Supervisor Resources and Guidelines: Creating and Maintaining a Veteran/Military Member Friendly Work Environment

HELPFUL RESOURCES

Refer veteran, military member, or military family member to campus points of contact: Help veterans, military members and families get connected with the UCR campus programs.

Support Networking: Encourage participation in the UCR Faculty and Staff Veterans, Military Members and Families group.

WHAT VETERANS, MILITARY MEMBERS AND FAMILIES VALUE IN AN EMPLOYER?

- Opportunity to Advance: 16%
- Staff Incentives: 10%
- Mentorship: 12%
- Good Pay/Bonuses: 18%
- Work/Life Balance: 14%
- Benefits: 18%
- Leadership: 12%

WHAT VETERANS, MILITARY MEMBERS AND FAMILIES VALUE IN AN EMPLOYER?

Based on anonymous survey sent to members of the Veterans, Military Members, and Families group at UCR, 2013.

SUPERVISOR GUIDELINES

Listen to veterans: reach out to veterans in your unit. Let them know you are available to listen to their needs.

Educate your department: Refer to the Supervisor Resources and Guidelines PowerPoint on the HR website.

Help ease the transition by remembering:
- Military leave is NOT a vacation
- The employee has been away from family and may need time to reconnect
- The employee may have experienced trauma

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Assist the ease of returning from military leave by DEBRIEFING your employee

Educate yourself on military culture through SUPERVISORY TRAINING

Support the transition back into the workplace through a MENTORING program

Discuss training completed during MILITARY LEAVE
And how it may relate to their job here at UCR

Educate yourself on military culture through SUPERVISORY TRAINING

Acknowledge the need for PTSD and TBI AWARENESS

Be FLEXIBLE with work schedules while employee reintegrates back into civilian life