

HR Community of Practice

July 1, 2020

2:00PM-3:00PM



UNIVERSITY OF
OREGON

Human
Resources

Search Advocate Training Multi-Day Workshop - July 2020

The Search Advocate training curriculum prepares faculty and staff to serve as advocates on search committees. This is a multi-day commitment. Attendance in all sessions is required to be certified as a Search Advocate.

- Monday 7/13/2020- 9:00 am-1:00 pm
- Tuesday 7/14/2020- 9:00 am-1:00 pm
- Wednesday 7/15/2020 8:30 am-12:30 pm
- Thursday, 7/16/2020, 1:00 pm -5:00 pm

Physical Distancing

This online course is offered by Environmental Health and Safety

Register on the MyTrack learning module

Connections Coffee Break for Current Supervisors

Hosted by the Employee Engagement Committee
MyTrack registration required –July sessions

Diversity: Equity & Inclusion for HR Professionals

Wednesday, July 8, 11AM-12PM

<https://cascadecenters.com/Webinars>

Mental Health Discussion with HR Community of Practice

Wednesday, July 15, 2PM-3PM

MyTrack registration required

AGENDA

- **HR Community of Practice Year in Review**

Mark Schmelz, CHRO and Associate Vice President

- **HR Updates**

- **Vacation Cap**

Mark Schmelz, CHRO and Associate Vice President

- **Unemployment Compensation**

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

- **UO Voluntary Summer Work Share Program**

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

- **Bargaining update**

Missy Matella, Senior Director, Employee and Labor Relations

- **Resumption Planning**

Missy Matella, Senior Director, Employee and Labor Relations

Mark Schmelz, CHRO and Associate Vice President

- **Question & Answer**



HR Community of Practice Year in Review

Mark Schmelz, CHRO and Associate Vice President



HR Community of Practice

Competencies

Professional Development

Outreach and Connection

HR Community of Practice

University HR

Overall HR support & leadership, strategy, innovation, and expertise for the University

Unit Based HR Professionals

Strategic support, substantial HR acumen, key advisors within units, workforce planning and translation of department mission into HR strategy

Unit Based HR Practitioners

Transactional and process support, troubleshooting, directing to resources, examples: MyTrack, personnel forms (PRF)



Strategic Principle - 1

Continuously improve, develop, and provide support and training for HR practices, systems and processes to maximize effectiveness and efficiencies and deliver thoughtful strategic outcomes that support a diverse and inclusive University and contribute to University success.

FY 2020 Goals

- Talent process reviews
- ADA enhancements
- Classification and Compensation (CLCO) Unit Formation – tools, data
- GE pay process review

COVID-19 Response

- Created automated process for submission of pay actions
- Created automated tools in support of workshare program



Strategic Principle - 2

Lead engagement of the campus workforce to enhance the employee experience and foster an inclusive environment connecting members of the campus community to institutional priorities and contributing to University success.

FY 2020 Goals

- Flex work policies
- Bargaining communication
- Learning and Development
- You and UO – New Employee Orientation enhancements

COVID-19 Response

- Employee and supervisor messaging and support/tools
- Created numerous new employee benefits and negotiated them with unions
- Supporting information in multiple formats – videos, FAQs, specific training, web accessible, dedicated email account to facilitate responses.
- Stood up new resources for employees, managers and supervisors
(cited by CUPA HR)



Strategic Principle - 3

Engage HR professionals and practitioners on campus to enhance HR knowledge, skills, and abilities. Leverage the strength of the full HR community in delivering campus HR services with shared core values.

FY 2020 Goals

- HR Community of Practice
- Web Maintenance / Upgrade
- Workgroup participation
- Professional Development sessions

COVID-19 Response

- Increased HR community zoom sessions
- Increased deployment of tools/resources for implementation/action in units
- Movement of professional development online



Strategic Principle - 4

Reinforce and augment HR's partnership with UO leadership in the implementation of strategic initiatives.

FY 2020 Goals

- OA Job Family Framework (OA JFF)
- Bargaining
- Workplace Harassment and Discrimination Training

COVID-19 Response

- Hiring and Pay Action Freezes
- Workforce planning, move to remote, and return to campus efforts



The “routine” work has continued

- Benefit question responses
- Recruitment
- Pay action processing
- Data gathering
- Affirmative Action reporting
- ELR consultation
- Union engagement
- Learning and Development
- Grievance response
- Onboarding
- Management/Supervisor consultation
- Performance management
- Leave administration
- OEPA compliance work
- EODs



A year in glance by numbers....

- 87 formal ADA accommodation matters handled and numerous informal consultations with departments and employees
- April 2019 to March 2020
 - 1104 PDs approved (excludes EODs or reclasses)
 - 649 recruitments or direct appointments
 - 1105 offers
- More metrics to come....



Where are we heading?

- COVID-19 response will continue
- Use and learn from our response and what has been created
- Use and learn from response to inform further work on competency building in the community
- Increased use of metrics to inform our direction and decisions



Vacation Cap

Mark Schmelz, CHRO and Associate Vice President



Unemployment Compensation

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



Unemployment Compensation

- <https://hr.uoregon.edu/programs-services/covid-19-resources/unemployment-insurance-benefits>



UO Voluntary Summer Workshare Program

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



UO Voluntary Summer Workshare Program

- Participant Guide: <https://hr.uoregon.edu/programs-services/uo-voluntary-summer-work-share-program/uo-voluntary-summer-work-share-program>
- 4th of July holiday information: <https://hr.uoregon.edu/programs-services/uo-voluntary-summer-work-share-program/faq-uo-voluntary-summer-work-share-program#holiday>
- Leave usage information: <https://hr.uoregon.edu/programs-services/uo-voluntary-summer-work-share-program/faq-uo-voluntary-summer-work-share-program#Can I use accrued leave while I am participating in the Work Share program>



Bargaining update

*Missy Matella, Senior Director, Employee and Labor
Relations*



Bargaining update

- <https://hr.uoregon.edu/employee-labor-relations/employee-groups-cbas/negotiation-updates/bargaining-updates-united>



Resumption Planning

Missy Matella, Senior Director, Employee and Labor Relations

Mark Schmelz, CHRO and Associate Vice President



Resumption Planning

- <https://www.uoregon.edu/return-campus-2020>



Questions and Answers

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



University of Oregon COVID-19 website

- [COVID -19 Information and Updates](https://www.uoregon.edu/coronavirus) <https://www.uoregon.edu/coronavirus>

UO Human Resources specific COVID-19 webpages

- [COVID-19 Resources for Faculty and Staff](https://hr.uoregon.edu/programs-services/covid-19-resources-faculty-and-staff)

<https://hr.uoregon.edu/programs-services/covid-19-resources-faculty-and-staff>

- [COVID-19 Resources for Supervisors & HR Partners](https://hr.uoregon.edu/programs-services/covid-19-resources/covid-19-resources-supervisors-hr-partners)

<https://hr.uoregon.edu/programs-services/covid-19-resources/covid-19-resources-supervisors-hr-partners>

- [Extended Benefits Program](https://hr.uoregon.edu/myjob&benefits)-<https://hr.uoregon.edu/myjob&benefits>

- [Temporary FMLA Expansion](https://hr.uoregon.edu/benefits/employee-leaves/temporary-fmlaofla-expansion-due-school-closure)

<https://hr.uoregon.edu/benefits/employee-leaves/temporary-fmlaofla-expansion-due-school-closure>

- [UO Emergency Paid Sick Leave](https://hr.uoregon.edu/programs-services/covid-19-resources/covid-19-employee-leave-options)

<https://hr.uoregon.edu/programs-services/covid-19-resources/covid-19-employee-leave-options>

- [Employee Exposure Grid](https://uoregon.edu/coronavirus-guidance)-<https://uoregon.edu/coronavirus-guidance>

- [Unemployment Insurance Benefits](https://hr.uoregon.edu/unemployment)-<https://hr.uoregon.edu/unemployment>



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

**The next HRCoP meeting is scheduled for
Wednesday, August 5, 2020.**



UNIVERSITY OF
OREGON

Human
Resources