

HR Community of Practice Virtual Meeting

February 1, 2023

2:00 PM



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Human
Resources

MyTrack

Engagement. Experience. Excellence.

[Excel - Beginner](#)

Monday, February 6, 1 pm - 3 pm

[New Employee Orientation: Mission, Structure and Shared Responsibilities](#)

Tuesday, February 7, 9:30 am

[Crucial Conversations for Mastering Dialogue](#)

Tuesday, February 7, 1 am - 2:30 pm (multi-session)

[Overseeing Large Student Staff – Student Supervision Practice](#)

Tuesday, February 7, 2 pm - 3 pm

CUPA-HR Oregon Chapter

[Leading with Authenticity](#)

Thursday, February 16, 12 pm – 1 pm

Lane County HR Association

[How to Communicate Effectively in the Workplace](#)

Tuesday, February 21, 7:30 am - 9 am

[Using LinkedIn Learning for](#)

[Employee Training and Development](#)

Tuesday, February 21, 2 pm - 3:30 pm

[Grievances, Discipline and Unions](#)

[Supervisor Essentials](#)

Wednesday, February 22, 10 am – 12 pm

[Eldercare Discussion Group Meeting](#)

Wednesday, February 22, 2 pm – 3 pm

[Thriving in a World Turned Upside Down](#)

Thursday, February 23, 12 pm – 1 pm

This interactive session explores how we prepare ourselves for the constant flux of life and how to navigate when the road ahead seems unclear. The session will look at the characteristics of our current circumstances, how we build resilience, what opportunities are now available, and how we can do more than just survive.



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Welcome New HR Partners



Heather Morrell
Office & HR Specialist
College of Design



Hailey Eckerdt, Interim HR
Operations Specialist,
University Human Resources



AGENDA

- Academic Impressions Online Learning
Sierra Dawson, Associate Vice Provost for Faculty Leadership & Development
Yianna Kappas, Account Manager, Academic Impressions
- CHRO remarks
Mark Schmelz, Vice President and Chief Human Resources Officer
- New DuckID Claiming Process
Catherine Bonomini-Smith, Sr. Associate Director, HR Operations
- Q & A

Academic Impressions Online-Learning

Sierra Dawson, Assoc. Vice Provost for Faculty Leadership & Development
Yianna Kappas, Account Manager, Academic Impressions



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Academic Impressions

<https://www.academicimpressions.com/uoregon/>

- Academic Impressions is a premier provider of leadership, personal development and skills -based training for faculty and administration
- Office of the Provost has secured a 3 -year enterprise membership
- AI resource contacts:
 - Office of the Provost: Sierra Dawson, associate vice provost for faculty and leadership development (OtP)
 - University Human Resources: Tiffany Lundy, associate director of learning and development
 - Yianna Kappas, Academic Impressions, account representative





Welcome to your online membership!



WHAT MAKES ACADEMIC IMPRESSIONS DIFFERENT?

We provide in-depth professional development opportunities specifically for higher education.

Our professional development opportunities are rooted in practical application and delivered by vetted experts.

The topics are needs-driven and based on research with practitioners in the field.

After completing an in-person or online training, you will walk away with practical, hands-on knowledge that will make a direct impact in your role and at your institution.

WE RESEARCH AND PROGRAM
ACROSS HIGHER ED

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Student
Affairs

Enrollment
Management

Diversity,
Equity,
Inclusion

Leadership
Development

Advancement
& Alumni
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Title IX

- Thousands of hours of FREE resources
- Learning formats for a variety of learning styles:
 - Articles
 - Self-Paced Courses
 - Virtual Conferences
 - Webcasts & Virtual Trainings
- Customized integration of AI resources for your campus programs
- Discounts on Online Bootcamps and In-Person conferences
- Strategic Account Manager – Me!



WHAT IS MEMBERSHIP

**CONTACTING YOUR
ACCOUNT MANAGER**

Yianna Kappas

Account Manager

yianna@academicimpressions.com

720-295-0931

Access your account

For more getting started information, including video instructions on locating resources and suggested trainings, please visit

<https://www.academicimpressions.com/member-resource-hub/> or contact your Account Manager directly.

CHRO remarks

Mark Schmelz, Vice President and Chief Human Resources Officer



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Areas of Focus

- Transactional
 - Community competency building
- Strategic
 - Engagement
- Relationships
 - Connection in HR Community of Practice
- We continue in the forming and norming stage of an evolved, university wide HR function with the advent of new and expanded shared services and reaffirmation of existing structures

Community Ethos

- Yes, if
- Provide the why
- Assume positive intent

Environment we operate in

- People who handle HR take in a lot of organizational, employee, and manager stress and angst
- We turn this into action to move forward – HR community as a whole
- Stabilization of Covid has not brought relief
 - Volume of actions
 - Importance of actions – people intensive enterprise
 - Unquantifiable volume of employee angst and interpersonal dynamics of a workforce processing
- CUPA article – resiliency to adaptability

What has happened transactionally

- Training related to talent acquisition and other HR areas launched
- Employee data review launched in partnership with payroll
- Class comp dedicated specific time for 2 analysts to focus on actions related to job postings – internal work management pilot to see impact on timelines
- Upcoming:
 - Class comp data collection tool refinement, following current pilot
 - Stipend approval delegation pilot
 - Training related to ELR, HR ops and Class comp, including OEPA

What has happened strategically

- Introduced suite of employee engagement resources
- Launched care.com
- Partnering with units on active recruitment and assertive talent acquisition practices, including creative paths to filling positions
- Upcoming:
 - GTFF and UOPA bargaining
 - Continued emphasis of employee engagement

What is happening in relationship building

- Launched HR leadership group
- Increasing identification of opportunities for group discussion / problem solving to bring unit and University HR perspectives to a discussion at the same time
- Continued momentum on talent point person (buddy) model
- Upcoming:
 - Further refinement and definition of goals for HR leadership group with possible sub-groups based on particular work environments
 - Increased communication about HR external to the HR community

Combined Examples – Transactional, Strategic, Relationships

- Counseling center, Academic Advisors, and Research Administration pay adjustments
 - Mutual definition of problem
 - Group discussion with clear role definition and actions coming out of meetings
 - Collaboration and reliance on collective strengths
 - Unified voice
 - Efficiency and timeliness of process impacted by collaborative approach

New University HR Positions

- Classification and Compensation
 - Two new analyst positions
 - Two permanent specialist positions (filled by interims made ongoing)
- Talent Acquisition Classification Compensation DEI position
- HR Community of Practice Unit
 - One Director
 - Two Staff Positions
- Paid Leave Position to support paid leave Oregon
- HR Ops interim to permanent

Looking forward

- Continue focus on competency building and leveraging strengths as a collective HR team
- Continue focus on demonstrating human resources impact in strategic and transactional spaces
- Continue focus on connection in human resources community – our strength is in collective approach vs. silos
- Continue mutual support to manage stress that comes with HR's role
- HR work is our collective work

New DuckID Claiming Process

Catherine Bonomini-Smith, Sr. Associate Director, HR Operations



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New DuckID Claiming Process

Why is this changing?

Information Services is moving from the current Duck ID Account Management software to a new product as part of the new identity management (IDM) transition.

When is this happening?

- February 22nd
- duckid.uoregon.edu will be **unavailable** during transition
 - IMPORTANT: new hires will not be able to claim a DuckID during this time

How to Claim a Duck ID Account Links

Managed by IS! New employees and students should be sent to these service portal pages:

[New Employees](#)

[New Students](#)




New DuckID Claiming Process

What is changing?

- No more PAC for DUCKID Claiming: Use 95 number and email address they used to apply to UO
 - PAC still needed for Duckweb, but no longer tied to DUCKID Claiming!
 - Email address can be updated by employees and new hires by logging in to Duckweb and updating or adding a “recovery email” on their Employee Profile.

[Employee Dashboard](#) • [Employee Profile](#)

Profile



Bonomini-Smith, Catherine S.
ID: 951458243
Status: Active

Personal Information

Addresses

Mailing

[Redacted]

Phones

There are no phone numbers available for you to view.

Emails

Recovery email

[Redacted]@gmail.com

Hired: 05/19/2014
Birthday: [Redacted]
[More Personal Information](#)

University of Oregon
cbonomin@uoregon.edu

[Return](#)



New DuckID Claiming Process

What else is changing?

- The first time users log in, they must choose new answers to security questions.
- New user interface is much more compatible with mobile devices.
- Users will be directly notified via SMS and email if their UO account has been compromised. The messages include details on how to proceed.
- Owners of non-person accounts can directly manage those accounts, including resetting passwords and transferring ownership.
- Access rules will be updated to provide better, more consistent, and more timely on-boarding for new employees. On February 22, the revised rules will be published on the Service Portal!



New DuckID Claiming Process

What is NOT changing

- The website *duckid.uoregon.edu* will continue to be where everyone manages their Duck ID.
- Current passwords will be retained during the transition.
- Passwords will continue to expire every 6 months.
- PWADUCK can still be used to reserve a DUCKID. Note that the IDM team will be converting historically owned DUCKIDs into reserved usernames.
- Additional knowledge base articles are under development and will be available in February.
- Help is available for anyone who needs assistance at [Duck ID Accounts](#).



Thank you for attending today's
HRCP meeting.

The next HRCP meeting is
Wednesday, March 1, 2023



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