

HR Community of Practice
March 3, 2021, meeting highlights

Learning and Development Opportunities

[Getting and Keeping Good Credit](#), Hosted by Cascade Centers, Inc., Tuesday, March 9, 9am or 12pm

[Nominations for UO Senate Committees](#) due March 12

[Supervisor Round Table: Challenges of Supervising Student Staff Remotely](#), Wednesday, March 17, 10am-11am

[Eldercare During the Pandemic](#), Wednesday, March 24, 2pm-3pm

April CUPA-HR Conferences

- [CUPA-HR Oregon Virtual Conference April 8 & 9](#)
- [CUPA-HR Virtual Spring Conference April 12-14](#)

Most Popular LinkedIn Learning Workshops

- [The six morning habits for high performers](#)
- [Diversity, Inclusion and Belonging](#)
- [Just ask: Kwame Christian on Discussing Race](#)
- [Microsoft teams essential training](#)
- [Uncovering unconscious bias in recruiting and interviewing](#)
- [Organizing your remote office for maximum productivity](#)

Agenda

- University Financial update
Jamie Moffitt, Vice President, Finance and Administration and Chief Financial Officer
- Transportation Services update
David Reesor, Director, Transportation Services
- Hiring Freeze update
Nancy Nieraeth, Director, Talent Acquisition
- Summer Term Appointments
Catherine Bonomini-Smith, Associate Director, HR Operations
- Years of Service Recognition
Sandee Bybee, HR Engagement and Communications Manager

Meeting Highlights

University Financial update

Jamie Moffitt, Vice President, Finance and Administration and Chief Financial Officer

Transportation Services update

David Reesor, Director, Transportation Services

- University Transportation Services is considering a Zonal Parking Concept to manage the limited parking resources on our campus.
- A Zonal Parking Program could help with the following areas:
 - Supply of permits-manage existing supply with ratio of permit sales.
 - Demand of spaces -to guide demand to available parking locations.
 - Campus Congestion -reducing the frequency of trips in the campus core.
 - Timing -reduce search time for employees and students
 - Price -reward those who park further out with lower cost permits
- Equity and budget considerations have been reviewed for this type of program.
- Our counterparts at OSU and WSU, who have implemented this type of parking system, have been very helpful in helping us understand the pros and cons of this type of program.
- We have distributed a survey to stakeholders to gather more information and data -take the survey at this link: [Zonal Parking Survey](#)
- We hope to incorporate all the stakeholder feedback with our report to leadership.

Hiring Freeze update

Nancy Nieraeth, Director, Talent Acquisition

- As a reminder, hiring freeze exceptions are not required for instructional pro tem positions for spring term, or for summer instructional positions.
- Summer administrative appointments and stipends will still require pay action freeze approval.
- The hiring freeze exception panel is considering additional updates to hiring freeze requirements for externally funded positions—stay tuned for more information.

Summer Term Appointments

Catherine Bonomini-Smith, Associate Director, HR Operations

- Summer new hires will follow last summer past practice and will not need hiring freeze exception approval. Details on what is required and who is a new hire is on our summer webpage.
- <https://hr.uoregon.edu/hr-operations/university-appointments/summer-term-appointments>
- Stipends and administrative appointments will continue to be reviewed and approved by the pay action review committee.
- To streamline the summer appointment process, we have made some changes to the process:
 - We have updated the submission process to decrease the amount of paperwork in 2 ways:
 - This year you will submit a PAW only instead of a PRF for all summer appointments.
 - The workflow submission is handled through brand new upload form. This form is active now and you can start submitting summer appointments as soon as they are known.
 - Our summer appointment guidance website is updated with these new changes. Email your Dean's office or hrops@uoregon.edu with any questions.

Years of Service Recognition

Sandee Bybee, HR Engagement and Communications Manager

- The list of 2020 years of service honorees was shared in an [Around the O article](#) this week.
- The UO community was invited to recognize the honorees with [personal notes of gratitude](#).
- The announcement also unveiled the new [Wall of Honor](#) that features Distinguished Ducks who have worked at the university for 25 or more years.
- In lieu of in-person celebrations, HR encourages unit leadership and supervisors to include recognition of honorees in opportunities at the unit and department levels.

- HR Partners can also help broaden the celebration effort by:
 - Reaching out to your leadership team to learn more about their plans and how you may be able to assist.
 - Sending personal notes of gratitude to honorees and encouraging others to do the same.
 - Connecting with those honorees in your unit/department who may not regularly check email. Direct communications have gone out to honorees via their UO email account, and we do not want anyone to miss their individual recognition.
- If you or an employee has a question about why they are or are not included on the list of honorees, please contact me directly, (sandeep@uoregon.edu) and I will help answer questions and resolve issues.

Our next HR Community of Practice meeting is scheduled for Wednesday, April 7 at 2PM.