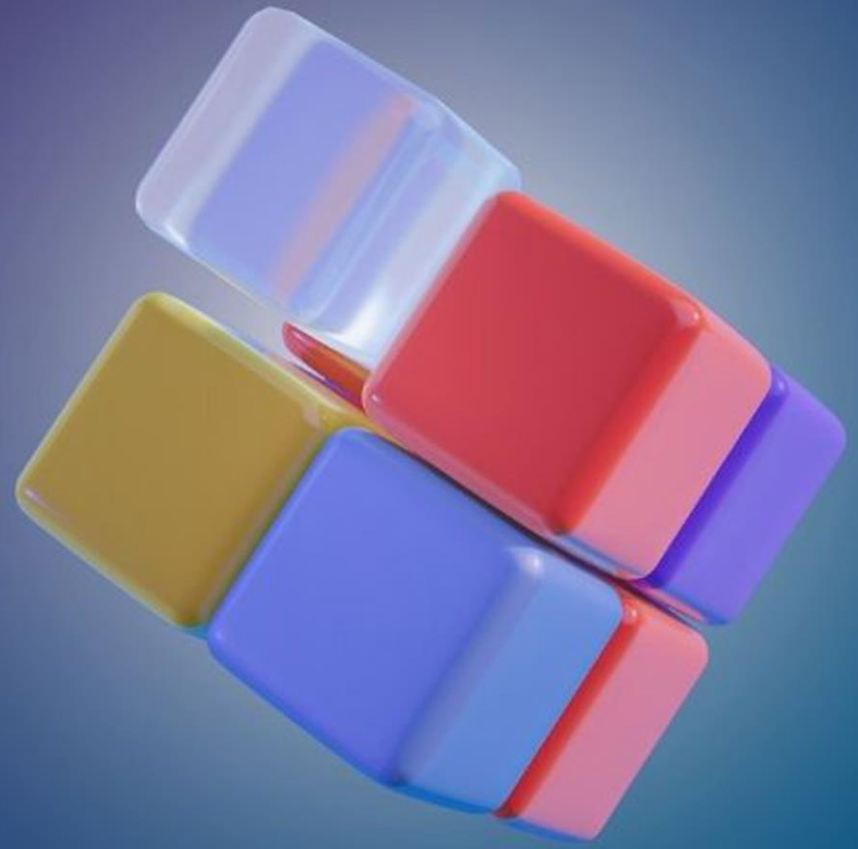
UHR Conference 2025

Online 13 - 15 May



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KNOWLEDGE
RESOURCES
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CONNECTIONS

University Culture and Conflict: Creating a Safe, Inclusive Community and Fostering Resilience and Psychological Safety

Amanda Bailey, Boston University
Helena Rodrigues, University of Arizona

CUPA-HR Membership Demographics Information

CUPA-HR's membership is made up of **more than 34,000** HR professionals and other higher ed leaders at **more than 1,800** member organizations. Below is some detailed information about who our members are.

More than **980** organizations with 20+ years of membership

- 89% of all U.S. doctoral institutions
- 70% of all master's institutions
- 49% of all bachelor's institutions
- More than 520 two-year and specialized institutions

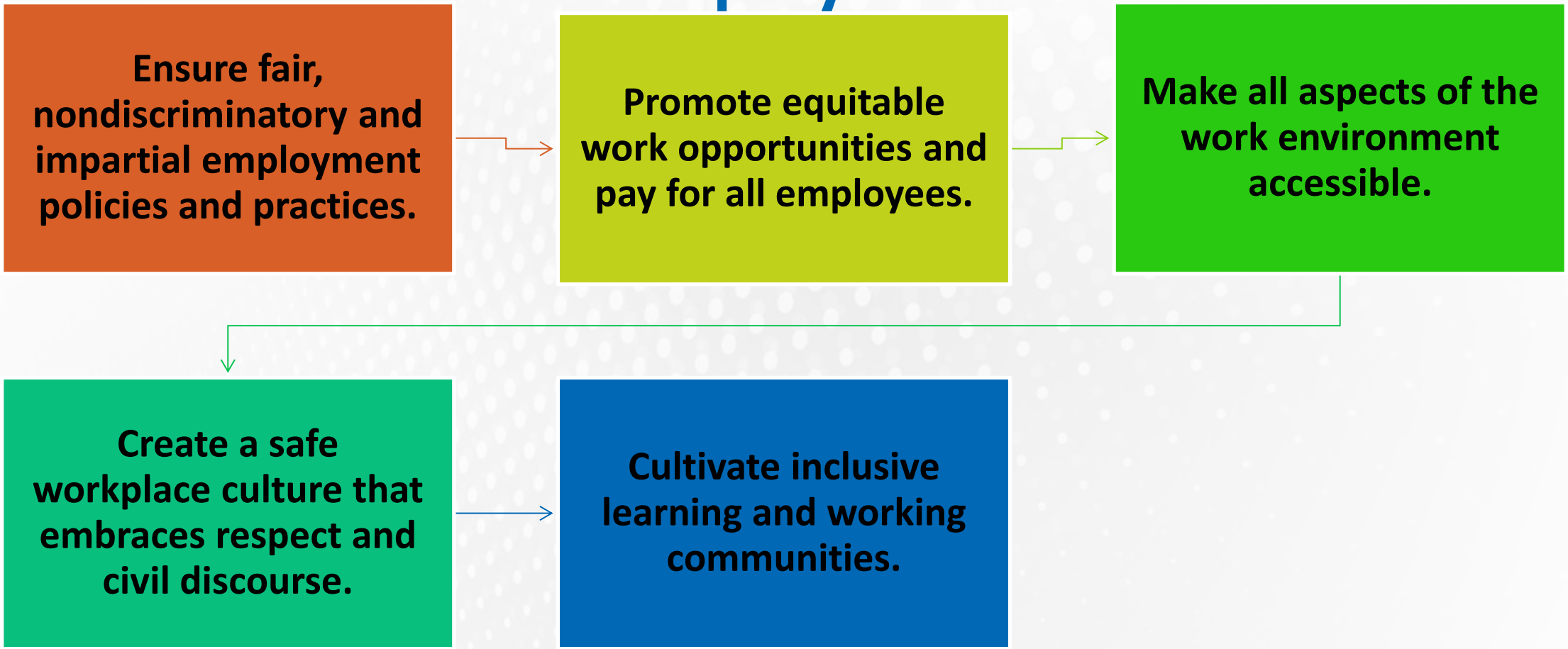
CUPA-HR's Strategic Priorities

- Learning and Professional Development Resources
- Legislative and Regulatory Issues
- Creating Inclusive Communities
- Research, Analysis and Reporting Resources

University Culture and Conflict: HR's Role in Creating an Inclusive University Community

What words come to mind when you think of an inclusive university community?

Our Work:
Supporting Access and Opportunity for All Employees



Why the Work is Important

- Create an environment that benefits all employees and students.
- Ensure that hiring practices and promotions are fair and nondiscriminatory.
- Help all employees feel connected and supported.

How We Demonstrate our Commitment to the Work

- Ensure fair, nondiscriminatory and impartial employment policies and practices
- Promote equitable work opportunities and pay for all employees
- Make all aspects of the work environment accessible
- Create a workplace culture that embraces respect and civil discourse
- Cultivate inclusive learning and working communities

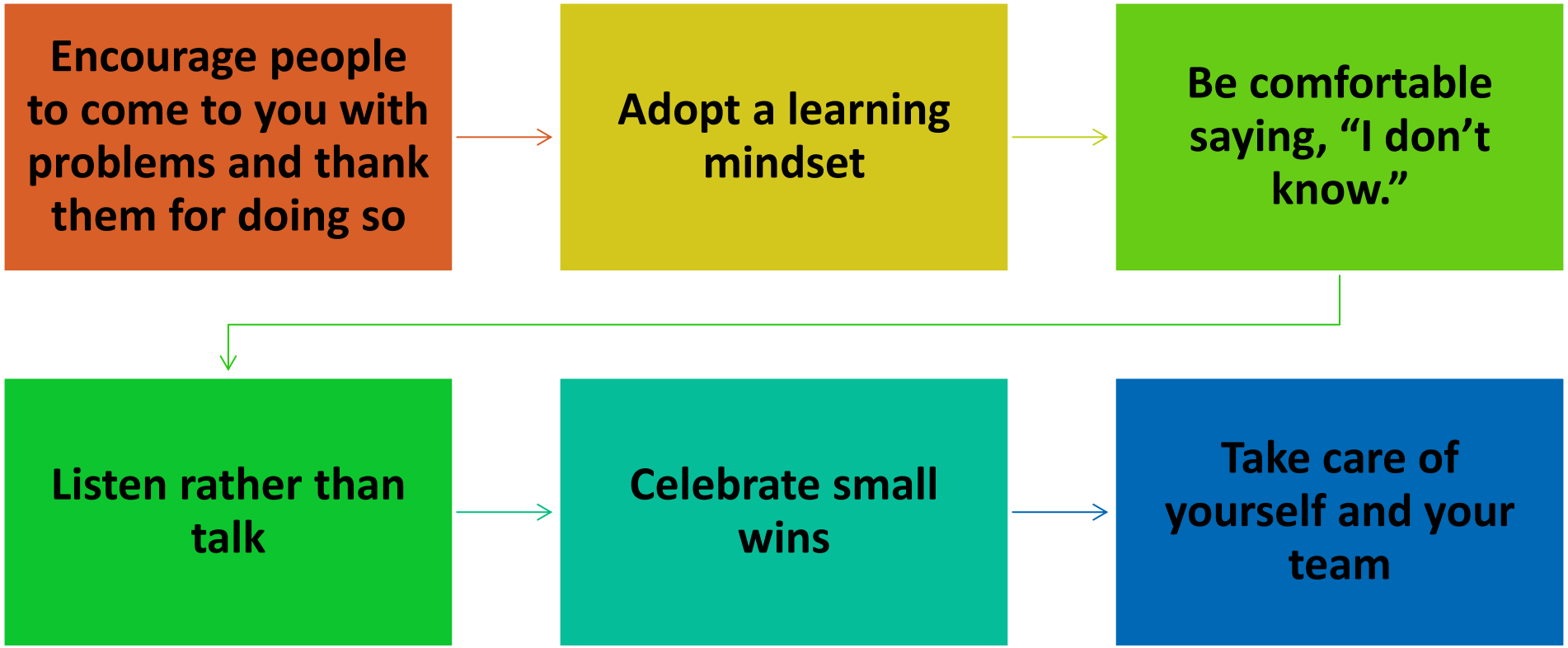
HR’s Role in Navigating Uncertainty: Importance of Resilience and Psychological Safety

Strengthening Internal Resilience

- Identify your **purpose and values**
- Work to gain **confidence**
- Seek **support** from your communities
- Strengthen your ability to be **adaptable**
- Determine where and when to **channel your energy**

Why is it worth it to persevere and get through this challenging time?

Ensuring Psychological Safety



Evidence of Success

How will you know your university has successfully cultivated an inclusive community?

Give Yourself and Others Grace

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Thank you!

We are *One HR*!

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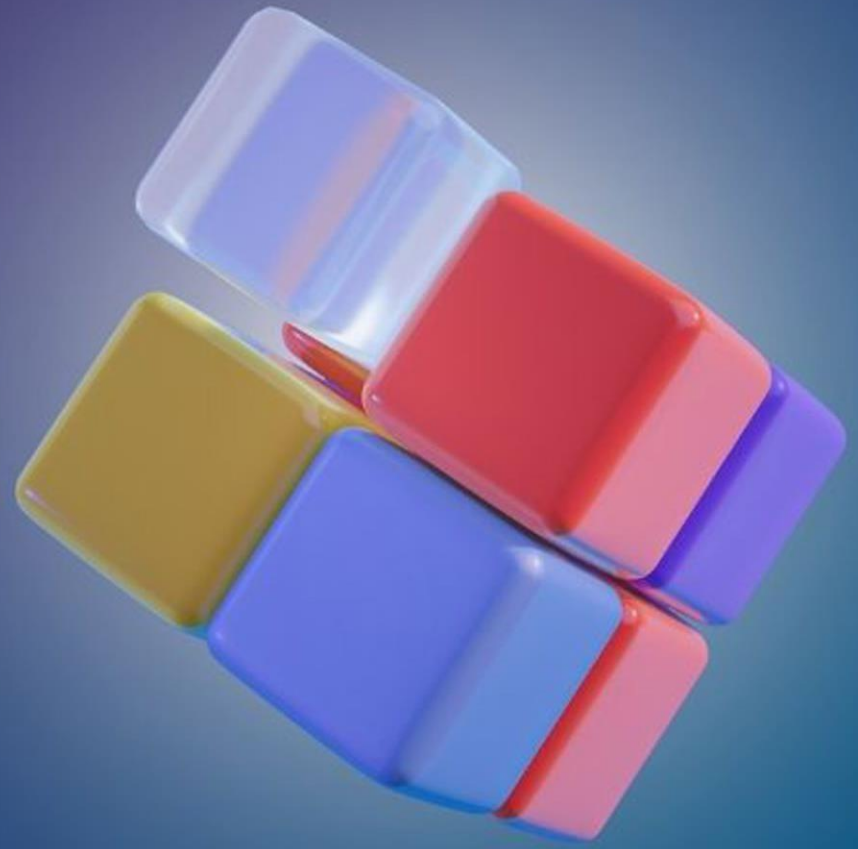

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