

HR Connect

Together, WE WILL



Competencies At Work

Our annual year end performance reviews are well under way. At this time you should have completed your self-evaluation on Workday. Employees should expect to meet with their supervisors during the month of June to discuss their self evaluation and manager's evaluation. To guide these conversations, OHRM has developed 11 core competencies that are applicable to all staff members, regardless of role. We will continue to highlight these competencies until the year end performance review cycles ends. A full list of competencies and their descriptions can be found [here](#).

Self-Development Competency

Description: Grasps the essence of new information. Masters new technical and business knowledge. Recognizes own strengths and weaknesses. Pursues self-development. Seeks feedback from others and opportunities to master new knowledge.

Focusing on Self-Development through DiSC



Self-Development is how we continue to improve in our performance, relationships, and teams. Building your self-awareness and confidence drives continuous growth and presents opportunities to learn new skills and knowledge that will serve you professionally and personally.

Kim Cochran, Assistant to the Associate Deans in the Farmer School of Business, was motivated to attend Staff Development's **DiSC in the Workplace** training that served her own development in the Self-Development competency. DiSC is a **non-judgmental personality and behavioral model** used to improve teamwork, communication, and productivity. Using this model, participants can improve their daily interactions and increase awareness for self and others.

Kim was motivated to attend the training as part of her "ongoing goal to better understand how different **communication styles** show up in the workplace" and how she can be more effective in supporting and collaborating with others. Through this training, Kim learned how to recognize and adapt to different working styles in real time. Since the training, she has been more intentional about how she communicates based on her audience and goals. Kim has built stronger relationships and navigate day-to-day interactions more thoughtfully.

Building on that experience, Kim also has taken a more active role in supporting staff development and wellness at the Farmer School of Business through her work as Chair of the Dean's Staff Advisory Committee (DSAC). This has included helping organize initiatives such as **Wellness Walks** to promote connection and well-being, as well as coordinating **professional development opportunities**, including AI-focused trainings for staff. These efforts have been a great way to extend what she learned into meaningful opportunities for others. This is part of her ongoing commitment to advancing **self and staff development** at the Farmer School of Business.

SUMMER HOURS BEGIN MAY 18

Offices can begin their summer hours starting on May 18th. Please refer to your office policies for more information.

Howe Writing Center Celebrates Student Workers

As the school year comes to an end, the **Howe Writing Center** is busy celebrating all the hard work done by their student workers. An event that began in 2008 with a simple pizza party has grown into an **annual Spring banquet** in King Library that highlights the contributions made by their student workers over the past year. The event showcases slideshows with photos presented by the graduating writing consultants and superlatives for student workers such as "Most likely to need reminders to check their hours" and "Most Class Visits." The HWC takes special care to celebrate their graduating consultants and provides them with **graduation cords, HWC pins, Senior Send-Off booklets, and certificates** as part of the ceremony. This **annual tradition** is a meaningful way to end a busy academic year and show appreciation for all the work each of these students do.



Quote from **graduating senior Abby Borcoman**: "The spring banquet is a meaningful way to celebrate the end of the school year for all consultants, but especially seniors. It gives us the opportunity to reflect on our experiences and celebrate our accomplishments throughout our time at the HWC, as well as spend a fun afternoon with our fellow consultants!"

CPAC Conference and Opportunities

The Classified Personnel Advisory Committee (CPAC) has some exciting opportunities coming up. CPAC supports a culture of collegiality, a spirit of community, and the personal and professional growth of all classified staff. Three vacancies are available for new members. To explore these positions and complete your application [here](#).

Step away from the day-to-day and join CPAC for this year's CPAC Summer Conference: Bits, Bytes & Balance on May 20, 2026—a dynamic experience exploring the intersection of technology, well-being, and the future of work. Whether you're curious about AI, looking to prevent burnout, or simply ready to reconnect with colleagues, this conference offers something meaningful for everyone. [Register here](#).