

HR Community of Practice

January 13, 2021

2:00 PM-3:00 PM



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[The Aftermath of 2020: Managing Mental Illness at Work – Tuesday, January 19](#)
[Lane County Human Resource Association](#)

[Injury Prevention & Workers' Compensation - Supervisor Essentials](#)

Wednesday, January 20, 9AM-11AM

[Travel Policy and Concur Overview](#)

Thursday, January 21, 8:30AM-3PM

[The Biden Administration and the 117th Congress: Implications for Higher Ed HR](#)
CUPA-HR Webinar, Thursday, January 21

[Resilience in the Workplace](#)

CUPA-HR Webinar, January 27

[Excel Formulas-Basics](#)

Thursday, January 28, 9AM-12 Noon

[New Employee Orientation: YOU & UO](#)

Tuesday, February 2, 9:30AM-11:30AM

[Medical Leave Laws – Supervisor Essentials](#)

Wednesday, February 3, 9AM-11AM

[Building Health Relationships in the Workplace](#)

Wednesday, February 3, 1PM-2:30PM

CUPA-HR's [New 21-Day Racial Equity Habit Building Challenge: Black, Hispanic and Latinx](#)

Starts the week of January 18th

[The Inclusion Habit](#)

CUPA-HR On-Demand Webinar

AGENDA

- **Learning and Development**
Tiffany Lundy, Learning and Development Manager
- **HR updates**
Mark Schmelz, CHRO and Associate Vice President
- **OA Job Family Framework Project**
Kaia Rogers, Sr. Director, HR Programs, Services and Strategic Initiatives
Stephanie Neuhart, Director, Classification & Compensation
- **Talent Acquisition updates**
Nancy Niereath, Director, Talent Acquisition
- **Question & Answer**



Learning & Development

Tiffany Lundy, Learning & Development Manager

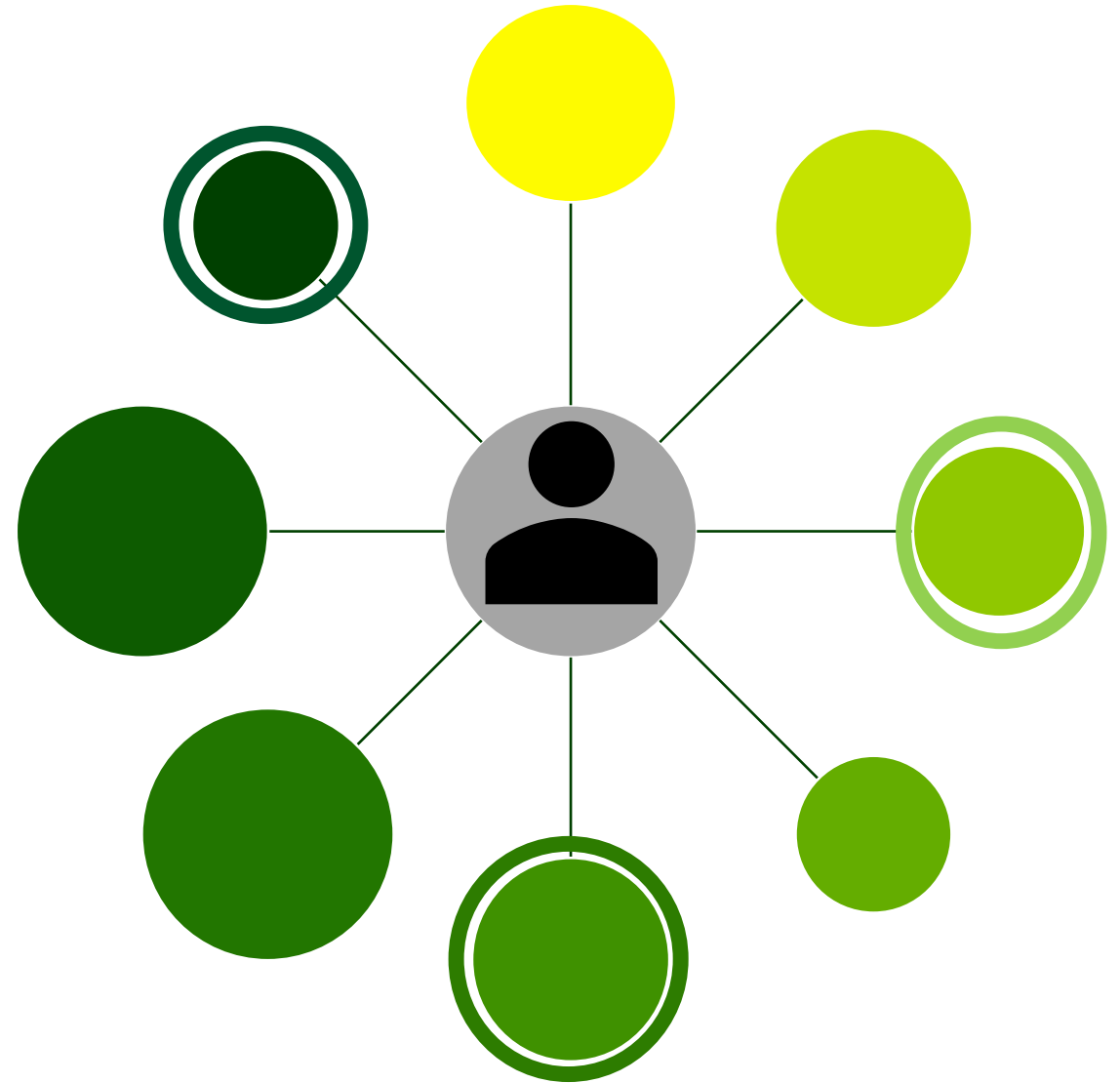


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Learning Ecosystem

- A learning ecosystem is a system of people, content, technology, culture, and strategy, existing both within and outside of an organization, all of which have an impact on both the formal and informal learning and development that goes on in the organization.

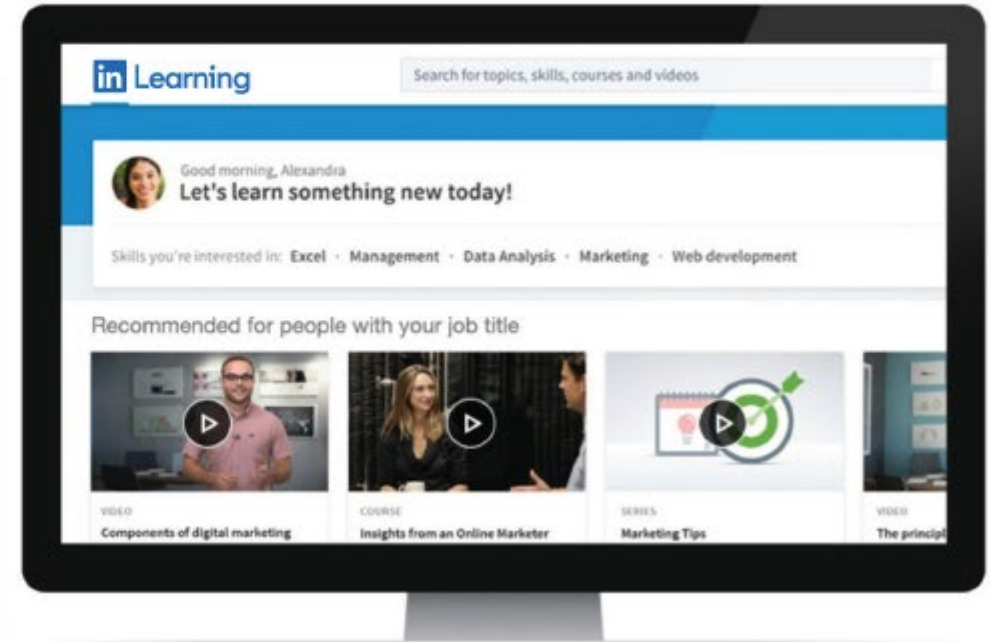


Breakout Rooms

- What people, resources, or tools do you use to support your individual learning and development?
- What people, resources, or tools do you recommend to the employees that you support?



Develop employees
with high-quality and
personalized online
learning



LinkedIn Learning is a leading online learning platform that helps anyone learn business, software, technology and creative skills to achieve personal and professional goals.

LinkedIn Learning lets you learn at your own pace. You can select courses relevant to your current role and interests.

- Content library of over 16,000 courses taught in 7 languages
- Training formats includes everything from full courses down to bite-sized videos



Getting started



Step 1

Sign in with UO credentials- Duck ID and password



Step 2

Connect with LinkedIn account or continue with creating a new account



Step 3

Create a profile, choosing course categories and skills that you are most interested in



Step 4

Set learning goals including scheduled reminders



Step 5

Start Learning!



Business

Creative

Technology

University of Oregon

Business Topics

Business Analysis and Strategy

Business Analysis

Business Intelligence

Business Strategy

Crisis Management

Data Analysis

Show All

Customer Service

CRM Software

Contact Centers

Customer Service Management

Customer Service Skills

Service Metrics

Show All

Leadership and Management

Business Software and Tools

Accounting Software

CRM Software

Cloud Storage Apps

Computer Skills

Data Analysis

Show All

Finance and Accounting

Accounting Skills

Accounting Software

Corporate Finance

Cryptocurrency

Income Tax

Show All

Marketing

Career Development

Career Management

Job Searching

Personal Branding

Show All

Human Resources

Compensation and Benefits

Diversity and Inclusion

HR Administration

HR Software

HR Strategy

Show All

Professional Development



Content recommendations specific to HR professionals:

- [Certification Prep: Professional in Human Resources \(PHR\)](#)
- [Certification Prep: SHRM-CP](#)
- [Becoming a HR Business Partner](#)
- [Finding and Retaining Talent](#)
- [Strategic Human Resources](#)
- [Cultivating Cultural Competence and Inclusion](#)
- [Driving Workplace Happiness](#)



Launch date: January 27, 2021

[Home](#)

LINKEDIN LEARNING



As a University of Oregon faculty, staff, or student you get university sponsored access to LinkedIn Learning — a combination of dynamic, online instructional content, videos and tutorials on the latest technology, software, business skills, creative talents, and personal hobbies.

What is LinkedIn Learning?

LinkedIn Learning is a leading online learning platform that helps anyone learn business, software, technology and creative skills to achieve personal and professional goals.

The content library has over 8,000 courses taught in 7 languages. They offer robust learning paths and thousands of bite-sized videos for learning 'in the moment.'

LinkedIn Learning lets individuals learn at their own pace. Individuals can select courses relevant to their current role in areas like Business, Technology and Marketing. Individuals can also pursue other passions! With courses on financial literacy, social media, even drawing and music theory.

When can I start using LinkedIn Learning?

LinkedIn Learning will be available to all faculty, staff, and students* on January 27, 2021 providing the UO community with increased access to grow and develop in the areas they care about. LinkedIn Learning can be used while on-the-job and outside work.

Access LinkedIn Learning on January 27, 2021

**LinkedIn Learning is available to almost all faculty and staff with a few exceptions. Only those with an Associate or Courtesy appointment do not have access.*

How can I learn more?



Take a tour of LinkedIn Learning



What's next?



LinkedIn Learning
overview



List of the content Areas



Single Sign on Link



Opportunities to Build
learning paths and
create custom content

HR Update

Mark Schmelz, CHRO and Associate Vice President



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OA Job Family Framework Project

*Kaia Rogers, Sr. Director, HR Programs, Services
and Strategic Initiatives*

Stephanie Neuhart, Director, Classification & Compensation



OA Job Family Framework Project

- High level review of project goals and progress
- Next steps:
 - School/College/Division leadership will be asked to review the draft Job Levels, their definitions, and preliminary OA position placements into those levels in February and March
 - A 3rd round of review by leadership will occur over the summer
 - Implementation is currently scheduled to begin Fall of 2021
 - The [OAJFF project webpage](#) will be updated with current information in early February



Draft level groupings:

- **Administrative Contributor** (coded as AC1 - AC3): Positions in this level grouping generally do not supervise other OAs or Classified staff, but may provide oversight or serve in a lead or senior role. Positions in this level grouping may supervise student and/or temporary employees.
- **Individual Contributor** (coded as P1 – P7): Positions in this level grouping generally do not supervise other OAs or Classified staff, but may provide oversight or serve in a lead or senior role. Positions in this level grouping may supervise student and/or temporary employees.
- **Management** (coded as M1 – M7): Positions in this level grouping supervise other OAs and/or Classified staff; may supervise OAs who supervise other employees.
- **Executive** (coded as EX1 – EX3): Positions in this level grouping have a campus-wide scope, are responsible for the development of strategic plans and initiatives, and are in the Executive OA Salary Band.
- **Dean** (coded as DN1 – DN3): Positions in this level grouping provide leadership in academic departments, programs, schools, or colleges.
- **Coach** (coded as CO1, CO2, HC1, or HC2): Coaches and Head Coaches in University Athletics.



Talent Acquisition Update

Nancy Nieraeth, Director, Talent Acquisition



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Talent Acquisition Update

- Job Elephant Update – advertising resource
- MyTrack new field feature



Questions and Answers

Please use the chat function in Zoom to submit questions – default to everyone so your questions are visible to all. Thanks!



**Thank you for attending today's
HR Community of Practice meeting.**

**The next HRCoP meeting is scheduled for
Wednesday, February 3, 2021.**

