



FOCUS ON FINANCE & HR

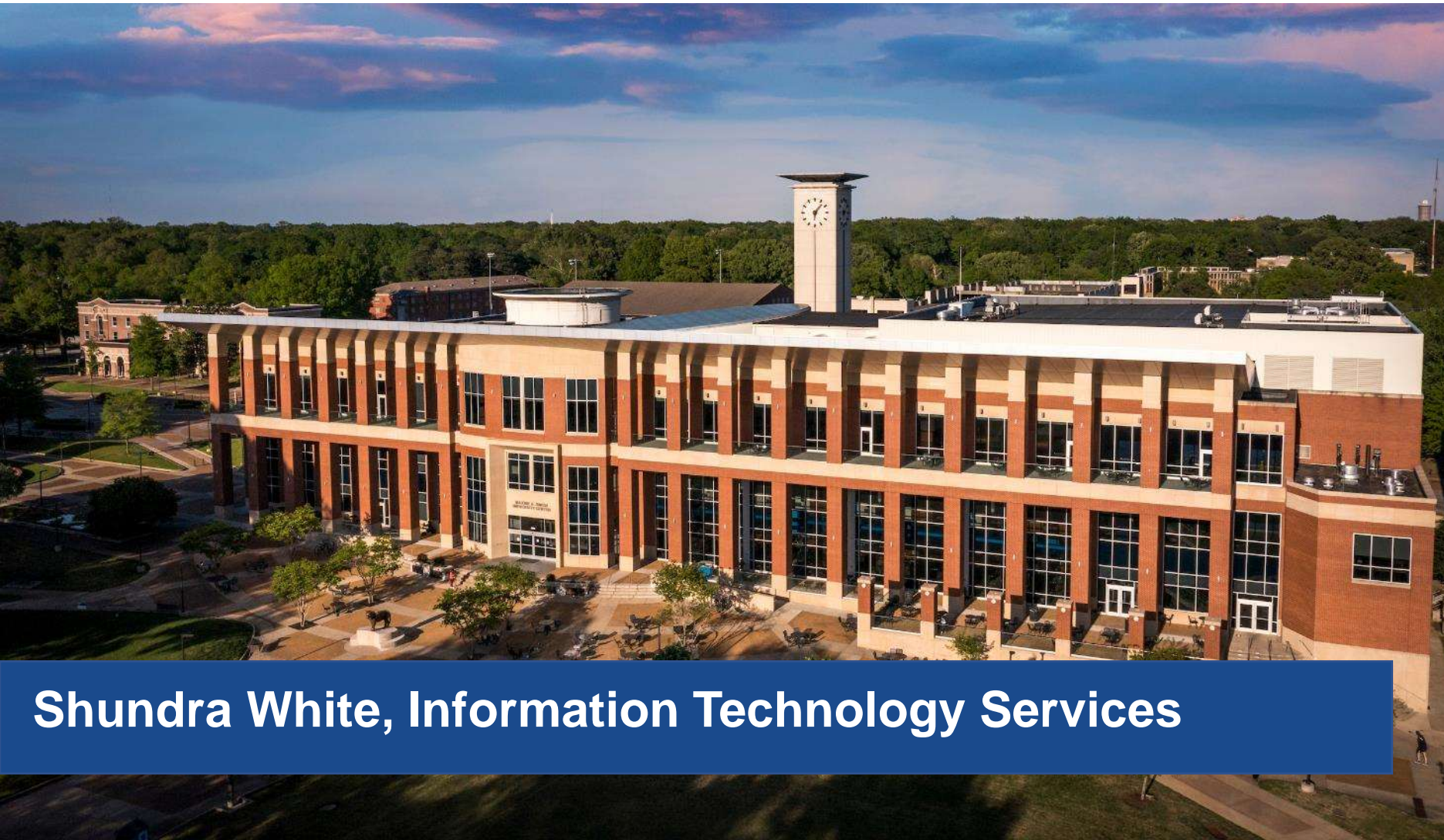
February 18, 2025



AGENDA

- SOAR Project Updates, including Faculty Salary Deferral Changes
- Annual Equipment Inventory Confirmation
- Staff Performance Appraisals
- University Records Management
- Announcements & Deadlines

SOAR Project Updates



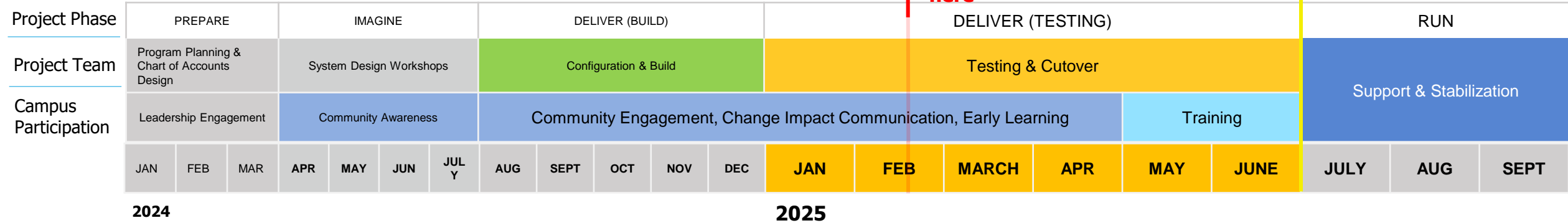
Shundra White, Information Technology Services

SOAR Timeline



Launch: July 1, 2025

We are here



**Go Live:
133
Days**

- ☐ System Integration Testing
- ☐ User Acceptance Testing
- ☐ Ongoing Data Conversion
- ☐ System Cutover Dates/Planning
- ☐ Continued Campus Preparation Activities
- ☐ SOAR Course Development
- ☐ Train UofM Trainers
- ☐ Launch Online/On Demand Courses
- ☐ Launch In Person Workshop Registration

Testing

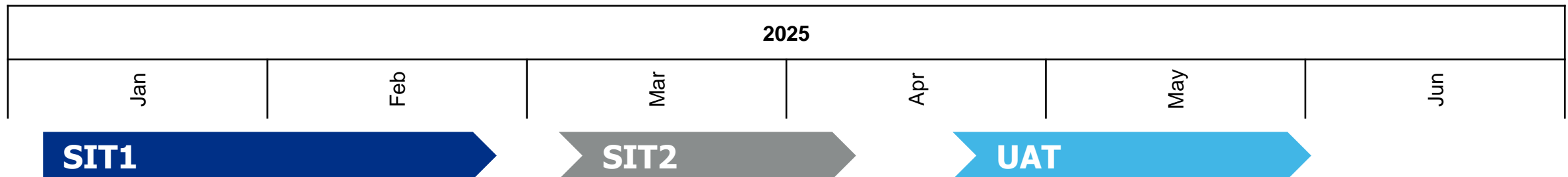


System Integration Testing (SIT) is a critical phase in the software testing lifecycle.

- Ensures that different modules or systems interact seamlessly and meet the specific business requirement.
- Process of preparing end-to-end test scenarios, executing the scenarios to ensure all upstream and downstream systems are prepared for system integration,
- Demonstrating key system functionality augmented by boundary system integration

User Acceptance Testing (UAT) is a vital step in ensuring that a system is ready for production.

- Perform as a day in the life scenario .
- End users are involved to ensure all business processes, upstream and downstream systems are prepared for production integration.
- Identify and resolve issues before deployment, ensuring smooth transition to the production environment.



SOAR: What's Changing



Systems and associated business processes transitioning to Oracle Cloud on July 1, 2025.

Tiger Buy
Chrome River
Fixed Assets Workflow
Spreadsheet Budgeting
Records Inventory
WorkForum
Kronos
Web Time Entry
eContract
Learning Curve
Separation and Clearance Form
Employee Information Updates
SAMS Performance Reviews
Budget Revision /
Budget Transfer Form

In Oracle I will...

- Submit my time sheet
- Submit leave requests
- Approve time sheets and leave requests of my direct reports
- Onboard new employees
- Manage the budget of sponsored grants
- Purchase goods and services for my department
- Submit pre-travel approvals AND travel reimbursements
- Hire all employee types
- Maintain my personal information on my employee record
- Submit budget revisions
- Conduct budget planning
- Conduct period close and year end close
- *And more!*

ORACLE®

Faculty Deferred Pay



Beginning August 2025, the University will no longer defer salary for nine-month academic year faculty, supervising teachers, and 10-month modified fiscal year (MODFY) staff.

- The total salary amount will not be impacted.
- Academic year (nine-month) faculty will receive their academic year salary over 10 months, August through May.

Why the Change?

- Feedback from academic leaders and faculty that expressed concerns with the delay in receiving compensation for their work.
- Eliminates challenges with pay errors and pay manipulations when faculty are hired, experience salary changes and/or leave employment during the academic year.
- Aligns the University's compensation practices with other R1 institutions.

The following resources have been made available:

- The [Faculty Deferred Pay Updates](#) website will have the most up-to-date information, upcoming events and detailed FAQs.
- Faculty can leverage this planning tool to understand how much of their salary they should save monthly to replicate the current deferred pay model: [Academic Year Faculty: Salary Calculator](#)
- Current and upcoming events include financial planning sessions with financial advisors and information sessions with Human Resources.
- If there questions, please reach out to Human Resources at facsal@memphis.edu.

Please, direct all questions on this change to facsal@memphis.edu and refer to the [Faculty Deferred Pay Updates](#) website.

Direct Hire Process



E-Contract = Direct Hire

The following scenarios will be completed through the direct hire process:

- One Time Pay (Students and Temps)
- Extra Compensation Non-Teaching
- Faculty Summer Compensation
- GA Appointments
- Part-Time Faculty (Including Extra Comp. Teaching)
- Temporary Employees
- Student Workers

Benefits

- Increased efficiency
- Same validations between Banner and Oracle
 - Confirming student eligibility by credit hour
 - Confirming course information
 - Confirming federal work study aid amount
- Visibility into the process
- The journey starts with the department – triggering internal process (i.e. validation review and approvals)
 - HR will finalize the journey

Direct Hire Process



Extra Comp. Non-Teaching

One-Time Pay

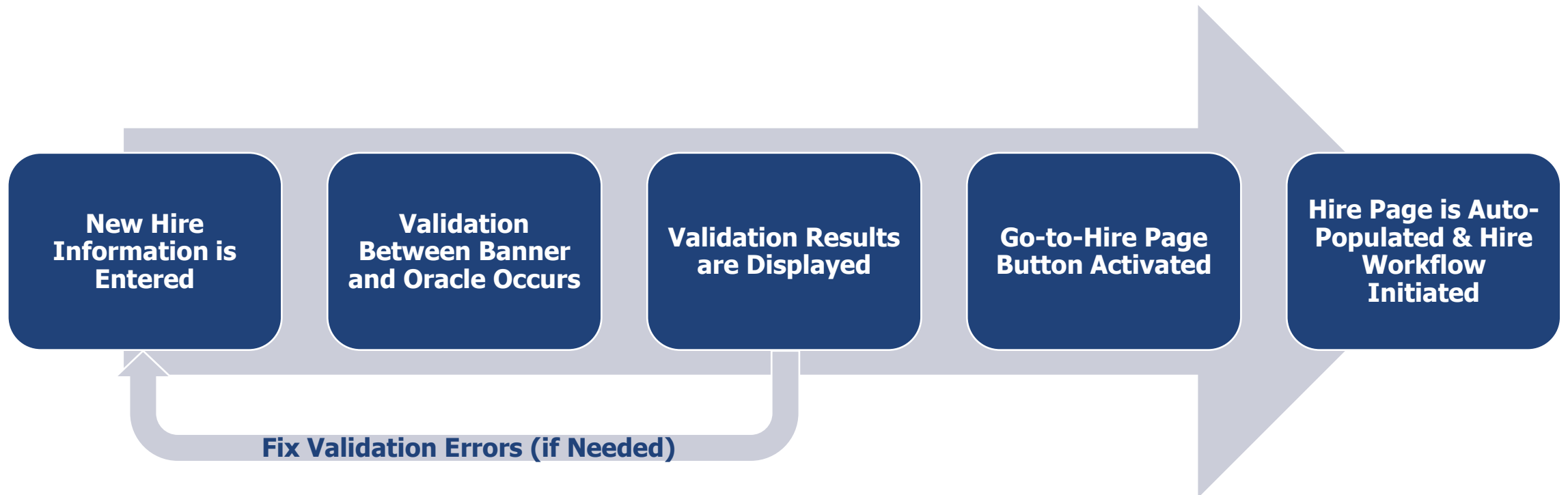
GA Appointments

Student Workers

Temporary Employees

Faculty Summer Comp.

Part-Time Faculty

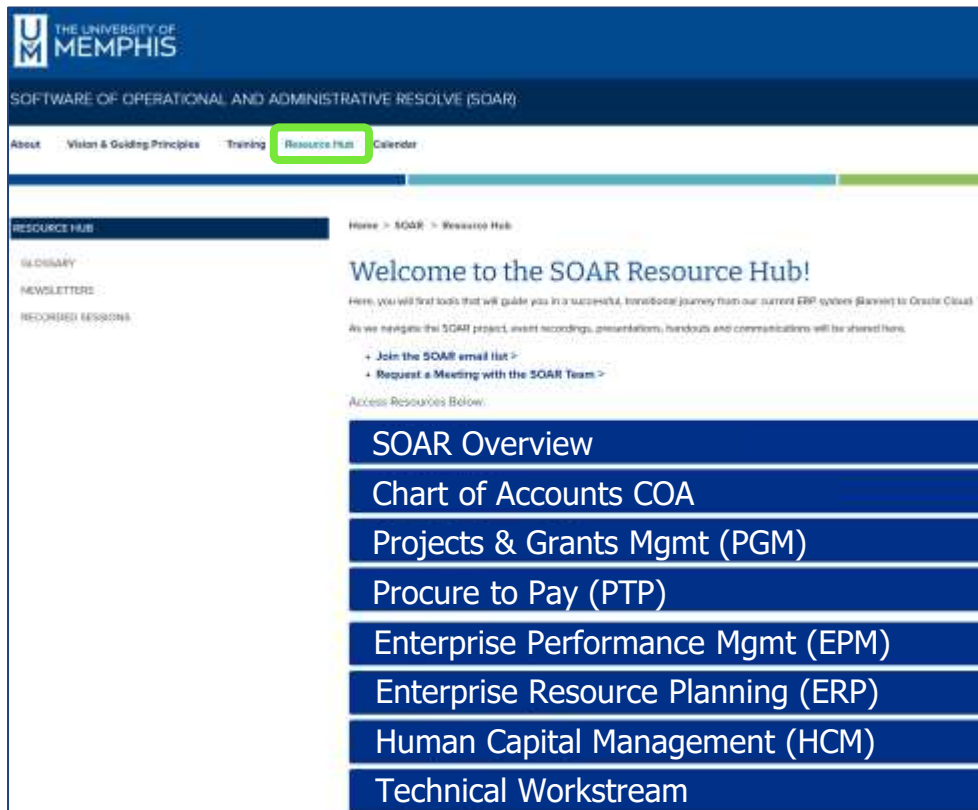


SOAR Resource Hub: Be Prepared for Change



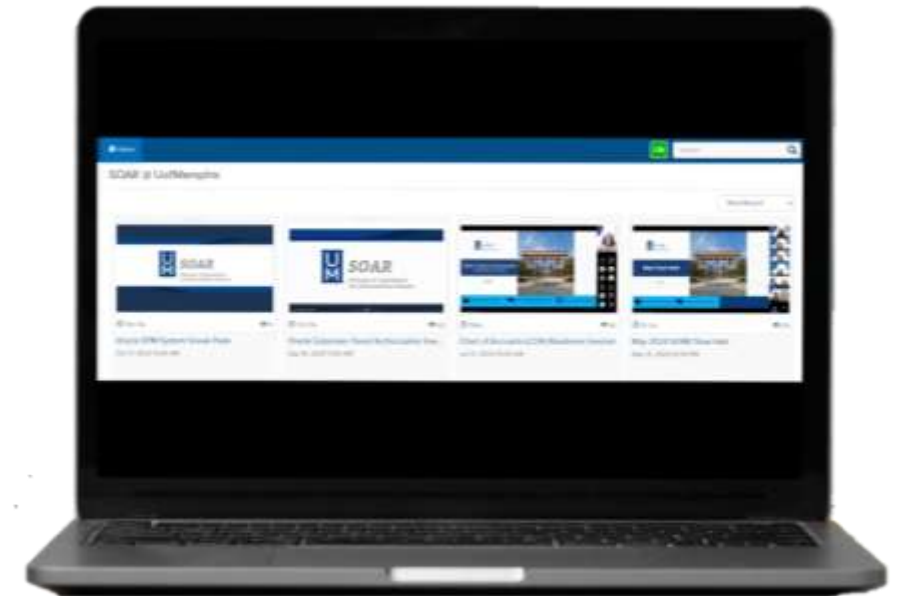
SOAR Resource Hub

Overview and Function-Specific Information



SOAR Mediasite Channel

Event Recordings & System Sneak Peeks



Questions?



Q&A



Annual Equipment Inventory Confirmation



Darya Maksimova, Financial Reporting



Requirements

- Annual Inventory Confirmation is a required procedure: [BF4025 Policy](#)
- From February 22nd to February 28th, 2025, the Property Accountant will send Inventory Reports of **capital equipment** by Organization to Equipment Reps and Financial Managers.
- Maintaining accurate and up-to-date records of your department's equipment inventory is essential to ensuring proper accountability by the University as a whole.
- Inventory Confirmations are reviewed by State and Internal Auditors as part of their normal audit procedures.



Fixed Assets Categories

- **“Capital Equipment”** is a single item costing **\$5,000** or more.
- **“Sensitive Minor Equipment”** has a cost of more than \$1,500 and less than \$5,000 and is particularly vulnerable to theft. Equipment in this category must be tagged. (*Examples of items that may be viewed as sensitive minor equipment include cameras, computers, audio and video equipment, microscopes, oscilloscopes, and other scientific equipment.*)
- **“Controlled Equipment under \$1,500”** is also considered vulnerable to theft and has been tagged—at the department’s discretion.



Fixed Assets Categories

A report of all 3 equipment categories may be obtained from Banner ePrint – Banner Finance Repository – FYFR001-Fixed Asset Inventory Listing.

Per policy, “departments should take every precaution to safeguard ALL state property, regardless of cost”. Therefore, we **strongly recommend and encourage** responsible parties to inventory and confirm “Sensitive Minor Equipment” and “Controlled Equipment under \$1,500” when confirming “Capital Equipment”. Confirmation of non-capital equipment should be maintained **internally** by the department. **Confirmation of capital equipment must be completed and submitted to Accounting.**



Fixed Assets Categories

Special Note

As we prepare to transition to Oracle, we are **requesting** equipment reps to inventory and confirm “Sensitive Minor Equipment” and “Controlled Equipment under \$1,500” **internally** and make necessary corrections. The Oracle Fixed Asset Module requires a serial number and location code for each asset.

Be sure that you account for ALL assets listed and assigned to your department/organization and follow the policy if any actions are needed.

- Process zero value, if needed, for equipment that has exceeded its useful life.
- Location and Organization codes should be updated by utilizing [Workflow](#).
- Request for other updates should be sent via email to wf-fixed-assets@memphis.edu



Annual Inventory Confirmation Process

1. Print a copy of the Confirmation and read instructions carefully.
2. Physically confirm the location of all equipment listed in the report.
3. If information (asset description, make, model, serial number, etc) is missing or incorrect, update it on the confirmation report, preferably using a **red** pen or font. Any indicated changes of this nature will be updated in Banner by the Property Accountant.
4. If Location is missing or incorrect, initiate the appropriate Fixed Asset Workflow to correct it. (indicate WF on confirmation).
5. If Location is "Off Campus", confirm that an [Off-Campus Use/Return of University Equipment form](#) has been completed and submitted to the Property Accountant.
6. If the equipment has been transferred to another Organization, initiate the appropriate Fixed Asset Workflow to process the transfer (indicate WF on confirmation).
7. If needed, zero value assets through Fixed Asset Workflow (indicate WF on confirmation).



Annual Inventory Confirmation Process

8. To add **capital** equipment, complete the [Items in Department Not on Inventory](#) form and send with completed inventory confirmation.
9. Ensure you have an [Off-Campus Use/Return of University Equipment](#) completed for all Off-Campus items (112688 and 112687).
10. You must complete a [Report of Lost or Stolen Property Form](#) and file it with Police Services for all missing/lost/stolen items and ITS if the item is an electronic device. Also, send a copy of the form to the Property Accountant.
11. Upon completion of confirmation of all equipment on the Capital Equipment Report, forward a copy of the signed confirmation report to Financial Reporting by **March 31, 2025**.



Annual Inventory Confirmation - Samples

- Completed Report

Report ID: FYFR001

Report Run: 4/20/2020 12:49:18 PM

University of Memphis
Inventory Confirmation Report

Page 1 of 259

Decal	Description	Book Value	Net Value	Make	Model	Serial Number	Acq Date	Location	Locn
Responsible Organization: 100500		University Board Governance							
013344000	EXT60138101-DTP CrossPoint 108	10,233	7,931	Extron	DTP CrossPoint 108	A1JWRQ8	04/10/17	Administration 107	100024
013344500	Media Site ML820 Recorder	9,755	7,723	Mediasite	ML-820	003-5990020	03/14/17	Administration 107	100024

- Correction Samples

Report ID: FYFR001

Report Run: 4/20/2020 12:49:18 PM

University of Memphis
Inventory Confirmation Report

Page 54 of 259

Decal	Description	Book Value	Net Value	Make	Model	Serial Number	Acq Date	Location	Locn
Responsible Organization: 212112		Physics Jingbiao Cui							
013094400	Atomic Layer Deposition System	80,700	44,385	Ensure Scientific Group	Atomic Layer	ABC123456	01/13/15	Manning Hall 420	101186
013094500	Dual Tube Furnace	47,930	25,962	MTI Corporation	Dual Tube Furnace	56984	12/03/14	Manning Hall 420	101186
013094600	correct accot code-I0585734	9,100	4,853	Edwards 306 Vacuum	*	XYZ256	11/11/14	Manning Hall 420	101186
013094700	Potentiostat/Galvanostat	5,538	2,907	Gamry Instruments	Potentiostat/Galvanost	Q15-269	10/29/14	Manning Hall 420	101186
013201600	DXR Raman Microscope, a confocal	49,500	31,762	Thermo	**	714-029900	12/14/15	Manning Hall 420	101186
013559600	Experimenters Kit with 25mm2	16,025	13,621	Amptek	Experimenter's kit	1)	01/08/18	Manning Hall 221	101069

* Advanced Series A567

** Fisher IV -777

1) 987XWQ268MN

[illegible]



FFIMAST – Asset Status

To determine System Status Code of the asset, use the Banner INB FFIMAST page. Enter Decal # (Asset Tag), click on **Go**

- Active Status – System Status Code “J” or “I”.

✕ ellucian Fixed Asset Master Query FFIMAST 9.3.16 (PROD)

Asset Tag: 014153000

MASTER INFORMATION

Origination Tag	T00148377	Permanent Tag Date	12/14/2020
Permanent Tag	014153000	Last Adjustment Date	
Primary Tag		Origination Tag Cancel Date	
Subordinate Type		System Status Code	J Source Journal Voucher
Origination Tag Date	12/14/2020		
Asset Description	Worstation Standard	Asset Type	FR Furniture

FFIMAST – Asset Status

- Inactive Status - Assets that were previously zero-valued, cannibalized, or disposed are indicated by “D” or “C” (not included in the Report).

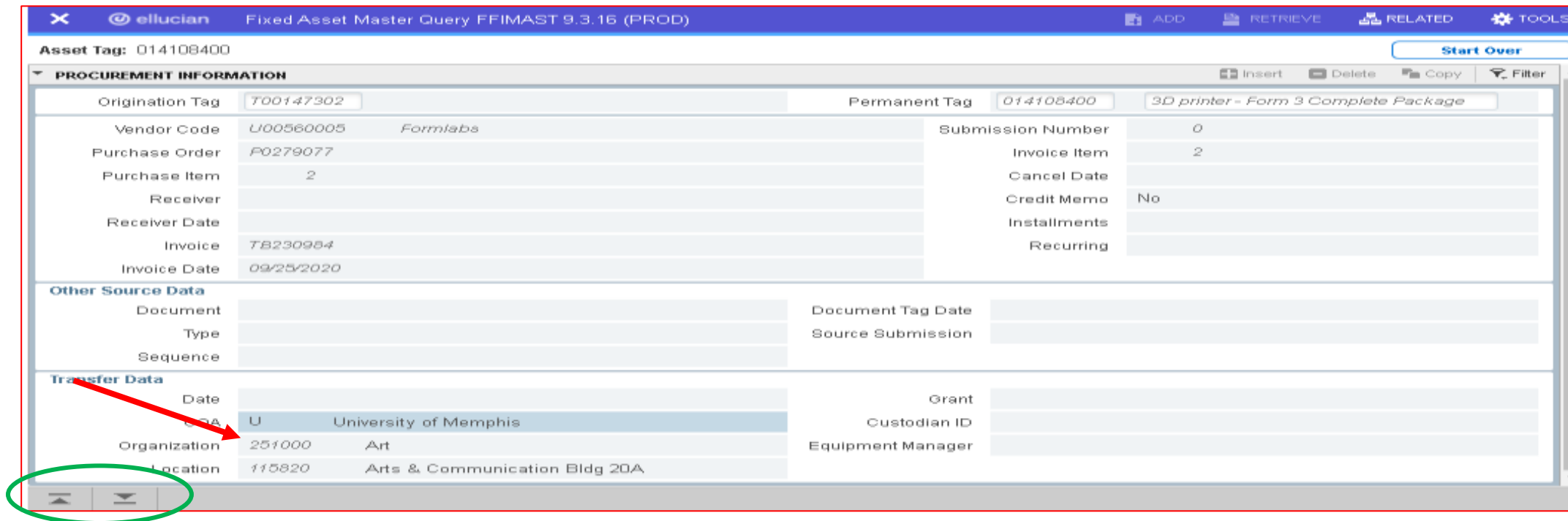
X
ellucian
Fixed Asset Master Query FFIMAST 9.3.16 (PROD)

Asset Tag: 012531100

MASTER INFORMATION			
Origination Tag	T00117652	Permanent Tag Date	02/27/2012
Permanent Tag	012531100	Last Adjustment Date	01/27/2021
Primary Tag		Origination Tag	
Subordinate Type		Cancel Date	
Origination Tag Date	01/04/2012	System Status Code	D
Asset Description	Apple Mac Pro, Two 6-Core Intel Xeon		
	Asset Type	CP	Computer and Peripheral Equipment

FFIMAST - Organization

To determine in which org the asset belongs, use the Banner INB FFIMAST page. Enter Decal # (Asset Tag), click on **Go**, and then, click on the down arrow in the bottom left of the screen 2 times.

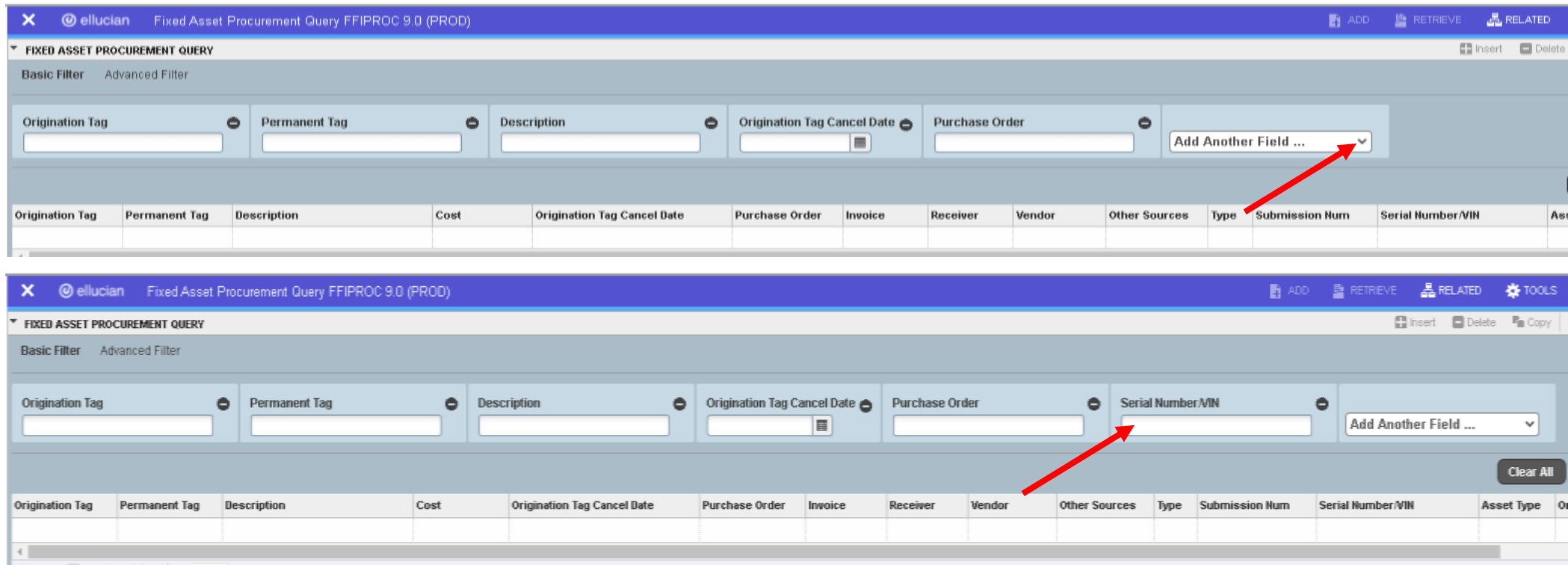


The screenshot displays the Banner INB FFIMAST page for Asset Tag 014108400. The page is titled "Fixed Asset Master Query FFIMAST 9.3.16 (PROD)". The "PROCUREMENT INFORMATION" section shows details for the asset, including the Origination Tag (T00147302), Vendor Code (U00560005), Purchase Order (P0279077), and Invoice Date (09/25/2020). The "Other Source Data" section shows the Document Tag Date and Source Submission. The "Transfer Data" section shows the Date, Organization (U - University of Memphis), and Location (115820 - Arts & Communication Bldg 20A). A red arrow points to the "U" in the Organization field. A green circle highlights the up and down arrow buttons in the bottom left corner of the screen.

Fixed Asset Master Query FFIMAST 9.3.16 (PROD)			
Asset Tag: 014108400		Start Over	
PROCUREMENT INFORMATION			
Origination Tag	T00147302	Permanent Tag	014108400
Vendor Code	U00560005	Submission Number	0
Purchase Order	P0279077	Invoice Item	2
Purchase Item	2	Cancel Date	
Receiver		Credit Memo	No
Receiver Date		Installments	
Invoice	TB230984	Recurring	
Invoice Date	09/25/2020		
Other Source Data			
Document		Document Tag Date	
Type		Source Submission	
Sequence			
Transfer Data			
Date		Grant	
Organization	U - University of Memphis	Custodian ID	
Location	115820 - Arts & Communication Bldg 20A	Equipment Manager	

FFIPROC – Fixed Asset Procurement Query

Additional information may be found using the Banner INB FFIPROC page by purchase order #, serial #, description or other parameters.



The image displays two screenshots of the FFIPROC 9.0 (PROD) interface, showing the 'Basic Filter' section for the 'Fixed Asset Procurement Query'.


Top Screenshot: The 'Basic Filter' section includes fields for Origination Tag, Permanent Tag, Description, Origination Tag Cancel Date, and Purchase Order. A red arrow points to the 'Add Another Field ...' dropdown menu.

Bottom Screenshot: The 'Basic Filter' section includes fields for Origination Tag, Permanent Tag, Description, Origination Tag Cancel Date, Purchase Order, and Serial Number/VIN. A red arrow points to the 'Serial Number/VIN' field.

The interface also includes a table with columns: Origination Tag, Permanent Tag, Description, Cost, Origination Tag Cancel Date, Purchase Order, Invoice, Receiver, Vendor, Other Sources, Type, Submission Num, Serial Number/VIN, and Asset Type. A 'Clear All' button is visible in the bottom right corner of the table area.



Ensure that each Organization has an equipment representative.



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FOAPALS

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- [search by fund](#)
- [search by organization](#)
- [search by program](#)
- [search by activity](#)
- [search by multiple fields](#)
- [search by orgn title](#)
- [search by index title](#)

SIGNATURES

- [signatures by org](#)
- [signatures by name](#)
- [approval queues by org](#)
- [approval queues by name](#)

EQUIPMENT REPS

- [assign equipment reps](#)
- [view equipment reps](#)
- [fixed asset workflow help](#)

Equipment Reps List by Organization


Expand All
Collapse All
Export to Excel

+ 10000
+ 20000
+ 30000
+ 40000
+ 50000
+ 60000
+ 70000
+ 80000

Narrow results displayed by entering any part of the organization code number, title, or equipment rep name below.

Location Code Search

The list of location codes can be viewed at
<https://umwa.memphis.edu/programguides/search-locations.php>

 THE UNIVERSITY OF
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Finance
Program Guide

FOAPALS

search by index

search by fund

search by organization

search by program

search by activity

search by multiple fields

search by orgn title

search by index title

SIGNATURES

signatures by org

signatures by name

approval queues by org

approval queues by name

EPAF approval queues by name

EQUIPMENT REPS

assign equipment reps

view equipment reps

fixed asset flow help

CODES

account code list

rule code list

location code search

program code list

data standards manual

Location Code Search

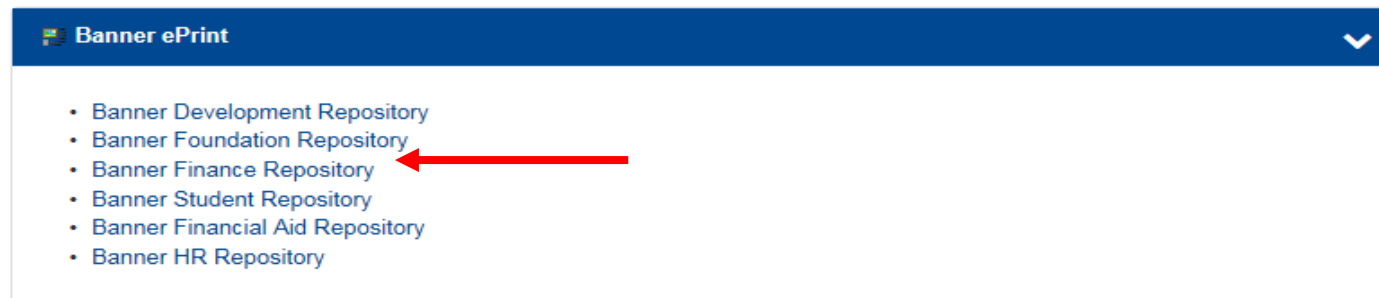
Enter all or part of the building name and click Search to generate a list of corresponding Location Code matches.

Search Location:

Search

Resources

- Questions / Issues
wf-fixed-assets@memphis.edu
- Financial Reporting Website – Fixed Assets
<http://www.memphis.edu/accounting/fixedassets.php>
- ePrint Report – FYFR001 (Fixed Asset Inventory Listing)



- Additional workshops will be available (subject to change):
March 5, 2025, 2:00 – 3:00 p.m. via Teams (invite will be sent)
March 19, 2025, 2:00 – 3:00 p.m. via Teams (invite will be sent)

Annual Equipment Inventory Confirmation



QUESTIONS?

Staff Performance Appraisals



Julie Ahart, Human Resources



Staff Performance Appraisals

- Staff Appraisals are due April 30th for employees not working through a current Probationary Period.
- Employees who completed a recent Probationary Period on or before December 31, 2024, will need an Annual Appraisal completed for them for this upcoming Staff Appraisal cycle.
- It is vitally important for each employee to have a complete and accurate annual appraisal captured in SAMS (Staff Assessment Management System) for this current cycle as it will be the last year Annual Staff Appraisals will be completed in the current system.
- Annual Staff Appraisals archived in SAMS for this 2024-2025 appraisal year will be loaded into the new Oracle system as part of employees' records to be created and maintained in Oracle going forward.
- HR will still be able to access staff appraisal records for previous years via SAMS after Oracle implementation scheduled for July 1, 2025, but supervisors/managers will not have that ability.



Staff Performance Appraisals

- Refresher trainings for supervisors/managers on best practices for completing Annual Staff Appraisals will once again be held this Spring.
- Dates for virtual and in-person sessions will be advertised via Business & Finance emails to the University as well as via “This Week” emails from the Marketing & Communications team sent on Mondays starting in a few weeks.
- Training sessions will start the week of Monday, March 17th and are scheduled through the week of Monday, April 21st.
- Links will be provided in email announcements for interested participants to sign up for training sessions via Learning Curve.

Staff Performance Appraisals



QUESTIONS?

University Records Management



Ladonnal Curry, Assistant Director, Business & Finance Operations



University Records Management Why?

As a State university, we are considered an agency under T.C.A. 10-7-301(1) and are required to follow public record laws and rules established by the Public Records Commission.

- **The University's established records management program allows us to:**
 - demonstrate regulatory compliance with State of Tennessee laws
 - support and document management decisions
 - provide accountability and transparency for transactions
 - preserve the University's institutional history
 - enhance our operational efficiencies

Each University department has the primary legal responsibility for the proper care and management of its records.

A comprehensive list of all records provided by the State is maintained on the [Record Retention and Disposition Schedule](#).



University Records Management Who?

Does this apply to my department? If **ORIGINAL** files as listed on the [Record Retention and Disposition Schedule](#) are maintained/kept/filed in your department, this applies to you. Examples of common University record types are listed below.



University Records Management What?



- For documents that exist in both paper and electronic form, the electronic version of the document is considered the official document. The paper version is a duplicate and can be destroyed.
- **PRIOR TO SHREDDING**, original records require approval from your department head; the Provost or Vice President; and University Records Officer.
- **NEVER** dispose of **ANY** sensitive or confidential records in a regular trash container. **ALWAYS** use a locked container or shred.
- Records certifications are due on or by **May 31, 2025**.
- Contact Ladonnal Curry for any questions or for assistance with records management.

University Records Management When?



Destruction 101 Training



**University Records Management
Training Level I (Beginner Course)**



**University Records Management
Training Level II (Refresher Course)**



**Trainings available in Learning
Curve March 2025**

University Records Management



QUESTIONS?



Announcements & Deadlines



Danny Linton
Associate Director, Human Resources



Announcements & Deadlines

- Welcome to all first-time attendees at Focus on Finance & HR!
- Need someone added to the Focus on Finance & HR mailing list? Don't forward to them—forward to us!
- hr@memphis.edu



Announcements & Deadlines

Good news for departments!

- Spouse/dependent tuition discount charges are no longer being charged to individual departments.
- These fees are now being charged to a University central pool.



Announcements & Deadlines

- As we move closer to Oracle Go-Live, we will limit additions & changes to the Chart of Accounts to allow for a smooth transition to the new system.
- Starting in March 2025, we will not be creating new Account Codes, Program Codes or Org Codes in Banner.
 - Grants and Foundation Funds will still be created as needed
 - Activity Codes can still be created
 - Indexes can still be created



Announcements & Deadlines

- Departments that complete offer letters for faculty starting in Fall 2025 should watch the language used when discussing salary schedules. Remember with the upcoming changes, the default language in WorkforUM may or may not be what you need.
- Remember the different types of faculty positions.
- Reach out to HR if you need help!



Announcements & Deadlines

- Check your org charts!
- <https://www.memphis.edu/hr/orgcharts.php>
- It is imperative that reporting structures are accurate as we phase into Oracle this summer.
- Need to make changes? Use the Request to Change Position Supervisor action in WorkforUM.
- Remember, we track positions to positions, not people to people.



Announcements & Deadlines

E-Contracts Update:

- Please do not submit ANY e-contracts in our current system that have start dates July 1, 2025 or later.
- Hires that end after July 1 are okay, as long as they started before June 30.
- Hires made after July 1 will be processed through the new ERP, Oracle.



Announcements & Deadlines

- HR will be asking departments to host MPLOY students beginning in April 2025.
- Take Our Daughters and Sons to Work Day will be held on Wednesday, May 28th this year.
- More information coming soon!



Announcements & Deadlines

WorkforUM Update:

- Searches and hires that begin in WorkforUM (our current applicant tracking system) will finish in WorkforUM.
- Searches and hires after July 1 will be conducted in Oracle.
- There will be a period of time where both systems are running concurrently.



Announcements & Deadlines

New/Updated University Policies

- AA3003 – Commencement
- RE7010 – Malign Foreign Talent Recruitment Programs



Announcements & Deadlines

- **Campus Cleanout 2025: March 13**
- memphis.edu/bluegoesgreen/campuscleanout.php
- Shred and Recycle: Student Plaza
- Surplus: Rose Theatre South Lobby (RM 115)


Announcements & Deadlines

Social Security Administration Update

- Employees must make an appointment to get a new Social Security card, Replacement, or Name Change.

Scan the QR code to get started. You may be able to start or complete your request online.

- 1 Open the camera app on a smart phone or tablet.
- 2 Point the camera at the QR code.
- 3 Tap the browser that appears.

A square QR code with a black and white pixelated pattern, used for scanning to access online services.



Announcements & Deadlines

- LinkedIn Learning is available for free to all employees!
- Create your own goals and learning paths or assign them to your team.
- Over 15,000 technical and soft skills development opportunities available!
- You can connect your personal LinkedIn account to share what you've learned.
- Available in the [MyMemphis](#) portal.
- Keep this in mind, especially on days we are working from home because of inclement weather.



Announcements & Deadlines

What should I do if I am injured on the job?

- If it is an emergency, seek treatment at the nearest emergency room. Contact your supervisor and Human Resources as soon as possible to start the claim process.
- In a non-emergency, notify your supervisor immediately of what happened, how it happened, who saw what happened, and if you were injured as a result of the accident. You and your supervisor should then contact the Workplace Injury and First Notice of Loss Call Center at 1.866.245.8588 to speak with a registered nurse who will evaluate the nature of your injury and determine your immediate care or treatment options.



Announcements & Deadlines

What should I do if I am injured on the job?

- If no medical treatment is recommended, the registered nurse will document the call for you and your supervisor and enter an incident report in the reporting system.
- If medical treatment is recommended, the nurse will direct you to the nearest State approved medical provider.
- **You and your supervisor will need to complete the First Report of Injury or Illness form found online at First Report of Injury or Illness. This form should be returned to the Environmental Health and Safety Office. Please complete within 24 hours of the injury. If the accident is not reported within 48 hours, the employee's department will be assessed a fine by the State Comptroller's Office.**



Announcements & Deadlines

Separation & Clearance

- Please remember to immediately complete an online separation notice for any employee in your area that is departing the University prior to their departure date!
- Not doing so places the University at risk because the employee would still have system access and could lead to an audit finding.
- Keep in mind it is HR's practice to process separation/clearances closer to the date of separation so that leave balances can be accurately calculated for payouts.
- <https://umwa.memphis.edu/sep-clear>



Announcements & Deadlines

- PLEASE make sure that all leave reports for your department are submitted and approved each month!
- This includes all exempt staff and faculty employees.
- Leave reports are due by the 10th of the month following the month being reported.
- Remember to put at least one “0” on any one date for one leave category (such as Annual Leave) in any month in which no leave was used.



Announcements & Deadlines

Next Online Training for “Effective Search Committees”:

- March 13, 2025, 10am
- Sign up in [Learning Curve!](#)



Announcements & Deadlines

Form I-9 Information

- Visit 178 Administration Building, M-F 9am-3:30pm for I-9 assistance, and appointments not needed during these hours.
- HR is also offering online appointments by contacting i9@memphis.edu.
- Other questions? i9@memphis.edu



Announcements & Deadlines

- Remember to review the University's current job openings at workforum.memphis.edu.
- Follow the Division of Business & Finance on X (formerly Twitter) at [@uofmemphisbf](https://twitter.com/uofmemphisbf)!
- Subscribe to our WorkforUM X (formerly Twitter) feed at [@umemphisjobs](https://twitter.com/umemphisjobs)!
- Follow us on Instagram! [@uofmhr](https://www.instagram.com/uofmhr)



Thank you for attending!

Next Meeting: March 18, 2025 at *memphis.edu/fofhr*
Recordings & presentations available at *memphis.edu/focus*