

HR Community of Practice

June 7, 2023

2:00 PM-3:00 PM



UNIVERSITY OF
OREGON

Human
Resources

[BOLI - Wage & Hour Laws and Payroll Issues](#)

Tuesday, June 13 & Wednesday, June 14, 10:00 a.m. – 3:00 p.m., Portland, Oregon

[Supervisor Round Table: Student Unionization](#)

Monday, June 12, 10:30 a.m. – 11:30 a.m.

[Improving Diversity, Equity and Inclusion in the Workplace](#)

Tuesday, June 13, 10:00 a.m. – 10:30 a.m.

[Succeed at Work: Diversity in the Workplace](#)

Thursday, June 15, 10:00 a.m. – 11:00 a.m.

[Academic Impressions](#)

[Five Paths to Leadership Self-Assessment](#)

[Five Paths to Leadership Self-Assessment](#)
[Debrief Session](#)

[Lane County HR Association meeting](#)

Tuesday, June 20, 7:30 a.m. – 9:00 a.m.

[BOLI Virtual Training Offerings](#)

Monday, June 26 – Friday, June 30

[Crucial Conversations for Accountability](#)

July 10, 12, 14, 18 and 20, 10:00 a.m. – 11:30 a.m.

[Crucial Conversations for Mastering Dialogue](#)

In-person course, July 19 and 20, 9 a.m. – 4:30 p.m.

[HR Orientation for New HR Partners](#)

Tuesday, July 18, 10:00 a.m. – 11:30 a.m.

[HR Community of Practice: Training and Resources](#)

[SHRM Mental Health Virtual Retreat Webcast](#)

[CUPA-HR Washington Update On Demand Webinar](#)





Jamie Price, HR Specialist
CBSO Team



Jen Rea, Associate Director
College of Arts and Sciences



Naomi Avalos Gonzalez
Admin Suite Support Specialist
Law School



Megan Flanigan
Diversity, Equity &
Inclusion Analyst, Talent
Acquisition, University HR



Wendy Fuller
HR Operations Coordinator
HR Operations, University HR



Jules Jones, Intr. Academic Personnel Mgr.
Dean's Office College of Arts and Sciences



AGENDA

- Legislative updates
Jenna Adams-Kalloch, Senior Director, State Affairs
- Institutional Hiring Plan 23/24
Maeve Anderson, Associate Director, Talent Acquisition
- Required Workplace Notices & Posters
Jen Mirabile, Assistant Director, HR Programs and Services
- HR Operations updates
Catherine Bonomini-Smith, Sr. Assoc. Director, HR Operations
- Staffing updates





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ADVOCATES

Legislative Update

**Jenna Adams-Kalloch, Senior Director
State Affairs**

HR Community of Practice, June 7, 2023



State Affairs at University of Oregon

- **Government and community relations department**
- **State Lobbying Team: Two in-house, One Contract**
- **Main role: Advocating for more funding for UO through Public University Support Fund, increased financial aid, support for UO programs**
- **Relationships with Governor's Office, BOLI, State Agency including Higher Education Coordinating Commission**

2023 Legislative Session

2023 Session Calendar													
JANUARY							FEBRUARY						
S	SA	T	W	T	F	S	S	SA	T	W	T	F	S
1	2 New Years Day (Obs.)	3	4	5	6	7				1	2	3	4
8	9 Og. Days-Swearing In	10 Trainings	11 Trainings	12 Trainings	13 LC Draft Report Deadline	14	5	6	7	8	9	10	11
15	16 MLK Day	17 Session Begins	18	19	20	21	12	13	14	15	16	17 Legislative drafts	18
22	23	24	25	26	27	28	19	20 President's Day	21 Measure Intro. Deadline	22 Revenue Forecast	23	24	25
29	30	31					26	27	28				
MARCH							APRIL						
S	SA	T	W	T	F	S	S	SA	T	W	T	F	S
			1	2	3	4							1
5	6 Spring Break (Obs.)	7	8	9	10	11	2	3	4 1st Chamber WS Deadline	5	6	7	8
12	13	14	15	16	17 Final Work Session	18	9	10	11	12	13	14	15
19	20	21	22	23	24	25	16	17	18	19	20	21	22
26	27	28	29	30	31		23/20	24	25	26	27	28	29
MAY							JUNE						
S	SA	T	W	T	F	S	S	SA	T	W	T	F	S
	1	2	3	4	5 Final work session	6				1	2	3	
7	8	9	10	11	12	13	4	5	6	7	8	9	10
14	15	16	17 Revenue Forecast	18	19 2nd Chamber WS	20	11	12	13	14	15 Target Date	16	17
21	22	23	24	25	26	27	18	19 Juneteenth Holiday	20	21	22	23	24
28	29 Mem. Day	30	31				25 Constitutional Review	26	27	28	29	30	
Dates subject to the adoption of CR (2023 Regular Session)													
Organizational Day	Member swearing in; organization; and first reading of pre-session filed bills												
Training Days	Member and staff trainings												
Leg. Counsel Deadlines	Deadlines for bills to be requested, returned by LC, and introduced (after these deadlines, subsequent drafts and intros count against per legislator limits. See SR 13.15(2); HR 12.35												
State Holiday	Holiday												
Important Session Dates	Deadlines do not apply to Rules, Revenue, or Joint Committees. Joint Transportation and Joint Gambling Regulation adhere to the second chamber deadline only.												
Floor Sessions	Senate and House floor sessions will be announced by the Senate President or House Speaker. Daily floor sessions begin on Monday, March 6th, 2023.												

- Began on January 17 and is constitutionally required to wrap up by June 25, 2023
- Negotiating state budget for July 2023 – July 2025

New
Leadership,
and many new
legislators



University of Oregon Alum in State Office

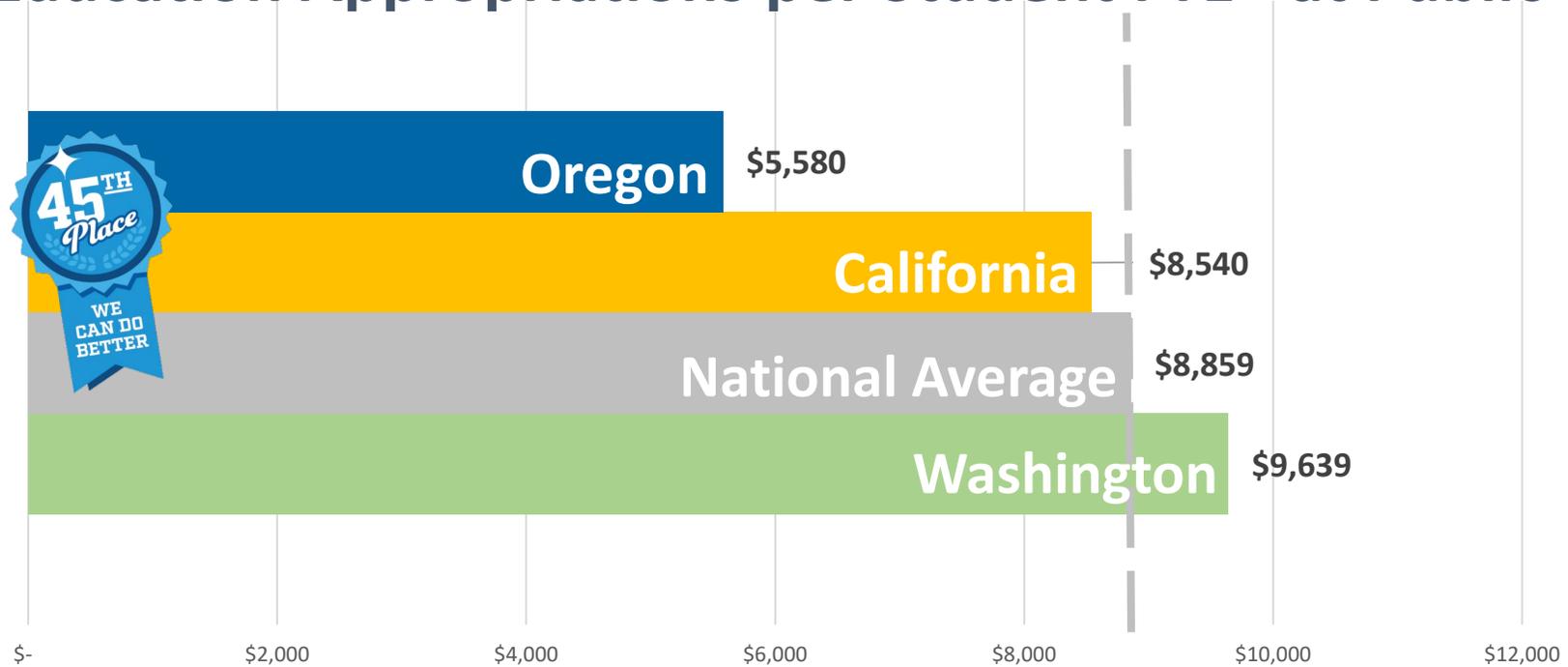


- Governor Tina Kotek, BS 1990 (Major: Religious Studies)
- Attorney General Ellen Rosenblum, BS 1971 (Major: Sociology), JD 1975
- Christina Stephenson, Bureau of Labor and Industries Commissioner, JD 2009
- Two State Senators
- Ten State Representatives including Chairs of House Committee on Higher Education and House Committee on Education

State Funding

Source: State Higher Education Executive Officers Association:
2021 State Higher Education Finance Report; Table 3.2.

State Education Appropriations per Student FTE* at Public



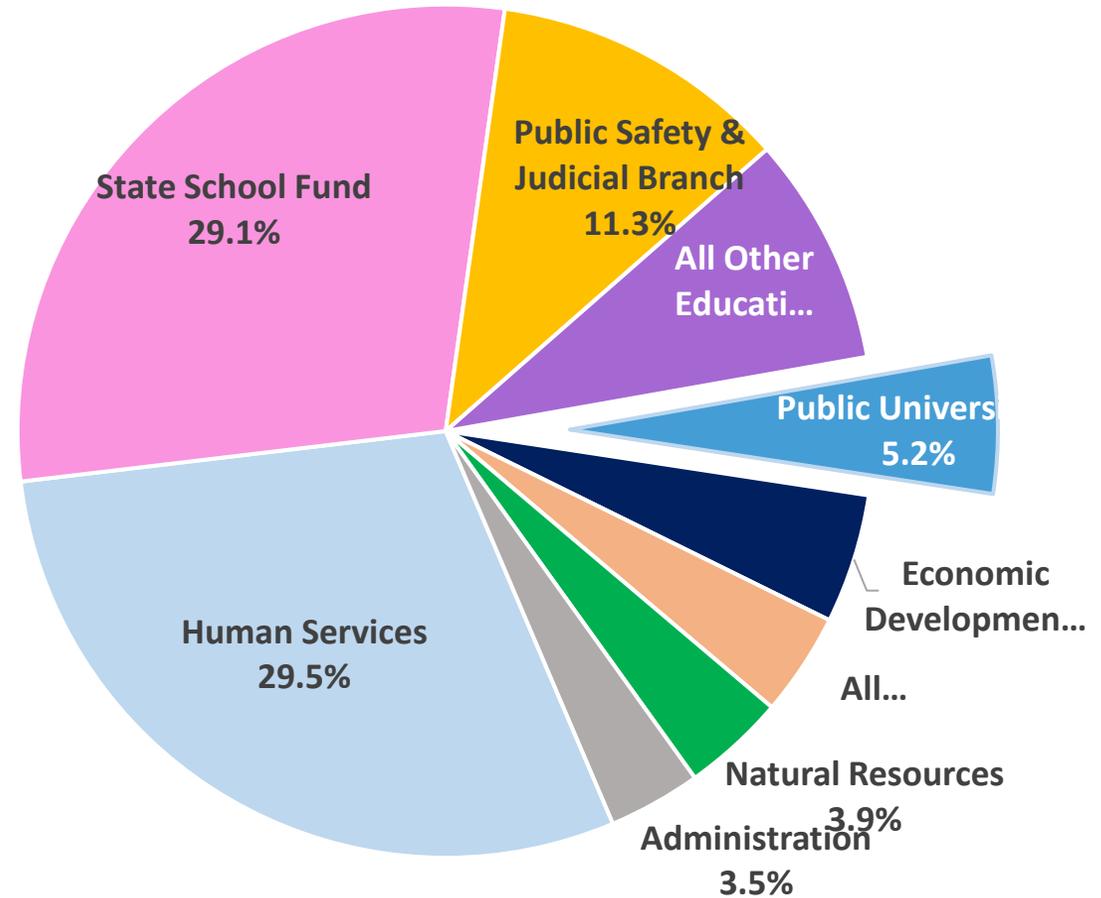
Oregon is **45th** in the nation for state funding of public universities per full-time equivalent student.

*Full-time equivalent student

Public Universities Made up 5.2% of the State Budget in 2021-23

(Including state-appropriated General Fund and Lottery Funds only)

Source: Oregon Legislative Fiscal Office, May 2022





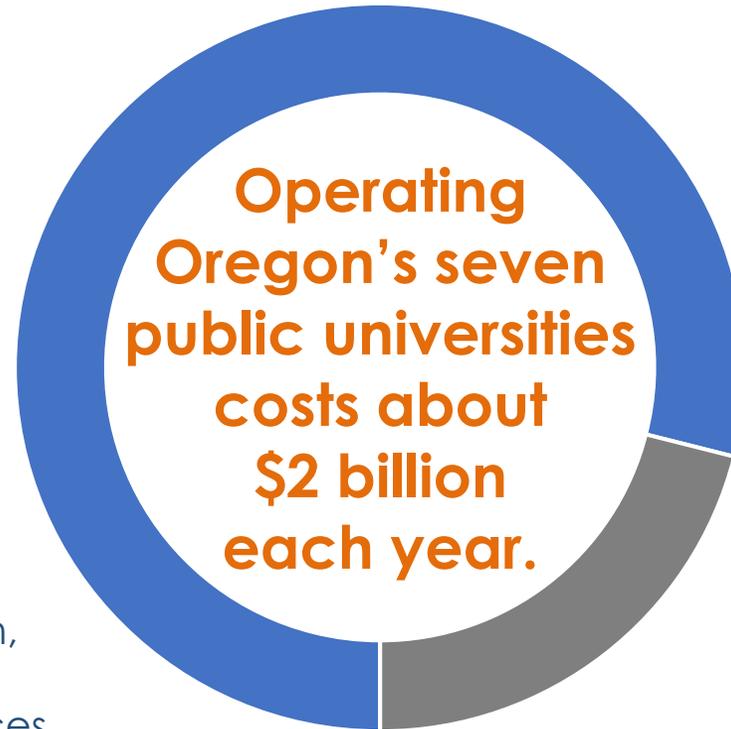
Projected 2023-25 University Operating (Education and General) Expenses



78.9%
Personnel Costs

Salary, pay, and benefits offered to employees, such as health care and retirement.

University employees provide quality education, essential research, and critical wraparound services.



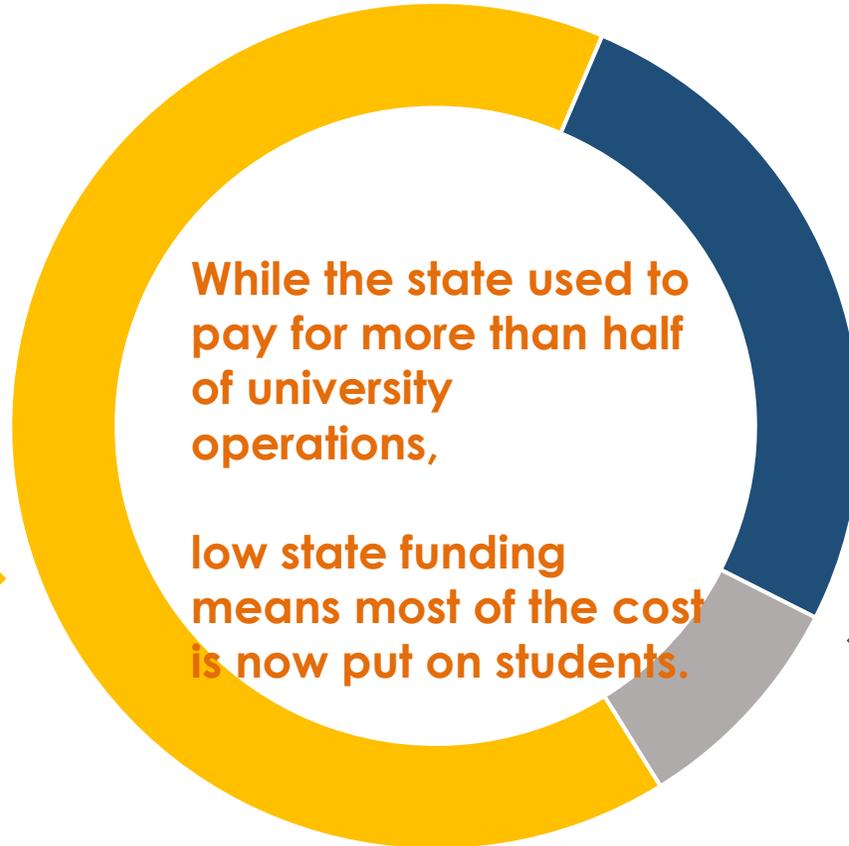
21.1%
Services & Supplies, and Other Expenses

Other non-personnel education and general expenses associated with operating Oregon's seven public universities.



Total University Operating Revenue (FY21)

65.3%
Student Tuition



While the state used to pay for more than half of university operations,

low state funding means most of the cost is now put on students.

26.1%
State Funding

In the **Public University Support Fund (PUSF)** and **State Programs**.

8.7%
Other E&G Revenues

Includes:

- Educational sales & service revenue;
- Indirect cost recovery;
- Interest and investment earnings; and
- All other Education and General revenue.

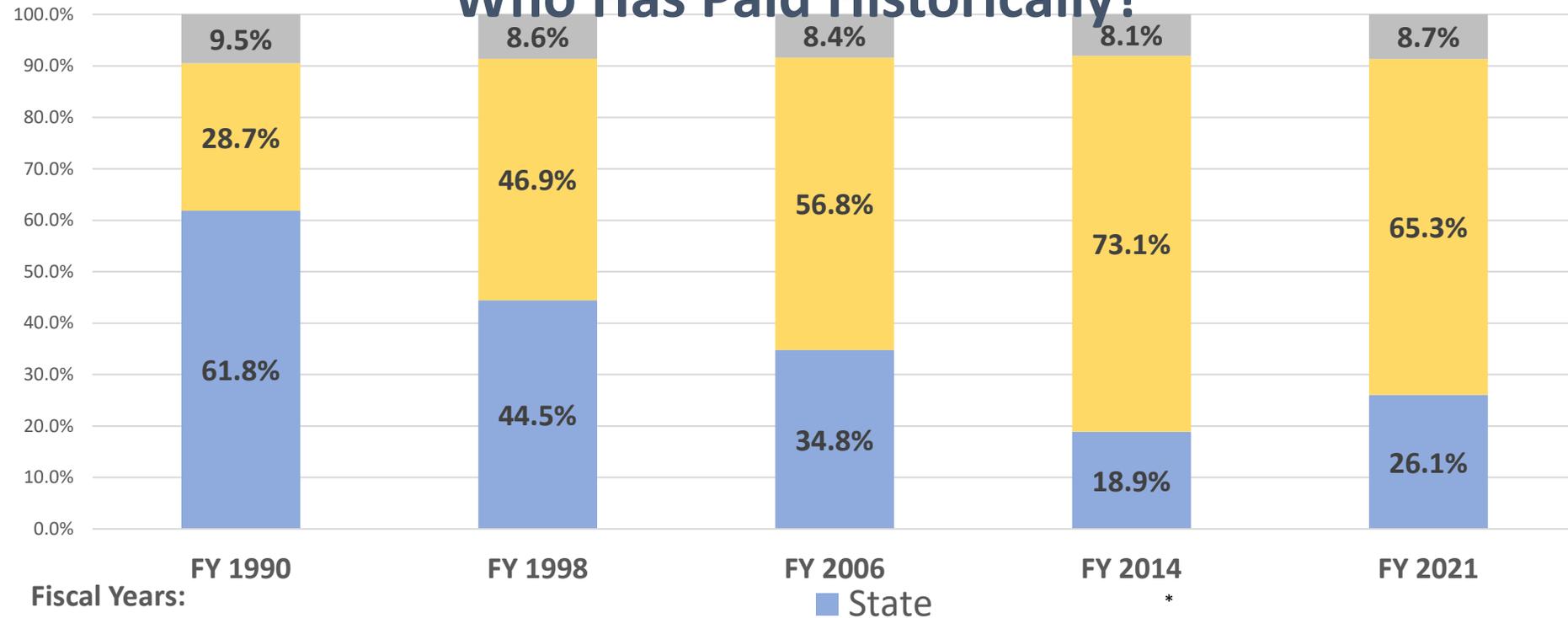
Does not include auxiliary revenue.



University Costs Shifted to Students

Public Universities Educational and General Operations

Who Has Paid Historically?



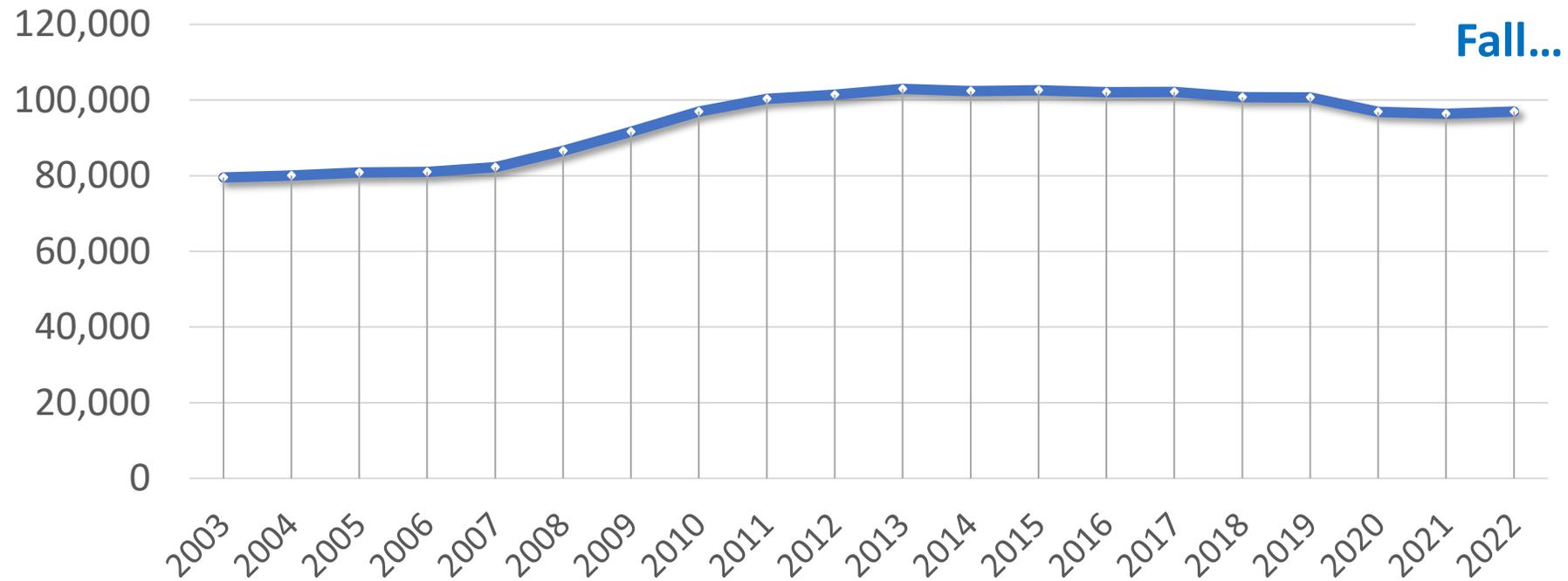
Sources: Oregon University System Fact Book; HECC E&G Survey

* Other E&G revenues include educational sales & service revenue, indirect cost recovery, interest and investment earnings, and all other Education and General revenue.

Enrollment

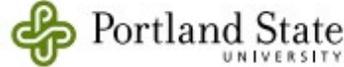


Total Public University Fall Term Enrollment 2003 to 2022 Student Headcount



Sources: HECC Analysis, Oregon University System 2013 Fact Book

Includes resident and nonresident students



OREGON PUBLIC UNIVERSITIES 2023 Legislative Agenda

Oregon ranks 45th in the nation for per-student, state funding of public universities and invests less than half the national average in financial aid per public university student. We must maintain wraparound services for increasingly diverse student populations and keep student costs low.



SUPPORT STUDENTS WITH WRAPAROUND SERVICES AND INCREASED FINANCIAL AID

- \$1.05 billion investment in the Public University Support Fund
- Increase the Oregon Opportunity Grant
- Sustain Strong Start with an investment of \$20 million



SUSTAIN FUNDING FOR TRIBAL STUDENT GRANTS

- \$40 million appropriation helps fund undergraduate tuition, housing, books and other costs for eligible, enrolled members of Oregon's Tribes



ADDRESS STUDENT FOOD AND HOUSING INSECURITY

- Expand funding for Benefits Navigators to better meet student need



IMPROVE STUDENTS' LEARNING ENVIRONMENTS (FACILITY SAFETY IMPROVEMENTS AND MODERNIZATION)

- Support the Oregon Higher Education Coordinating Commission's capital construction investment list





2023 LEGISLATIVE PRIORITIES

Post-secondary education and student issues can't wait!



PROHIBIT STUDENT TRANSCRIPT HOLDS

SB 424

- Without access to their academic transcripts, students cannot transfer credits to new schools, continue to graduate school, complete credentials, or prove to employers that they have completed college-level work. Further, transcript holds can impact financial aid and scholarship eligibility.
- SB 424 would prohibit post-secondary institutions of education that are based in Oregon from refusing to provide transcripts to current or former students because a student owes debt to the institution.



RENEW THE OREGON TRIBAL STUDENT GRANT

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For the 2023-25 biennium:

- Oregon Tribal Student Grant: **\$40.245 Million**
- The OTSG pays the cost of attendance for enrolled members of Oregon's nine federally recognized tribes. Currently, the funding will sunset at the end of the year, unless funding is renewed by the Oregon State Legislature for the next biennium.



STATEWIDE COMMITTEE FOR DISABLED STUDENTS

JTUSHE

Currently, there is no statewide standard for students accessing disability accommodations or institutions implementing disability accommodations. Current accommodations do not go far enough to provide meaningful support to ensure disabled students in Oregon have everything they need to be successful in higher education.

If the Student Voice Taskforce prioritized our proposal, this bill would create a statewide committee tasked with developing an action plan to make higher education institutions more accessible, accommodating, and safe for disabled students.



INCREASE OREGON OPPORTUNITY GRANT

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For the 2023-25 biennium:

- Oregon Opportunity Grant: **\$729.4 Million**
- In 2019, Oregon ranked 25th among states for the total state financial aid per full-time equivalent student. This level of investment in the OOG would better meet student need by increasing award amounts and expanding students served.



OREGON HUNGER FREE CAMPUSES

HB 3089

- College students are four times more likely to experience hunger than the general population. Food insecurity among students has been linked with decreased academic performance, as well as lower emotional and physical well-being.
- HB 3089 would create a grant program that provides funding for student hunger programs and innovations at public universities and community colleges that are combating student food insecurity.



University of Oregon State Priorities



ACCESS TO AN AFFORDABLE DEGREE FOR ALL STUDENTS

KEEP TUITION LOW FOR WORKING FAMILIES

The Public University Support Fund (PUSF) is the primary source of state funding for operations and services to students. We are asking for a baseline budget of \$1.05 billion in the PUSF for all public universities in Oregon for the 2023-25 biennium, which is \$150 million more than the 2021-23 budget. This allocation will help the UO and other public universities ensure that tuition for incoming students is as low as possible and allow campuses to continue to provide necessary wraparound services to support students. Oregon currently ranks 45th in the nation for funding received from the state; \$150 million more won't get us to where we need to be, but this is a necessary down payment toward opportunity for all students.



MAKE A DEGREE AFFORDABLE FOR LOW-INCOME STUDENTS

The Oregon Opportunity Grant (OOG) is Oregon's largest state-funded, need-based grant program for college students. Approximately 40,000 students receive Oregon Opportunity Grants each year, including 2,600 UO students. Currently, Oregon lags two and a half times behind the national average for student aid programs. We cannot begin to meet the goals of increasing the number of Oregonians attending and finishing college without an influx to the Oregon Opportunity Grant.



2023 Agenda

- Public University Support Fund
- Oregon Opportunity Grant
- Tribal Grant Extension
- Capital Construction Funding for Friendly Hall
- Law School – DV Clinic and Dispute Resolution Center
- Agora Journalism Center

Capital Request – Updating UO Facilities

RESTORING FRIENDLY HALL

NUMBERS TO KNOW

\$75.43 million

Request from the state

\$7.54 million

10% matching funds from the UO

\$82.97 million

Total project cost

**3,500 students and
200 faculty and staff**

teach and learn in Friendly Hall
each year

129 years old

44,740 square feet

377 construction jobs created
from project

\$72 million (87% of project
budget) dedicated to solving
deferred maintenance, seismic,
and safety issues

\$23.4 million eliminated from
total deferred maintenance
backlog

UO GLOBAL STUDIES AND LANGUAGES

1,100+ students enrolled in
associated major and minor
degree programs

63,000 student credit hours
each year

38% identify as persons of
color

200+ are first-generation
students

200+ are Pell grant-eligible

The Friendly Hall Deferred Maintenance and Renovation Project will restore the third oldest structure on the UO campus, a cornerstone of the university's original Old Campus Quad. Friendly Hall is among the oldest surviving academic buildings on the west coast.

The renovated building will bring together UO's School of Global Studies and Languages programs currently in different buildings across campus.

Creating a modern, user-friendly home—including a comprehensive career ready center—in the heart of the academic campus will further the UO's efforts to prepare students to succeed in a global economy here in Oregon and encourage students to expand their horizons beyond our borders.



The proposed project will:

- Eliminate safety defects by providing seismic upgrades to the building's unreinforced masonry
- Bring the building into ADA compliance to make it accessible to all students
- Resolve building code, site, emergency egress, and heating and cooling deficiencies
- Modernize classrooms and offices with innovative learning technology
- Improve facilities and bring related programs together in a central hub to maximize collaboration and efficiency

Friendly Hall Advocacy Video:

<https://vimeo.com/760357812/4f138b0f40>



University of Oregon Lobby Day

April 13, 2023

83 advocates traveled to the Salem to highlight UO's priorities for this legislative session

Legislators heard from students about the need for operating funds and financial aid support including continued funding of the Tribal Grants Program.



UO alum/Sen. Bill Hansell (aka "Senator Duck") and advocates throw the O in the Senate Chamber



Rep. Hoa Nguyen and advocates after a successful visit



State BOLI Commissioner (and UO alum) Christina Stephenson, ASUO President Luda Isakharov, and UO Interim President Jamie Moffitt

Senate Walk Out – Denying Quorum

- 10 members of the Senate Minority Caucus have been absent from Senate floor sessions since early May, denying quorum for the Senate to conduct official business.
- If they fail to return before the constitutionally mandated end of session (June 25) all budget and policy bills currently pending will die.
- The Governor can call a special session at any point, which is the likely scenario to pass budgets.
- Both houses passed a continuing resolution before the walkouts that would essentially fund agencies at current service level until September 15, 2023.

Senate Walk Out – Denying Quorum

- Fate of hundreds of policy bills uncertain due to stalled legislative session including many bills relevant to this group such as:
 - HB 2611 that would add dental and vision coverage to the health care benefits for part-time faculty
 - HB 2740, that would align the calculation for part-time faculty hours of employment with the universities' methodology for calculating part-time faculty hours of employment
- Timing for allocations of Public University Support Fund and some financial aid programs depends on passage of Higher Education Coordinating Commission agency bill

HECC Budget Approved by Committee

- Joint Ways and Means Education Subcommittee approved the HECC agency budget, [House Bill 5025](#),
 - PUSF increase by \$28M to total just over \$1B
 - OOG increase by \$100M for a total of \$308.4M
 - Tribal Student Grant continuation of \$24.2M to allow current recipients to continue receiving full grants.
- The budget also includes \$25M for fiscal sustainability at the Technical and Regional Universities (OIT, WOU, SOU, EOU) and PSU.
- \$6.8M in unspent Strong Start funds are continued and Sports Lottery is continued at a full 1% appropriation which is \$18.3M.
- Must pass both chambers.



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ADVOCATES

Questions?

Jenna Adams-Kalloch
jadamsk@uoregon.edu

Institutional Hiring Plan - 23/24

Maeve Anderson, Associate Director
Talent Acquisition



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INSTITUTIONAL HIRING PLAN

What is the IHP?

- The Institutional Hiring Plan (IHP) guides tenure-track faculty hiring at the University of Oregon. The plan provides a holistic focus on the university's most strategic and important goals, within a comprehensive vision of the university's research and teaching mission
- Based on campus priorities, with input from faculty, the plan continues the university's efforts to hire tenure-track faculty who will enhance the UO's scholarly profile and academic excellence, and who will share our commitment to student success.

Why is it important?

- Aligns hiring goals with priorities
- Allows for strategic hiring – e.g. cluster hires
- Allows the university to focus training and resources

INSTITUTIONAL HIRING PLAN

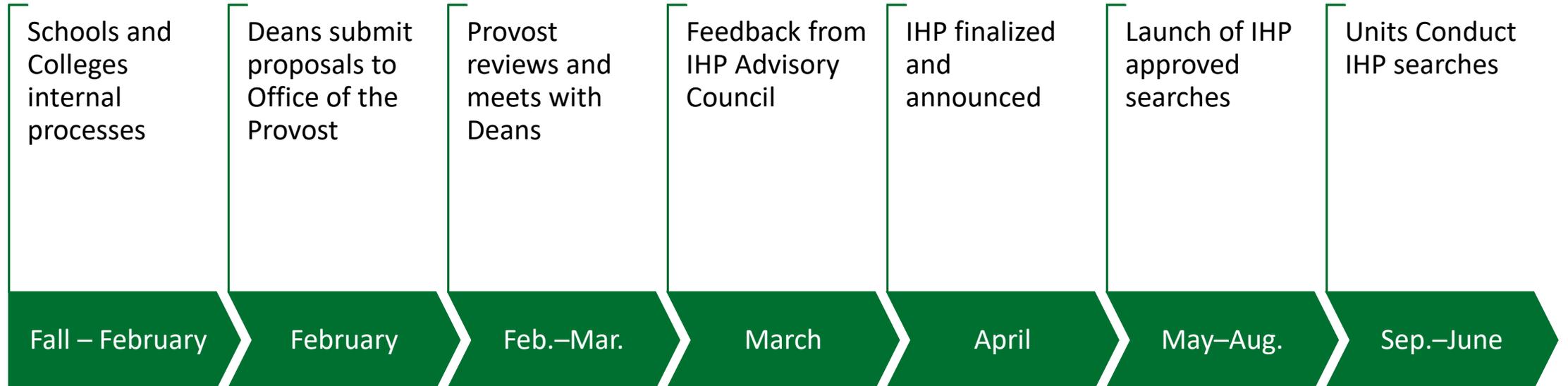
UO is continuously enrolling larger incoming classes filled with students that are both more accomplished and more diverse.

Students are arriving on our campus with varying degrees of skills, cultural backgrounds, intercultural competencies, support systems, and different degrees of access to resources.

To ensure their success, it is of critical importance that we continue to work towards creating a supportive and diverse learning environment.

A major component of creating such an environment is the hiring and retention of diverse faculty.

IHP TIMELINE



INSTITUTIONAL CONTEXT

(Location, Culture, Climate, Institutional Commitment to Diversity, Institutional Commitment to Assessment and Data-Driven Practice)

RECRUITMENT

(Bringing new faculty to the Institution)



TRANSITION

(Fostering smooth and welcoming entry into the institution and campus community)

RETENTION

(Keeping faculty at the institution)



INSTITUTIONAL CONTEXT

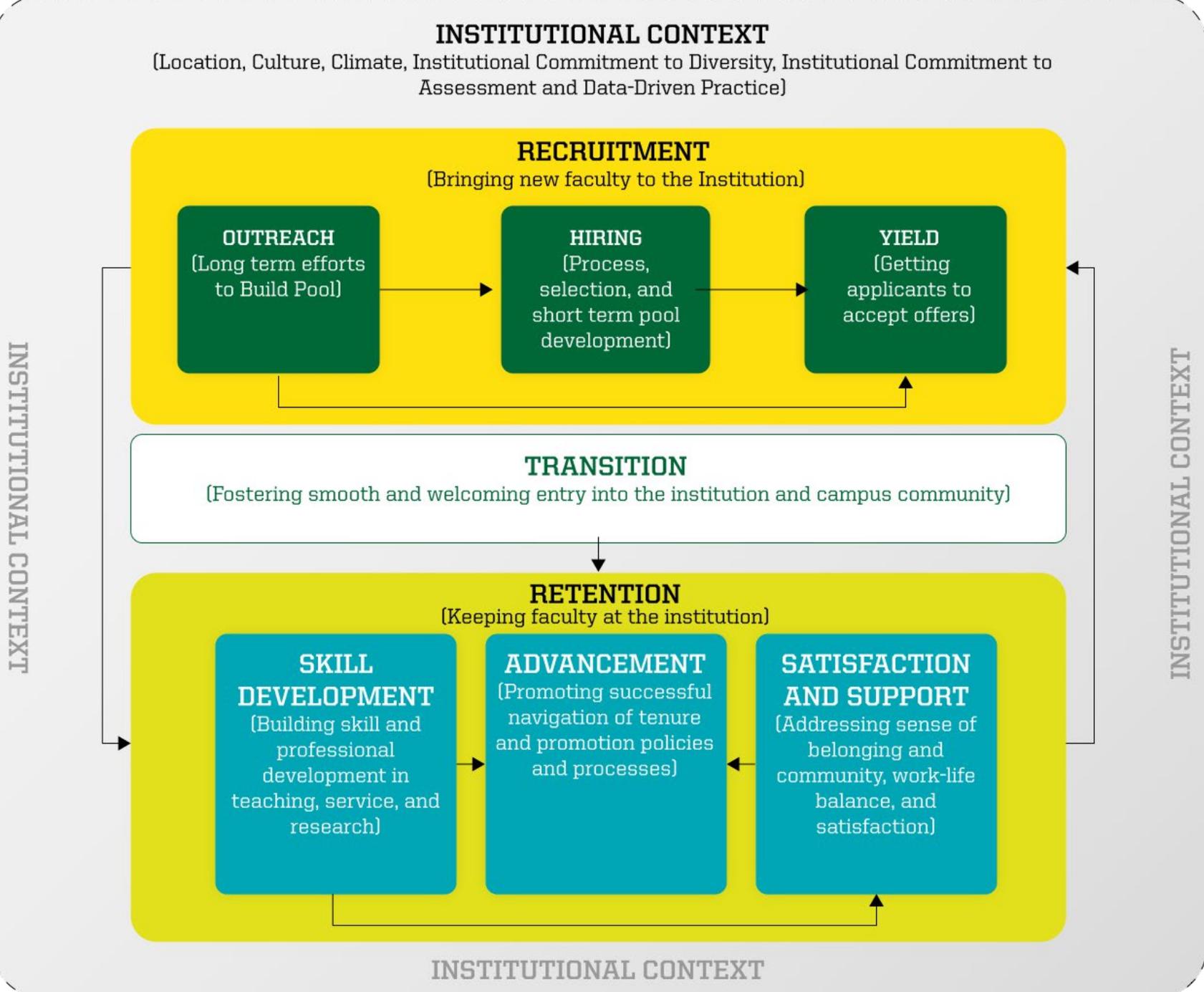
INSTITUTIONAL CONTEXT

INSTITUTIONAL CONTEXT

Griffin, K.A. (2020)

The Institutional Model For Increasing Faculty Diversity

Examples of OtP Efforts and Collaborations



- Active Recruitment Team
- Search Advocate Program
- Target of Opportunity Hires
- Inclusive Excellence Fund

- Dual Career Support
- Cohort Communities

- Leadership Academy
- Mentorship Programs
- Academic Impressions
- Professional Development
- Provost Teaching Academy
- Summer Teaching Institute
- Provost Fellows
- Faculty Awards

ACTIVE RECRUITMENT TEAM

Office of the Provost

- Troy Elias
- Sierra Dawson
- Katie Krieger
- Jenny Talusan

University Human Resources

- Maeve Anderson
- Sara Bowman
- Megan Flanigan
- Jenna Schuttpelz

Division of Equity and Inclusion

- Charlotte Moats-Gallagher

UPDATES AND REMINDERS FOR 2023-2024



Search Committee-oriented Active Recruitment training and resources are available on the faculty community canvas site.



HR Recruitment Consultants are assigned to each search. They will review the search plan and requisition and also can consult or connect units to the Active Recruitment Team



Units may request applicant demographics from their Recruitment Consultant or by emailing talent@uoregon.edu (demographic reports will not be sent automatically)



TTF candidates are *required* to submit statements of Contributions to Equity and Inclusion



If your search committee would like to work with a search advocate, please reach out to Charlotte Moats-Gallagher.

MYTRACK FOR FACULTY HIRING //

- Consistent Experience – One brand identity, one platform representing UO
 - Successful candidates navigate MyTrack for other UO processes
 - Do not have to navigate two systems at end of process
 - Reduced waiting time from contingent to formal offer
- Reports and Data – Majority of IHP searches collect applications via MyTrack
 - On-demand reports with demographic data informs diversity and recruitment efforts
 - HR access to information on veteran's preference and other compliance matters
- Reduced administrative burden when transitions take place

An aerial photograph of the University of Oregon campus, showing various buildings, green spaces, and a large stadium. The background features a range of mountains under a cloudy sky. The entire image has a green color overlay.

Questions?

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Required Workplace Notices & Posters

Jen Mirabile, Assistant Director
HR Programs and Services



Required Workplace Notices & Posters

Oregon employers are required by a number of state and federal agencies to post a variety of workplace posters and notices. Typically, these posters are updated on July 1.

UO Required Posters Webpage:

<https://hr.uoregon.edu/required-workplace-notices-and-posters>

Oregon Bureau of Labor and Industries Webpage:

<https://www.oregon.gov/boli/employers/pages/required-worksite-postings.aspx>



Required Workplace Notices & Posters

- These notices must be posted in a clearly visible place where employees can regularly see them (i.e. break room, regularly used meeting room, workplace entryway).
- Employers with more than one work location are generally required to display these posters at each worksite.
- HR Partners work with the units they support to ensure that all posters are up-to-date.
- Departments with hybrid workforces must **post hard copies of notices** at their facilities and **provide notices electronically for fully remote employees**. Emailing information and the link to the [UO Required Workplace Posters](#) is acceptable.



Required Workplace Notices & Posters

Workplace Accommodations Notice

Oregon Equal Pay Act

Oregon Paid Leave

Oregon Sick Leave

Breaks & Overtime

Oregon Family Leave Act (OFLA)

Federal Family and Medical Leave (FMLA)

State Minimum Wage

Federal Minimum Wage

Domestic Violence, Harassment, Sexual Assault or Stalking

Job Safety and Health (OSHA)

Know Your Rights: Workplace Discrimination is Illegal

The Uniformed Services Employment and Reemployment Rights Act



Required Workplace Notices & Posters

Oregon Paid Leave –NEW as of January 1, 2023

Breaks & Overtime Poster

Please add this to your workplace notices

Oregon State Minimum Wage

Effective July 1, 2023



HR Operations updates

Catherine Bonomini-Smith, Senior Associate Director
HR Operations



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Human
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Staffing updates



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

The next HRCP meeting is Wednesday,
July 12, 2023.

