



UFHR Forum

February 5, 2025

903 W University Ave. Gainesville, FL 32601-5117
HR.UFL.EDU | (352) 392-2477

AGENDA

Empowering UF | [Shannon Edwards](#)
University Benefits | [Nadja Schimmel-Cruz](#)
UF Compliance & Ethics | [Loren Israel](#)
Executive Order Update | [Melissa Curry](#)
Important Dates

Empowering UF HCM/Payroll Workstream

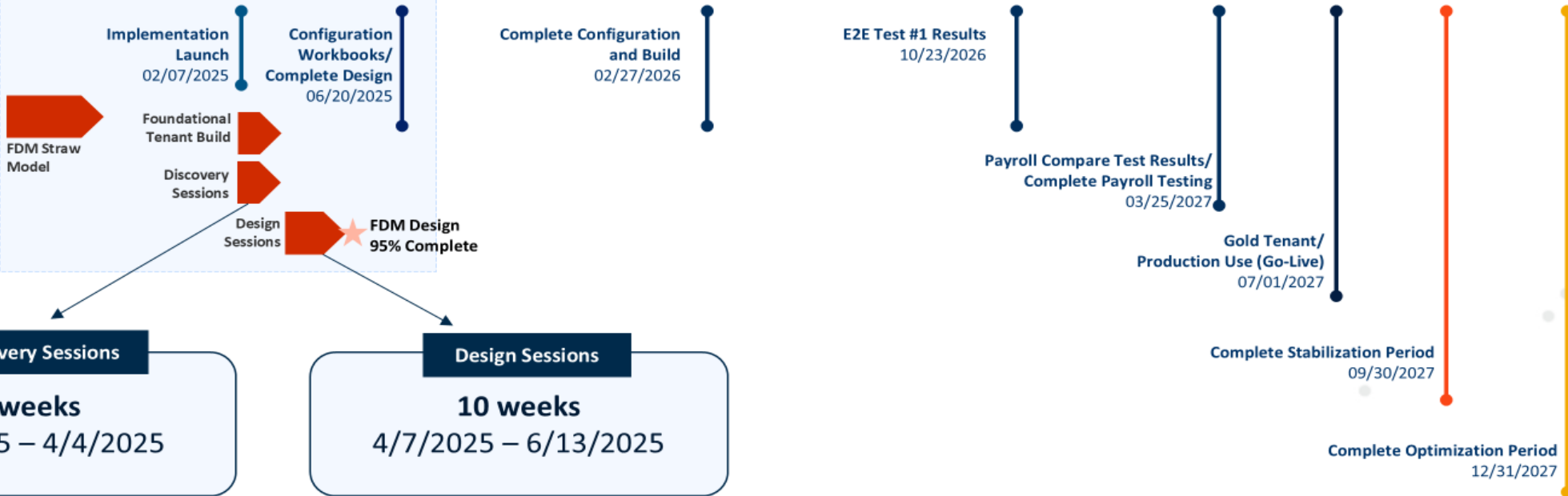
Shannon Edwards



Project Timeline



	2024					2025					2026					2027														
Timeline	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D
Workday Implementation: FIN/HCM	Post-Selection Readiness					Plan	Architect & Configure					Test					Deploy	Stabilization	Optimization											



Discovery Sessions

5 weeks

3/3/2025 – 4/4/2025

Design Sessions

10 weeks

4/7/2025 – 6/13/2025

Up Next: Discovery and Design

Discovery Sessions

Discovery sessions mark the beginning of the Architect and Configure phase and provide an opportunity to drill-down into each functional area in scope to obtain the following:

- Understanding of the current processes, people, and technology
- Identification of the initial business requirements and transformation opportunities
- **Providing information needed to focus design sessions**

Design Sessions

Design sessions are aimed at **gathering the information and requirements needed to establish an initial design of all functional area**, which includes:

- Functional configuration
- Reporting
- Integrations
- Conversions

Key Outputs

- ✓ **Configuration Workbooks**
- ✓ **Business Process Workbooks**
- ✓ **User Story Inventory**
- ✓ **Change Impact Log**
- ✓ **Fit Gap Log**
- ✓ **Mapping of UF IPS Requirements to User Stories**
- ✓ **Workday Reporting Inventory**
- ✓ **Integrations and Conversions Specifications**

EMPOWERING HCM/Payroll Team



Workstream Lead

Amber Wuertz



Workstream Coordinator

Jenny Seitz



Sr. Lead & Payroll Lead

Brent Goodman



Sr. Lead

Shannon Edwards



Sr. Lead

Elizabeth Moore



Benefits Analyst

Sylvia Robertson



Payroll Analyst

TBD



UF Health Lead

Gayla Beach



UF Health Analyst

Anna Astengo



UAA Lead

Tatia Miller



Core HCM Lead

Matt Glicco



Core HCM Analyst

Nerea Tilmon



Performance Management Analyst

Job Number: 533903



Recruitment Lead

Erica Boyd



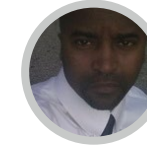
Recruitment Analyst

Christina Diglimio



Absence Mgmt. & Time Tracking Lead

Jessica McLane



Absence Mgmt. & Time Tracking Analyst

Eric Cottrell



Compensation Lead

Carolynne Standish



Compensation Analyst

Job Number: 534655

Become part of the team, apply today!

Empowering UF

Outreach | Stay Connected

College and unit outreach will be ongoing throughout the spring!

We Want to Hear from You!



Email Us

empowering@ufl.edu



Visit our Website

empowering.ufl.edu



Share Your Feedback

[Suggestions & Questions](#)




University Benefits

Nadja Schimmel-Cruz



IRS Reporting Form – 1095-C

- Reports employees' health insurance information for prior calendar year
 - **State 1095s** available in PeopleFirst, if you opted for electronic delivery
 - **GatorCare 1095s** are sent by postal mail only (no electronic option)
 - Employees may file income tax returns *prior* to receiving 1095-C if they know they had coverage for the entire year
 - Employees enrolled in ACA Marketplace plans must report UF's offer of employer-sponsored health coverage to IRS
- 

Double Deductions

9/10 Month Employees

- Active 9/10-month employees have **double premium deductions during the spring to cover summer when no payroll is issued**
- Double deductions
 - BEGIN: 2/7/25 paycheck
 - ENDS: 05/02/2025
- Departments with new 9/10-month employees whose hires are executed between **February 1st and the start of the Fall term** should advise their new hires to contact UFHR Benefits for assistance regarding benefit premiums
- If no action is taken, premiums will be underfunded, and coverages may be suspended



Return to Work Process

- Effective 2/1/2025: The process for employee return to work will transition back to departments
- New Resources: We have a dedicated webpage: <https://hr.ufl.edu/leave/extended/return-to-work/>
- Support: Reach out to our Leave Team with any questions
- Training: Lunch & Learn: Thursday, February 20th
Topic: Return to Work Process: HRLs: Please forward the invite to those in your department who handle FMLA.





UF Compliance & Ethics

Loren Israel



UFCE Learn over Lunch Series

March Learn over Lunch

Exploring the Truths and Myths of Export Controls

- U.S. export control laws govern the transfer of technology, information, and commodities overseas or to foreign nationals within the U.S.
- UF Research, Integrity, Security and Compliance (UF RISC) assists faculty and staff with navigating these complex requirements.
- Webinar will explain the ins and outs of export controls (and how UF manages them), focusing on truths and myths.

How best to prepare for the webinar

- Send the myths you most want busted to Loren.Israel@ufl.edu
- Take online training “Export Controls: The Basics” ([UF_RSH613_OLT](#)) before webinar (encouraged but not required).

UFCE Learn over Lunch – Exploring the Truths and Myths of Export Controls



- Speakers:
 - **Marsha Daerda**, UF RISC Associate Director and Export Control Officer
 - **Stacy Beck**, Compliance Officer
- Date: Tuesday, March 25
- Time: 12 – 1 pm
- Platform: Zoom
- Registration: Click [here](#)



Executive Order Update

Melissa Curry




Ending Illegal Discrimination and Restoring Merit-Based Opportunity

Trump Issues Executive Order on DEI & Affirmative Action

On January 21, 2025, President Donald Trump signed an executive order, *"Ending Illegal Discrimination and Restoring Merit-Based Opportunity,"* restricting DEI and affirmative action programs at federal contractors.



Key Provisions of the EO

- **Revocation of EO 11246** – Ends the 1965 order mandating affirmative action for federal contractors.
 - **Limits on OFCCP** – Restricts the agency from promoting diversity or workforce balancing.
 - **Affirmative Action Enforcement Halted** – OFCCP will no longer enforce affirmative action for veterans & people with disabilities (legal obligations remain).
 - **Contractor Certification** – Federal contractors must confirm compliance with anti-discrimination laws & non-use of unlawful DEI programs.
 - **Elimination of DEI Policies** – Agencies must remove DEI language from policies, contracts, & procedures.
 - **Strategic Enforcement Plan** – Targets discriminatory DEI practices in corporations, nonprofits, & universities.
 - **Compliance Implications** – Noncompliance may lead to legal risks, including contract suspensions & penalties.
- 

A close-up photograph of two hands, one from a darker-skinned person and one from a lighter-skinned person, cupping a small green four-leaf clover. The background is a soft-focus pattern of pink and purple dots. The overall image has a blue gradient overlay.

Important Dates

February 20 at 12:00 PM • Benefits Lunch & Learn: Return-to-Work Process

February 7 and 21 • Benefits New Orientation Zoom

March 5 • HR Forum

March 17 - 22 • UF Spring Break

March 25 at 12:00 PM • UFCE Learn over Lunch: Exploring the Truths and Myths of Export Controls