

HR Partners Meeting

December 6, 2017

December Trainings

MyTrack

Friday Labs through December

11am–12pm

HR Conference Room

Part 1 Training 10am-12pm

Thursday, December 7th

Part 2 Training 10am–12pm

Thursday, December 14th

Recruitment and Hiring: Offer and

Onboarding Refresher 1pm-2pm

Wednesday, December 20th

Upcoming Events:

- *4J School Choice Presentation*
- *Beating the Winter Blues*
- *Your Relationship with Money*
- *How Optimism Can Improve Your Quality of Life*

Register on the MyTrack Learning Module.

HR Partners Meeting – December 6, 2017

AGENDA

- Year of Connection – Kaia Rogers, Acting Chief HR Officer
- Employee & Labor Relations Updates – Missy Matella, Interim Director
- 2018 Salary Increase Reminders– Sonia Potter, Director, HR Ops.
- Talent Acquisition Updates – Nancy Nieraeth, Director
- 2018 HR Partner Topics – Jen Mirabile, Sr. Programs & Services Coord.
- TEDTalk – Margaret Heffernan – Why It’s Time to Forget the Pecking Order at Work

Year of Connection

Strategic Initiatives:

1. Build on systems and processes implemented by central HR to maximize efficiencies and deliver thoughtful strategic outcomes.
2. Provide support and training for employment processes and practices.
3. Engage HR Partners to strengthen and support HR functions within UO's distributed HR model.
4. Reinforce and augment HR's partnership with UO leadership in the implementation of strategic initiatives.

Year of Connection

- Implemented a new suite of policies for Officers of Administration
- Launched the HR Advisory Team
- Offered new and enhanced training for MyTrack Recruitment and Learning modules, supervisor, and performance management training

Year of Connection

- Gathered feedback on salary increase process, onboarding resources, advertising needs, etc.
- Created web resources for Gender Identity, Expression and Transition in the Workplace

Year of Connection



Employee and Labor Relations

- OA Policy Implementation – ELR is looking forward to working with departments who have questions about these new OA policies in 2018
- United Academics – ELR successfully negotiated a 2 year continuation of faculty collective bargaining agreement
- SEIU –ELR will bargain next year in October 2018 -Chris Meade will work with SEIU negotiations team
- GTFF – ELR will negotiate next year October 2018 -Peter Ferris will be working with the negotiations team
- New police collective bargaining agreement will be ratified shortly and we will post this new agreement to our website
- ELR hopes to offer more resources for grievances, focusing on preventing problems before they reach the grievance stage, as well as, offer additional supervisor trainings in 2018

January 2018 Salary Increase Reminders

- December 4-10: Vice President's review and approval
- December 11-17: HR Review and notifications to units due.
- December 18-20: Units notify employees once they are informed their salary increase proposals approved.
- December 21: Payroll starts loading increases into Banner.
- January: HR applies the ATB only to eligible pro tempore, visiting and retired faculty.

Talent Acquisition

- MyTrack training and support update
- TTF hiring process update
- Background check vendor implementation

2018 HR Partner Topics

- Student Employee Recruitment/Hiring
- GE Hiring
- Onboarding
- Government Relations
- Performance Management
- Protecting Minors on Campus
- Using MyTrack Learning and Development Module –employees and supervisors

TEDTalk – Margaret Heffernan

Why It's Time to Forget the Pecking Order at Work

What's on your HR Mind?

RAFFLE TIME....

**AND THE WINNERS
ARE....**

Next HR Partner Meeting



Next HR Partner Meeting

Wednesday, January 10, 2018

2:00 PM

**Location: Crater Lake Rooms
Erb Memorial Union**