



How to Generate Faculty Employment Contracts in OMNI HR

Instructions for generating faculty employment contracts in OMNI HR are listed below. If a contract contains inaccurate information, please check the faculty member's information in OMNI HR. The system uses information from the "Job Data" screen in OMNI HR to generate the contract, so if there is a mistake on the contract, it is probably due to an error on the faculty member's OMNI HR records.

A. System Access

Employees who have the `FSU_HR_DEPARTMENT_USER` security role will be able to generate faculty contracts in OMNI HR.

B. Generate Contracts

Log into [myFSU](#) and navigate to: *HR > Manager Self Service Page > FSU Faculty Contracts > Generate Faculty Contracts.*

- Before generating contracts, check that those who need to be in the approval workflow are properly identified. (See Section E, Approval Workflow, below).

1. Select a **Faculty Type**, (12-month, 9-month, or 10-month) using the drop down menu, then enter either a **Department ID** or the faculty member's **EMPLID**, as one or the other is required.

2. Click "**Retrieve Employee**" to populate the employee data.

The screenshot shows the 'Faculty Contract' page in OMNI HR. At the top right, there are links for 'Print', 'New Window', 'Help', and 'Personalize Page'. The main form contains the following fields and buttons:

- Faculty Type:** 12 Month (dropdown menu)
- Contract Period Begin Dt:** 08/07/2017
- Hoc Date:** (checkbox)
- Department:** (text input with search icon)
- Empl ID:** (text input with search icon)
- Retrieve Employee:** (button, circled in red with callout '2')
- Generate Contract:** (button)
- Reset Search:** (button)

Below the form is the 'Employee Information' section, which includes a table with the following columns: Select, Regenerate, Dept Description, Empl ID, Empl Record, Employee Name, Job Code, Empl Class, AdminCode, FTE, and Beginning Rate. The table contains one row with a checkbox in the 'Select' column and the value '0' in the 'Empl Record' column.

- Employee information is displayed on two different tabs, *Employee Information* and *Contract Details*. Review and verify that information on both tabs is correct **BEFORE** creating the contract, as the resulting contract will be based on the data displayed. The data is pulled from the faculty member's "Job Data" screen and "Tenure Data" in OMNI HR as of the Contract Begin Date.

Print | New Window | Help | Personalize Page

Faculty Contract

Faculty Type: 12 Month Contract Period Begin Dt: 08/07/2017 Ad Hoc Date Retrieve Employee Generate Contract Reset Search

Department: Empl ID:

Select All

Employee Information Personalize | Find | View All | First 1 of 1 Last

Employee Information Contract Details

Select	Regenerate	Dept Description	Empl ID	Empl Record	Employee Name	Job Code	Empl Class	AdminCode	FTE	Beginning Rate
1	<input type="checkbox"/>			0	Employee Name					

- Special Conditions can be added on the contract. Click on the *Contract Details* tab and select the appropriate special condition from the drop down box. Three of the available options, “*Reports to President*,” “*Reports to Provost*,” and “*Soft Money Funded*,” will auto populate standard language onto the contract. The last option is “*Others*” which allows you to enter specific text that may be unique to the faculty member.

Employee Information Personalize | Find | View All | First 1-21 of 21 Last

Employee Information Contract Details

Select	Regenerate	Dept Description	Empl ID	Empl Record	Employee Name	Contract Type	In/Out of Unit	Tenure Status	Prior Service Credit	Special Condition	Special Text
1	<input type="checkbox"/>	074000-Biological Science	00000758	1		Specialized (4 Yr)	In-Unit	Non Tenure Not On Track		Rpts to Prn	
2	<input type="checkbox"/>	074000-Biological Science	000001004	0		Specialized (4 Yr)	In-Unit	Non Tenure Not On Track		Soft Mone	
3	<input type="checkbox"/>	074000-Biological Science	000003228	0		Specialized (4 Yr)	In-Unit	Non Tenure Not On Track		Others	Time Limited Appointment

- For a “**Regular**” contract run: the **Contract Period Begin Date** displayed is based on the first day of the academic year for the **Faculty Type** selected, (12-month, 9-month, or 10-month), using the current fiscal year.
 - Once you have reviewed the data for accuracy and added any special conditions, select faculty members individually or select the entire list with the “**Select All**” button, then click “**Generate Contract**” for the contracts to be created.
 - A “*Selected Contracts are being Generated*” message will display to indicate the process is running. It may take a few minutes for the process to complete depending on the number of contracts being generated, but you will be notified **by email** when the contracts have been successfully created. You may work on other things in the meantime, including generating additional contracts for a different group of faculty members.

Note: *Contracts are not automatically routed for approval when generated. Once created, the contracts will need to be reviewed for accuracy and then submitted for electronic signatures. (See Section C, Submit Contracts for Approval, below).*

- If a contract cannot be selected/generated, click on the *Contract Details* tab and check the last three columns for a possible explanation.
 - Message* — Any displayed comment will provide a reason why a contract cannot be generated and may possibly provide further instruction.
 - No Funding* — The box under this column will be checked if the faculty member does not have sufficient funding approved in OMNI HR to pull the contract as requested.
 - Contract Exists* — If a contract has already been generated for the Contract Period Begin Date, the faculty member’s name will be a hyperlink and the box under this column will be checked. The department representative can use the hyperlink to access the contract document or can

access it by logging into [myFSU](#) and navigating to: **HR > Manager Self Service Page > FSU Faculty Contracts > View Contract.**

Select	Regenerate	Dept Description	Empl ID	Empl Record	Employee Name	Contract Type	In/Out of Unit	Tenure Status	Prior Service Credit	Special Condition	Special Text	Message	No Funding	Contract Exists
1	<input type="checkbox"/>	075000-Chemistry & Biochemistry	000000009 0			Specialized (4 Yr)	In-Unit	Non Tenure Not On Track				Last Contract 2016 08 08 ; Run Ad Hoc for updated contract	<input type="checkbox"/>	<input type="checkbox"/>
2	<input type="checkbox"/>	075000-Chemistry & Biochemistry	000013445 0			Specialized (2 Yr)	In-Unit	Non Tenure Not On Track					<input type="checkbox"/>	<input checked="" type="checkbox"/>
3	<input type="checkbox"/>	075000-Chemistry & Biochemistry	000036013 0			Faculty (1 Yr)	In Unit	Non Tenure Not On Track				Funding does not exist	<input checked="" type="checkbox"/>	<input type="checkbox"/>

- **For an “Ad Hoc” contract run:** An ad hoc contract run will most often be used to pull updated contracts that reflect salary increases for specialized faculty members on four-year contracts that were last generated in the previous year. However, an ad hoc contract run will also be required when a faculty member is hired or has a data change with an effective date that is after the start of the current academic year.

Note: An “Ad Hoc” contract run should **not** be used when generating updated contracts that reflect salary increases implemented by the University during the fall semester. Once all applicable increases have been implemented, a “Regular” contract run should be completed again by selecting the “Regenerate” option that becomes available once the first contract has been fully approved.

- The steps for generating an ad hoc contract are almost the same as those for a regular contract run with one exception explained below.
- Before clicking “**Retrieve Employee**” to populate the employee data, you will need to manually enter the contract date rather than using the automatically generated Contract Period Begin Date.
- Click the “**Ad Hoc Date**” button, which allows for a user-entered date. The date entered should be the date of the data change that gave rise to the need for an updated contract. A contract should be generated for the balance of the contract year (contingent on the existence of funding, where applicable).

Print | New Window | Help | Personalize Page

Faculty Contract

Faculty Type: 12 Month Contract Period Begin Dt: 08/07/2017 Ad Hoc Date Retrieve Employee Generate Contract Reset Search

Department: Empl ID:

Select All

Select	Regenerate	Dept Description	Empl ID	Empl Record	Employee Name	Job Code	Empl Class	AdminCode	FTE	Beginning Rate
1	<input type="checkbox"/>		0		Employee Name					

C. Submit Contracts for Approval

Log into [myFSU](#) and navigate to: **HR > Manager Self Service Page > FSU Faculty Contracts > View Contract.**

- Generated contracts can be found individually by searching for a specific Employee ID, or a department number can be entered to find the contracts for an entire group.

View Contract

Enter any information you have and click Search. Leave fields blank for a list of all values.

Find an Existing Value

▼ Search Criteria

Contract Number = [dropdown] [input]
 Empl ID begins with [dropdown] [input]
 Empl Record = [dropdown] [input]
 Name begins with [dropdown] [input]
 Employee Type = [dropdown] [dropdown]
 Begin Date = [dropdown] [input] [calendar icon]
 Contract Status = [dropdown] [dropdown]
 Department begins with [dropdown] [input]

Include History Case Sensitive

Search Clear Basic Search Save Search Criteria

- Before taking action, perform a thorough review to make sure the contract reflects information consistent with the employee data that was displayed on the tabs. After verifying that the contract is correct, click on the **“Submit”** button under the contract to route for approval.
- If a contract contains errors, click on the **“Cancel Contract”** button, and before regenerating the contract, submit a request for the necessary corrections to be made in the faculty member’s **“Job Data”** screen and/or **“Tenure Data”** in OMNI HR.

[Submit] [Cancel Contract] Date Created: 06/09/2017
 Generated By:

Return to Search Previous in List Next in List

D. Contract Data and Verbiage

Contract data and terms (verbiage) will be different for different types of faculty members. This means you must carefully check every contract for accuracy, paying special attention to possible variations. Please see the attached *Faculty Contracts Reference Chart* for the proper length of contract associated with specific faculty job codes.

- *Non-Specialized Faculty* — This contract requires the faculty member be in active status and have active funding. If there is no funding, this will be indicated in the *Generate Faculty Contracts* page under the *Contract Information* tab, and you will not be able to select that faculty member for the contract generation process.
- *Specialized Faculty (Level 1, Single year)* — This contract also requires the faculty member be in active status and have active funding. For specialized faculty on single year, “soft money” funded appointments, the contract dates will be based on the available funding currently reflected in OMNI HR. If additional funding has been submitted and approved, a new contract will need to be generated to show the extended appointment dates.
- *Specialized Faculty (Level 2/3, Multi-Year)* — Level 2 and Level 3 specialized faculty (i.e., Teaching Faculty II and Teaching Faculty III) receive multi-year appointments (MYAs).

- Level 2 specialized faculty will be on two-year contracts and will receive a new contract each academic year, effectively providing a “rolling” two-year contract.
- Level 3 specialized faculty will have a four-year contract, which will only be extended bi-annually (every other year).

In these cases, a comment will appear in the *Contract Information* tab indicating that the faculty member received an extended 4-year contract in the previous year and providing instruction to *“Run Ad Hoc for updated contract.”* No new contract could be generated via the “Regular” run where this is indicated. **NOTE:** *If a faculty member receives an increase before a “renewal” contract year, the ad hoc process should be used to issue an updated contract. This contract will only reflect the remaining time left of the current contract.*

- FSUS Faculty (Dept. 131000) – This contract requires that the employee be in active status and have active funding. Section 6 of this contract has different options than the other faculty types. FSUS faculty contracts will have different verbiage for some provisions, depending on whether the employee is in-unit or out-of-unit.

E. Approval Workflow

- All contracts (other than FSUS, Dept. 131000) route for approval to the individual indicated as the primary DDDH for the faculty member’s department on the **FSU Department Reps Table** in OMNI HR, before routing to the faculty member for acceptance. Department Reps can update the primary DDDH field in the table by following these [instructions](#).
- FSUS (Dept. 131000) contracts route for approval to the individual with an Admin Code of ‘U1’ – Dir-University School, before routing to the faculty member for acceptance.
- If no individual is marked as the primary DDDH on the **FSU Department Reps Table**, the contract routes to the faculty member’s supervisor for approval, before routing to the faculty member for acceptance.
- The 1st approver (Primary DDDH or Supervisor) can approve or deny the contract. If denying, the 1st approver is required to enter reason for the denial. If a data issue was found on the contract that led to the denial, the problem can be indicated and a new corrected contract can be generated after the data issue is corrected.
- Email notifications and OMNI HR worklist entries are created when a contract is routed to a user for action. When a contract is fully executed (approved and signed by the faculty member), an email notification goes to the department representative that originated the contract. If denied, an email notification goes to the department representative (originator). A reminder email is sent to the faculty member and the originator if no action is taken on the contract after 7 days.
- Contracts will automatically populate to the faculty member’s personnel file once they are fully approved and signed electronically.

F. View (and Approve) Contract Pages

Employees who have the **FSU_HR_DEPARTMENT_USER** security role in OMNI HR can access any contract they created.

A contract can be accessed directly using the link provided in the email notification received by a user when a contract has been routed to them for action. Otherwise, contracts can be found using the following OMNI HR navigations:

- To view contracts: Log into [myFSU](#) and navigate to: **HR > Manager Self Service Page > FSU Faculty Contracts > View Contract.**
- To approve contracts:
 - *DDDH Approval* — Log into [myFSU](#) and navigate to: **HR > Manager Self Service Page > FSU Faculty Contracts > Approve Contract.** Users will only see contracts that are pending their approval in their queue.
 - *Faculty Member Approval* — Faculty members can view and/or accept their own contracts by logging into [myFSU](#) and navigating to: **HR > Employee Self Service Page > FSU Faculty Contracts.**
- The Contract has a “**Print from Page**” option to enable the faculty member and department representative to print. The electronic signature fields are not populated until **AFTER** approval actions are taken.



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Faculty Contracts Reference Chart

Section	Position Title	Job Code	Position Level/Rank	Length of Contract
Tenure Track Faculty	Professor	9001	3	1 year (Annual Contract)
	Associate Professor	9002	2	1 year (Annual Contract)
	Assistant Professor	9003	1	1 year (Annual Contract)
	Eminent Scholar	9009	3	1 year (Annual Contract)
Specialized Faculty	Teaching Faculty I	9060	1	1 year
	Research Faculty I	9080	1	1 year
	Instructional Specialist I	9070	1	1 year
	Assistant in Research	9168	1	1 year
	Assistant Curator	9152	1	1 year
	Assistant University Librarian	9055	1	1 year
	Teaching Faculty II	9061	2	2 year
	Research Faculty II	9081	2	2 year
	Instructional Specialist II	9071	2	2 year
	Associate in Research	9167	2	2 year
	Associate Curator	9151	2	2 year
	Associate University Librarian	9054	2	2 year
	Teaching Faculty III	9062	3	4 year
	Research Faculty III	9082	3	4 year
	Instructional Specialist III	9072	3	4 year
	Senior Research Associate	9165	3	4 year
	Curator	9150	3	4 year
	University Librarian	9053	3	4 year

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