

A CHIEVING RESULTS **B** UILDING RELATIONSHIPS **C** REATING THE FUTURE

April 2025



HEADLINE NEWS



LEAD R'Ship Series

April 8 at 11:00am

Join LEAD and Marleen Mendoza, MS and learn how to achieve results through cross-departmental teamwork.



**UPCOMING
CLASSES**

EOD Programs

Course	Date(s)	Cost*	Link
Communicating with Clarity to Drive Performance	4/8/25 4/16/25	Free	Register
Communicating with Clarity to Drive Performance is designed to elevate participants' communication skills and	5/1/25 5/19/25		

enhance performance through goal setting. This course equips individuals with three (3) key ingredients needed to communicate effectively and achieve exceptional results.

Franklin Covey's Navigating Difficult Conversations: Turn Tension Into Progress

This course takes a targeted approach to helping learners manage emotional tension and conduct conversations in a way that enables all parties to stay engaged in collaborative dialogue. Learners will shift their mindset from fearing and avoiding difficult conversations to seeing them as the way to make progress on important issues. And they'll develop the skills to build trust and respect in every relationship as they navigate sensitive topics.

4/3/25
5/13/25

Free
Restricted to
All Access
Pass
Subscribers

[Register](#)

Franklin Covey's 7 Habits of Highly Effective People

Achieve greater productivity, improved communication, strengthened relationships, increased influence, and laser-like focus on critical priorities. Today more than ever we need to improve life and work effectiveness. Come to The 7 Habits of Highly Effective People Signature Edition 5.0 and experience the difference this solution will make in your life.

4/29/2025
5 -
5/1/2025

Free
Restricted
to All
Access
Pass
Subscribers

[Register](#)

Registration Deadline: 4/14/25 10AM

Franklin Covey's Change: How to Turn Uncertainty Into Opportunity (for Leaders)

When we recognize that change follows a predictable pattern, we can learn to manage our reactions and understand how to navigate change, both functionally and emotionally. This allows us to consciously determine how to best move forward — even in the most challenging stages. Change: How to Turn Uncertainty Into Opportunity helps leaders learn how to successfully navigate any workplace change to improve results.

5/7/2025
-
5/8/2025

Free
Restricted to
All Access
Pass
Subscribers

[Register](#)

Registration Deadlines: 4/30/25 9AM

Franklin Covey's Inclusive Leadership: Practical Ways to

4/23/2025
5 -

Free
Restricted to
All Access

[Register](#)

Cultivate Inclusion and Build a Better Team

4/24/202
5 Pass
Subscribers

What happens when you prioritize inclusion in your daily leadership behaviors? You disrupt bias and create an environment where every person on your team feels valued, thrives, and creates breakthrough results for your team and organization. Franklin Covey's Inclusive Leadership: Practical Ways to Cultivate Inclusion & Build a Better Team will show you that leading inclusively isn't something extra to do—it's about making the most of things you're already doing. You'll learn to connect with each individual to understand their unique skills and needs, to spot potential and address barriers to success, and to involve your whole team in co-creating an inclusive culture.

or
5/28/202
5 -
5/29/202
5

**Registration Deadline: 4/16/25 or 5/21/25
10AM**

Successfully Supervising Students

Do you supervise student employees? Are you considering hiring student employees in your department? Then this class is for you! The workplace offers student employees a unique opportunity, and also creates some unique supervisory challenges. This workshop will provide strategies relating to scheduling, giving effective feedback, and making your department student-friendly. Participants will gain an understanding of what motivates student employees to work and perform their best.

4/16/25 Free [Register](#)

Registration Deadline: 4/11/25 8:30AM

Note: a late session admission, 30 minutes after the course has begun, will not be given course credit and may incur program/no-show fees.

Leadership Learning Corner: [Paradigms](#)

Paradigms can impact how we interact with others, and how we behave. How do your paradigms impact your behavior and results? Want to learn more? Enroll in 6 Critical Practices for Leading a Team.



SCOTT MILLER

AUTHOR, MANAGEMENT MESS

ComPsych Personal Development/Work-Life Workshops

Our partnership with ComPsych enables us to offer learning and personal enrichment opportunities throughout the year. The following workshops are offered at **no cost**.

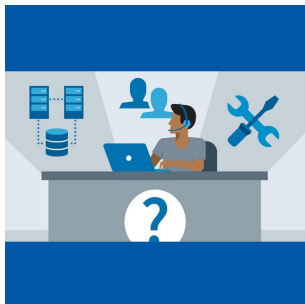
Workshop Topic	Date	Time	Link
Managing Worry and Anxiety	4/8/25	12:00PM	Register
Cutting Through the Clutter	4/10/25	11:00AM	Register
How to Make a Habit of Success	4/15/25	11:00AM	Register
Honoring Your Values to Thrive at Work and in Life	4/17/25	11:00AM	Register
Preventing Employee Burnout	4/22/25	11:00AM	Register
Sleep: An Essential Component of Health and Well-Being	4/24/25	11:00AM	Register
Letting Go of the Things That Hold You Back	4/29/25	11:00AM	Register
Relaxation “Micro-Moments” and Winding Down Techniques	5/7/25	11:00AM	Register
Combat Imposter Syndrome	5/13/25	11:00AM	Register
Counseling and Therapy, Demystified	5/15/25	11:00AM	Register
Managing Up for Professional Success	5/20/25	11:00AM	Register
The Sandwich Generation: Balancing Your Personal Life with the Needs of Your Older Parents or Loved Ones	5/22/25	12:00PM	Register



NEWS

UC Learning Center Corner

Log in at <https://uclearning.ucr.edu/>



Coming Soon! Helpdesk Transition to ServiceNow

The UC Learning Center helpdesk will transition from email to the ServiceNow platform in the spring of 2025. We hope to begin the transition in April and fully support all services and inquiries via ServiceNow by the end of May 2025. While this change is primarily in anticipation of the campus's transition from Outlook to Google-based email, we hope this will also improve your experience by providing end users with a web-based system to track submitted inquiries and requests, which can then be supported by multiple team members and allow for better cross-campus collaboration. Additionally, this change will help our team gain greater insights into ways to improve our service and support of the University's employee learning management system via ServiceNow's detailed reporting and metrics. Check our website for updates!

Siteimprove Help Center

Siteimprove e-Courses on Accessibility

The University of California has made available a number of e-Courses, offered by Siteimprove, about how to make online content accessible to people with disabilities. The courses target multiple roles, including web developers, designers and marketers, content contributors, people who make documents and PDFs, and procurement staff.

To access these e-Courses, log in through UC's Siteimprove portal, using your single sign-on credentials. Then, click either the Help Center or Resource Center button (both feature question mark icons) and select the Frontier option. Once within the Frontier platform, select the Accessibility topic to view the available accessibility-related e-Courses.



New regulations for the Americans with Disabilities Act that will impact UC

[From UCNet](#) | Content hosted or in the UCLC will need to meet [Web Content Accessibility Guidelines \(WCAG\) version 2.1](#).

For over 30 years, the Americans with Disabilities Act (ADA) has required state and local government entities, including public education institutions like the University of California, to ensure that their programs, services and physical spaces are equally accessible to individuals with disabilities.

In the decades since the law was first passed, more and more government programs and services have migrated into digital spaces, often without the same equal access for disabled individuals. To address this, the U.S. Department of Justice (DoJ) finalized new regulations for Title II of the Americans with Disabilities Act that will go into effect on April 24, 2026, and we all have a part to play in helping ensure they're met.

What do the new regulations entail?

The new regulations generally require all web content and mobile apps provided or made available by state and local government entities to be accessible. Under the new regulations, “accessible” is gauged by conformance with Level A and Level AA standards within the [Web Content Accessibility Guidelines \(WCAG\) version 2.1](#).

“Web content” includes all information and files* made available through websites and web-based platforms, even ones that require authentication — like UCPATH, EPIC, the UC Learning Center, campus learning management systems, etc. — as well as all experiences available online. For example, does your department host Zoom webinars? If so, you'll need to ensure those webinars are sufficiently accessible, because attending a webinar is an online experience.

The new regulations also generally require UC to ensure that third-party digital content it provides or makes available via contractual, licensing or other arrangements is accessible.

And, the new regulations are expected to make it easier for individuals who encounter inaccessible web content or experiences to prevail on their legal complaints.

(*Files needing to be made accessible may include: PDFs, Word documents, PowerPoint slide decks, Excel spreadsheets, charts, diagrams, data visualizations and other graphics, eLearning modules, mp3s, videos and more.)

What should we do to prepare for April 24, 2026?

- Review relevant DoJ resources, such as the [Fact Sheet on the New Rule](#) and recommended [First Steps Toward Complying](#).
- Initiate conversations with your supervisors and departmental leaders about strategies for achieving these requirements.

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- Learn more about accessibility through the Department of Education's Office of Civil Rights (OCR) [digital accessibility video series](#).
 - Change your Zoom settings to [conduct more accessible Zoom meetings](#).
 - Begin learning how to achieve the WCAG 2.1 Level A and Level AA standards for the web content and experiences you manage. Training resources may be available through the [UC Electronic Accessibility Committee](#) and the [UC Learning Center](#).
 - Begin remediating (that is, making accessible) web content you manage and strategically removing or archiving content that can't be remediated and/or is no longer necessary to have on our websites or web platforms.
 - Learn more about [Section 504 of the Rehabilitation Act of 1973](#), another federal law that provides protections for individuals with disabilities. The Department of Health and Human Services updated its Section 504 regulations to mirror the Title II digital accessibility requirements, with the addition of accessibility requirements for kiosks.

For more guidance around digital accessibility at the University of California, visit the [UC Electronic Accessibility Committee website](#).

LinkedIn Learning

Log in at <https://linkedin.com>

Enhancing Resiliency

Learn how to get an edge at work and build your ability to thrive in the midst of obstacles, changes, and setbacks, by investing in the six pillars of resilience.

[Enhancing Resiliency](#)

Gartner

Log in at <https://www.gartner.com>

Building Inclusive Leadership Behaviors: Beyond Bias Training

This research explores how unconscious bias training alone isn't enough and how HR leaders can foster leader inclusivity in three ways.

[Beyond Bias Training](#)



CAMPUS SPOTLIGHT

UCR Staff Assembly

<http://staffassembly.ucr.edu>

Staff Assembly Spring Quarter General Meeting

Wednesday, May 14, 2025, 12:00 PM – 1:00 PM

Join us for a the Spring General meeting!

[Meeting Details](#)



ADDITIONAL RESOURCES

Communication

Learn to clearly and effectively share information, use appropriate mediums for communicating, and learn to actively listen in our collection in LinkedIn Learning on [Core Competencies - Communication](#)

Remote Work

UCR Strives to be an employer of choice, providing flexibility in line with today's workforce needs. Find [Remote Work Resources on the Human Resources website](#).



Need training now? Visit LinkedIn Learning, via [R'Space](#), to take advantage of UCR curated collections.

Questions? Please contact EOD at HRTrainingContacts@ucr.edu.

Visit the [Professional Development Monthly online](#) for past issues.

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[Get to Know the EOD Team](#)

Personnel Policies for Staff Members:
[PPSM50 – Professional Development](#).

Need assistance with course fees?
[Apply for a Staff Assembly Professional Development Scholarship](#).