One Community. Big Ideas.

HR Partners Meeting January 9, 2019



IVIVIITACIX Engagement. Experience. Excellence.

Excel Formulas – Advanced

Tuesday, January 22nd 1:00PM-4:00PM HR Training Room

Orientation for New HR Partners

Thursday, January 24th
1:00PM-3:00PM
HR Conference Room

CUPA-HR Quarterly Washington Update

Thursday, January 24 | 9AM-10AM PST www.cupahr.org/events/webinars/

Intro. to Business Analysis and Techniques

Tues., January 29th and Wed., January 30th 8:30AM-4:30AM
HR Training Room

New Employee Orientation

Tuesday, February 5th 8:15AM-12:00PM Ford Alumni Ballroom

Wellness Seminars for Faculty & Staff

Healthy Eating Series:

Tips from UO's Senior Sports Dietician

Tuesday, January 15th 12:00PM-1:00PM McKenzie Hall Rm 129

Preparing Your College Bound Student Series:

Financial Aid 101

Thursday, January 17th 12:00PM-1:00PM HR Training Room

College Admissions 101

Thursday, January 31st 12:00PM-1:00PM HR Training Room

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AGENDA

- HR Partner Survey
 - Jen Mirabile, Sr. Programs Coordinator
- MyTrack Update

Haley Ruddell, HR Systems Analyst

- Talent Acquisition Updates
 - Nancy Nieraeth, Director, Talent Acquisition
- Oregon Equal Pay Act

Missy Matella, Senior Director, Employee and Labor Relations

OA Job Family Framework

Kaia Rogers, Senior Director, HR Programs, Services, and Strategic Initiatives

- Faculty Across The Board salary increases
- Catherine Bonomini-Smith, Senior HRIS Data Analyst
- •Workplace Harassment and Discrimination Prevention Training

 Tiffany Ray, HR Compliance and Training Officer

HR Partner Survey

- December HR Partner Meeting
 Ideas to Strengthen HR Partner Network Report
- Explore Reverse HR Partner meetings
- Survey to identify HR Partner best practices/processes to share

MyTrack Update

- Design Interface Changes
 - Position Descriptions
 - Job Requisitions

Reminder: Functions Change

- Some menu items have moved
- Tabs are gone and replaced with links indicating what you are reviewing.



MyTrack Update

"Old" position description



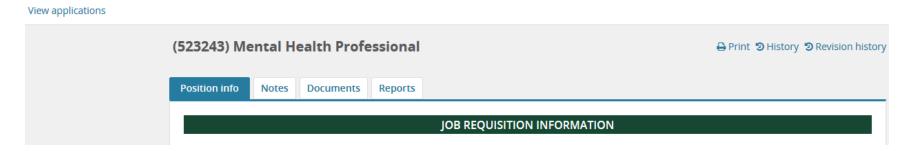
"New" position description



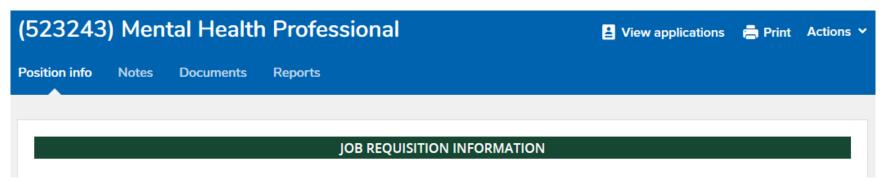


MyTrack Update

"Old" job requisition



"New" job requisition







Talent Acquisition Update

- Refreshed Service Model Preview
 - Evaluated current customer service offerings
 - Coming next month

Register Guard status and advertising survey





Talent Acquisition Update

 Implementation Advisory/Working Group update

Delegated Recruitment Partner Pilot launch



Oregon Equal Pay Act



OA Job Family Framework Project

- Broad communications were sent in December to announce the project
- Sibson Consulting engaged to assist with the project
- Advisory Committee will be formed to provide feedback and guidance
- Work will be done in conjunction with work related to Oregon Equal Pay Act

Faculty Across The Board salary increases

- TTF (1.25%) and Career (2.0%) across the board (ATB) increases effective January 1, 2019 will be sent to and processed by payroll on January 17th
- No individual ATB notification letters to be sent to faculty
- TTF Equity review is still in process. When complete, HR will work with payroll to process the equity increases and any additional ATB, retroactive to and effective January 1, 2019.



Who is required to complete the training?

- Faculty,
- Officers of Administration,
- Graduate Employees, and
- Classified Staff.

Temporary employees and student employees are encouraged to complete the training.



What is the completion timeframe?

- New Employees: Within the first 90 days of employment
- Current Employees: By June 30, 2019

All employees will be required to complete the training every two years.*



How do I access the training?



Will Reports be Provided?

Monthly reports will be provided to Vice Presidents, Deans, Chiefs of Staff, and Associate Deans with HR Responsibilities.



As an HR Partner you serve in an integral role in creating, promoting, and sustaining an environment that values diversity and inclusion. As part of that role, we invite you to:

- Complete
- Advocate
- Communicate
- Answer



If you have questions please contact:

Tiffany Ray, HR Compliance and Training Officer

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HR Partners Network

Questions and Answers



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Next HR Partner Meeting

Wednesday, February 6th 2:00 PM

Location: Crater Lake Room North

