HR Community of Practice
Virtual Meeting

March 1, 2023
2:00 PM
Youth Program Administrator Conference  
Thursday, March 2, 9:30 a.m. – 11:00 a.m.

New Employee Orientation Program: Campus Community & Engagement  
Thursday, March 2, 3:00 p.m. – 4:30 p.m.

Student Employee Enhancement Summit,  
Thursday, March 9, 10 a.m. – 3:30 p.m.

- Multiple sessions including:  
  - Empowering Students to Lead their Own 1:1 Meetings  
  - The Six Stages of Effective Hiring  
  - An Insider’s Guide to UKG  
  - Intercultural Teams: Cultural Competence for Supervisors  
  - Creating a Healthy and Supportive Work Environment

Employment Law Conference  
hosted by Stoel Rives, LLP, Thursday, March 9, 7:30 a.m. – 4:30 p.m., Oregon Convention Ctr.

Excel Formulas – Advanced  
Tuesday, March 14, 9:00 a.m. – 11:00 a.m.

Compassion Fatigue  
Hosted by Canopy, Mar. 16, 8:45 a.m. 9:15 a.m.

Navigating Learning and Development Opportunities at UO  
March 16, 10:00 a.m. – 11:50 a.m.

CUPA-HR Washington Update  
March 16, 9:00 a.m. – 9:30 a.m.

Crucial Conversations for Mastering Dialogue  
Starts Thursday, April 13, 9:00 a.m. – 4:30 p.m.
Training Ideas for HR Partners:

Upcoming Live Events:

**Customer Service Skills Training: Certification for Higher Education Professionals**  |  March 29-31, 2023
**Support and Retain Latinx Leaders in Higher Education: A Training for All Leaders**  |  March 21, 2023
**How to Maintain Trust in Teams During Transitions**  |  March 29, 2023

**Supervision Certificate Program**  |  Register now to join the March 6 cohort

**Emotional Intelligence for Academic Teams: A 5-Day Course**  |  Cohorts begin every Monday
**Practicing Mindfulness: A 9-Day Program for Higher-Ed Professionals**  |  Cohorts begin every Monday
**Higher Education in America: A 4-Day Foundational Course**  |  Cohorts begin every Monday

In honor of Women’s History month, here are some women’s leadership resources:

**Inclusive Leadership: Understand Your Intersecting Identities to Better Serve Others**  |  Recording
**Advocating for Yourself in Personal and Professional Relationships**  |  Recording
**Emotional Intelligence as a Key Driver for Advancing Women Leaders**  |  Recording
**Gender and Confidence: Why Higher Education Needs More Women to Advocate for Themselves and Each Other**  |  Recording
Welcome New HR Partners

Karen Kossow
CBSO HR Specialist

Tracy Lilley
Interim Benefits Coordinator

Laraine Clawson
Operations Assistant
CAS Academic Support Unit 7
AGENDA

• Behavioral Evaluation Threat Assessment (BETA) Team
  Shelly Clark, Interim Threat Assessment Case Coordinator, Safety and Risk Services

• HR Training Modules
  Kaia Rogers, Chief of Staff and Senior Director, HR Programs & Services

• HR Programs updates
  Jen Mirabile, Assistant Director, HR Programs and Services

• Volunteer Forms
  Lisa Taylor, Assistant Director, Insurance & Risk, Safety and Risk Services

• Oregon CUPA-HR Spring Conference & Board Elections
  Catherine Bonomini-Smith, Senior Associate Director, HR Operations
Behavioral Evaluation Threat Assessment Team (BETA)

Shelly Clark, Interim Threat Assessment Case Coordinator
Safety and Risk Services
A crisis is an emotional and physical response to some precipitating event or series of events that disrupts our normal day-to-day functioning.
Distress and crisis are a part of every student's life.
COMMON Student Concerns

- Anxiety
- Depression
- Academic stress
- Difficult or unexpected life experiences
- Cultural identity
- Trauma
- Alcohol and drug misuse
- Body image and disordered eating
- Thoughts of suicide

From: University Counseling Services
https://counseling.uoregon.edu/
What happens when a student needs help?

Student Behavior is noticed

Students are approached or approach someone for help

Staff/Faculty/Peers/Family submit their concern

Dean of Students Team Receives Report
Community Care and Concern Form

Link: https://dos.uoregon.edu/report-concern
Information Workflow

Information reported through DOS web

Automated Routing Based on Concern Type

OICRC

Student Care Team

Behavioral Evaluation & Threat Assessment Team
Crisis Intervention Teams

Student Care Team

Title IX Case Management

Behavioral Evaluation & Threat Assessment Team
BETA Team Purpose

The UO Behavioral Evaluation and Threat Assessment Team (BETA-Team) assesses the risk of physical violence resulting from written, online, or verbal threats.

BETA is not a decision-making body but can make recommendations on mitigation strategies to department and university leadership.

BETA provides safety planning to those impacted.
BETA Team Members

- Office of the Provost
- Counseling Center
- Safety & Risk Services
- OICRC
- General Counsel
- Human Resources
- Student Life
- UO Police Department
BETA Team Consultative Partners

- Eugene Police Department
- Association of Threat Assessment Professionals
- FBI
- Work Trauma Services
- University Housing
- Student Care Team
- Title IX Risk Assessment Team
- Demonstration Team
The primary focus of the WAVR-21 is to assess the risk of workplace or campus homicidal targeted violence.

The secondary purpose of the WAVR-21 is to capture other forms of problematic aggression. The WAVR may be used to identify and assess the risk, frequency, and severity of non-homicidal aggression such as stalking, disruptive anger problems, menacing behavior, and bullying.

The item domains of the WAVR include both static and dynamic factors. The WAVR items include psychological, behavioral, historical, and situational factors associated with targeted violence, including intimate partner violence posing a threat to a workplace or campus.

An evidence-based tool. By incorporating scientific findings in its definition of violence risk factors, the WAVR-21 attempts to bridge the gap between research and the case management needs of practicing professionals.

Source: http://www.wavr21.com/the-wavr-21/
Pathway to Workplace and Campus Targeted or Intended Violence

- Attack
- Probing & Breaches
- Pre-attack Preparation
- Research & Planning the Attack
- De-escalation
- Escalation
- Final acts

Violent Ideation

The "Grievance"

Adapted with permission from F.S. Calhoun and S.W. Weston (2003). Contemporary threat management: A practical guide for identifying, assessing and managing individuals of violent intent.
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Behaviors of Concern

• History of violence or threats of violence
• Intimidating behavior
• Angry or argumentative behavior
• Interest, fascination & easy access to weapons
• Romantic obsessions
• Extreme stress
• Blaming others for problems
• Retaliation against perceived injustice
Behaviors of Concern

- Decrease in productivity and/or inconsistent work patterns
- Elevated frustration with the environment
- Major changes in mood or behavior
- Minimal support systems
- Chemical dependency (alcohol or drugs)
- Suicidal thoughts
- Some mental illness symptoms (e.g., command hallucinations, extreme disorganization)
Stabilizers

• Positive attachments to others (friends and family)
• Genuine remorse for fear-inducing conduct
• Obeys limits set by employers or authorities
• Taking action to address actions
• Seeing a future beyond grievance
• Positive coping skills
• Treatment compliance
Safety Planning Resources:

- Self Defense Classes – Pepper Spray
- Duck Rides
- Safety Escorts
- Extra Patrol Requests
- Vacation Watch
- Emergency Phones
- 1:1 Safety Planning
- Physical Security Assessments

Link: https://police.uoregon.edu/services
Fall 2022

Overview of Case Activity

- New Cases Created: 8
- New files created for Ongoing Cases: 19
- Updates to Ongoing Cases: 2

Discussions of the BETA Team

- Cases/Updates Focused on Students: 6
- Cases/Updates Focused on Faculty/Employees: 10
- Cases/Updates Focused on a mixture of Faculty/Employees and Students: 15

Cases moved to inactive status: 8
Fall 2022

- Request of safety planning resources for domestic violence
- Safety concerns regarding an estranged spouse
- Individuals experiencing paranoia or disconnection from reality and causing fear in co-workers
- Safety for the community when separating an individual from an organization/employment
- Individuals that are holding onto a grievance against the University regarding separation from employment (sometimes for months or years)
- Multiple incidents of harassing callers
- Individuals that express repeated disagreements about decisions supported by the University
- Multiple concerns related to academic freedom
- Anonymous individuals signing campus members up for extremist list servs
- Outside community members using campus services and being aggressive toward staff
- Individual expressing violent ideation and inappropriate behavior toward women
Takeaways:

- Our data from Fall 2022 indicates that employment information can be a powerful indicator of how someone is doing.
  - Please submit reports when something feels “off”
  - Consultation is encouraged
  - Resources to support employees is an area of need

- When training front line staff...
Takeaways:

- Not everything is a threat – different tolerances for behavior
- Action taken without BETA input can escalate a situation
- Often we are responding to psychological safety vs. actual physical safety
Helpful Resources:

- Assisting Students Quick Guide
- Student Care Team Overview
- BETA and WAVR-21 Overview (Handout)
- Helpful Resources from the BETA Team (Handout)
- Academic Freedom Website
- External Engagement Support & Resources for UO Employees
Thank you!

Shelly Clark, Threat Assessment Case Coordinator, sclark16@uoregon.edu
Krista Dillon, Senior Director of Operations for Safety & Risk Services, kristam@uoregon.edu
Don Morris, Captain with the UO Police Department, Donald.morris@uopd.org
HR Training Modules

Kaia Rogers, Chief of Staff and Senior Director
HR Programs & Services
HR Training Modules

https://hr.uoregon.edu/HRCP-training-program
HR Program Updates

Jen Mirabile, Assistant Director
HR Programs and Services
Care.com Membership update

Care.com

79% - Caregiving, Eldercare, Special Needs, Tutoring

8% - Housekeeping

13% - Pet Care

Care Gigs – everything else

LifeMart – Discounts on goods/services

Care Talks – Diverse topics presented by experts in the field
Canopy - Housing Assistance for New Hires

- New hires relocating to Eugene now have access to housing support from Canopy (before their employee start-date)

- Resources for renters and for those interested in buying a home

- Add this flyer as a resource for your new hires looking for housing in Lane County
Canopy Workshops

- University of Oregon receives 9 free instructor-led seminars
- List of offerings can be found on the HRCP Highlights webpage
- Have an interest in hosting a seminar for your department? Reach out to Jen Mirabile to discuss using a free session.
- Canopy works with departments to develop send customize seminars based on your workplace needs – typically $350 fee.
Volunteer Forms

Lisa Taylor, Assistant Director, Insurance and Risk Services
Safety and Risk Services
Volunteers Forms & BOLI why the form matters

- Who is a UO volunteer?
- Completing the volunteer form
- Submitting/retention rules
- Common Q&A
Completing the form

- Department fills in assigned duties, number of hours, and supervisor name
- Volunteer reviews, completes signature, provides to supervisor
- Department supervisor signs and sends a copy to riskmanagement@uoregon.edu
- Retention is 3 years from last date of volunteer activity.
- New form every fiscal year
Why do we need this form?

- Boli labor laws
- Allows risk office to assess the exposure to the University
- Minor children – background check requirements
Ducks helping Ducks

• Can a university employee volunteer?

• Can a volunteer receive reimbursement for expenses?

• Are volunteers covered by workers’ compensation?
Oregon CUPA-HR

Catherine Bonomini-Smith, Senior Associate Director
HR Operations
2023 Spring Conference – May 4 & 5
Hallmark Resort, Newport, Oregon

https://chapters.cupahr.org/or/events/

Elections for Oregon CUPA-HR Board

https://chapters.cupahr.org/or/about/
Thank you for attending today’s HRCP meeting.

The next HRCP meeting is Wednesday, April 5, 2023