

EMPLOYEE ENGAGEMENT SURVEY UPDATE

Thursday, December 4, 2025

To all faculty and staff,

In late October, we shared the findings from “OU & You,” an employee engagement survey conducted last spring (April 10-May 5). We are now moving on to gain a deeper understanding of the sentiments and perspectives in the survey while determining how we can best address underlying issues and concerns.

We greatly appreciate the commitment of faculty and staff to share their opinions and willingness to collaborate to find ways to further enhance Oakland as a welcoming campus where every voice is heard and everyone belongs.

In the spirit of collaboration, transparency, and fostering a “learning and growth culture,” we have taken the following steps to ensure that survey opinions are reviewed in a timely, constructive, and productive manner, while clearly communicating our progress toward creating a rewarding and inspiring workplace.

STEP ONE: Establish the University Culture Committee to assess the findings, discern trends, and catalog priorities. Members include:

Tri-chairs:

- Joi Cunningham, Vice President, Human Resources
- Michelle Hammond, Professor of Management & Marketing
- Sarah Butash, Associate Registrar

Committee:

- Donald Blalock, Sergeant
- Erin Boomer, Manager, Learning and Professional Development
- Theawiana Bracewell, Director, Academic Events
- Trisha Briggs, Accreditation Assistant
- Dennis Condron, Professor of Sociology
- Caitlin Demsky, Associate Professor, Organizational Behavior, Management & Marketing
- Elvis Dedvukaj, Master Level VII Painter
- Cheyanne Kramer, Office Assistant III
- Carrie Miller, Business Manager/Financial Analyst
- Nivedita Mukherji, Vice Provost of Faculty Affairs
- Frank Provenzano, Director, Presidential Initiatives
- Marie VanBuskirk, Associate Director, Recreation and Well-Being
- Song Yan, Associate Vice President, Institutional Research/Data Analytics
- John Young, Vice President, Communications

The OU Culture Committee will convene meetings in December and meet regularly through winter semester. Their work will be posted on an easily accessible website, see Step Two.

STEP TWO: The creation of “2025 Oakland University Employee Engagement Survey” [website](#).

The comprehensive site includes an executive summary (of the survey), timeline, and an explanation of the connection between “OU & You” and “Strategic Vision 2030.” The site will be the primary location for updates and key information.

STEP THREE: A regularly updated list of Frequently Asked Questions (FAQ) will be shared with the campus community. The FAQ presents concise and helpful answers to often asked questions. It will be available on the website along with a section for visitors to ask questions.

STEP FOUR: The president, provost, and other senior leadership members will hold meetings on campus that will be open to faculty and staff. Meetings will be held January through April. Time, dates, and location will be announced on the survey website in the coming weeks.

“OU & You” was conducted by ModernThink, a Delaware-based strategic organizational development and management consulting firm that focuses on workplace quality. The third-party administrator of the survey has maintained the strictest confidentiality and process integrity.

Working collaboratively in the best interests of Oakland, we will further create a workplace where faculty and staff feel appreciated, supported, and have timely opportunities for professional growth and a voice in the strategic growth of the university.

Thank you for your commitment to the ongoing development of Oakland University.

Ora Hirsch Pescovitz, M.D.
President

Joi Cunningham, J.D.
Vice President, Human Resources