



One Community. Big Ideas.

HR Partners Meeting December 5, 2018

MyTrack Recruitment Module Training

Thursday, December 6th, 2PM-5PM

HR Training Room

New Employee Orientation,

Tuesday, December 11th, 8:15AM-12:00PM

Ford Alumni Ballroom

MyTrack Advanced Applicant Management

Tuesday, December 11th 2:30PM-4:30PM

HR Training Room

Tips to Keep your New Year's Resolutions

Tuesday, December 11th, 12:00PM-1:00 PM

Fenton Hall Room 110

Introduction to Business

Analysis and Techniques

Wed/Thurs. December 12th and 13th

8:30AM-4:30PM, HR Training Room

Information Session - 4J School Choice

Friday, December 14th, 12PM-1PM

HR Training Room

Upcoming Wellness Seminars:

- **Healthy Eating**
- **College 101 for Employees with College Bound Students**



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HR Announcements

- **HR Staffing Update**

HR Leadership Team

- **Oregon Equal Pay Act**

Missy Matella, Senior Director, Employee and Labor Relations

Nancy Nieraeth, Director, Talent Acquisition

- **OA Job Family Framework project**

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

- **Workplace Harassment and Discrimination Prevention training**

Tiffany Ray, HR Compliance and Training Officer

- **Banner 9 training**

Catherine Bonomini-Smith, Senior HRIS Data Analyst

HR Staffing

- Claire Pascual, Recruitment Specialist
- Melissa Koval, HRIS Data Analyst
- Searches in process
 - Senior Employee & Labor Relations Coordinator and Manager - ELR
 - Senior Affirmative Action Specialist – ELR
 - CHRO
- Future
 - Director, Classification and Compensation
 - Additional temporary positions in HR Operations and Talent
 - ELR Operations Manager



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HR Partner Network

HR Partner Network Then and Now:

- 2015 inaugural HR Partner meeting.
- 2015 HR Partner meetings include 20 minute HR training component.
- 2016 created HR Partner Directory - available on website.
- 2016 created resources for new HR Partners.
- 2016 offered an orientation program for new partners.
- 2017 HR Advisory Team formed.
- 2018 engaged HR Partners to lead August and December meetings.



Thank you!

Anna Duncan, Dean's Office, College of Arts & Sciences

Kenny Ly, Benefits Office, Human Resources

Jill O'Dea, Learning and Development, Human Resources

Tonya Perkins, Dean's Office, School of Law

Sue Russell, Human Resources



2019 - What's Next for HR Partners?



Today's Exploration:

If you had no limits or constraints, what **bold** idea do you have to **strengthen** our professional HR Partner network?



Crowd Sourcing Exercise

- Fun and casual.
- A way to spread innovation and ideas “out and up.”
- Serious and valid way to tap the wisdom of the entire group.



Exercise: Crowd Sourcing*

1. You'll have 5 minutes to write down your idea.
2. Then 5 minutes to network and pass the cards around. As you pass the cards, introduce yourself and share a fun fact about you! No need to look at the cards.
3. We will have 5 exchange and scoring rounds:
 - 1) Pair up and share idea on card
 - 2) Score idea 1-5, 1 low, 5 high
4. Add up all 5 scores.
5. Report out top scoring ideas.

*liberatingstructures.com

INCLUDING AND UNLEASHING EVERYONE

Step 1: Write Your Idea

If you had no limits or constraints, what **bold** idea do you have to **strengthen** our professional HR Partner network?

5 minutes to write down your bold idea

Step 2: Exchange the Cards

- 5 minutes to network and pass the cards around anonymously.
- Do not read any of the cards now.
- Exchange cards, introduce yourself, share a fun fact about yourself.

Step 3: Discuss Idea and Score

Conduct five 2-minute exchange and scoring rounds:

- Review the card.
- Pair up and share the idea on the card in your hand.
- Once sharing is complete, exchange cards and score.
- Scoring (1-5) 1 = low, 5 = high

Wait for facilitator signal and repeat step 3 a total of five times.



Great Ideas Revealed

- Add up the scores on the back of the card for a total score.
- Let's reveal our top ideas.



Action Steps for 2019

- Report out all ideas to HR Partners in the December highlights.
- Provide HR Leadership with December report for possible future action.
- We will update HR Partners Network as we make progress.



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Next HR Partner Meeting

Wednesday, January 9, 2019, 2:00 PM

Location: Gumwood Room 245
Erb Memorial Union