We provide HR leadership and expertise to create and support a high-performing, inclusive workplace which advances UCR’s mission and strategic objectives.

UCR HR is the benchmark in higher education for visionary and innovative HR strategies and exemplary service delivery.
You’re a Highlander – Now What?

- PoC – a culture of respect where everyone can achieve their potential
- How to build a career at UCR:
  - Competencies – align your skills with the needs of UC
  - Employee & Organizational Development—develop your skills
    - EOD Catalog
    - LinkedIn Learning
    - UNEX & Tuition Reimbursement
  - My UC Career – tools for your career advancement
  - Career Tracks - map your path
Tartan Soul

UCR has the highest-elevation campus of the UCs. A write-in campaign in the 1950s, led by the men’s basketball team, was begun for the name “Hylanders,” suggested by freshman Donna Lewis in part because the Box Springs Mountains were known as the Highlands. Scottish street names – Aberdeen and Inverness – began sprouting all over campus. Plus, it’s fun to be a Highlander – who else has a bear with a kilt to cheer teams to victory? And what other school has a 33-member bagpipe and drum corps, and an official tartan, registered with the Scottish Register of Tartans?
Principles of Community - A Culture of Respect
Where to Go for Support

- Supervisor or Manager
- Ombuds Office
- Employee & Labor Relations
- Equal Employment & Affirmative Action
- Title IX Office
- Faculty & Staff Assistance Program
- Initiate a PPSM-70 Compliant
- Initiate a grievance
- Whistleblower hotline
Careers at UCR

https://medium.com/ucr-magazine/odd-jobs-335da609ce70
UC Core Competencies – Align Your Skills

- Communication
- Diversity and Inclusion
- Employee Engagement
- Innovation and Change Management
- Job Mastery and Continuous Learning
- People Management
- Resource Management
- Service Focus
- Teamwork and Collaboration
- Job Mastery and Continuous Learning
- Employee Engagement
- Innovation and Change Management
- Job Mastery and Continuous Learning
- People Management
- Resource Management
- Service Focus
- Teamwork and Collaboration

UC Core Competencies
Employee and Organizational Development
Develop Your Skills

Know the Institution
Subjects unique to UCR. Helping to ease the transition into higher education.

Individual Effectiveness
Professional development tools designed to maximize your value as an individual contributor.

Leadership
Comprehensive leadership development for all levels of the organization.

Organizational Effectiveness
Working collaboratively to create a workplace that engages employees and allows them to thrive.
EOD Catalog

Course Catalog
2018 – 2019

We offer tools and resources to help you succeed and excel in your professional role at UCR through engaged learning and focused customer service.
## EOD Catalog – Courses Map to Competencies

### Development Matrix for *EOD Courses*

<table>
<thead>
<tr>
<th>Instructor-Led Training</th>
<th>UC &amp; UCR Core Competencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 Critical Practices for Leading a Team</td>
<td>X</td>
</tr>
<tr>
<td>7 Habits for Highly Effective People</td>
<td>X</td>
</tr>
<tr>
<td>Collaborative Leadership</td>
<td>X</td>
</tr>
<tr>
<td>Crucial Conversations</td>
<td>X</td>
</tr>
<tr>
<td>Delegation Skills</td>
<td>X</td>
</tr>
<tr>
<td>Disability Ally Workshop</td>
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</tr>
<tr>
<td>Facilitation Skills</td>
<td>X</td>
</tr>
<tr>
<td>How to Conduct Effective Meetings</td>
<td>X</td>
</tr>
<tr>
<td>Leading at the Speed of Trust</td>
<td>X</td>
</tr>
<tr>
<td>Myers-Briggs Type Indicator (MBTI)</td>
<td>X</td>
</tr>
<tr>
<td>Successfully Supervising Students</td>
<td>X</td>
</tr>
<tr>
<td>UC Managing Implicit Bias</td>
<td></td>
</tr>
</tbody>
</table>
Office 365

Use the subscription-based Microsoft Office 365 to create an online office with Office Web Apps and cloud-based versions of Word, Excel, PowerPoint, and OneNote. Learn how to create and use shared calendars and documents. Tutorials cover basic and advanced functions, including power shortcuts.
University Extension

Build knowledge. Achieve goals. Transform your life.

begin here

PROGRAMS A TO Z

CERTIFICATION COURSE

SHRM CERTIFICATION TRAINING
GET CERTIFIED IN HR MANAGEMENT

Begins April 11

ENROLL TODAY
Tuition Discounts

UC supports employees who want to advance their education and offers tuition and fee discounts to those who are eligible.

Reduced fees for university classes

Regular status employees who meet the admission requirements of the university are eligible for two-thirds reduction of both the University Registration Fee and the Educational Fee when enrolled in regular session courses of up to nine units or three courses per quarter or semester, whichever provides the greater benefit. If you are eligible to receive reduced fees under this policy, you are not eligible to receive an additional reduction in fees under the Policy and Procedures Concerning Part-Time Study.

The reduced fee enrollment provision applies to non-represented and most represented employees. Represented employees should consult their bargaining unit's contract for specific information.

The provision does not include access to student services and facilities provided through the University Registration Fee, which includes but is not limited to counseling centers, gymnasiums or student health services, unless you are otherwise entitled to them.
My UC Career – Tools for Advancement
DISCOVER YOUR CAREER PATH

Providing you with tools to learn more about your strengths, skills, and opportunities.
Assessment Center

Need help exploring your career path? Use our personal assessments to help you identify your values, personality, skills, and talents.

Identify Your Personal Preferences
This interactive assessment will analyze your values, interests and personality to identify positions that may be a good fit for your personal preferences.

Start Personal Preferences

Develop Your Skills
The UC Learning Center, the University of California’s systemwide Learning Management System (LMS), offers a multitude of courses that will help you enhance your professional skill set and prepare to take the next step along your career path.

Log into the UC Learning Center

Identify Your Strongest Skills
As you develop your resume or craft stories to share during your interview, be sure to highlight your strongest professional skills. Take this assessment to identify the skills you possess, the skills you enjoy the most, and the skills you do very well.

Start Skills
Network & Research

Optimize your social media presence and leverage our research tools to help uncover exciting career opportunities.

START NETWORKING
Review social media resources

START RESEARCHING
Dive into our research tools

Need more help?
Take our Networking Workshop to learn about networking approaches.
Research

Ready to hone your approach? Leverage these research tools to achieve your networking goals.

Manage Your Contacts
Add contacts from within your network.  

Go

Business Information Resources
Explore our Business Information Resources tool. You can search Trade Events, Associations, Magazines, Newsletters, Databases, and Websites.  

Go
Business Information Resources

Need new sources of information? Search our expansive database of resources aimed at helping you learn more about your career.

Associations | Magazines / Journals | Newsletters | Trade Shows | Directories & Databases | Websites

Hover over a category for more information.

Resource Category

Associations

Industry

-- Any --

Keywords

Enter Keywords

Search
<table>
<thead>
<tr>
<th>Job Family</th>
<th>A group of jobs in the same general occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Job Function</strong></td>
<td>A more specific area within a family</td>
</tr>
<tr>
<td><strong>Job Category</strong></td>
<td></td>
</tr>
<tr>
<td>Individual Contributor Series</td>
<td>Leadership Series</td>
</tr>
<tr>
<td>Operational &amp; Technical</td>
<td>Supervisors &amp; Managers (2+ FTE)</td>
</tr>
<tr>
<td>Professional</td>
<td></td>
</tr>
<tr>
<td><strong>Career Level</strong></td>
<td>Entry (Level 1)</td>
</tr>
<tr>
<td>Level 1</td>
<td></td>
</tr>
<tr>
<td>Level 2</td>
<td>Intermediate (Level 2)</td>
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<tr>
<td>Level 3</td>
<td>Experienced (Level 3)</td>
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<tr>
<td></td>
<td>Advanced (Level 4)</td>
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<tr>
<td></td>
<td>Expert (Level 5)</td>
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</tr>
</tbody>
</table>
Career Tracks – Map Your Path

Professional/Technical Track

- Expert (P5)
- Advanced (P4)
- Experienced (P3)
- Intermediate (P2)

Leadership Track

- Manager 4
- Manager 3
- Manager 2
- Manager 1
- Supervisor 2
- Supervisor 1
Questions

▶ https://hr.ucr.edu/