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Hosted by Virginia Tech

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Biography

- With the University of Virginia since 1991 - Academic Division 1998
- Over 34 years of experience in payroll/ benefits
- Speaker Virginia State Payroll Conferences and Local State Chapter Meetings
- Speaker American Payroll Association Higher Education Conference (EI PC) and a Congress Speaker
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What we will cover

Current trends in higher education payroll
University Payroll

- Do you find yourself stuck in old school payroll practices?

- Do you think employee experience refers to organizing the company picnic?

- Top performing organizations understand that Payroll Departments have one of the most important positions in an organization because they are ultimately responsible for creating the employee experience.
Increasing Payroll Efficiency: Strategies for Doing More with Less

- As a university payroll professional, you are not immune from the budget cuts many universities are experiencing today. Yet you are expected to do all you’ve done in the past—and more.

- In the current economy, it is essential for payroll professionals to look for smarter and faster ways to run the shop.
Increasing Payroll Efficiency: Strategies for Doing More with Less

- What skills must new age University Payroll Departments have to have to drive the employee experience?
- What truly drives employee satisfaction?
- Empower employees to take control of their information.
- Employee satisfaction is fundamental to your success.
What truly drives employee satisfaction?

◆ Develop ways to counter effects of human nature.
  • In every organization there will be resistance when busy employees are asked to handle for themselves tasks that were once done for them.

◆ Listen to users.
  • When people feel their concerns are being taken into consideration, they are more likely to overcome any remaining issues and adopt self service tools.
Empower employees to take control of their information.

- When employees manage their own information everyone benefits

- The savings and efficiencies achieved by migrating to a Web-based system ensure positive reactions at all levels of the organization

- Management applauds the reduction in associated costs, while optimizing communication and compliance
Payroll/HR Self-Service and Portals

- Understand demographic changes that are shaping online services today and tomorrow
- Trends in technology and content are changing employee self-service expectations
- How these trends could influence your self-service strategy
Current trends in University Payroll

◆ The continued growth of web (intranet / internet) enabled Payroll software and systems, including:
Employee Self Service (ESS) within Payroll software e.g. to view personal data, pay history, benefit details, amend bank account details.

◆ Where does this take us?
Trends in Technology

◆ Social Media - As the significance of social networks continues to grow, universities are investing more in community-building as a marketing driver.

◆ Mobile - Smartphone usage will continue to increase and mobile usage will become one of the preferred venues for employees to view information.
Trends in Technology

◆ Real-time - The term represents the growing demand for immediacy in our interactions. Immediacy is compelling, engaging, highly addictive... it is a sense of living in the now.

◆ Cloud computing - This trend, boomed back in 2008 and is persistently growing in 2011, will shift even more data and applications from your desktops to servers elsewhere ("the cloud"), making data accessible from anywhere and enabling collaboration with distributed teams.
Cloud computing is a wonderful thing on paper. (Digital paper stored on a server somewhere, of course.) Instead of relying on a hard drive and being chained to a piece of hardware, your data — your games, movies, music and so on — lives in the "cloud," meaning that it exists on server farms all over the world for you to access anywhere. You could, in theory, access all of your digital possessions from any computer.
Current trends in University Payroll

Web Based solutions >>>> The Cloud:

◆ Access to selected pay information via employee portals, PC’s, kiosks

◆ Digital pay slips / pay stubs / W-2’s

◆ Web interfaces e.g. time and attendance, absence planning and reporting
Current trends in University Payroll

- Improving reporting, analytics and business intelligence e.g. the ability to slice and dice labor costs, analyze project labor costs real-time
- Online tax reporting and filing
- Workflow functionality e.g. automated time sheet submission and leave requests
Current trends in University Payroll

Non-web solutions:

- Integration of Payroll software and Human Resource software

- Emphasis on improving payroll efficiency / reducing costs such as by consolidating payroll processing, minimizing pay cycles e.g. two semi-monthly cycles to one bi-weekly cycle, increasing usage of electronic payments
Non-web solutions:

- Payroll debit cards for employees without bank accounts
  - Non Banked
  - Under Banked

  • Before launching a paycard program within your organization, there are a number of considerations that need to be addressed, including which paycard vendor you will use, the type of paycard that you will roll out to your employees, and how to set up the banking relationship necessary to guarantee consistent and timely access to wages.
Whether you are implementing or encouraging support for Paycard delivery or Self Service, you can advance your initiative by:

- Building a plan that addresses all the people, process and technology issues related to the change.
- Offering flexible options to increase adoption of this form of delivery
Finding the right combination

- Self service and PayCard applications can only prove their worth if they are used
- Strong emphasis must be focused on making it as easy as possible for employees and managers to access the system on their preferred terms
Thank You ... 😊