

Implement Semi-annual Basic Retirement Enrollment

Allow entry into the NU basic retirement program two times a year—during peak hiring times.

Reduce Printed Benefit Materials and Move to Electronic Distribution

Except for retirees, NU employees would receive all communication on NU's annual open enrollment electronically.

Discontinue $\frac{1}{4}$ Sick Leave Payout for Retiring Office/Service Employees

Discontinues paying Office/Service employees $\frac{1}{4}$ of unused sick leave upon retirement.

Will not be implemented before 2019 pending continued review.

Adjust the Maximum Vacation Balance

Under this strategy, employees will earn vacation according to the same formula that they do currently. The policy change simply means that the maximum balance that can be maintained is lower. It will not impact current vacation earnings.

Will not be implemented before 2019 pending continued review.

Consolidate HR Function at the University of Nebraska–Lincoln

Consolidates all the University of Nebraska–Lincoln college, department, and unit HR-type employees into a single HR function.

Appoint an Associate Vice President of Human Resources

Creates an Associate Vice President of Human Resources for NU to be coupled with current Assistant Vice Chancellor for Human Resources at the University of Nebraska–Lincoln. Eliminates an Assistant Vice President of Human Resources position at Varner Hall.

Evaluate & Consolidate HR Contracts Systemwide

Consolidates HR contracts that are currently brokered on each campus individually and creates savings.

Create Transactional HR/Payroll Service Center

Creates a service center for all NU campuses where HR/Payroll transactions can be consolidated.

Create HR Centers of Excellence

Utilizes expertise on each campus to lead HR efforts in the different aspects of HR administration.

Create Mandatory Leave Policy for Positions that have Care and Control over University Assets

Creates requirement that employees with fiduciary responsibilities take a minimum of one week of vacation leave per year.

Create Consistent Leave and Property Rights for All Employees

Creates a team to review best practices and the development of a unified sick/vacation leave and property rights benefit.

Engage a Benefits Consultant

Hires a benefits consultant to examine current benefit design, vendor selection and review options for employee/NU savings.

Implement a Comprehensive Human Capital Management System

Examines the feasibility of having one Human Capital Management System for NU.

Consolidate Time-Keeping Methods

Discontinues paper time sheets used by some areas, reviews third-party time entry vendors for cost savings.

Expand Usage of Electronic HR Workflow

Eliminate paper HR workflow used in some areas.

Evaluate Worker's Compensation Funding

Evaluate funding mechanisms used for Workers Compensation to ensure efficiency.