

HR 


HR Partner Meeting

September 11, 2019




MyTrack | Engagement | Experience | Excellence

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| <p>I-9 Employment Eligibility Workshop optional International Hire Document training Thursday, September 12 10AM-12PM, Thompson Training Room</p> <p>Incident Response Training-Cyber Threats Wednesday, September 18 1PM-3PM, HR Training Room</p> <p>HRIS Electronic Approval Forms (EPAF) Thursday, September 19 9:30AM-11AM, Thompson Training Room</p> <p>Search Process Advocate Training September 19, 20, 24, 8:30AM-1:30PM</p> | <p>Suicide Prevention Training and Resources Tuesday, September 24 2PM-4PM, Room TBD</p> <p>New Employee Orientation Tuesday, October 1 8:15AM-12:00 PM, Ford Alumni Center</p> <p>Understanding Implicit Bias multiple sessions available in October</p> <p>Supporting a Respectful Work Environment – Supervisor Development Wednesday, October 9 9AM-11AM, HR Training Room</p> |
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AGENDA

- **HR Mission, Vision, and Strategic Principles**
Mark Schmelz, Associate Vice President and Chief Human Resource Officer
- **OA Job Family Framework Project**
Kaia Rogers, Senior Director, HR Programs, Services and Strategic Initiatives
- **Bargaining update**
Missy Matella, Senior Director, Employee and Labor Relations
- **Electronic PRF Project update**
Sonia Potter, Director, HR Operations
- **Legislative update**
Jeslyn Everitt, Assistant General Counsel, Office of the General Counsel

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HR Mission, Vision, and Strategic Principles

Mark Schmelz, Associate Vice
President and Chief Human
Resource Officer



HR Mission, Vision, and Strategic Principles

HR is committed to fostering a campus Human Resources community of practice. Through collaboration and connection, we work to strengthen HR functions and practices within this community as we all support university leadership and institutional priorities.

We will build and enhance connections throughout the network of Human Resources professionals and practitioners on campus and leverage relationships among this community and campus constituents.



Strategic Principles

Our daily work is guided by the following strategic principles:

1. Continuously improve, develop, and provide support and training for HR practices, systems and processes to maximize effectiveness and efficiencies and deliver thoughtful strategic outcomes that support a diverse and inclusive University and contribute to University success.
2. Lead engagement of the campus workforce to enhance the employee experience and foster an inclusive environment connecting members of the campus community to institutional priorities and contributing to University success.



Strategic Principles (continued)

- 3. Engage HR professionals and practitioners on campus to enhance HR knowledge, skills, and abilities. Leverage the strength of the full HR community in delivering campus HR services with shared core values.

- 4. Reinforce and augment HR's partnership with UO leadership in the implementation of strategic initiatives.



OA Job Family Framework Project

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

Nancy Nieraeth, Director
Talent Acquisition



OA Job Family Framework Project

- Approx. 1,400 of 1,600 OA PDs have been submitted to Sibson
- Thank you for your hard work to make the OA PD Update Initiative a success!



OA Job Family Framework Project

Next steps:

- Sibson is reviewing PDs
- Sibson will recommend job family and job categories
- OA Compensation Philosophy

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OA Job Family Framework Project

- University HR will take care of submitting OA PDs that are currently under review in HR to Sibson. No action is needed by units.
- University HR will submit the PD that is currently in MyTrack, if an updated PD was not submitted.

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OA Job Family Framework Project

Reminders:

- To launch a search, PD needs to have been through HR review (regular approval process)
- Focus on PDs submitted now for immediate recruitment or other pay action—HR will compare with last approved version

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OA Job Family Framework Project

Reminders:

- Getting PDs "recruitment ready"—please submit in phases, may need to be prioritized after PDs for "live" pay actions
- Consult with Talent if you have concerns or unique needs

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Bargaining Updates

Missy Matella, Senior Director
Employee and Labor Relations

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Electronic PRF Project

Sonia Potter, Director
HR Operations

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Legislative Update

Jeslyn Everitt, Assistant General Counsel
Office of the General Counsel

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Legislative Update

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October HR Partners Meeting
Wednesday, October 2
2:00 PM
Gumwood Room, Erb Memorial Union

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