

HR Community of Practice Virtual Meeting

March 1, 2023

2:00 PM



UNIVERSITY OF
OREGON

Human
Resources

[Youth Program Administrator Conference](#)

Thursday, March 2, 9:30 a.m. – 11:00 a.m.

[New Employee Orientation Program: Campus
Community & Engagement](#)

Thursday, March 2, 3:00 p.m. – 4:30 p.m.

[Student Employee Enhancement Summit,](#)

Thursday, March 9, 10 a.m. – 3:30 p.m.

Multiple sessions including:

Empowering Students to Lead their Own 1:1 Meetings

The Six Stages of Effective Hiring

An Insider's Guide to UKG

Intercultural Teams: Cultural Competence for Supervisors

Creating a Healthy and Supportive Work Environment

[Employment Law Conference](#)

hosted by Stoel Rives, LLP, Thursday, March 9, 7:30 a.m. –
4:30 p.m., Oregon Convention Ctr.

[Excel Formulas – Advanced](#)

Tuesday, March 14, 9:00 a.m. – 11:00 a.m.

[Compassion Fatigue](#)

Hosted by Canopy, Mar. 16, 8:45 a.m. 9:15 a.m.

[Navigating Learning and Development
Opportunities at UO](#)

March 16, 10:00 a.m. – 11:50 a.m.

[CUPA-HR Washington Update](#)

March 16, 9:00 a.m. – 9:30 a.m.

[Crucial Conversations for Mastering Dialogue](#)

Starts Thursday, April 13, 9:00 a.m. – 4:30 p.m.



Training Ideas for HR Partners:

Upcoming Live Events:

[Customer Service Skills Training: Certification for Higher Education Professionals](#) | March 29-31, 2023

[Support and Retain Latinx Leaders in Higher Education: A Training for All Leaders](#) | March 21, 2023

[How to Maintain Trust in Teams During Transitions](#) | March 29, 2023

[Supervision Certificate Program](#) | Register now to join the March 6 cohort

[Emotional Intelligence for Academic Teams: A 5-Day Course](#) | Cohorts begin every Monday

[Practicing Mindfulness: A 9-Day Program for Higher-Ed Professionals](#) Cohorts begin every Monday

[Higher Education in America: A 4-Day Foundational Course](#) | Cohorts begin every Monday

In honor of Women's History month, here are some women's leadership resources:

[Inclusive Leadership: Understand Your Intersecting Identities to Better Serve Others](#) | Recording

[Advocating for Yourself in Personal and Professional Relationships](#) | Recording

[Emotional Intelligence as a Key Driver for Advancing Women Leaders](#) | Recording

[Gender and Confidence: Why Higher Education Needs More Women to Advocate for Themselves and](#)

[Each Other](#) | Recording



Welcome New HR Partners



Karen Kossow
CBSO HR Specialist



Tracy Lilley
Interim Benefits
Coordinator



Laraine Clawson
Operations Assistant
CAS Academic
Support Unit 7



AGENDA

- Behavioral Evaluation Threat Assessment (BETA) Team
Shelly Clark, Interim Threat Assessment Case Coordinator, Safety and Risk Services
- HR Training Modules
Kaia Rogers, Chief of Staff and Senior Director, HR Programs & Services
- HR Programs updates
Jen Mirabile, Assistant Director, HR Programs and Services
- Volunteer Forms
Lisa Taylor, Assistant Director, Insurance & Risk, Safety and Risk Services
- Oregon CUPA-HR Spring Conference & Board Elections
Catherine Bonomini-Smith, Senior Associate Director, HR Operations

Behavioral Evaluation Threat Assessment Team (BETA)

*Shelly Clark, Interim Threat Assessment Case Coordinator
Safety and Risk Services*



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A crisis is an emotional and physical response to some precipitating event or series of events that disrupts our normal day-to-day functioning.



Distress and crisis are a part of every student's life.



COMMON Student Concerns

- Anxiety
- Depression
- Academic stress
- Difficult or unexpected life experiences
- Cultural identity
- Trauma
- Alcohol and drug misuse
- Body image and disordered eating
- Thoughts of suicide

From: University Counseling Services

<https://counseling.uoregon.edu/>



What happens when a student needs help?

Student Behavior is noticed

Students are approached or approach someone for help

Staff/Faculty/Peers/Family submit their concern

Dean of Students Team Receives Report

Community Care and Concern Form

The screenshot shows a web browser window with two tabs: "Report a Concern | Dean of Stud..." and "Community Care and Support Fo...". The address bar shows "cm.maxient.com/reportingform.php?UnivofOregon&layout_id=1". The form is titled "Background Information" and includes the following fields:

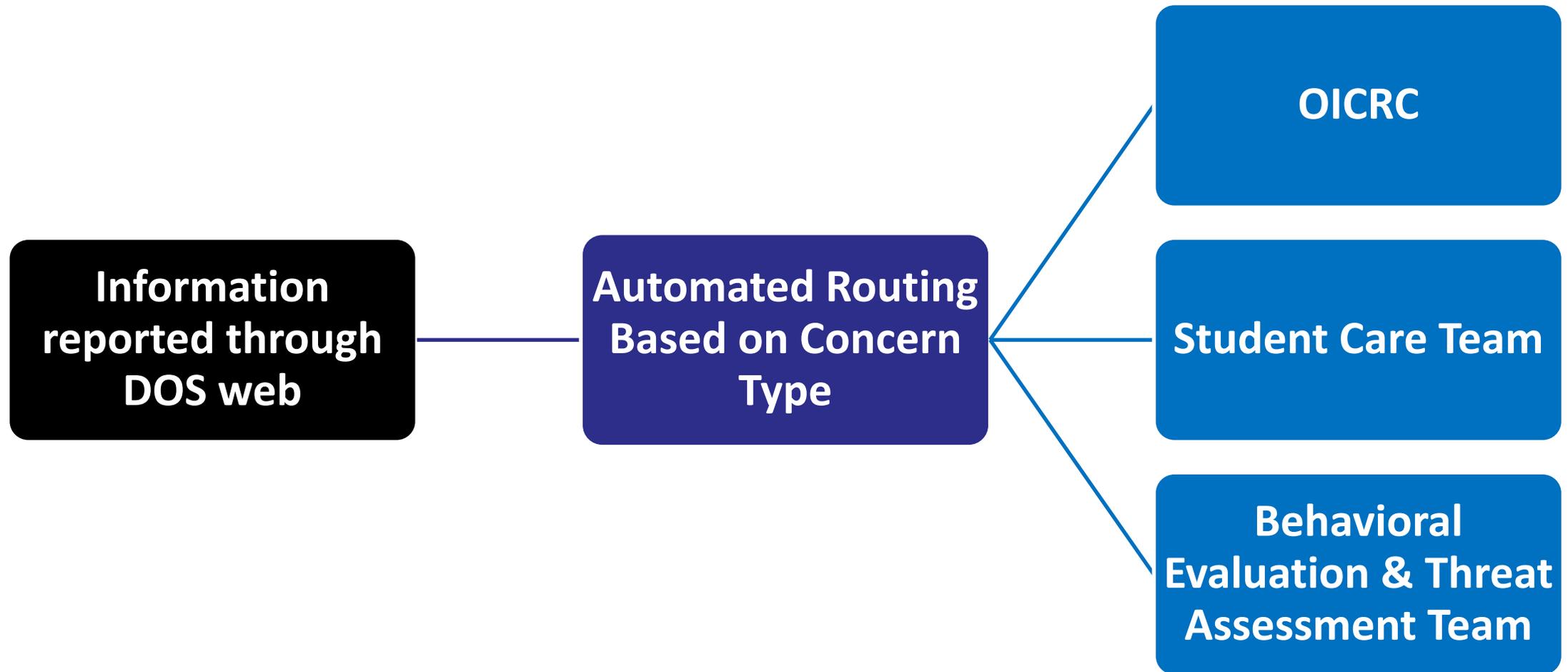
- Your full name:
- Your position/title:
- Your phone number:
- Your email address:
- Type of Concern (Required):
 - General Concern
 - Financial Concern
 - Suicide Concern
 - Safety Risk or Concern
 - Concerning Communication
 - Academic Freedom Concern (*For Faculty)
 - Mental Health Concern
 - Physical Health Concern
 - Threat of Physical Harm to Others
 - Homicidal Ideation
 - Student Death
 - Missing Student
- Date of incident (Required):
- Time of incident:
- Location of incident (Required):
- Specific location:

At the bottom of the form, there is a section titled "Person(s) of Concern" with the instruction: "Please list the individuals involved (excluding yourself), including as many of the listed fields as you can provide. If you need to add additional involved parties, please click 'add another.'". Below this instruction is a table with the following columns:

Name	Select Gender	Select Involvement	ID Number
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
DOB (YYYY-MM-DD)	Phone number	Email address	Hall/Address

Link: <https://dos.uoregon.edu/report-concern>

Information Workflow



Crisis Intervention Teams

**Student Care
Team**

**Title IX Case
Management**

**Behavioral
Evaluation
&
Threat Assessment
Team**

BETA Team Purpose

The UO Behavioral Evaluation and Threat Assessment Team (BETA-Team) assesses the risk of physical violence resulting from written, online, or verbal threats.

BETA is not a decision-making body but can make recommendations on mitigation strategies to department and university leadership.

BETA provides safety planning to those impacted.

BETA Team Members

**Office of the
Provost**

**Counseling
Center**

**Safety &
Risk Services**

OICRC

**General
Counsel**

**Human
Resources**

Student Life

**UO Police
Department**

BETA Team Consultative Partners

**Eugene Police
Department**

**Association of
Threat
Assessment
Professionals**

FBI

**Work Trauma
Services**

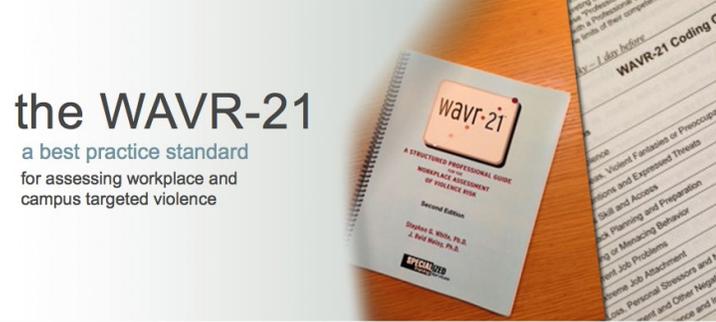
**University
Housing**

**Student Care
Team**

**Title IX Risk
Assessment
Team**

**Demonstration
Team**

WAVR-21 – Workplace Assessment of Violence Risk



the WAVR-21
a best practice standard
for assessing workplace and
campus targeted violence

1

The primary focus of the WAVR-21 is to assess the risk of workplace or campus *homicidal targeted violence*.

2

The secondary purpose of the WAVR-21 is to capture other forms of problematic aggression. The WAVR may be used to identify and assess the risk, frequency, and severity of non-homicidal aggression such as stalking, disruptive anger problems, menacing behavior, and bullying.

3

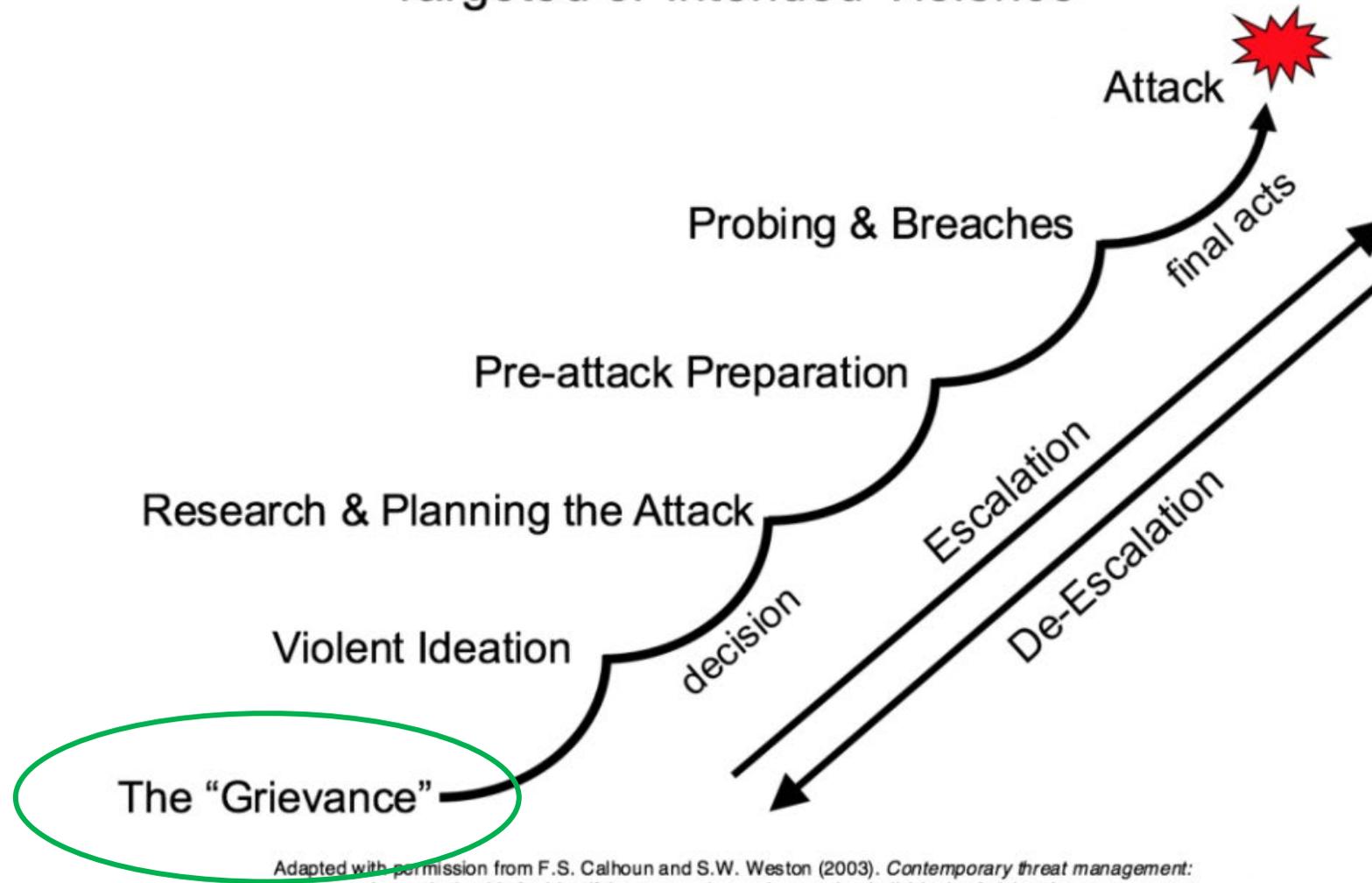
The item domains of the WAVR include both static and dynamic factors. The WAVR items include psychological, behavioral, historical, and situational factors associated with targeted violence, including intimate partner violence posing a threat to a workplace or campus.

4

An evidence-based tool. By incorporating scientific findings in its definition of violence risk factors, the WAVR-21 attempts to bridge the gap between research and the case management needs of practicing professionals.

Source: <http://www.wavr21.com/the-wavr-21/>

Pathway to Workplace and Campus Targeted or Intended Violence



Adapted with permission from F.S. Calhoun and S.W. Weston (2003). *Contemporary threat management: A practical guide for identifying, assessing and managing individuals of violent intent.*
© 2003 F.S. Calhoun and S.W. Weston. All rights reserved.

Behaviors of Concern

- History of violence or threats of violence
- Intimidating behavior
- Angry or argumentative behavior
- Interest, fascination & easy access to weapons
- Romantic obsessions
- Extreme stress
- Blaming others for problems
- Retaliation against perceived injustice

Behaviors of Concern

- Decrease in productivity and/or inconsistent work patterns
- Elevated frustration with the environment
- Major changes in mood or behavior
- Minimal support systems
- Chemical dependency (alcohol or drugs)
- Suicidal thoughts
- Some mental illness symptoms (e.g., command hallucinations, extreme disorganization)

Stabilizers

- Positive attachments to others (friends and family)
- Genuine remorse for fear-inducing conduct
- Obeys limits set by employers or authorities
- Taking action to address actions
- Seeing a future beyond grievance
- Positive coping skills
- Treatment compliance

Safety Planning Resources:

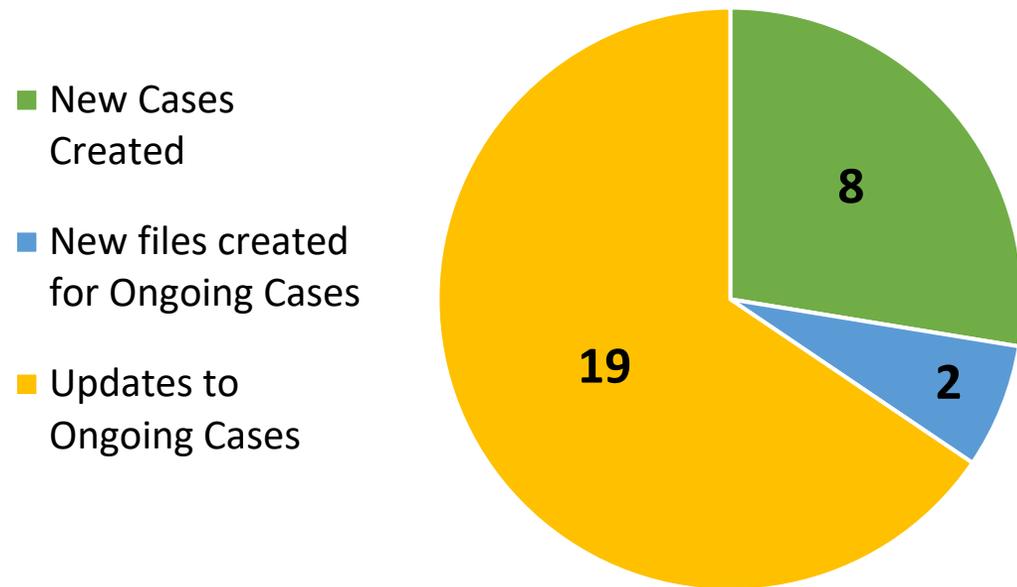
- Self Defense Classes – Pepper Spray
- Duck Rides
- Safety Escorts
- Extra Patrol Requests
- Vacation Watch
- Emergency Phones
- 1:1 Safety Planning
- Physical Security Assessments

Link: <https://police.uoregon.edu/services>

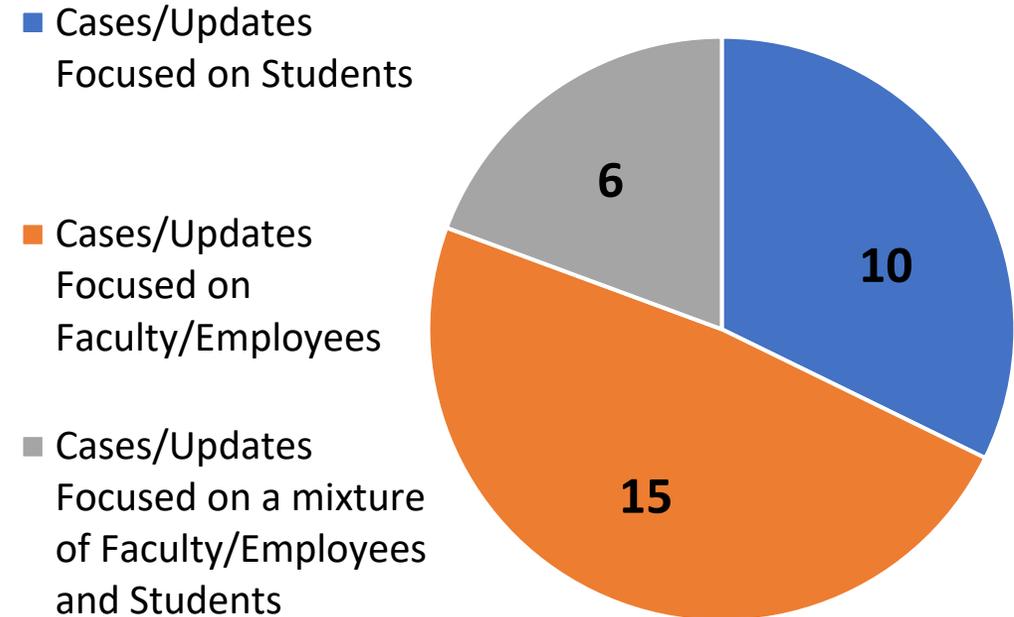


Fall 2022

Overview of Case Activity



Discussions of the BETA Team



Cases moved to inactive status: 8

Fall 2022

- Request of safety planning resources for domestic violence
- Safety concerns regarding an estranged spouse
- Individuals experiencing paranoia or disconnection from reality and causing fear in co-workers
- Safety for the community when separating an individual from an organization/employment
- Individuals that are holding onto a grievance against the University regarding separation from employment (sometimes for months or years)
- Multiple incidents of harassing callers
- Individuals that express repeated disagreements about decisions supported by the University
- Multiple concerns related to academic freedom
- Anonymous individuals signing campus members up for extremist list serves
- Outside community members using campus services and being aggressive toward staff
- Individual expressing violent ideation and inappropriate behavior toward women

Takeaways:

- Our data from Fall 2022 indicates that employment information can be a powerful indicator of how someone is doing.
 - Please submit reports when something feels “off”
 - Consultation is encouraged
 - Resources to support employees is an area of need
- When training front line staff...

Takeaways:

- Not everything is a threat – different tolerances for behavior
- Action taken without BETA input can escalate a situation
- Often we are responding to psychological safety vs. actual physical safety

Helpful Resources:

- [Assisting Students Quick Guide](#)
- [Student Care Team Overview](#)
- BETA and WAVR-21 Overview (Handout)
- Helpful Resources from the BETA Team (Handout)
- [Academic Freedom Website](#)
- [External Engagement Support & Resources for UO Employees](#)

Thank you!

Shelly Clark, Threat Assessment Case Coordinator, sclark16@uoregon.edu

Krista Dillon, Senior Director of Operations for Safety & Risk Services, kristam@uoregon.edu

Don Morris, Captain with the UO Police Department, Donald.morris@uopd.org



HR Training Modules

*Kaia Rogers, Chief of Staff and Senior Director
HR Programs & Services*



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HR Training Modules

<https://hr.uoregon.edu/HRCP-training-program>



HR Program Updates

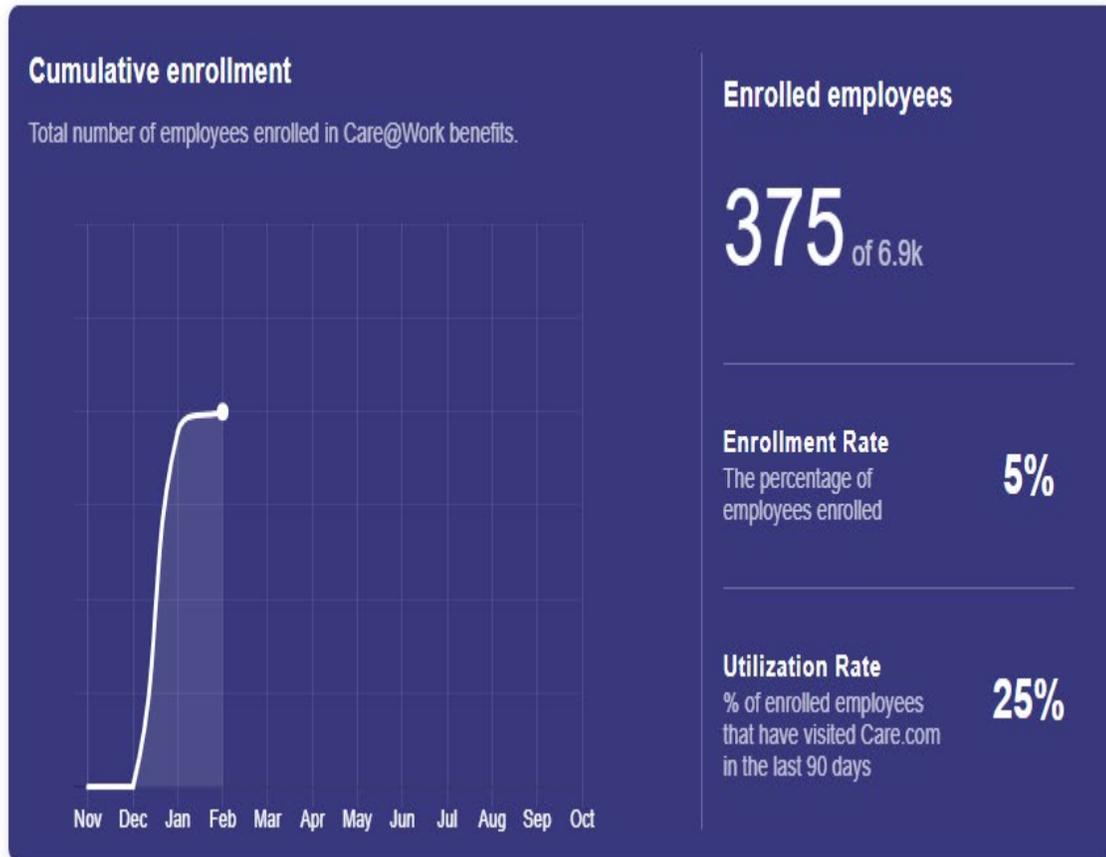
*Jen Mirabile, Assistant Director
HR Programs and Services*



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Care.com Membership update



Care.com

79% - Caregiving, Eldercare, Special Needs, Tutoring

8% - Housekeeping

13% - Pet Care

Care Gigs – everything else

LifeMart – Discounts on goods/services

Care Talks – Diverse topics presented by experts in the field



Canopy -Housing Assistance for New Hires

- New hires relocating to Eugene now have access to housing support from Canopy (before their employee start-date)
- Resources for renters and for those interested in buying a home
- Add this flyer as a resource for your new hires looking for housing in Lane County

Housing Support and Financial Coaching

Considering buying a home?
Looking for a place to rent?

Canopy can help with free and confidential services:

- Unlimited financial coaching and education
- Discounts and guidance when you buy, sell, or refinance your home
- Resources for renters including assistance locating temporary or emergency housing
- Webinars and learning modules

Contact Canopy or use the Virtual Care Navigator to create a customized plan

call: 800-433-2320
email: info@canopywell.com
visit: my.canopywell.com

SCAN ME

canopy



Canopy Workshops



- University of Oregon receives 9 free instructor-led seminars
- List of offerings can be found on the HRCP Highlights webpage
- Have an interest in hosting a seminar for your department? Reach out to Jen Mirabile to discuss using a free session.
- Canopy works with departments to develop send customize seminars based on your workplace needs – typically \$350 fee.



Volunteer Forms

*Lisa Taylor, Assistant Director, Insurance and Risk
Safety and Risk Services*



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Volunteers Forms & BOLI why the form matters

- Who is a UO volunteer?
- Completing the volunteer form
- Submitting/retention rules
- Common Q&A



Completing the form

- Department fills in assigned duties, number of hours, and supervisor name
- Volunteer reviews, completes signature, provides to supervisor
- Department supervisor signs and sends a copy to riskmanagement@uoregon.edu
- Retention is 3 years from last date of volunteer activity.
- New form every fiscal year



Why do we need this form?

- Boli labor laws
- Allows risk office to assess the exposure to the University
- Minor children – background check requirements



Ducks helping Ducks

- Can a university employee volunteer?
- Can a volunteer receive reimbursement for expenses?
- Are volunteers covered by workers' compensation?



Oregon CUPA-HR

*Catherine Bonomini-Smith, Senior Associate Director
HR Operations*



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CUPA-HR Oregon Chapter

2023 Spring Conference – May 4 & 5
Hallmark Resort, Newport, Oregon

<https://chapters.cupahr.org/or/events/>

Elections for Oregon CUPA-HR Board

<https://chapters.cupahr.org/or/about/>



Thank you for attending today's
HRCP meeting.

The next HRCP meeting is
Wednesday, April 5, 2023

