HR Community of Practice

April 5, 2023
2:00 PM-3:00 PM
Building Healthy Relationships in the Workplace
Thursday, April 6, 12 p.m. – 1 p.m.

Performance Management – Supervisor Development
Wednesday, April 12, 10 a.m. – 12 p.m.

Crucial Conversations for Mastering Dialogue
In Person - starting Thursday, April 13, 9:00 a.m. – 4:30 p.m.

De-Escalation Training (Safety & Risk Svcs.)
Thursday, April 13, 10:30 a.m. – 12 p.m.

Inclusive Supervision Practices – Enhancing Your Student Supervision Practice
Monday, April 17, 1 p.m. – 4:45 p.m.

HR Orientation for New HR Partners
Thursday, May 4, 10 a.m. – 11:30 a.m.

Lane County HR Assoc. - Anti-Harassment training
Tuesday, April 18, 7:30 a.m. – 9:00 a.m.

Upcoming Academic Impressions Workshops:

Leading to Create Healthier Workplaces
Thursday, April 13, 9 a.m. – 10 a.m.

Inclusive Retention Strategies for Underrepresented Faculty
Wednesday, April 19, 10 a.m. – 12:30 p.m.

Setting up the Supervisory Relationship: Understanding and Adapting Your Supervisory Style

A Five Step Model for Supervision: Cultivating and Retaining Your Staff

Identifying and Mitigating Imposter Syndrome

Privilege & It’s Role in Enhancing Equity
Wednesday, May 17, 1 p.m. – 2:30 p.m.

April Learning Challenge: Customer Service
CUPA-HR Oregon Chapter

15th Anniversary Celebration and Conference

Please join the CUPA-HR Oregon Chapter for our 15th anniversary celebration and conference, “An Ocean of Possibilities.” The conference will be held May 4-5 in Newport, Oregon at the Hallmark Resort. Join us Thursday evening for a networking and celebration event, with conference sessions on Friday.

Early-bird registration ends this Saturday, April 11. The cost of the conference is $60 for early-bird registrations and $75 starting April 2. First-time conference attendees will receive a $10 discount, and the last day to register for the conference is April 21.

To take advantage of group hotel rates, conference attendees must reserve rooms at Hallmark Resort Hotel or The Whaler by April 4. To make reservations, please call 1-855-391-2484 (this number is for both hotels). Please mention CUPA-HR to receive the group rates of $229 at the Hallmark and $139/$149 at the Whaler. All reservation requests must be received on or before April 4 to take advantage of the group rate.

You can find the evolving conference agenda and speaker information on Eventbrite. We look forward to seeing you in Newport in May!

Register Now

Chapter Board Nominations and the HR Hero Award

Are you interested in joining the CUPA-HR Oregon Chapter board, or do you know someone who is? Make sure to complete the board nomination form for position terms beginning July 1, 2023. Nominations are also now being accepted for the HR Hero Award, presented annually at the Oregon spring conference. Nominate an HR Hero.

Questions? Email oregonhr@gmail.com.
Welcome New HR Partners

Braydee Stockdale
Recruitment Spec.
PAST

Linsey Bjorklund
Recruitment Spec.
PAST

Serena Jaspera
Associate Director
PAST

Susan Meyers
Executive Support Spec.
English Department

Shane Cadden
Exec. Asst. &
Operations Mgr.
SSEM
Agenda

• Cyber Security Best Practices and updates
  Jose Dominguez, Interim Chief Information Security Officer, Information Services

• Employee Recognition
  Sandee Bybee, HR Engagement and Communications Manager

• Courtesy, Campus Associate and Emerit Renewal Process
  Jen Mirabile, Assistant Director, HR Programs & Services

• Take Our Children to Work Day event
  Jen Mirabile, Assistant Director, HR Programs & Services

• Q & A
Cybersecurity Practices
Information Security Office (ISO)
Information Services
THANK YOU
Vision

A knowledgeable and capable UO community working together to safeguard our digital assets and capabilities to empower excellence in research and instruction in a resilient cyber environment.

Mission

To empower the UO community to leverage digital assets and capabilities, and defend our cyber environment through proactive measures.
Who Are We?

José Domínguez, Interim CISO

Duncan Barth, Interim Director, ISSO

Stephany Freeman, ITDR Program Director

Jon Miyake, CSOC Manager

TBD, IT Security Architect

James Ingalls, IT Security Analyst

Matt Love, IT Security Analyst

Leland VanBrunt, Senior IT Security Compliance Analyst

TBD, IT Security Compliance Analyst

TBD, Threat Analyst

Student SOC Analysts

Student IR Analysts

Student Compliance Analysts

Cleven Mmari, Director, ISRC
What Do We Do?

**Information Security Services & Operations - ISSO**
- Incident Response
- Vulnerability Management
- SSL Certificates Management
- Phishing & Email Security
- Threat Defense
- Monitoring, Alerting, Intel Sharing
- Security Tools & resource management
- Security Architecture & Design Services
- CSOC – threat hunting, dashboards, data analytics
- Attack Surface Management (Pen-Testing)
- Investigations & Digital Forensics

**Information Security Risk & Compliance – ISRC**
- Policies, standards, guidelines
- Risk Assessments
- Security Awareness & Training Program
- Application security
- Business Process security
- Compliance Management (DFARs, GLBA, GDPR, HIPAA, FERPA, NIST, PCI, Red Flag)
- Metrics program – scorecards, maturity
- Security & Compliance Consulting

**IT Disaster Recovery - ITDR**
- Assessments
- Business Alignment
- Table-Top Exercises
How Do We Do It?

**IDENTIFY**
- Asset Inventory/CMDB
- Vulnerability Scanning

**PROTECT**
- Awareness & Training
- 2-Factor Authentication
- Email Security
- Network Firewall
- Endpoint, Patching, Baselining

**DETECT**
- Logging & Monitoring

**DATA ANALYTICS & MACHINE LEARNING**
- SIEM - Data Analytics (Elastic)

**CORRELATION + ANALYSIS**
- Proactive Defense
- Actionable Intelligence
- Fast Detection & Response

**RESPOND**
- Personnel & Processes

Plan for the worst,
Be ready to act

**RECOVER**
- Personnel & Processes

Get Back to Normal after an Incident

**TECHNOLOGY STRATEGY**
Automation, Orchestration, Shared Access & Support
Work environment
Basic protections built on awareness!

- Use strong passwords or passphrase
- Keep passwords secret
- Embrace a one-site/one-password practice
- Use Multi-Factor Authentication
What Happens if you Lose Control of your Account?

Source: https://krebsonsecurity.com/2013/06/the-value-of-a-hacked-email-account/
Work environment
Basic protections built on awareness!

Check tone and context
Look before you click
Do not trust attachments
"Report Phish" button
You Are A Target

Phishing

WHAT YOU NEED TO KNOW

SCammers are after your

Passwords
Financial Info
Identity
Money

WHy DO WE FALL FOR THESE SCAMS?

- Urgency
- Desire to please
- Greed
- Curiosity
- Complacency
- Fear

PROBABILITY THAT A PHISHING MESSAGE SUCCCEEDS

1 out of 10!

WATCH OUT FOR

- Spelling & Grammar Errors
- Sender Address
- Things That Sound Too Good to be True

BEWARE OF UNSOLICITED MESSAGES

- Attachments
- Links
- Login Pages
Work environment

*Basic protections built on awareness!*

- Use a managed UO computer for sensitive work.
- Use UO VPN to connect remotely. Be careful when using unsecured.
- Use antivirus – McAfee, Windows Defender.
- Make sure data is stored in secure, authorized locations and is encrypted.
What Happens if you Lose Control of your PC?

Source: https://krebsonsecurity.com/2012/10/the-scrap-value-of-a-hacked-pc-revisited/
Ransomware as a Service
What we ask of you ...

- Commit to awareness training
- Leverage the "Report Phish" button
- Strengthen your DuckID password
- Use multi-factor authentication
- Embrace endpoint protection
- Support Vulnerability Management
What we ask of you ...

Incorporate Cybersecurity Awareness into your Human Resources Onboarding practice

Visit the UO Cybersecurity Awareness Training Program
Security awareness training is an important part of the University of Oregon's IT Security Program meant to increase users’ awareness of their information security responsibilities in protecting the confidentiality, integrity, and availability of university information resources.
Awareness Training – Phishing Simulation

Phished to Clicked Distribution - Baseline

Phished to Clicked Distribution

How many phished?
How many clicked?
Email Security – Protection Breakdown

Inbound Email Protection Breakdown

<table>
<thead>
<tr>
<th>Total Inbound</th>
<th>24.1M</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sender Intelligece</td>
<td>12.9M</td>
</tr>
<tr>
<td>- Proofpoint Dynamic Reputation (PDR)</td>
<td></td>
</tr>
<tr>
<td>- Authentication (SPF, DMARC)</td>
<td></td>
</tr>
<tr>
<td>Commodity Threats</td>
<td>1.2M</td>
</tr>
<tr>
<td>- Signature based Anti-virus</td>
<td></td>
</tr>
<tr>
<td>- Spam, Bulk, Adult Classifiers</td>
<td></td>
</tr>
<tr>
<td>- Custom Rules</td>
<td></td>
</tr>
<tr>
<td>Advanced Malware Threats</td>
<td>2K</td>
</tr>
<tr>
<td>- Attachment Detonation</td>
<td></td>
</tr>
<tr>
<td>- URL Detonation</td>
<td></td>
</tr>
<tr>
<td>- URL Rewriting</td>
<td></td>
</tr>
<tr>
<td>Phishing Threats</td>
<td>24K</td>
</tr>
<tr>
<td>- Machine Learning Phish Classifiers</td>
<td></td>
</tr>
<tr>
<td>- URL Detonation</td>
<td></td>
</tr>
<tr>
<td>- Computer Vision</td>
<td></td>
</tr>
<tr>
<td>- URL Rewriting</td>
<td></td>
</tr>
<tr>
<td>BEC Threats</td>
<td>3K</td>
</tr>
<tr>
<td>- Super Nova Advanced Content Analysis and Machine Learning</td>
<td></td>
</tr>
<tr>
<td>- Natural Language Processing</td>
<td></td>
</tr>
<tr>
<td>- Behavioral Analysis</td>
<td></td>
</tr>
<tr>
<td>Delivered</td>
<td>10.0M</td>
</tr>
</tbody>
</table>

Message counts for Advanced Malware, Phishing and BEC Threats are aggregated across your organization’s clusters.
Email Security – Threat Objectives

Total Message Volume

- Credential Theft (Previous vs. Current)
  - Pre-Delivery Protected
  - Post-Delivery Protected
  - Potentially Exposed

- Execute Fraud (Previous vs. Current)

- Deploy Ransomware (Previous vs. Current)

- Remote Access (Previous vs. Current)

- Exfiltrate Data (Previous vs. Current)
Email Security – Industry Comparison
Email Security – Messages Protected

All Malicious Messages

99.3%
35,846/35,909

Breakdown by Threat Categories

- **99.9% Protected 3,469/3,471**
- **BEC**
- **99.4% Protected 2,075/2,088**
- **Malware**
- **99.0% Protected 23,895/24,131**
- **Phishing**
- **86.9% Protected 73/84**
- **Spam**
- **100.0% Protected 6,134/6,135**
- **TOAD**

Colors:
- Blue: Pre-Delivery Protected
- Light Blue: Post-Delivery Protected
- Grey: Potentially Exposed
## Email Security – Actors

<table>
<thead>
<tr>
<th>Actor</th>
<th>Category</th>
<th>Objective</th>
<th>Intended Users</th>
<th>Attack Index</th>
<th>Messages</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Volume Breakdown by Disposition 12-Month Trend, ending today</td>
</tr>
<tr>
<td>TA2536</td>
<td>E-Crime</td>
<td>Remote Access +1 more</td>
<td>All (9)</td>
<td>1810</td>
<td>25</td>
</tr>
<tr>
<td>TA569</td>
<td>E-Crime</td>
<td>Deploy Ransomware</td>
<td>All (41)</td>
<td>999</td>
<td>47</td>
</tr>
<tr>
<td>TA866</td>
<td></td>
<td></td>
<td>All (13)</td>
<td>868</td>
<td>41</td>
</tr>
<tr>
<td>TA542</td>
<td>E-Crime</td>
<td>Deploy Ransomware</td>
<td>All (23)</td>
<td>670</td>
<td>32</td>
</tr>
<tr>
<td>TA2725</td>
<td></td>
<td></td>
<td>All (1)</td>
<td>407</td>
<td>1</td>
</tr>
<tr>
<td>TA577</td>
<td>E-Crime</td>
<td>Deploy Ransomware</td>
<td>All (7)</td>
<td>365</td>
<td>8</td>
</tr>
<tr>
<td>TA2540</td>
<td>E-Crime</td>
<td></td>
<td>All (1)</td>
<td>243</td>
<td>1</td>
</tr>
<tr>
<td>TA570</td>
<td>E-Crime</td>
<td>Deploy Ransomware</td>
<td>All (2)</td>
<td>123</td>
<td>2</td>
</tr>
<tr>
<td>TA579</td>
<td></td>
<td></td>
<td>All (2)</td>
<td>123</td>
<td>2</td>
</tr>
<tr>
<td>TA547</td>
<td>E-Crime</td>
<td>Deploy Ransomware</td>
<td>All (1)</td>
<td>88</td>
<td>1</td>
</tr>
</tbody>
</table>
Thank you.
Employee Recognition

Sandee Bybee, HR Engagement and Communications Manager
University Human Resources
AroundtheO – Awards & Accolades

Celebrates achievements in research, scholarship, teaching, leadership and service that exemplifies individual excellence and delivers on our institutional purpose.

Submit an Accolade
AroundtheO – Awards & Accolades

UO Sponsored Awards & Recognition Programs

- **OFFICE OF THE PROVOST**
  - Teaching and Scholarship Awards

- **OFFICE OF THE VICE PRESIDENT OF RESEARCH & INNOVATION**
  - Research Awards

- **UNIVERSITY OF OREGON SENATE**
  - Service Awards

- **HUMAN RESOURCES**
  - Employee Awards

### Human Resources
**Employee Awards**

<table>
<thead>
<tr>
<th>AWARD</th>
<th>HONORING</th>
<th>ELIGIBLE</th>
<th>DEADLINE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Outstanding Employee Awards</strong></td>
<td>Officers of administration and classified employees who embody the mission of the university, produce quality work, and consistently display characteristics valued and appreciated by coworkers. They are a reliable compass continually pointing the university in the direction of its goals and aspirations.</td>
<td>Anyone can nominate an Officer of Administration or a Classified Employee.</td>
<td>Nominate by April 23</td>
</tr>
</tbody>
</table>
Outstanding Employee Award

Recognizes officers of administration and classified employees who
• embody the mission of the university,
• produce quality work, and
• consistently display characteristics valued and appreciated by coworkers.

They are a reliable compass continually pointing the university in the direction of its goals and aspirations.

Nominate a Colleague
By April 28
Years of Service Recognition

Recognizes and celebrates officers of administration and classified employees each time they reach a five-year milestone work anniversary.

Years of Service Honorees

*Congratulations on your work anniversary! You are a significant part of our team, and we couldn’t imagine the UO without you.*

- **2023 HONOREES**
- **VIEW DISTINGUISHED DUCKS**
  20+ YEARS OF SERVICE
- **SEND A NOTE OF GRATITUDE TO HONOREE(S)**

Happy Anniversary!

UO Years of Service Recognition Event
Employee Engagement - Recognition

Recognition, no matter how big or small, makes employees feel seen and their contributions noticed, and they are more motivated to get involved and engage within their workplace.

WHO

HOW
Employee Engagement - Recognition

WHO

Organization  Leadership  Supervisor  Team  Peer
Employee Engagement - Recognition

HOW

BIG — SMALL
Employee Engagement - Recognition

WHO  HOW
Employee Engagement - Recognition

• We/I see you.

• You're work is important. You are needed.

• You're contributions are valuable. You are valuable.

You belong.
Employee Engagement - Recognition

• Amplify opportunities.
  • Forward emails.
  • Create agenda items

• Have a recognition conversation.
  • Strategize with leadership.
  • Develop a unit- or team-based plan.

• Encourage and support others.
  • Share resources.
  • Exchange ideas.

• Model recognition regularly.
  • Submit nominations.
  • Recognize others in big and small ways.
Employee Engagement - Recognition

Bookmark web resources:

AroundtheO - Awards & Accolades
https://around.uoregon.edu/content/awards-accolades

Outstanding Employee Award
https://hr.uoregon.edu/outstanding-employee-awards

Years of Service
https://hr.uoregon.edu/years-service-recognition

Employee Engagement Guide
https://hr.uoregon.edu/employee-engagement-guide
Courtesy, Campus Associate and Emerit Review & Renewal Process

Jen Mirabile, Assistant Director
HR Programs & Services
Unpaid Appointment Refresher:

• **Courtesy**
  These appointments are granted to faculty, researchers, postdoctoral fellows, and others who are spending time on the UO campus, but who are not otherwise affiliated with the University. These affiliations are typically limited and renewed as needed.

• **Campus Associate**
  These appointments are for people who are not employed by the University but belong to an affiliate organization or have a business relationship with a University Department. These affiliations should be time limited and renewed as needed.

• **Emerit/Emeritus**
  Emerit are retired faculty who have been awarded emerit status based on their eligibility or granted emerit status by the Provost's Office.
Why is this review and renewal process important?

These appointments have access to UO:

- Buildings
- Computer systems – UO network, UO blogs, Duo, MyTrack, UOmail, Service Portal, Office 365, Zoom, and Canvas, Slate, Dropbox and Banner by request.
- Property – laptops – other assigned technology

It is important to renew these appointments to continue their access and to terminate those appointments that have ended.
Courtesy, Campus Associate and Emerit Review & Renewal Process

• Departments with active courtesy appointments will receive their list of courtesy appointments via email with instructions.

• A point person for shared service units will receive their division list of courtesy appointments for distribution.

• Each list includes instructions for completing this review and renewal process along with a renewal template letter.

• Review your report for renewals and terminations. Best practice is to review and complete this process by June 30, 2023

• Reports are available throughout the year by running the Courtesy, Campus Associate, and Emerit Cognos report.

• HR will audit these lists over the summer.
2023-24 Approved Appointment Renewals:

• No action is required for courtesy appointments with no end date – except for a renewal communication to the affiliate.

• Submit an Unpaid Appointment Form for those courtesy appointments with an end date. Many postdoctoral and research appointments must be renewed this way.

• Termination appointments using the Unpaid Appointment Termination Form
Take Our Children to Work Day

Thursday, April 27, 2023, 8:30 a.m. – 3:00 p.m.
Take Our Children to Work Day

• Thursday, April 27, 2023, 8:30 a.m. – 3:00 p.m.

• Children ages 9 through 13 are eligible to attend and must be accompanied by an adult at all times.

• Please share the flyer with your unit’s employees with children.

• Supervisor approval is required to participate in the event.

• Registration is required, along with completion of a Parent Permission and Liability Release Form.

• Program includes a welcome session at 8:30 a.m. and open houses from 10 a.m. – 3:00 p.m.
Q & A

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 Wednesday, May 3, 2023.