

Meet our partners . . .

Richard A. Paul

Paul, Plevin, Sullivan & Connaughton, LLP

Richard Paul has over 30 years legal expertise with special emphasis on representing research and institutions of higher education; as well as community impact and other complex organizations in transactions and litigation. In 1998, Mr. Paul co-founded his own firm, Paul, Plevin, Sullivan & Connaughton, to continue focusing on private and public sector employment law issues for California employers and matters affecting high tech, research, higher education, and other community organizations. Mr. Paul received his

BA with Honors from Valparaiso University and his JD from Stanford Law School.

Gerry Preciado, JD

Bickmore Risk Services

Gerry Preciado is responsible for the Employment Practice Consulting at Bickmore. Bickmore is one of the largest independent risk management, employment practice consulting, JPA administration, and actuarial consulting firms in the US. Mr. Preciado has trained and consulted with thousands of employees, supervisors, leads, managers, and executive teams in both the public and private sector. His areas of expertise and emphasis are leadership and organizational development. Mr. Preciado received his BA and JD degrees from UCLA.

Alan Zuckerman

Lewis, Brisbois,

Bisgarrrd & Smith, LLP

Alan Zuckerman serves as vice-chair of the firmwide Employment, Labor, and Workers' Compensation Department. Mr. Zuckerman has more than 30 years experience in litigation, emphasizing the defense of educational institutions in employment, faculty, First Amendment, and student issues; hospitals and health care providers in employment related claims; and public and private employers in employment and civil rights matters. Mr. Zuckerman received his JD, cum laude, from Loyola Univ. School of Law and his BA, cum laude, from USC.

UCR Employment Practices Improvement Committee (EPIC)

The Employment Practices Improvement Committee (EPIC) provides educational opportunities on employment best practices. Webinars, presentations, workshops, and advice from employment practices experts, including legal counsel, are provided for effective training and education.

Objectives

Provide valuable, up-to-date information regarding current legal issues and their impact. Assist staff and faculty to be aware of current labor laws and best practices. Respond to questions from qualified and experienced professional panelists.



If you would like additional information regarding these workshops, please send an e-mail to risk@ucr.edu.

UCR Employment Practices Improvement Committee

presents:

2013-2014
WORKSHOP SERIES

“Effectively Managing Employment Practices Issues”

Hear from the Experts:

- Academic Personnel
- Affirmative Action
- Human Resources
- Labor Relations
- Risk Management
- Office of the General Counsel
- UCR Campus Counsel

2013-2014 SCHEDULE OF WORKSHOPS

Tales from the Trenches

Presented by Richard A. Paul
Paul, Plevin, Sullivan & Connaughton, LLP

Learn about Issues facing department chairs in recent employment-related cases as presented by outside Counsel. There will be a discussion with UCR outside counsel, key stakeholders, and UC partners on issues facing department chairs in recent employment-related cases. Recent cases are presented on whistleblowers, tenure, and staff management best practices.

UC RESOURCE SPECIALISTS:

David Bergquist, Interim Chief Campus Counsel
Shaun Bowler, Ph.D., Professor of Political Science
Bill Kidder, Assistant Executive Vice Chancellor
Katherine Kinney, Ph.D., Associate Professor of English
Katina Napper, Assistant Vice Provost for Academic Personnel

Audience: Present & Future Dept. Chairs/Faculty
November 6, 2013 • 9:00 am – 11:30 am

Managing Conflict

Presented by Gerry Preciado, JD
Bickmore, Employment Practices Consulting

Learn about the Human Interaction Toolbelt™ that has helped thousands create more effective, efficient, and harmonious workplace cultures. This workshop is designed for anyone who wants to know what tools on their Human Interaction Toolbelt™ are the most critical for building great relationships, and how those tools can be used to lead a team through conflict and not let the conflict define them as a group or as individuals.

UC RESOURCE SPECIALISTS:

Sue Andersen, Co-Interim Associate Vice Chancellor, Human Resources
Gladys Brown, Assistant Vice Chancellor, Affirmative Action
Andrew Larrat-Smith, Ombudsman
Jadie Lee, Co-Interim Associate Vice Chancellor, Human Resources

Audience: Staff and Faculty
January 13, 2014 • 9:00 am – 11:30 am

WORKSHOP SERIES “EFFECTIVELY MANAGING EMPLOYMENT PRACTICES ISSUES”

Managing Conflict in an Academic Environment

Presented by Andrew Larrat-Smith, Ombudsman

Learn about resources, support, and strategies of faculty dealing with conflict and/or managing conflict. The purpose of this discussion is to provide resources, support, and strategies to faculty who find themselves dealing with conflict and/or managing conflict. The goal is to address issues unique to the academic environment.

UC RESOURCE SPECIALISTS:

Jodie Holt, Ph.D, Associate Dean, Agriculture and Natural Resources
Jadie Lee, Labor Relations Director, Human Resources
Daniel Ozer, Vice Provost of Administrative Resolution
Katina Napper, Assistant Vice Chancellor for Academic Personnel

Audience: Associate Deans, Department Chairs, & Committee Chairs
February 19, 2014 • 9:00 am – 11:30 am

Discrimination Issues in the Workplace

Presented by Alan Zuckerman
Lewis, Brisbois, Bisgarrrd & Smith LLP

Learn about discrimination in the workplace. There will be a discussion on issues of discrimination including disability, gender, race, and age; reason-able accommodation and interactive process; avoiding retaliation claims based upon complaints of discrimination and dealing with employees who have made discrimination complaints.

UC RESOURCE SPECIALISTS:

Gladys Brown, Assistant Vice Chancellor, Affirmative Action
Kevin Confetti, Director Workers' Compensation and Employment Practices
Bill Kidder, Assistant Executive Vice Chancellor
Jadie Lee, Co-Interim Associate Vice Chancellor, Human Resources
Leslie Van Houten, Senior Counsel, Labor & Employment, OGC

Audience: Staff and Faculty
April 10, 2014 • 9:00 am – 11:30 am

HOW TO ENROLL

- To enroll or express interest in classes, please visit the UC Learning Center at:
<http://www.ucrlearning.ucr.edu>
- For assistance with the UC Learning Center, go to <http://cnc.ucr.edu/lms>
- When registering for a workshop, the UCR location will be identified

Employment Practices Improvement Committee

Nida Niravanh	Chair, Director Risk Management
Sue Anderson	Co-Interim Associate Vice Chancellor, Human Resources
David Bergquist	Interim Chief Campus Counsel, UCR
Gladys Brown ...	Assistant Vice Chancellor Affirmative Action
Kevin Confetti	Director, Workers' Compensation Systems and Operations & Employment Practices Liability
Tomika Davis	HR Shared Services Manager
Holly Evans	Director, HR, School of Medicine
Jadie Lee	Co-Interim Associate Vice Chancellor, Human Resources
Susan Marshburn	Exec. Director of Housing Services
Sheila Morris	Director, Academic Affairs & Exec. Recruitment, School of Medicine
Katina Napper	Assistant Vice Provost for Academic Personnel
Shondella Reed	Counsel, Labor & Employment, OGC
Leslie Van Houten	Senior Counsel, Labor & Employment, UCOP

All workshops will include a panel of UC professionals for interactive Q&A sessions and provide UC perspectives.