

# HR Community of Practice

March 2, 2022

2:00 PM-3:00 PM



UNIVERSITY OF  
OREGON

Human  
Resources

[Building Healthy Relationships  
in the Workplace](#)

Thursday, March 3, 10AM-11:30PM

[New Employee Orientation You @ UO](#)

Thursday, March 3, 3PM-4:30PM

[Accessibility Ally Live Workshop](#)

March 4 & 11, 10AM-12PM

[Using LinkedIn Learning for Employee Training  
and Development](#)

Mar 4, 10AM-11AM or Mar 31, 2PM-3PM

[Lane County HR Association  
Worktrends Virtual Conference](#)

Tuesday, March 8, 9AM-4PM

[Search Advocate Training](#)

multi-day workshop begins March 11th

[Leadership in Student Supervision:  
Supervisory Strategies and HR Policies](#)

Tuesday, March 15, 9AM-12PM

[Performance Evaluations-  
Supervisor Development](#)

Wednesday, March 16, 10AM-12PM

[Using LinkedIn Learning for Your Own  
Professional Development](#)

Thursday, March 17, 11AM-11:50AM

[Wellness at Work](#)

hosted by Canopy for UO employees  
Wednesday, April 13, 12PM-1PM

**Save the Dates!**

# The Power of the Stories We Tell

Oregon CUPA HR Spring Conference  
April 7th (1:00p-5:00p) &  
April 8th (8:30a-12:30p)



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

# Agenda

- Search Advocate Program and Training  
*Charlotte Moats-Gallagher, Assistant Vice President and Center on Diversity and Community (CoDaC) Director*
- Recruitment Updates  
*Jenna Rakes, Sr. Associate Director, Talent Acquisition*
- HR Updates  
*Mark Schmelz, Associate Vice President & Chief Human Resources Officer*
- Q & A



# Search Advocate Program and Training

Charlotte Moats-Gallagher, Assistant Vice  
President and Center on Diversity and  
Community (CoDaC) Director



## Search Advocacy in a Nutshell

### Key Principles

Embedding diversity, equity and inclusion into searches

Continuous professionalization in arena of equity and inclusion

Culture building, climate shifting

- **260+** trained search advocates
- Oregon State University (at this since 2008) provides UO the model and the workshops
- More than **60** UO campus units using search advocates, since pilot start in 2018

### Indicators of Embeddedness:

- **Demand is high**
- **OVPRI, Libraries, UESS and UOPDX all hope to have search advocates on every search they launch.**
- **Tenure Track Faculty Searches seeking search advocates**



## **Search Advocacy Complements Existing HR Practices**

### **Key Principles**

**Cross-training: HR professionals getting further versed in DEIA & faculty/staff are getting versed in intricacies of HR work.**

- We are finding “shared space” around the key node of recruitment.

Learning as we go...

## What is search advocacy?

### My “pitch”

1-Help us work together to create a more equitable and inclusive search.

2-Challenge us all...

3-I'll ask questions...

4-I'll help us create a criteria matrix...

5-Facilitate UP FRONT discussion about how the committee will handle:

Known applicant issues

Potential conflicts of interest

Googling candidates, etc.

6-Serve as an advisor watching for ...

Opportunities to intervene are different with every search.



## Value Search Advocacy Brings

Ability to focus **exclusively** on 'equity' and equitable and inclusive process.

- Providing perspective w/o being enmeshed in power dynamics
- Unbiased outside party
- Support for faculty/staff of color on search committees
- Check against bias creeps into process
- Presence of search advocate can enable other search committee members to raise issues of diversity...

• **See Document with Testimonials**

## Role of Search Advocate Starts Early in Process...

### Key Principle

Words matter. What does your job ad language signal, and to whom?

- An example of an ‘intervention’: **Signaling the Importance of DEI in job ads/position descriptions...**

[See Signaling Document for full discussion.](#)

## More interventions...

- Asking clarifying questions
- Making sure committee members have relatively equal “airtime”
- Set up for candidate review meetings—start with strengths

• **Student example.**

• **Dean example.**

## Search Advocate Tactics/Approaches

- Widen eyes
- Two fingers on forehead
- Ask questions...

Can you say a bit more about that?

I'm not sure I know what you meant by that comment...

Which of our criteria does that relate to?

- As unique as you are...



## Barriers to intervening in Search Committees...

- Power dynamics/authority/level of status and influence
- Overstepping boundaries
- Assuming they didn't mean it
- Conflict avoidance
- Finding the right words
- Embarrassment

- Debating if saying something will make it worse
- Sense of time pressure
- Shock
- How we're feeling that day...

Hmmmm.

## Why is it important to intervene anyway?

- It's the right thing to do
- To be an ally for those who are the target
- To make the best hire
- To have positive change
- To change culture
- To stand in the gap; create an inclusive environment

- To underscore shared community values
- To model better behavior
- To hire for inclusion and diversity
- The pressure NOT to intervene is part of how systemic bias is perpetuated



## Support

- Search advocate peer-coaching sessions every 2 weeks:

One meeting for tenure track faculty search advocates and one for all other search types.

- [Search Advocate Training Multi-Day Workshop - March 2022](#)
- Training will be from 9:00 am-1:00pm on each of the 4 following session dates:
  - Friday, March 11, 2022
  - Monday, March 14, 2022
  - Wednesday, March 16, 2022
  - Friday, March 18, 2022
- [Search Advocate Training Multi-Day Workshop - May 2022](#)
- Training will be from 9:00 am-1:00pm on each of the 4 following session dates:
  - Monday, May 9, 2022
  - Wednesday, May 11, 2022
  - Friday, May 13, 2022
  - Monday, May 16, 2022

Opportunity for professional growth!  
Organizational learning in motion.



## **VISION for Search Advocacy at UO**

- Full-time Search Advocate Program Director
- UO Leadership Role in National Search Advocate Community of Practice
- Faculty and staff employees who more closely correspond to our student body.

**Thank You!**

**Questions?**





# Recruitment Updates

Jenna Rakes, Senior Associate Director  
Talent Acquisition



- Staffing update
- Recruitment Challenges
  - Search Chair Drop in Hours
  - Consults on streamlining process
  - Select Classified Recruitments – open until filled
- Veteran Preference Reminder
  - Process Update – Email to Hiring Manager/HR Admin
- Closing Jobs
  - Updates to your requisition list
  - Update to Candidate Portal



Just so we can get to know you better, we'd like for you to tell us more about yourself.

So that we can understand where you'd really make a difference, every little bit of information you add counts! And of course – you can always provide us your resume.

To view current opportunities with University of Oregon [click here](#)

This is a TEST account

### Incomplete applications

You have no incomplete applications.

### Open Searches

The positions below still have active searches underway; your "Current Status" shows the latest update.

- ▶ PF Test for PAC Delivery Demo (528032)

*VP Finance & Administration*

*Application submitted 17 Aug 2021 at 1:24pm PST.*

*Current status: Application Received*

[View application](#) [Update references](#) [Withdraw](#)

- ▶ Testing Supplemental Questions (521217)

*VP Finance & Administration*

*Application submitted 29 Sep 2017 at 11:08am PST.*

*Current status: Offer Pending*

[View application](#) [Update references](#) [Withdraw](#)

### Closed Search

The positions below have been filled or the search has been cancelled; your "Current Status" shows the last status update made before closure.

- ▶ PD Test test\_job\_298771 (525539)

*UO General*

*Application submitted at EST.*

*Current status: Application Received*

[View application](#) [Update references](#) [Withdraw](#)

- ▶ PD Test for Suspended Status (525362)

*UO General*

*Application submitted 6 Apr 2020 at 12:24pm PST.*

*Current status: Checking References*

[View application](#) [Update references](#) [Withdraw](#)



# HR Updates

Mark Schmelz, Associate Vice President  
& Chief Human Resources Officer



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# Questions and Answers

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



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

The next HRCP meeting is Wednesday,  
April 6, 2022.

