

Human Resources – Projects Summary and Purpose

HR Projects

- **Oregon Equal Pay Act Framework** - Ensure compliance with the Oregon law which currently prohibits employers from discrimination in the payment of wages for work of comparable character. Implementation team underway.
- **OA Salary Range (update)** - Implement an adjustment to the OA salary bands, in order to reflect UO pay practices and increases in the market and maintain competitive compensation levels across the institution.
- **Delegated Unit Partner Model Talent Acquisition Pilot - FASS** – Plan and develop a model for expanded delegation of unit responsibility related to recruitment and onboarding. Includes staff training. Implementation with Finance and Administration Shared Services (FASS).
- **Recruitment Process & Workflow** - (Blustain Report) - Review of HR's recruitment workflow and provide feedback on how recruitment related processes could be streamlined and continued improvements could be made regarding to service to campus. Convene stakeholder team to support implementation.
- **Recruitment: Position and Pay Actions Reporting** - Develop reporting tools to provide targeted information about recruitment process and timelines in order to enhance customer service.
- **Global Employment Review (SERMC)** - The University has considerable operations outside the US, which create compliance obligations. This is a working group within SERMC to provide recommendations on coordinating business operations abroad. SERMC = Strategic Enterprise Risk Management Committee
- **Workplace Harassment and Discrimination Prevention training (update)** - Update to align with the Student Sexual and Gender-Based Harassment and Violence Complaint and Response policy, which changed how employees are expected to respond to student disclosures of prohibited discrimination and harassment.
- **HR Internal Audit** - Audit of HR process to improve the effectiveness of risk management, internal controls, and governance managed by UO Office of Internal Audit.
- **Maxient Implementation**– Implementation of Maxient software to assist in tracking and timely response to ELR matters.
- **Bargaining** - SEIU and GTFF
- **ADA and Affirmative Action website integration** – Review and incorporate ADA and Affirmative Action information with HR Employee and Labor Relations web pages on HR website.
- **ADA Policy Development and Process Review**
- **HR Policy** - Review and revise in order to clarify policies and procedures related to University of Oregon employment. Identify and prioritize any updates needed and gaps in policy. Current focus on:
 - **Unrepresented Faculty Policies** – Office of the Provost (OtP) leading
 - **Workplace Violence Policy** – Safety and Risk Services leading
- **Office of the Provost/HR projects** - Review of roles and responsibilities related to the intersection of the offices in order to develop greater clarity and efficiency regarding UO employment processes and procedures specifically active recruitment, dual careers, delegated authority for faculty position/pay actions, Institutional Hiring Plan (IHP)
- **Banner 9 Admin Implementation** - Collaborate, consult, and support the Information Services (IS) upgrade to Banner 9 the campus-wide enterprise resource planning (ERP) system and subsequent Banner 9 Self Service Implementation.

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HR Cyclical/Operational Projects

- **Year End Performance Appraisal Tracking** - OA appraisal tracking implemented via MyTrack for improved tracking and reporting capacity.
- **High Volume HR Processes**
 - Recruiting
 - PRFs and renewals
 - Temp hires for camps
 - Sabbatical review
- **OA & Faculty Salary Increases** - Salary increases at the University of Oregon are established by employee group and in accordance with applicable collective bargaining agreements.
- **Faculty Equity Increase** - Satisfy and operationalize terms of the UA contract extension focused on an economic package including cost of living increases each year, a salary pool to address equity. For FY 19 Tenure Track Faculty: 1.25% across the board increase and 0.75% pool to address equity; Career Non Tenure Track Faculty: 2.0% across the board increase.
- **Affirmative Action Plan** - On an annual basis, as required by federal regulations, UO produces Affirmative Action Plans (AAPs). UO has engaged Biddle Consulting Group to assist in the preparation of our plans.
- **Benefits Open Enrollment** - Annual mandatory benefits enrollment.