUT

Rstudio

BioEdit

MATLAB

Snagit

ArcGIS Desktop

Approved Software List

- Acquiring Software/Hardware
- Software Downloads



ITS Training Website

csub.edu/training





Back to Previous Page CSUB Home Page

Staff ITS Training Information

Campus Training recognizes that Staff play in integral role in facilitating processes to achieve the university's goal and mission. To assist you in optimizing your productivity, the following training information is grouped by application or system.

What would you like to learn more about?

25Live! Event Requesting	Office 365 Groups	Questica Budget System
Adobe Creative Cloud	Office 365 Web App	Schedule Builder
Adobe Sign	Office 2016 (PC)	Skype for Business
Canva	Office 2016 (Mac)	Standard Financial Reporting
Common Finance System (CFS)	Office Mobile Apps	Summer Series
Compliance Training	OneDrive for Business	Training Schedule
<u>CSU Learn</u>	OneNote 2016	VOIP Telephones
Excel 2016	Outlook 2016 (PC)	VOIP Voicemail
Finance Data Warehouse	Outlook 2016 (Mac)	Word 2016
<u>Financial Systems</u>	PowerPoint 2016	ZOOM
myCSUB (PeopleSoft Student)	ProCard Reconciliation	
New Staff		
Office 365		



Contact Me



Derek Chaney

dchaney1@csub.edu

training@csub.edu

Ext 6919





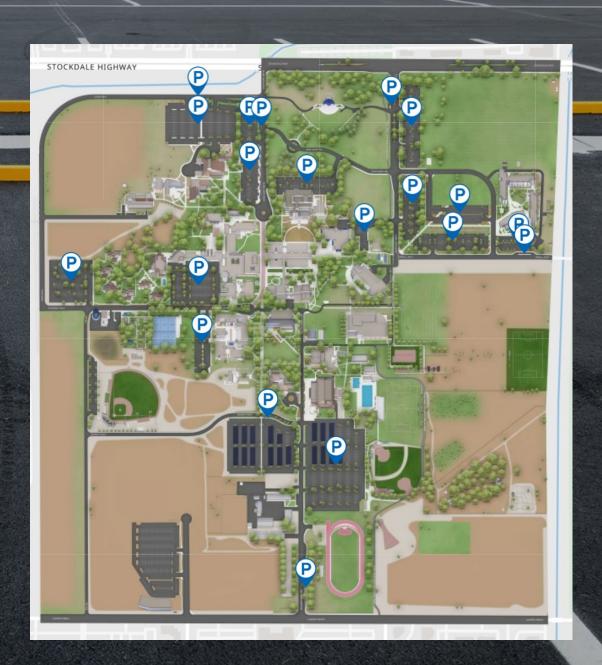


RUNNER STARTING LINE

How to Succeed in Your 90 Days . . . According to Daniel Jiménez

Parking

So many options, but where can I park?



`RunnerCard









SCAN THE QR CODE WITH YOUR SMARTPHONE TO ACCESS YOUR eACCOUNTS PORTAL

RUNNER BUCKS - ADD MONEY TO PAY FOR DINING

ACCESS TO THE LIBRARY, GYM BOOKSTORE DISCOUNT



Fueling Options











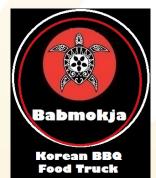


















Fueling Options



25% Off!!! Tues & Thurs





CSUB Mobile App

- For iPhones and Android devices
- Map
- Directory
- **Events**
- Social Media







YOU at CSUB

Return to Campus Fall 2022

CSUB holding first-ever Golf Classic this month

about the technical flaws in players' golf swings at the university's first Golf Classic on March 31 at The Links at Riverlakes Ranch.Instead, they'll be there to cheer players on as they link up a day of fun with the chance to help CSUB students graduate and begin their careers, as money raised from the event wil



CSUB Baseball Opens Big West Competition at

With work to do after dropping the Ohio State series, CSUB prepares to open its Big West slate against UCSB before hosting Pacific.



Wi-Fi Connection - eduroam

Click [eduroam] from the available list of network connections



Enter your email (NetID@csub.edu) and password





What is this?





Upgrade Your Communication with CSUB Brand Style Guide

- Email signature template and instructions
- PowerPoint templates
- Desktop, mobile and Zoom backgrounds
- Flyer templates
- Writing style guidelines



https://www.csub.edu/brand



Safety

Save in your cellphone:

Emergency (661) 654-2111 Non-emergency (661)654-2677

HOW DO I CALL UPD?

Emergency Number 661-654-2111



From your cell



911 FROM ANY WIRED CAMPUS PHONE WILL REACH UPD

You can also call from any campus "Blue" Phone" - Info and Emergency Buttons

Non -Emergency Number 661-654-2677

> **save these numbers in your phone for quick access**

When should I call?

- EMERGENCIES (CRIMES AND MEDICAL)
- SUSPICIOUS PEOPLE OR CARS
- FEEL UNSAFE
- SAFETY CONCERNS
- QUESTIONS ABOUT RESOURCES



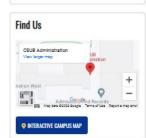




HR Hours: Monday - Friday: 8:00 am - 5:00 pm Office Location: Administration 104 Mailing Address: California State University, Bakersfield 9001 Stockdale Highway Rekersfield CA 93131-1009

Phone: (661) 654-2266 Fax: (661) 654-2299 Help us improve the HR websit answering this <u>short online sur</u>

HR ORGANIZATIONAL CHART

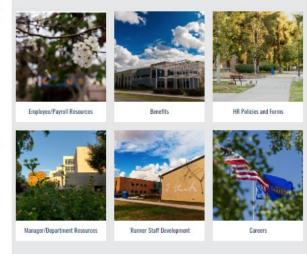


HUMAN RESOURCES



Click on the video below to learn how to navigate our site





http://csub.edu/hr

Where to Find Information

- 1. Which page would you go to find out when we get paid each month?
- Where do you find information about enrolling in Cal Employee Connect?
- 3. If you need to verify your employment/salary, where can you find the instructions?
- 4. You heard about the "Tuition Fee Waiver" program. Where can you find out what the eligibility is?
- 5. You heard that you might be able to save on car insurance as a CSUB employee. Where can you find out more information?
- 6. Where do you find information about paid holidays?
- 7. You are looking for training resources and webinars. Where can you find it?
- 8. Where can you find information about legal, financial and relationship services?
- 9. Where would you find information about medical health plans available to employees?
- 10. You want to start a savings account for retirement. Where can you find more information?
- 11. Where on the HR website can you find information about discounts available to CSUB employees?





CSUB & Community

What else is there to know?





'Runner Extras

- Well-Being
- Food
- Education
- Family
- Opportunities to Get Involved
- Events and Entertainment
- Discounts
- And more...

https://www.csub.edu/hr/runner-extras



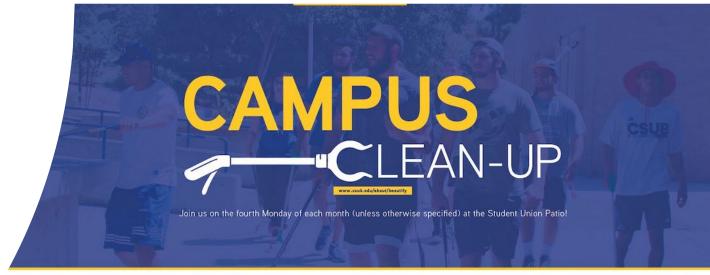




How to Get Involved

- CSUB Scholar Mentor Program
- Edible Garden
- Campus Clean-up
- Donate to Food Pantry





29 26 31 21 19 23 20 27 24 15 26 20

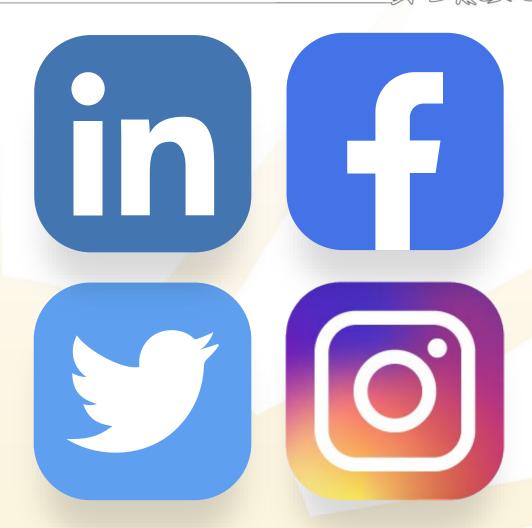
CSUB Roadrunners

- 16 teams (6 men's and 10 women's)
- CSUB is NCAA Division I school
- Visit gorunners.com to access schedule, calendar, news, or buy tickets



Let's Connect

https://news.csub.edu/
Subscribe to CSUB News





Questions?





Union Presentations

