

# HR Community of Practice Virtual Meeting

November 2, 2022

2:00 PM-3:00 PM



UNIVERSITY OF  
OREGON

Human  
Resources

[Preventing Individual and Team Burnout](#)

Tuesday, November 8, 9AM-10:30AM

Wednesday, November 9, 9AM-10:30AM

Tuesday, November 15, 1:00PM to 2:30PM

[CUPA-HR: Modern Work: Organizational Success  
Fueled by HR](#)

November 8, 10AM-11AM

[Excel Formulas Advanced](#)

Wednesday, November 9, 1PM-4PM

[BOLI 38<sup>th</sup> Annual Law Conference](#)

Wednesday, Nov 9 and Thursday, Nov 10

[SHRM: HR's Role in Shaping Culture and  
Improving the Employee Experience](#)

Thursday, November 10, 8AM-9AM

[Employee Resource Groups: Practical Implementation  
Strategies for HR Professionals](#)

Hosted by Canopy –UO's Employee Assistance Program

Tuesday, November 15, 10AM-11AM

[Lane County HR Association](#)

Membership Meeting-Hybrid Event

Public Speaking: Getting A's, not Zzzzz's

Tuesday, November 15, 7:30AM-9AM

[CUPA-HR Washington Update:  
An Overview of the Midterms](#)

Thursday, November 17, 9AM-9:30AM

[Getting Things Done](#)

starts Monday, November 28, 10:30AM-12PM

attend all four sessions

# Welcome New HR Partners!



**Allison Blade**  
Director  
Shared Services  
Provost Admin.  
Services Team



**Heidi Clarke**  
Business Manager  
College of Education  
CPHS & SPECS



**Christine Herrera**  
HR Generalist  
University  
Advancement



**Ellie Glunn**  
Recruitment  
Consultant  
Talent Acquisition



# Help spread the word about HR jobs @ UO!

- View the current list of the available HR positions at <https://hr.uoregon.edu/hr-jobs-uo>.
- Share the link across your networks and with potential candidates.



# AGENDA

- Student Life  
*Jimmy Howard, Associate Dean of Students, Office of the Dean of Students*
- Vaccination Requirements  
*Brittany Jayne, Assistant Director, Employee & Labor Relations*
- Workers Compensation  
*Trish Lijana, Workers Compensation Program Manager, Safety & Risk Services*
- Paid Leave Oregon  
*Kaia Rogers, Sr. Director, HR Programs, Services & Strategic Initiatives*
- Online and Self-Guided Learning  
*Chloe Barnett, Coordinator, Learning and Development*
- TACC Team Announcements  
*Jenna Rakes, Director, Talent Acquisition, Classification & Compensation*

# Student Life

*Jimmy Howard, Associate Dean of Students  
Office of the Dean of Students*



# College Students Today

---

- 38% older than 25
- 58% working while enrolled
- 26% raise children
- 47% financially independent
- 17-21% identify as LGBTQ+
- 34% of have an anxiety disorder
- 14% rate their general health as excellent
- 25% report poor performance due to lack of sleep.
- 20% meet the criteria for an alcohol use disorder



# Class of 2026 Profile

- We welcomed 5,338 first year students – a record number
  - 52% are Oregon Residents
  - 38% are Out-of-state Students
  - 10% are International Students
- Most academically prepared class average of 3.76 GPA
- 36% identify as a domestic minority (ties record)
  - 16% Hispanic or Latino
  - 14% Asian
  - 6% Black or African American
  - 3% Native American or Alaska Native
  - 2% Native Hawaiian or Pacific Islander
- 1 in 4 First-Year Students are Pathway Oregon Scholars





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

# Stress: Causes for Concern



Uncharacteristic changes in academic performance



Uncharacteristic changes in attendance at class or meetings



Depressed or lethargic mood



Hyperactivity and/or rapid speech

# Stress: Causes for Concern



Marked change in personal dress,  
hygiene, eating and/or sleeping  
routines



Repeatedly falling asleep in class



Unusual or exaggerated emotional  
response to events



Social Withdrawal

# 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

# How can you help?



**NOTICE**



**ENGAGE**



**REFER**



# How to Support a Student

## Kognito Online Training

- Learn how to identify when someone is struggling
- Gain confidence in having a conversation with someone about their mental health

# Helpful Resources for Students – Dean of Students

## Care and Advocacy Program

<https://dos.uoregon.edu/help>  
<https://safe.uoregon.edu/>

- Primary confidential advocacy team for students who have experienced sexual violence, domestic violence, and other forms of gender-based harassment
- Resources and support needed to navigate personal crises
- Mental health concerns
- Unexpected life events that disrupts their academic pursuits.

## Basic Needs Program

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

- Financial Insecurity
- Food Insecurity
- Housing Insecurity
- Child Care Subsidy
- Textbook Subsidy

## Collegiate Recovery Center

<https://dos.uoregon.edu/recovery>

- Students who SELF-disclose a concern about their substance use and are looking for support
- Students who are entering substance treatment or who are returning to UO after completing substance treatment and are looking for support on campus

# Helpful Resources for Students

## Student Conflict Resolution Center

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

- Roommate concerns
- Other disputes between students
- Communication and conflict strategizing

## Student Advocacy Program

<https://asuo.uoregon.edu/advocacy>

- Grievance/dispute with a faculty or academic dept.
- Any concern wherein an office or UO is the adversary to a student
- Assistance with Registrar academic petitions
- Disagreement with a policy or UO decision

## ASUO Legal Services

<http://asuolegal.org/>

- Students with personal legal questions or concerns (Not TIX related)



# Vaccination Requirements

Brittany Jayne, Assistant Director  
Employee & Labor Relations



# Vaccination Requirements

## Current Vaccine requirement

- Prime only, booster not required

## New process coming mid November

- Chiefs of Staff (COS) and Academic CFO's (A CFO) will receive list of non-compliant employees
- COS's and A CFO's will provide the appropriate lists to the appropriate contacts in the department or unit
- Email will include the appropriate links for completing the reporting process
  - Reporting: <https://hr.uoregon.edu/uo-covid-19-vaccination-requirement-employee-process>
  - Letter of clarification template: <https://hr.uoregon.edu/uo-covid-19-vaccination-requirement-instructions-supervisors>



# Vaccination Requirements

## **Reported information**

- Information on the list shared does not give individual vaccine status. Simply if they have not complied

## **Expectation of the supervisor**

- Supervisors' responsibility to follow up with employee to ensure they complete the appropriate process



# Vaccination Requirements

## Employees that are non-compliant

### OA and Classified

- First time on list, bring awareness
- Second time on list direct supervisor letter of clarification template found on Human Resources website:

<https://hr.uoregon.edu/uo-covid-19-vaccination-requirement-instructions-supervisors>

### Faculty

- First time on list, bring awareness
- For Faculty related, second time on list please reach out to ELR



# Injury Reporting and Workers' Compensation



**Trish Lijana**

**Workers' Compensation Program Manager**

**trish@uoregon.edu**

**541-346-2907**

# ***INJURIES***



***Whether  
Great.....***



***Or  
small***

***REPORT THEM  
ALL !!!***

***ANY employee in ANY capacity, part/full-time,  
student employees, coaches, leadership.....***

# WHY REPORT AN INJURY?

- Identifies potential hazard(s)
- Alerts UO to investigate
- Opportunity to correct hazard while minor
- Prevent same injury from happening to someone else
- Reporting within 24 hours is imperative
  - Employee can decide later re: medical treatment & filing wc claim
- Prompt reporting protects injured employee

# UNIVERSITY OF OREGON WORKPLACE INJURY REPORT

Safety and Risk Services  
1260 University of Oregon  
1715 Franklin Blvd., Suite 2A

Phone: 541-346-3192  
Fax: 541-346-7008  
[workinjury@uoregon.edu](mailto:workinjury@uoregon.edu)

**Instructions:** To be completed by employee with a lead staff member, supervisor or manager **WITHIN 24 HOURS** of when employee reports a work-related injury, illness, or near miss. **Complete ALL sections**, do not leave any blanks.

Department CAMPUS PLANNING & FACILITIES MANAGEMENT Date of Report 11/16/18

Date of Incident 11/16/18 Time of Incident 2:30 a.m.  p.m.

Employee Information:																															
Employee Name <u>SMITH, JOHN</u>																															
Employee ID# <u>951-00-1234</u>	Birth Date <u>1/1/92</u> Position Title <u>LABORER</u>																														
Employee Category <input checked="" type="radio"/> Regular, full-time <input type="radio"/> Temporary UO <input type="radio"/> Student Worker <input type="radio"/> Regular, part-time <input type="radio"/> Temporary Agency <input type="radio"/> Volunteer																															
Working Days <input checked="" type="checkbox"/> M <input checked="" type="checkbox"/> T <input checked="" type="checkbox"/> W <input checked="" type="checkbox"/> T <input checked="" type="checkbox"/> F <input type="checkbox"/> S <input type="checkbox"/> S Working Hours <u>7:30AM - 4PM</u>																															
Injury Information:																															
<b>Nature of Injury</b> <input type="checkbox"/> Burn <input type="checkbox"/> Inflammation/irritation <input checked="" type="checkbox"/> Bruise <input type="checkbox"/> Scratches/abrasions <input type="checkbox"/> Cut <input type="checkbox"/> Sprain/strain <input type="checkbox"/> No Injury <input checked="" type="checkbox"/> Other <u>HEADACHE</u>  Body Part Affected <u>HEAD</u> <input type="checkbox"/> Left <input type="checkbox"/> Right <input type="checkbox"/> Both	<b>Cause of Injury</b> <input type="checkbox"/> Burned by: _____ <input type="checkbox"/> Cut by: _____ <input type="checkbox"/> Contact with: _____ <input checked="" type="checkbox"/> Struck by: <u>LADDER</u>  <table style="width: 100%; border: none;"> <tr> <td style="width: 33%;"><b>Fall/Slip/Trip</b></td> <td style="width: 33%;"><b>Sprain/Strain</b></td> <td style="width: 33%;"><input type="checkbox"/> <b>Other</b></td> </tr> <tr> <td><input type="checkbox"/> Different level</td> <td><input type="checkbox"/> Lifting</td> <td>_____</td> </tr> <tr> <td><input type="checkbox"/> Same level</td> <td><input type="checkbox"/> Bending/squatting</td> <td>_____</td> </tr> <tr> <td><input type="checkbox"/> Floor condition</td> <td><input type="checkbox"/> Holding/carrying</td> <td>_____</td> </tr> <tr> <td><input type="checkbox"/> Weather condition</td> <td><input type="checkbox"/> Pushing/pulling</td> <td>_____</td> </tr> <tr> <td><input type="checkbox"/> Over object</td> <td><input type="checkbox"/> Reaching</td> <td>_____</td> </tr> <tr> <td><input type="checkbox"/> On sidewalk/path</td> <td><input type="checkbox"/> Repetitive motion</td> <td></td> </tr> <tr> <td><input type="checkbox"/> On stairs</td> <td><input type="checkbox"/> Stairs</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Footwear</td> <td><input type="checkbox"/> Twisting/turning</td> <td></td> </tr> <tr> <td><input type="checkbox"/> Rushing</td> <td><input type="checkbox"/> Walking</td> <td></td> </tr> </table>	<b>Fall/Slip/Trip</b>	<b>Sprain/Strain</b>	<input type="checkbox"/> <b>Other</b>	<input type="checkbox"/> Different level	<input type="checkbox"/> Lifting	_____	<input type="checkbox"/> Same level	<input type="checkbox"/> Bending/squatting	_____	<input type="checkbox"/> Floor condition	<input type="checkbox"/> Holding/carrying	_____	<input type="checkbox"/> Weather condition	<input type="checkbox"/> Pushing/pulling	_____	<input type="checkbox"/> Over object	<input type="checkbox"/> Reaching	_____	<input type="checkbox"/> On sidewalk/path	<input type="checkbox"/> Repetitive motion		<input type="checkbox"/> On stairs	<input type="checkbox"/> Stairs		<input type="checkbox"/> Footwear	<input type="checkbox"/> Twisting/turning		<input type="checkbox"/> Rushing	<input type="checkbox"/> Walking	
<b>Fall/Slip/Trip</b>	<b>Sprain/Strain</b>	<input type="checkbox"/> <b>Other</b>																													
<input type="checkbox"/> Different level	<input type="checkbox"/> Lifting	_____																													
<input type="checkbox"/> Same level	<input type="checkbox"/> Bending/squatting	_____																													
<input type="checkbox"/> Floor condition	<input type="checkbox"/> Holding/carrying	_____																													
<input type="checkbox"/> Weather condition	<input type="checkbox"/> Pushing/pulling	_____																													
<input type="checkbox"/> Over object	<input type="checkbox"/> Reaching	_____																													
<input type="checkbox"/> On sidewalk/path	<input type="checkbox"/> Repetitive motion																														
<input type="checkbox"/> On stairs	<input type="checkbox"/> Stairs																														
<input type="checkbox"/> Footwear	<input type="checkbox"/> Twisting/turning																														
<input type="checkbox"/> Rushing	<input type="checkbox"/> Walking																														
<b>Treatment</b> <input type="checkbox"/> Received 1 <sup>st</sup> aid <input type="checkbox"/> Will be seeking medical treatment <input type="checkbox"/> Received medical treatment (to file a workers' compensation claim complete 801 form) <input type="checkbox"/> Hospital transport* <input type="checkbox"/> Fatality* <input checked="" type="checkbox"/> No treatment <input checked="" type="checkbox"/> Other _____	<b>Blood**</b> Was blood present? <input type="radio"/> Yes <input checked="" type="radio"/> No  If yes, was anyone exposed to blood? <input type="radio"/> Yes** <input checked="" type="radio"/> No  **If an employee was exposed to another person's blood or bodily fluids, please refer to exposure procedures at <a href="http://safety.uoregon.edu/bloodborne-pathogens">safety.uoregon.edu/bloodborne-pathogens</a>																														
<b>Work Status</b> <input checked="" type="checkbox"/> Left work early <input type="checkbox"/> Missed work, dates: _____ <input type="checkbox"/> No missed work																															
*If fatality or hospital transport, call Safety and Risk Services <b>immediately</b> at 541-346-3192.																															





# **FUTURE TRAINING**

- **Virtual training – departmental staff meetings**
- **You specify presentation time available**
- **Contact Trish Lijana to schedule**

## MEDICAL TRANSPORTATION OPTIONS

### REPORT ALL INJURIES

INJURY	Non-Emergency	Urgent First Aid	Emergency
YOUR RESPONSE	Self-Transport (walking or driving)	Call UOPD (541) 346-2919, press 0	Ambulance Call 911
MEDICAL CARE REQUIRED	Non-Emergency	On-Site First Aid (by UOPD or Mobile Health) or Doctor Visit	Immediate Life Threatening
EXAMPLES	Bumps, bruises, minor strain/sprain. Students can treat at University Health Center.	Laceration that may need stitches, sprains/strains, severe bruises, insect bites, rashes, etc.	Severe bleeding, difficulty breathing, chest pain, broken bones, head injuries, etc.
NOTES	UO employee assumes risks when transporting an injured employee in personal vehicle.	UOPD officers are First Aid Certified and can arrange for Mobile Health to treat injured employee on site.	Contact UOPD for additional support. (541) 346-2919, press 0

#### STEPS FOR ALL EMERGENCY LEVELS:

1. Care for injured employee - provide 1st aid or call for medical evaluation as shown above.
2. If 911 is called, also contact UOPD 541-346-2919 press 0 for additional support.
3. Fill out Workplace Injury Report and email/fax to contacts on form within 24 hours.
4. Workplace Injury Report form and Workers' Compensation information can be found at: [safety.uoregon.edu](http://safety.uoregon.edu)
5. For additional support, contact Safety & Risk Services: 541-346-3192 ALWAYS leave a message if no one answers.

# RESOURCES

- Website: [safety.uoregon.edu/injury-reporting](https://safety.uoregon.edu/injury-reporting)
- Injury Reporting & WC Forms
- Medical Treatment Options
- Medical Transport Chart
- 11-Step Process: Injury Reporting & WC
- Contact me with questions

Trish Lijana, 346-2907

*trish@uoregon.edu*

# Paid Leave Oregon

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



# Paid Leave Oregon

- Information can be found at:  
<https://paidleave.oregon.gov/Pages/default.aspx>
- Rulemaking is ongoing
- UO is monitoring program developments and discussing how it will be administered
- No action needed from units at this time



# Online and Self-Guided Learning

Chloe Barnett, Learning and Development  
Coordinator



UNIVERSITY OF  
OREGON

Human  
Resources

# Online and Self-Guided Learning Website

Online Learning resources in 6 content areas for university employees. Most content areas are divided into subcategories.

Content Areas:

- Leadership and Supervision
- Communication, Collaboration, and Relationship Building
- Planning and Productivity
- Thinking and Problem Solving
- Wellness in the Workplace
- Navigating Your Career and Professional Development

The screenshot displays the University of Oregon's Human Resources website. The header includes the university logo and navigation links for 'APPLY', 'VISIT', and 'GIVE'. Below the header, there are links for 'New Employees', 'Faculty', 'Employees', 'Supervisors & HR Partners', 'Job Seekers', and 'About HR'. The main navigation bar lists various HR categories, with 'Learning & Development' highlighted. The page title is 'Human Resources' and the breadcrumb trail is 'Home > Learning & Development'. The main heading is 'Online and Self-Guided Learning'. The text explains that Learning & Development has gathered resources to help employees learn new skills and grow in their careers. It mentions that many resources are from LinkedIn Learning, which offers video-based courses for professional development. A yellow banner highlights the 'Monthly Learning Challenge', stating that each month, Learning & Development wants to challenge employees to take time out of their daily schedule to develop professional skills. The current challenge is 'November Challenge – Learning on the Job: Cultivating a Growth Mindset Throughout Your Career'. A button labeled 'Participate in the Challenge' is provided. At the bottom, there is a 'Content Areas' section with links to six categories: Leadership and Supervision, Communication, Collaboration, and Relationship Building, Planning and Productivity, Thinking and Problem Solving, Wellness in the Workplace, and Navigating Your Career and Professional Development.



# Online and Self-Guided Learning Website

## Self-paced learning resources including:

- LinkedIn Learning Courses, Learning Paths, and Collections
- UO Specific eLearning Courses (in MyTrack)
- Books, articles, other learning resources

Employees can access these resources according to their needs and complete them as their schedule allows.

### Leadership and Supervision

Do you want to develop your leadership skills so that you can help inspire change and innovation in your department? Or are you a supervisor looking for ideas on how to manage an inclusive and effective team? Explore these resources that focus on leadership, mentorship, and supervisory skills.

Topic	Resources
Leadership	<a href="#">Leadership Fundamentals for Everyone</a> (Learning Path) <a href="#">Leading and Managing Organizational Change</a> (Learning Path)
People Management / Supervision	<a href="#">Foundational Courses for New and Emerging Supervisors</a> (Collection) <a href="#">Recruiting and Hiring for Managers</a> (Learning Path) <a href="#">Leading Effective Teams: Goals, Accountability, and Getting Things Done</a> (Collection) <a href="#">Leading Effective Teams: Building an Inclusive Workgroup Culture</a> (Collection) <a href="#">Leading Effective Teams: Engaging and Motivating Employees</a> (Collection) <a href="#">Coaching for Success: Helping Your Employees Achieve Their Professional Goals</a> (Collection) <a href="#">Giving Feedback and Managing Employee Performance</a> (Learning Path) <a href="#">Policies and Procedures: Student Workers - A Training Course for Supervisors of Student Employees</a> (UO Specific eLearning Course)

### Communication, Collaboration, and Relationship Building

These resources focus on how we work with others and nourish strong professional relationships. They will help you build skills around collaboration, communication, inclusion, and trust-building.

Topic	Resources
Communicating with Others	<a href="#">Effective Workplace Communication</a> (Collection) <a href="#">Conflict Management and Conflict Resolution</a> (Collection) <a href="#">Dealing with Difficult Customers: Helping Others While Caring for Yourself</a> (Collection)
Collaboration and Relationship Building	<a href="#">Building Trust with Colleagues in the Workplace</a> (Learning Path) <a href="#">Working on Teams: How to Make Collaboration Actually Work</a> (Learning Path)
Diversity, Inclusion, and Belonging	<a href="#">Get Started Learning about Diversity, Equity, and Inclusion</a> (Collection) <a href="#">Cross-Cultural Communication</a> (Collection) <a href="#">Antiracist and Inclusion Building Resources</a> (UO Libraries Research Guide)





# Online and Self-Guided Learning Website

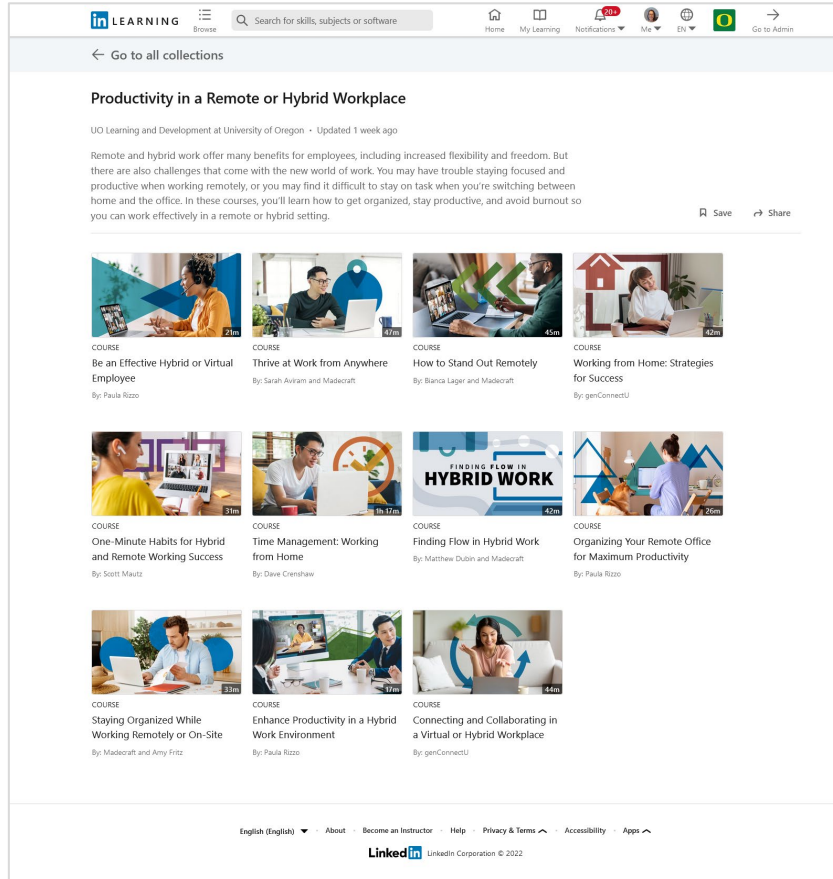


## Examples (Learning Paths)

- Leadership Fundamentals for Everyone (Leadership)
- Giving Feedback and Managing Employee Performance (People Management / Supervision)
- Working on Teams: How to Make Collaboration Actually Work (Collaboration and Relationship Building)
- Project Management Basics and Project Management In-Depth (Project Management)
- Designing Engaging Presentations (Presentation and Facilitation)
- Digital Accessibility and Inclusive Design (Essential Technology Skills)
- Microsoft Excel: The Basics and Microsoft Excel: In Depth (Essential Technology Skills)
- Mentorship (Navigating Your Career and Professional Development)



# Online and Self-Guided Learning Website



The screenshot displays the LinkedIn Learning interface. At the top, there is a navigation bar with the LinkedIn Learning logo, a search bar, and various utility icons. Below the navigation bar, a breadcrumb trail reads "Go to all collections". The main content area is titled "Productivity in a Remote or Hybrid Workplace" and includes a brief introductory text. Below the text, a grid of course thumbnails is displayed, each with a title, duration, and author information. The courses include:

- Be an Effective Hybrid or Virtual Employee (32m) by Paula Rizzo
- Thrive at Work from Anywhere (42m) by Sarah Avram and Madercraft
- How to Stand Out Remotely (42m) by Bianca Lager and Madercraft
- Working from Home: Strategies for Success (42m) by genConnectU
- One-Minute Habits for Hybrid and Remote Working Success (31m) by Scott Maulz
- Time Management: Working from Home (15m) by Dave Crenshaw
- Finding Flow in Hybrid Work (42m) by Matthew Dubin and Madercraft
- Organizing Your Remote Office for Maximum Productivity (22m) by Paula Rizzo
- Staying Organized While Working Remotely or On-Site (33m) by Madercraft and Amy Fritz
- Enhance Productivity in a Hybrid Work Environment (17m) by Paula Rizzo
- Connecting and Collaborating in a Virtual or Hybrid Workplace (44m) by genConnectU

At the bottom of the page, there is a footer with language settings, navigation links, and the LinkedIn logo.

## Examples (Collections)

- Leading Effective Teams (People Management /Supervision)
  - Goals, Accountability, and Getting Things Done
  - Building an Inclusive Workplace Culture
  - Engaging and Motivating Employees
- Get Started Learning about Diversity, Equity, and Inclusion (Diversity, Inclusion, and Belonging)
- Productivity in a Remote or Hybrid Workplace (Staying Organized and Productive at Work)
- Problem Solving Techniques (Decision Making and Problem Solving)
- Managing Stress, Anxiety, and Burn-Out (Wellness and Emotions in the Workplace)
- Building Your Professional Network (Navigating Your Career and Professional Development)



# Monthly Learning Challenge

**A monthly self-paced professional development opportunity designed to be completed individually or with a team. Includes recommended learning resources - videos, tutorials, reading, etc. - and accompanying activities based around a topic or theme.**

## **November Challenge:**

**Learning on the Job: Cultivating a Growth Mindset Throughout Your Career**

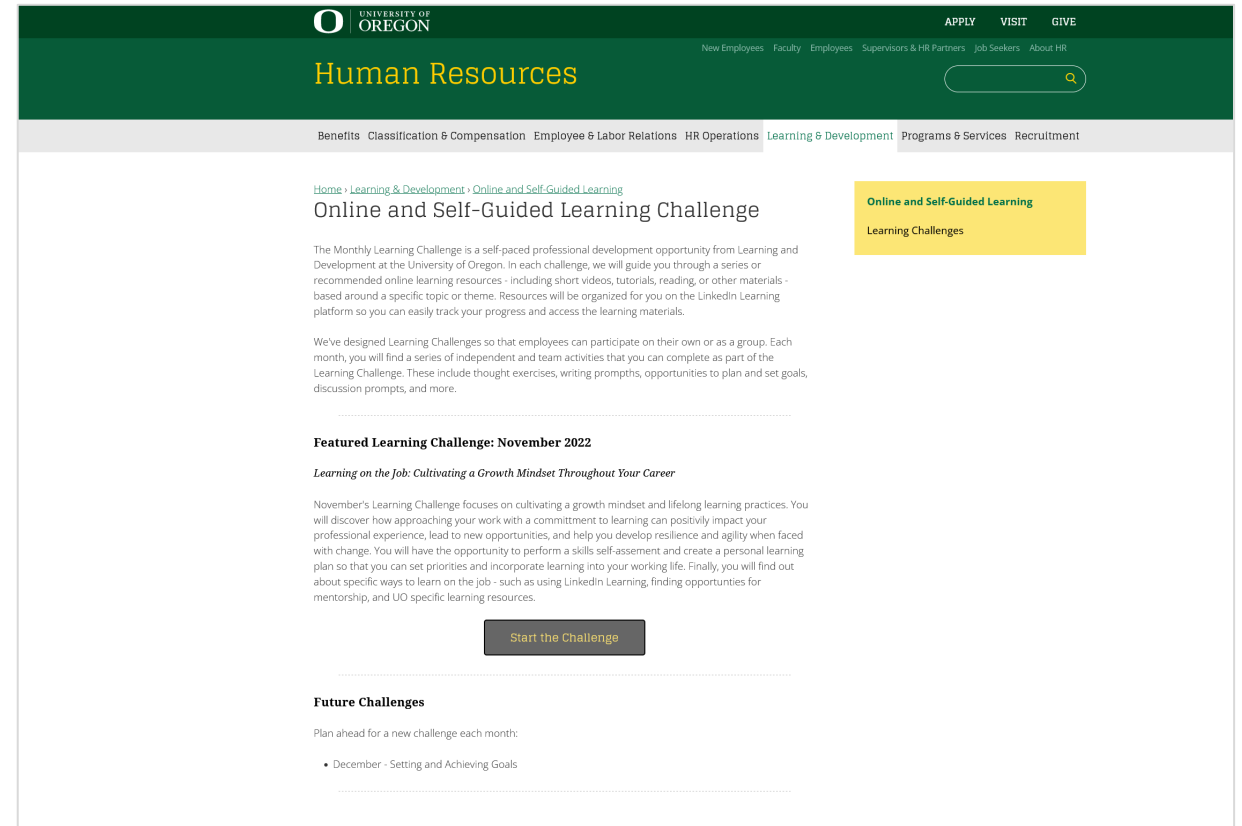
## **Upcoming Challenges:**

Setting and Achieving Goals

Beating Loneliness at Work


Managing Stress and Burnout

Planning Your Time



The screenshot shows the University of Oregon Human Resources website. The header includes the University of Oregon logo and navigation links: APPLY, VISIT, GIVE. Below the header is a search bar and a navigation menu with links: Benefits, Classification & Compensation, Employee & Labor Relations, HR Operations, Learning & Development, Programs & Services, and Recruitment. The main content area features a breadcrumb trail: Home > Learning & Development > Online and Self-Guided Learning. The title is "Online and Self-Guided Learning Challenge". A yellow box on the right contains the text "Online and Self-Guided Learning" and "Learning Challenges". The main text describes the challenge as a self-paced professional development opportunity. It includes a section for the "Featured Learning Challenge: November 2022" titled "Learning on the Job: Cultivating a Growth Mindset Throughout Your Career". Below this is a "Start the Challenge" button. A "Future Challenges" section lists "December - Setting and Achieving Goals".




 Search for skills, subjects or software

---

**November, 2022 - Learning on the Job: Cultivating a Growth Mindset Throughout Your Career**
Continue with: **Introducing the Monthly Learning Challenge**

UO Learning and Development at University of Oregon • Updated 3 days ago

November's Learning challenge focuses on cultivating a growth mindset and lifelong learning practices. During the month, take some time to work through this learning path on your own or as a team. Resources are intended to be viewed in order and there are suggested follow-up activities for individuals and groups after each section.


Monthly Learning Challenges are created by UO Learning & Development. We would love to hear about your experience! E-mail us at [learning@uoregon.edu](mailto:learning@uoregon.edu).

---

**Welcome**

Welcome to the Monthly Learning Challenge! In November, you will focus on cultivating a growth mindset and developing a plan for learning throughout your career. Take a look at this quick welcome video to discover more about the learning challenge.

1 ITEM • 5m 40s



**Introducing the Monthly Learning Challenge**  
 UO Learning and Development at University of Oregon • Updated 1 month ago  
 Completed 10/26/2022


---


**Cultivating a Growth Mindset**

What is a growth mindset? In these resources, you will explore how approaching your work with a commitment to lifelong learning can positively impact your professional experience, lead to new opportunities, and help you to develop resilience and agility when faced with change.

3 ITEMS • 11m 30s


**Fixed, mixed, and growth mindsets**  
 LinkedIn Learning • Sep 2018 • From the course: Cultivating a Growth Mindset  
 Completed


**Growth mindset**  
 LinkedIn Learning • From the course: Develop a High-Performance Mindset  
 Completed



**How to grow as a learner**  
 LinkedIn Learning • Feb 2018 • From the course: Developing a Learning Mindset  
 Completed


---

**Creating a Plan to Learn**

When you want to learn on the job, it can be useful to have a plan and to set specific goals and priorities. In these videos, you will learn how to perform a skills self-assessment and prioritize the skills you need to build.

2 ITEMS • 5m 34s


**Perform a skills self-assessment**  
 LinkedIn Learning • Sep 2021 • From the course: Build a Personal Learning Plan and Stick w...  
 Completed



**Prioritize the skills you need to build**  
 LinkedIn Learning • Sep 2021 • From the course: Build a Personal Learning Plan and Stick w...  
 Completed

---

**Learning Activity 1**

Now it's your turn to apply the concepts that you've learned to your own work. Check out the first activity for this learning challenge! You may work on this activity on your own or with a team.

1 ITEM


**Learning Activity 1: Learning on the Job: Cultivating a Growth Mindset Throughout Your Career**  
 UO Learning and Development at University of Oregon • 1 month ago  
 Completed 10/26/2022



## Independent Activity

Create your own personal learning plan using the *Learning Plan Framework* document

- You can find the document in the Activity section of the challenge.
- Click on the document, then use the 3 dots on the upper right side of the screen to download the file.



## Team Activity

Create your own personal learning plan using the *Learning Plan Framework* document

- You can find the document in the Activity section of the challenge.
- Click on the document, then use the 3 dots on the upper right side of the screen to download the file.

### Discussion Prompt:

- Have you ever had a mentor or been a mentor? How did it benefit you?



# Check Them Out!

[Online and Self-Guided Learning Website](#)

[Monthly Learning Challenge Website](#)

[Monthly Learning Challenge Introductory Video](#)



# TACC Team Announcements

Jenna Rakes, Director, Talent Acquisition,  
Classification & Compensation



- Staffing Updates
- Primary Work Location
  - Where an employee works for 51%+ of their time
  - Drives taxes, insurance options, workers compensation rates, leave options, minimum wage, and FLSA
  - Hybrid employees – need to consider where they spend majority of time
  - Updates coming before end of year to Offer Card
  - Units will be prompted to update offer card to reflect primary work location of the new hire
- Winter Term Offer Deadline



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

The next HRCP meeting is  
Wednesday, December 7, 2022



UNIVERSITY OF  
OREGON

Human  
Resources