



One Community. Big Ideas.

# HR Partners Meeting

## February 6, 2019

**Register on the MyTrack Learning Module**

**Crucial Conversations Series**

February 7, 14, 21 and 28

**Influencer**

Tuesday, February 19

1:00PM – 5:00 PM

**Exploring a Supervisor's Role in Preventing  
Discrimination and Harassment**

Wednesday, February 20

9:00AM – 10:30AM

**Leadership in Student Supervision**

Wednesday, February 27

9:00AM – 12:00 Noon

**Student Employee Enhancement Summit**

March 14, 2019

**Oregon CUPA-HR 2019 Spring Conference**

Thursday, March 7 & Friday, March 8

Mt. Hood Oregon Resort

**Wellness Seminars for Faculty & Staff**

**Healthy Eating Series:**

**Debunking Dieting Myths**

Tuesday, February 12

12:00PM-1:00PM

**Preparing Your College**

**Bound Student Series:**

**How to Help Your Young Adult**

**Transition to College**

Friday, February 15

12:00PM – 1:00PM

**HR webinar resources:**

[www.cupahr.org/events/webinars/](http://www.cupahr.org/events/webinars/)

<http://www.cascadecenter.com/HR-Webinars>



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## AGENDA

- **HR Staffing updates**

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

- **HR Lunch Hour Conversations**

*Annie Herz, Associate Director, Employee and Labor Relations*

- **Workplace Harassment and Discrimination Prevention Training**

*Tiffany Ray, HR Compliance and Training Officer*

- **Talent Acquisition and Oregon Equal Pay Act updates**

*Nancy Nieraeth, Director, Talent Acquisition*

*Jenna Rakes, Associate Director*

*Diana Sobczynski, Senior Compensation Analyst*

- **Student Sexual and Gender Based Harassment and Violence Complaint and Response Policy and the Student Conduct Code**

*Jeslyn Everitt, Assistant General Counsel*

*Katy Larkin, Director, Student Conduct and Community Standards*

# HR Staffing Updates

## Active searches:

- Chief HR Officer
- Director of Classification and Compensation
- Sr. Affirmative Action Specialist
- ELR Operations Manager
- Interim Talent Acquisition positions

# HR Staffing Updates

## Recent hires:

- Chris Meade, Associate Director of Employee and Labor Relations
- 2 Interim Operations Specialists
- 1 interim HR Project Manager

## Promotions:

- **Catherine Bonomini-Smith**, Associate Director of HR Operations
- **Peter Fehrs**, Associate Director of Employee and Labor Relations
- **Annie Herz**, Associate Director of Employee and Labor Relations
- **Cindi Peterson**, Associate Director of Benefits
- **Jenna Rakes**, Associate Director for University Talent Acquisition

# HR Lunch Hour Conversations 2019

with Annie Herz & Chris Meade

## Potential Topics

- Navigating sick time
- Addressing conflict on your team
- Partial day absence guidance
- Setting up OA performance evaluations with rating consistency in mind
- Leave without pay
- Weingarten rights: Ensuring proper consideration

Other topics of interest?

Email Annie at [annhb@uoregon.edu](mailto:annhb@uoregon.edu)

# Workplace Harassment and Discrimination Prevention Training

- More than 1,000 employees have completed the training.
- We will be providing reports to Vice Presidents, Chiefs of Staff, Deans, and Associate Deans with HR responsibilities beginning this month.

# Workplace Harassment and Discrimination Prevention Training

**U EduRisk**  
*By United Educators*


Workplace Harassment and Discrimination Help

Menu **Transcript**

- Main Menu
- ▶ Introduction
- ▶ What Are Harassment and Discrimination?
- ▶ Who Is Protected?
- ▶ Dealing With Harassment and Discrimination
- Check Your Knowledge:**
- Ask Them to Stop
- Getting Through
- What If It's Me?
- Where to Report
- Taking Reporting Seriously
- Students of Any Gender can be Victims of Sexual Assault
- Employee Reporting Obligations
- Employee Reporting Obligations
- Employee Reporting Obligations
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Which of these is an inappropriate response if someone is harassing you? *Select the best answer.*

- Report the incident immediately.
- Tell your supervisor.
- Gossiping with coworkers.
- Tell the person to stop.



▶ SUBMIT



# Workplace Harassment and Discrimination Prevention Training

- If any of your staff experience an issue where the training does not want to progress:
  1. Pin Chrome to the task bar
  2. Restart the training
  3. After clicking on the link, go to the taskbar and click the thumbnail image

Please contact me if your staff has any technical questions: [tray@uoregon.edu](mailto:tray@uoregon.edu)



# Workplace Harassment and Discrimination Prevention Training

As an HR Partner you serve in an integral role in creating, promoting, and sustaining an environment that values diversity and inclusion. As part of that role, we invite you to:

- Complete
- Advocate
- Communicate
- Answer



# Talent Acquisition

## Service Model Update

- Assigned Recruiter Model Pilot
- Email consolidation
- Training review
- Call-in hours



# Oregon Equal Pay Act

- Announcements sent Monday to SLT, ALT, HR Council, AAL list, HR Partners
- Web resources
  - Implementation overview:  
<https://hr.uoregon.edu/recruitment/classification-compensation/oregon-equal-pay-act-implementation>
- Different processes by employee category
  - TTF
    - Approval for pay actions by OtP
  - NTTF
    - Approval for pay actions now required by OtP/VPRI



# Oregon Equal Pay Act

## OA

- Approval for pay actions depends on type of pay action (new Summary of OA Position and Pay Actions), whether job is common or non-common, whether proposed pay appears to create an OEPA concern
- New at PD stage: establish hiring range for new hires
- Additional review/approval where VP was previously final approver
  - No more % thresholds



# Oregon Equal Pay Act

## OA continued

- Expansions of duties, retention offers, offering outside of hiring range: could go to VPFA advisory panel
  - May include analysis of “bona fide factors” involving employees in similar positions
- Priorities



# Oregon Equal Pay Act

## Classified

- Approval for pay actions remains largely the same
- When proposing offer amounts, additional review may be required on proposed step



# Oregon Equal Pay Act

## Next Steps

What you can do:

- Communicate
- Have patience
- If urgent situation, reach out





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## **Next HR Partner Meeting**

**Wednesday, March 6th**

**2:00 PM**

**Location: Crater Lake Room North**