

OA Council Open Meeting

May 26, 2016

Human Resources:
Strengthening OA Employment Practices

2015: A Look Back



Key Achievements:

- Built relationships with key employment groups
- Strengthened HR Leadership Team
- Reviewed HR practices
- Included stakeholders in project work
- Developed HR Partners network

2016: Year of Transformation



The Year of Transformation describes HR's ***commitment*** to ***specific, measurable,*** and ***impactful*** process ***improvements*** to help support our campus constituents.



Strategic Initiatives

1. ***Integrate HR into the campus community*** as a strategic partner.
2. ***Develop HR expertise*** to enable HR to advance university goals and the institution's HR capacity.
3. ***Build HR processes, systems and infrastructure*** to provide streamlined, state of the art services to campus partners.

2016: Year of Transformation

<http://hr.uoregon.edu/year-transformation>



Year of Transformation
strategic initiatives
establish ***guidelines for OA***
employment practices
particularly those that
recruit, reward, and retain.



Topics for Today

- ***Develop HR expertise*** to enable HR to advance university goals and the institution's HR capacity.
 1. OA Employment Policies, *Nancy Resnick*
- ***Build HR processes, systems and infrastructure*** to provide streamlined, state of the art services to campus partners.
 2. OA Compensation, *Kaia Rogers*
 3. Talent Management System, *Nancy Nieraeth*

OA Employment Policies

Nancy Resnick
Chief Human Resources Officer

OA Employment Policies

- Cross functional ***Policy Advisory Team***
- Purpose: ***establish independent suite of policies that govern OA employment.***
- ***Types of policies*** under development:

Grievance

Recruitment

Performance Management

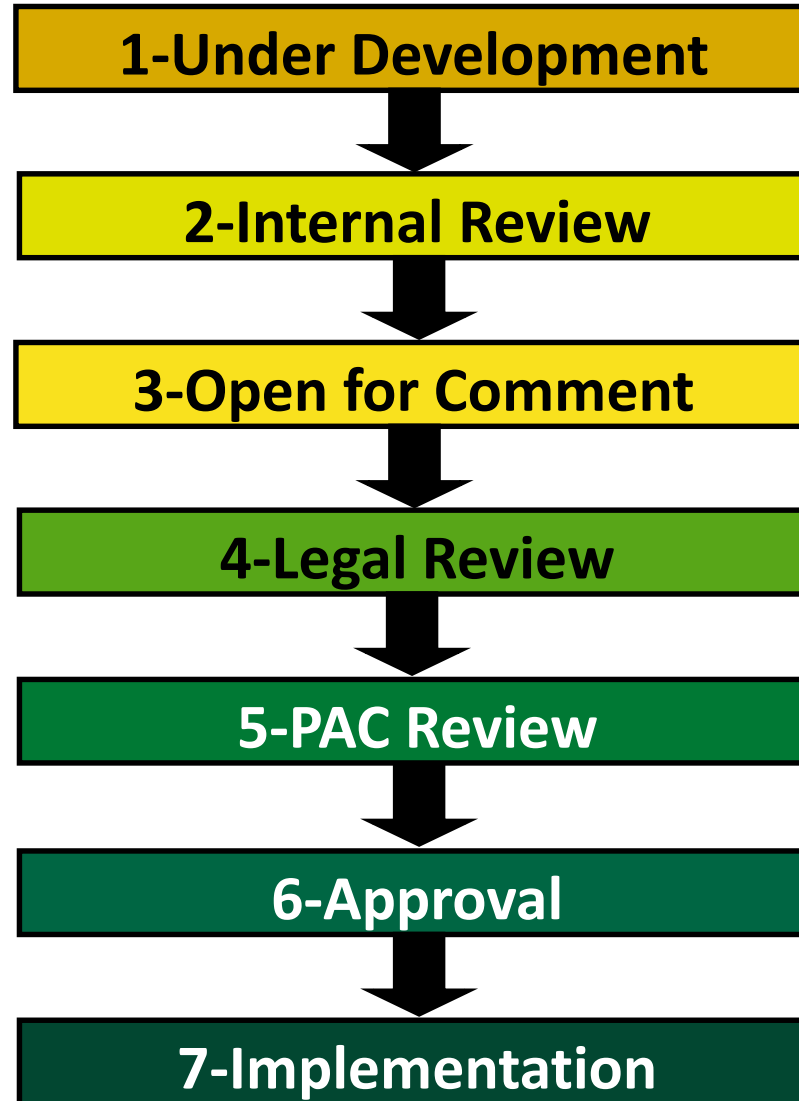
Separations

Personnel Records

Time Off

OA Employment Policies:

Policy Development Cycle



OA Employment Policies:

Campus Feedback

3-Open for Comment

There will be opportunities for all OAs to review and comment.

- Comment period open for 30 days.
- Anticipate comment period by end of summer.

OA Employment Policies

URL address

<http://hr.uoregon.edu/oapolicy>

Questions?

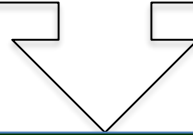
OA Compensation Project

Kaia Rogers

Director, HR Programs & Services

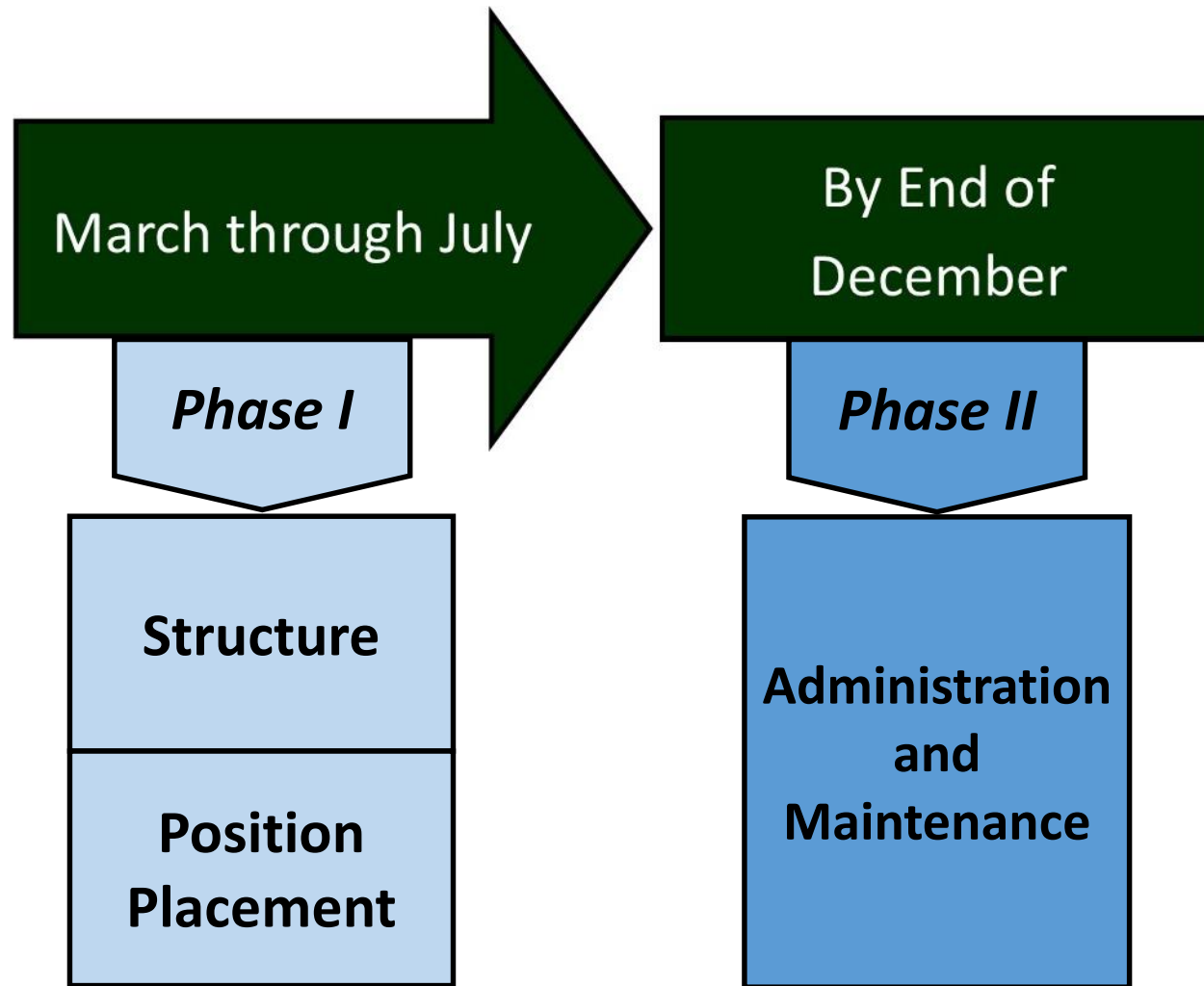
OA Compensation Project

Analysis & Discussion



IMPLEMENTATION

OA Compensation Project Implementation



OA Compensation Project Implementation: Multiple Structures

Executive Structure

Band	Minimum	Maximum	# of OAs
OA Executive	\$120,000	\$498,000	30

OA Coach Structure

Band	Minimum	Maximum	# of OAs
Revenue Head Coaches and Assistant Coaches	Individually Negotiated Contracts		18
C2 (Olympic Head Coaches)	\$35,000	\$750,000	12
C1 (Olympic Assoc/Asst Coaches)	\$20,000	\$300,000	27

OA Compensation Project Implementation

Executive Structure Positions

Deans

Provost

Vice Provosts

Vice Presidents

Secretary of the Board

Chief Information Officer

Chief Human Resources Officer

Chief of Staff/Senior Advisor to
the President

OA Compensation Structure

Grade	Minimum (annual)	Midpoint (annual)	Maximum (annual)	# of OAs
OA15	\$182,871	\$237,741	\$292,612	4
OA14	\$155,635	\$202,333	\$249,031	32
OA13	\$132,455	\$172,198	\$211,942	14
OA12	\$112,728	\$146,552	\$180,376	44
OA11	\$95,938	\$124,725	\$153,511	71
OA10	\$81,650	\$106,149	\$130,648	87
OA9	\$71,000	\$92,303	\$113,607	99
OA8	\$61,739	\$80,264	\$98,789	172
OA7	\$53,686	\$69,795	\$85,903	170
OA6	\$46,683	\$60,691	\$74,698	223
OA5	\$40,594	\$52,775	\$64,955	220
OA4	\$36,084	\$46,911	\$57,738	190
OA3	\$32,075	\$41,699	\$51,323	49
OA2	\$28,511	\$37,065	\$45,620	7
OA1	\$25,343	\$32,947	\$40,551	1

OA Compensation Project Implementation



Several pieces to the puzzle

➤ Phase I

- Structure
- Position Placement

➤ Phase II

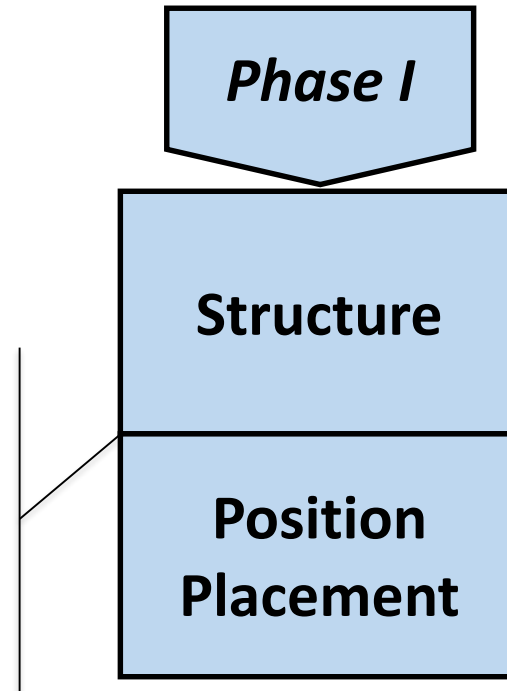
- Administrative Guidelines
- Ongoing maintenance

OA Compensation Project Implementation

Now through July

Task List:

- Appeals process
- Action plan for out-of-range
- Resources and reference materials
- Information for OAs, Supervisors, and HR Partners
- FAQs
- Email Communication



Position placement notices delivered to each OA by end of July.

OA Compensation Project Implementation



Phase II

- Administrative guidelines
- Training
- Appeals
- Communication
- Banner implementation

Ongoing Maintenance

- Continuous Evaluation

OA Compensation Project URL address

<http://hr.uoregon.edu/oacomp-project>

Questions?

OAs & Talent Management

Nancy Nieraeth

Director, Talent Acquisition & Development

Current State



Talent Management System

- Online, SaaS
- Selection Process
- Project Goals
 - Streamline & shorten
 - Meet diverse needs through core processes
 - Align employee types
 - Improve compliance
 - Provide data

PageUp – pageuppeople.com

RECRUITMENT MANAGEMENT

RECRUITMENT
MANAGEMENT MODULE

ONBOARDING

CONTRACTOR
MANAGEMENT

RETENTION & SUCCESSION

SUCCESSION
MANAGEMENT MODULE

PERFORMANCE MANAGEMENT

PERFORMANCE
MANAGEMENT MODULE

COMPENSATION

LEARNING & CAREER DEVELOPMENT

LEARNING & CAREER
DEVELOPMENT MODULE

360 REVIEW SYSTEM

CAREER PATH

RECRUIT

PERFORM

RETAIN

LEARN

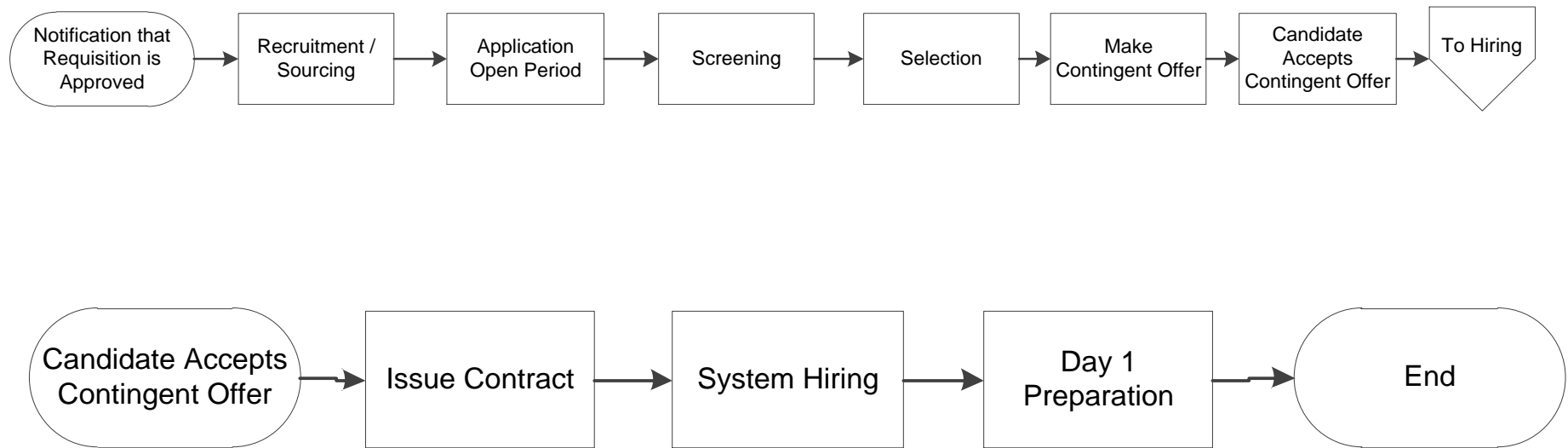
ONE

ONE JOURNEY

ONE PLATFORM

ONE EXPERIENCE

Streamlined Recruitment & Hiring Processes



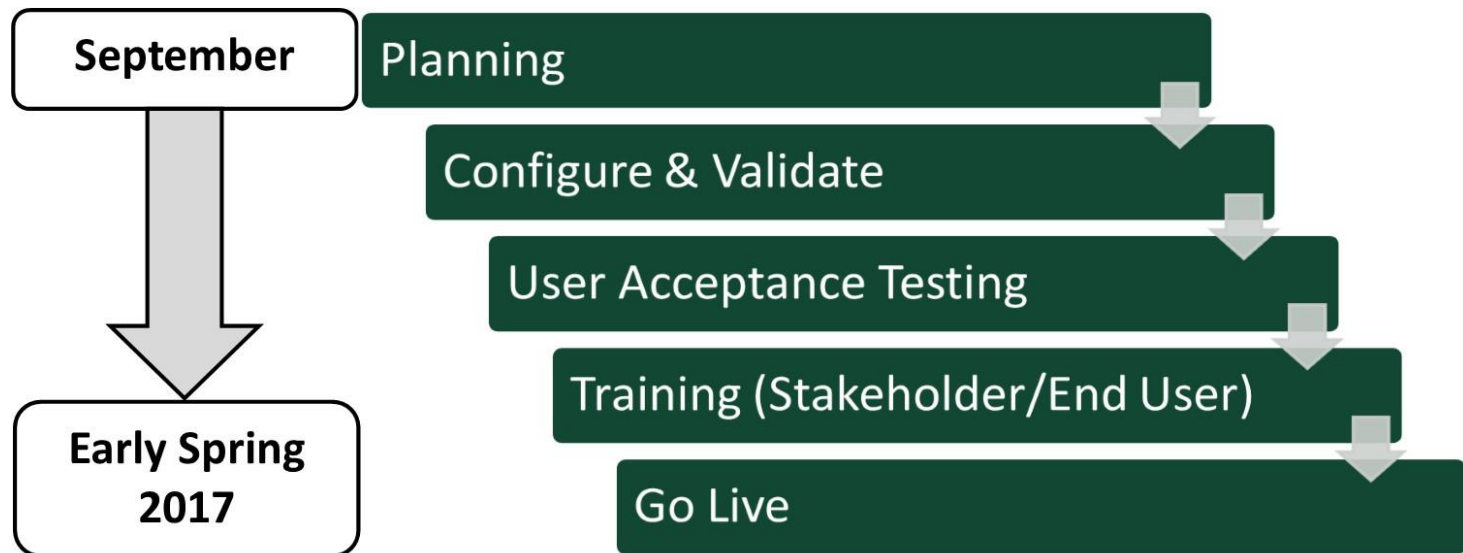
Phase I

- Recruitment & Onboarding
- Integration
- Contracting



Phase II

- Performance Management
- Learning & Development





Your View

[Home](#) [Requisitions](#) [People](#) [Reports](#) [Settings](#)

Recent Items ▾ Quick search

Nancy ▾ ⓘ ☰

Dashboard 

 Current jobs

3

Total

2

All Notifications

1


Approved

1


Interviewing

1

Reference Che...

 0


Approved

 Human Resources

Job No.: 512754


Positions: 1

Vacancies: 1

 26

22 new

Interviewing

 Human Resources Officer


Job No.: 512357

Michael Scott

Positions: 1


Vacancies: 0

22 new applications. [View →](#)

 6

4 new

Reference Checking

 Senior Lecturer

Job No.: 512199


Dayne Line


Positions: 3

Vacancies: 3

4 new applications. [View →](#)

4 shortlisted applicants. [View →](#)

 Teams & users

 Manager Activities


4 Jobs awaiting your approval

5 Jobs requiring panel review

1 Jobs with applicants for review


2 New hires

30 New hire tasks

 Tasks

Assigned tasks

No tasks.

 Add

Update profile

Employee search

Dashboard

New task

Dashboard

CRM Dashboard

Performance

Performance center

Requisitions

New requisition

New contractor job

My search committee jobs

Manage jobs

My jobs


My sourced jobs

My job approvals

Manage job templates

Manage forms

Manage position description library

 UNIVERSITY OF OREGON

Future State

- Approvals
- No more NAPOs, RTOs
- End of search
- History
- Clarified pay practices and processes

On The Horizon...

- Web-based toolkits
- “Just in time” communications
- International employment practices
- Service Level Agreements
- System improvements and upgrades
 - Background check vendor
 - Advertising aggregator



Talent Management System Project

URL address

<http://hr.uoregon.edu/tms-project>

Questions?

HR Commitment



HR is committed to
strengthening
OA employment practices
and the shared
vision of the future.

HR values the
contributions OAs make
to strategic initiatives.

***We couldn't do it
without you.***



HR Website—<http://hr.uoregon.edu>

[Careers](#)[Benefits](#)[Professional Development](#)[Employee & Labor Relations](#)[HR Operations](#)[Recruitment](#)[About HR](#)

One Community. Big Ideas.

HUMAN RESOURCE UNITS


The Office of Human Resources serves and supports departments and units across campus in delivering effective human resources management.

Quick links to today's topics on HR homepage.

- Scroll to bottom of page
- News & Announcements



Employee & Labor Relations



HR Operations



HR Programs & Services



Acq
Dev

NEWS & ANNOUNCEMENTS

What's New: OA Compensation Project

The Office of Human Resources is sponsoring a special meeting for Officers of Administration on May 26 at 10am to share information about efforts to strengthen OA employment practices at UO.

Talent Management System Project

Purpose

Year of Transformation

OA Policy Advisory TeamThe Year of Transformation describes HR's commitment to specific, measurable, and impactful process improvements to help support our campus constituents.

UPCOMING EVENTS

MAY
25

Benefits Orientation

Employee Benefit Orientations are available to all employees in selecting the most appropriate plan.

JUN
07

New Employee Orientation

Half-day workshop designed to acquaint participants with the organization, structure and philosophy of the UO.

JUN
09

2016 Retirement Reception

Human Resources invites you to the UO Retirement Reception. Please join us as we take time to honor our retirees.

Questions & Answers