

HR Community of Practice

May 5, 2021
2:00 PM-3:00 PM



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[Supervisor Round Table \(SEE\): Recruitment and Hiring](#), Thursday, May 6, 10AM

[New Employee Orientation Program: You @ UO](#),
Thursday, May 6, 3PM

[Change and Ambiguity in the Workplace](#)
Tuesday, May 11AM - 1PM

[Healthy Sleep and Overall Wellbeing](#)
Wednesday, May 12 - 9AM or 12PM,
hosted by Cascade Centers, Inc.

[Excel Formulas Advanced](#)
Thursday, May 13, 9AM-12PM

[Supervisor Round Table \(SEE\): Strategies for Student Recognition and Boosting Morale](#)
Tuesday, May 18 - 10AM

[Remote Teams: Are we Creating Traction or Distraction?](#)
Tuesday, May 18, Hosted by LCHRA

[Supervisor Round Table: Performance Management and Providing Staff Feedback](#)
Tuesday, May 25

[Building Healthy Relationships in the Workplace](#),
Tuesday, May 25, 12PM

- [WACUBO Virtual Annual Conference](#) May 24-26

AGENDA

- **Path to Fall Supervisor and Employee Resources**

Kaia Rogers, Sr. Director, HR Programs, Services and Strategic Initiatives

- **HR postings**

Mark Schmelz, CHRO and Associate Vice President

- **Talent Acquisition updates**

Nancy Nieraeth, Director, Talent Acquisition

- **Career faculty update**

Sonia Potter, Director, HR Operations

- **Question & Answer**

Path to Fall Supervisor and Employee Resources

Kaia Rogers, Sr. Director, HR Programs, Services and Strategic Initiatives



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Path to Fall

- Units are starting to plan for a mostly in-person fall term
- Adjustments will be made as necessary based on public health guidance
- HR and Safety & Risk Services team members are available to assist units with planning
- Guidance is being finalized and will be shared with the HRCP later this month
- Check with your supervisor or unit leadership if you have questions



Path to Fall

- Resources are available to assist supervisors and employees with the transitions related to preparing for fall
- Flexible Work Arrangements guidance
 - hr.uoregon.edu/flexwork-guide
- Remote Work guidance
 - hr.uoregon.edu/remotework-guide
- Guide to Employee Engagement: Action Steps for Supervisors
 - hr.uoregon.edu/EEaction-supervisors
- Guide to Employee Engagement: Action Steps for Employees
 - hr.uoregon.edu/EEaction-employees



Path to Fall

- Cascade Centers Employee Assistance Program
 - <https://cascadecenters.com/index.php?>
- Available for benefits eligible employees and their dependents
- Very low usage in 2020
- Communications planned over the summer
- Look for opportunities to share this resource with supervisors and employees
- Place posters and materials in workspaces
- Contact Jen Mirabile if you would like someone to speak at a staff meeting or if you need additional materials



Path to Fall

- NEW! Path to Fall- Supervisor Support
 - hr.uoregon.edu/path-support-supervisor
- NEW! Path to Fall- Employee Support
 - hr.uoregon.edu/path-support-employee
- Communication will be forthcoming regarding these new resources
- In the meantime, begin using in conversations with supervisors and employees
- Additional resources will be added over the coming months



HR postings

Mark Schmelz, CHRO and Associate Vice President



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Talent Acquisition updates

Nancy Nieraeth, Director, Talent Acquisition



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Hiring Freeze Update

- Freeze has been lifted for all research faculty positions that are funding contingent on 100% external funding
 - You no longer need to submit a hiring freeze exception request for these types of positions. Rather, you will now submit for recruitment and hire in MyTrack in the standard process.
 - External funding includes federal, state, foundation, endowed gifts
- 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
- Hiring freeze exception requests are now being reviewed by panel only



Career faculty update

Sonia Potter, Director, HR Operations



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Career faculty update

- **MOU changes for Bargaining Unit Career faculty**
 - Career non-funding contingent annualized FTE Review
 - Career funding contingent process
- **Non-Bargaining Unit career faculty process**
- **Communications**
 - Annualized FTE Review from HR-sent April 26
 - All Career bargaining unit faculty notice of ongoing from HR
 - Unit communication to career non-funding contingent faculty of annualized FTE for FY 2021-22



Required Workplace Notices and Posters

<https://hr.uoregon.edu/required-workplace-notices-and-posters>

Check posters are up-to-date
Posted where all employees can view regularly
Post both English and Spanish versions



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Questions and Answers

Please use the chat function in Zoom to submit questions – default to everyone so your questions are visible to all. Thanks!



**Thank you for attending today's
HR Community of Practice meeting.**

**The next HRCP meeting is scheduled for
Wednesday, June 2, 2021.**



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