

Learning and Development Opportunities

[Supervisor Discussion Sessions –Path to Fall](#) -sessions offered in June and July

CUPA-HR [21 Day Equity Building Challenge](#), focusing on women and the LGBTQ+ community –weekly emails, themes, and townhall discussions. Program begins Monday, June 7 – July 6

[Trauma Informed Leadership for Higher Ed](#), CUPA-HR complimentary webinar available on-demand on CUPA-HR's learning webpage.

[Carrots, Sticks & Fairy Dust: The Art & Science of Employee Engagement](#) – LC HR Assoc., June membership meeting, Tuesday, June 15, 7:30AM –9AM

[Leading into the Future of Flexible Work](#), CUPA-HR complimentary webinar, Wednesday, June 16, 11AM-12:15PM

[Keeping Your Team's Wellness in Mind During the Transition](#), HRCF professional development session, Friday, June 25, 11AM

Agenda:

- **Engagement activity**
Tiffany Lundy, Learning and Development Manager
- **Vaccination update**
Martin Stanberry, Associate Director/ADA Coordinator, Employee and Labor Relations
- **Talent Acquisition updates**
Nancy Nieraeth, Director, Talent Acquisition
- **Q & A**

Meeting Highlights

Engagement activity

Tiffany Lundy, Learning and Development Manager

- Since the pandemic began, we have had to experiment, learn things at a rapid pace, adjust frequently and maintaining a level of flexibility that was pretty uncomfortable.
- Now we are transitioning to a planning phase but still knowing that there are unknowns and the need for continued flexibility.
- One key strategy that helps to not only build resilience and honor the work that you have done this past year but also helps to guide decision making moving forward – is using reflective practices.
 - Reflective practice is thinking about or reflecting on what you do or have done. The difference between 'thinking' and 'reflective practice' is that reflective practice requires a conscious effort to think about events/ processes/ services and develop insights into them and use this information to inform future decision making.
 - Tips for reflective practice
 - Focus on specific areas -the types of work, processes, services
 - Focus on what you can control or influence
 - Allow enough time for yourself to dig deep into what has worked and where there have been struggles

- Try not to create these common barriers to reflection:
 - Labeling the experiences good or bad
 - Attaching personal success to outcomes
 - Moving too quickly to the planning stage
 - Being closed off to feedback
 - Thinking it is too difficult or takes too much of your time

Reflection questions:

- What was successful for me?
- What was successful for our team?
- What was successful for those that we serve?
- How can I hold onto what worked?
- How can I let go of what did not work?
- What do I need to thrive?

Upcoming opportunities:

- [Supervisor Discussion Sessions](#)
 - June 16, 9:00 a.m. to 9:50 a.m.
 - June 24, 3:00 p.m. to 3:50 p.m.
 - July 22, 3:00 p.m. to 3:50 p.m.
 - July 29, 10:00 a.m. to 10:50 a.m.
- We encourage HR Partners to review the supervisor and employee support resources available on HR's website:
 - [Employee Support](#)
 - [Supervisor Support](#)
- We need your feedback! Check out the links below and send me (learning@uoregon.edu) an email about any of these resources with your feedback.
 - LinkedIn Learning
 - [Dealing with Grief, Loss, and Change as an Employee](#)
 - [Developing Resilience and Grit](#)
 - [Identifying Burnout Symptoms](#)
 - [Learn How to Avoid Burnout](#)
 - [Navigating Emotion at Work](#)
 - [Support your Mental Health During Challenging Times](#)
 - [Well-Being in the Workplace - Finding Balance](#)
 - Other resources:
 - [Caregivers Network](#) (website)
 - [Checking in with Susan David](#) (podcast)
 - [Coping with Reintegration](#) (webinar)
 - [Employee Assistance Program](#) (website)
 - [Managing Anxiety While Wearing a Mask](#) (tip sheet)
 - [Refocusing at Work After COVID-19](#) (tip sheet)

Vaccination update

Martin Stanberry, Associate Director/ADA Coordinator, Employee and Labor Relations

- As of June 9, 65% of Lane County residents have been vaccinated.
- Anecdotally, we have seen fewer employee cases of COVID-19 on campus as the vaccine rollout has progressed.
- At this time, the UO does not have future vaccine clinics planned and you can get the vaccine through many local pharmacies and [Lane County COVID-19 clinics](#) (including at Autzen Stadium).
- All UO employees are required to get vaccinated:
 - Anticipate the deadline to submit vaccine information or to request an exemption to align with the university's fall plan to have the majority of employees working on campus by September 13.
 - Employee vaccine information is confidential and will be maintained on the MyUOHealth portal; more information about how to update your information or seek an exemption will be shared in the coming weeks.
 - Units will be informed of compliance/non-compliance of their employees.
 - Failure to get vaccinated will result in clarification of expectations and discipline.
 - Employees who are not vaccinated will need to quarantine if exposed to someone with COVID-19.

Talent Acquisition updates

Nancy Nieraeth, Director, Talent Acquisition

- For AY 21-22 the university's Institutional Hiring Plan includes 34 tenure track faculty searches.
- Tenure track searches have a new training requirement. The first session was offered on Thursday, June 3, and covered changes to this year's TTF recruitment requirements and the process for launching TTF searches. For more information about these requirements, refer to the IHP approval notification memo or review the [guidance on active recruitment for TTF searches](#). This session will be repeated in early fall for units launching searches then. Other anticipated sessions will cover development of selection criteria and evaluation of candidates. HR administrators supporting these searches are welcome to attend; search chairs or other committee members will be required to participate.
- Please review the [IHP Tenure Track Recruitment Process](#) and tenure review slides detailing the stages of TTF recruitment and search administration procedures here: [Tenure Track Faculty Searches from Launch to Completion](#).
 - As a reminder, the University's Hiring Freeze has been lifted for all research faculty positions that are funding contingent on 100% external funding
 - External funding includes federal, state, foundation, grants and endowed gifts
 - If the index for the position is awaiting setup with SPS, but you have a funding EPCS code, please add the EPCS code to the search requisition in the notes to flag the recruiter about the position's funding.
- For all research faculty positions that are funded partially or initially by other sources (including ICC or startup funds), [hiring freeze exception approvals](#) are still required.
- **NEW** - The Hiring Freeze for Pro Tem instructional faculty has been lifted for the entire 2021-22 academic year. Units may hire or rehire instructional pro tems at the discretion of their deans through normal procedures.

Q & A

- The expiration date for the university's COVID-19 sick leave policy is June 30, 2021. University leadership is currently reviewing this deadline.
- The OA increased vacation leave balance is set to end September 30, 2021.
- The state minimum wage is going up effective July 1, 2021. Please update this required poster in your work areas with the [English](#) and [Spanish](#) versions.
- The Payroll Office will update the minimum wage for eligible employees. Mostly students and a small number of temporary employees are eligible for this pay increase.

The next HR Community of Practice meeting is scheduled for Wednesday, July 14, 2021, at 2PM. A Zoom link will be sent prior to the meeting.