Agenda

• BRIGHT SPOTS
• DIRECTOR’S COIN
• LEADERSHIP UPDATE - Anita Azarenko
• DATA SCIENCE FOR PUBLIC GOOD – Linsey Shirley and Brett Tyler
• INTRODUCTION TO EMPLOYEE AND LABOR RELATIONS – Heather Horn
• WHAT’S NEW IN HUMAN RESOURCES – Carolyn Warfield
BRIGHT SPOTS
LEADERSHIP UPDATE
Questions?
Data Science for the Public Good

A partnership with OSU Extension

Brett Tyler
Director, Center for Genome Research and Biocomputing
Data Science

Using large complex data sets to advance knowledge and make useful predictions
Large complex data sets are everywhere
Uses of Big Data

• **Precision Agriculture**
  – Optimizing planting decisions
  – Optimizing and targeting inputs
    Predicting frosts
  – Using AI for precision spraying of weeds
  – Integrating diverse data to define a grape growing area

• **Resource management**
  – Predicting wildfire spread

• **Business**
  – Targeted advertising
  – Inventory management

• **Medicine and healthcare**
  – Improved diagnosis and treatment (personalized medicine)
  – Better identification of at-risk individuals (e.g. elderly)
Data Science for the Public Good

• Partnership with University of Virginia, Iowa State, Virginia Tech and Virginia State

• Collaboration with OSU Extension programs
  – Agriculture; Forestry; Public Health; Sea Grant

Co-PI Lindsey Shirley

Vision

• Cooperative Extension as a platform to provide data science awareness and resources to Oregon stakeholders

• Data science summer projects for stakeholders as a platform to introduce rural students to careers in the knowledge economy
Data Science for the Public Good

Phase I

• Develop educational programs and materials on data sciences for Extension professionals
• Equip Extension professionals to communicate with rural stakeholders about Data Sciences
• Identify specific issues that could benefit from data sciences approaches
• Connect stakeholders with university and industry resources
Phase I progress

• Conversations with Extension professionals to develop engagement and learning strategies

• Introductory Data Science learning resources in development

• Data science needs commonly identified around:
  – Community & Environmental Health
  – Public Service & Infrastructure - Availability, Accessibility, Use
  – Rural Economic Development
Phase 2

• Identify specific rural data science projects that could be addressed by small groups of students

• Recruit students from colleges around Oregon; emphasize students from rural backgrounds

• Students execute data science projects under supervision of faculty and Extension personnel, with stakeholder input
  – projects at Corvallis or ARECs
DATA SCIENCE FOR THE PUBLIC GOOD

DATA-DRIVEN SOLUTIONS FOR RURAL COMMUNITIES
Data Science for the Public Good

Phase 2 progress

• 11 Rural data science projects proposed – in review
• 26 undergraduate student applications – in review
• 11 graduate student applications – in review
• Student-focused data science training materials – in development with partner institutions
Data Science for the Public Good

Phase 2: examples of proposed data science projects

- Impact of water releases on temperature and health of the Deschutes River
- Economic mobility strategies for Wasco County
- Data-driven planning for rural Fire & EMS services
- Assessing economic impacts of regulatory policies
- Mapping orchard productivity by microenvironment (soil, water, light, etc.)
- Understanding the economic contribution of immigrant ag. workforce
- Optimizing water-quality infrastructure investments
- Assessing mental-health challenges & opportunities in rural communities
Acknowledgements

• Shawn O’Neil, Center for Genome Research and Biocomputing
• John Buzzard, Professional and Continuing Education
Questions, comments, suggestions?
Employee and Labor Relations

Heather Horn
Associate Vice Provost & Senior Director for Employee and Labor Relations
The Office of Human Resources
Employee & Labor Relations Team

• Provides service/support in four functional areas:
  o Performance management
  o Labor relations
  o Personnel policy creation, implementation and compliance
  o Training and development
## Employee & Labor Relations Team

### Subject Matter Expert Assignments

<table>
<thead>
<tr>
<th>Employee Type</th>
<th>Unrepresented Academic Faculty (supervisors or represented academic faculty &amp; administrators)</th>
<th>Represented Academic Faculty</th>
<th>Grads Assistants</th>
<th>Professional Faculty</th>
<th>Classified</th>
</tr>
</thead>
</table>
| ELR SME       | **Heather Horn**  Edith Birky*  
Trina Young  Edith Birky* | **Heather Horn**  Cory Vieira  Heather Horn | **Trina Young**  Linda Nye  Edith Birky* | **Bill Sexton**  Cory Vieira  Vacancy |
| Union         | n/a  | UAOSU | CGE | n/a  | SEIU               |

*Counsel relates to OSU processes/practices

**Bolded name** represents the first point of contact
Employment Categories at OSU

Represented Academic Faculty (UAOSU) ~2800

Classified Employees (SEIU) ~1600

Graduate Assistants (CGE) ~1800

Professional Faculty ~2200
Collective Bargaining Agreements (CBAs)

Legal document establishing:
- Wages, hours, terms and conditions of employment
- Grievance procedure specific to the CBA

- OSU has three represented employee groups:
  - Academic Faculty (UAOSU)
  - Graduate Assistants (CGE)
  - Classified Employees (SEIU)

Faculty Bargaining: https://facultyaffairs.oregonstate.edu/faculty-union-bargaining
Graduate Assistant Bargaining: https://facultyaffairs.oregonstate.edu/graduate-assistants-bargaining
# Labor Negotiations Update

<table>
<thead>
<tr>
<th></th>
<th>UAOSU</th>
<th>CGE</th>
</tr>
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<tbody>
<tr>
<td>Represents</td>
<td>~2800 employees</td>
<td>~1800 employees</td>
</tr>
<tr>
<td>Inaugural</td>
<td>Contract</td>
<td>Successor Contract</td>
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<tr>
<td>Negotiations</td>
<td>began March 23, 2019</td>
<td>began October 24, 2019</td>
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<td>17 Tentative</td>
<td>Agreements</td>
<td>1 Agreement</td>
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<tr>
<td>Primary focus</td>
<td>on economic proposals</td>
<td>Focus on both non-economic and economic proposals</td>
</tr>
<tr>
<td>Economic asks</td>
<td>total over $35M per year</td>
<td>total over $45M per year</td>
</tr>
</tbody>
</table>

Update as of Feb 10, 2020

Faculty Bargaining: [https://facultyaffairs.oregonstate.edu/faculty-union-bargaining](https://facultyaffairs.oregonstate.edu/faculty-union-bargaining)
Graduate Assistant Bargaining: [https://facultyaffairs.oregonstate.edu/graduate-assistants-bargaining](https://facultyaffairs.oregonstate.edu/graduate-assistants-bargaining)
Questions?
University Human Resources
Reorganization
University Human Resources (UHR) Organizational Model

OSU Human Resources is transitioning to a best-practice strategic structure and operating model consistent with other progressive R1 and land-grant universities. Transition to this model completes the process of consolidating Central HR and Business Center HR teams that began 2017. We move forward under a shared identity as University Human Resources (UHR).
The UHR operating model can be represented at a high level by the interplay of three balanced components.
CENTERS OF EXPERTISE

- Centers of Expertise are specialist functions focused on building best-practice programs and tools that are responsive to campus needs, monitoring regulatory compliance and developing/evolving relevant HR policies.

- **Examples**
  - Benefits
  - Classification & Compensation
  - Employee & Labor Relations

HR STRATEGIC PARTNERS

- HRSPs provide consultation to assigned colleges/units and work within a consulting and change management cycle to deploy university HR initiatives and leverage university resources to deliver customized people strategies. HRSPs are accountable to balance the need for university consistency with the need for college/unit flexibility and are empowered to act on behalf of HR.

- **Extension’s HRSP is Curtis Flynn**
curtis.flynn@oregonstate.edu
The Service Center consolidated seven HR business center operational units into one team organized around key processes. The Service Center team focuses on building simpler, faster and friendlier processes and best-practice service around employee touch points. Automation is a key strategy to drive both employee/supervisor satisfaction and HR efficiency and effectiveness. The HR Service Center supports all OSU units from locations at Hovland Hall and University Plaza.

Extension is served from University Plaza.

Service Center Contacts

- For recruitment-related service: uphr.recruitment@oregonstate.edu
- For all other services after an offer letter is signed: uphr.lifecycle@oregonstate.edu
- For hourly student employment services: student.employment@oregonstate.edu
What questions do you have?
Next Quarterly Conversation
May 15