



Tuesday, December 9, 2003

BOT approves AP/IC employee group proposal

The Board of Trustees voted on the **final proposal** to combine Oakland University's AP and IC employees into a single professional employee group at its Dec. 3 meeting. Based on the BOT's approval, the university will eliminate the AP/IC structure and give every employee in the group either "just-cause" or "at-will" employment with all aspects effective January 1, 2004.

All employees in this group will be referred to as APs. APs hired on or after January 1, 2004, will participate in a 12-month probation/evaluation process. Intercollegiate Athletics management and coaches, Lowry Center teaching staff and persons whose positions are funded by short term limited external funds (less than five years) are not APs and are employed in accordance with the terms of individual employment contracts.

The proposal was presented for review and discussion at the November BOT meeting. Jean Ann Miller, representing the AP/IC Association, read a statement indicating the association's support of the proposal. "On behalf of the Administrative Professionals and Independent Contract employees, the AP/IC Association supports the merger of these two employment groups...We wish to thank the administration, particularly UHR, in working collaboratively with the AP/IC Association for a successful resolution to the merger and manual." University Human Resources held many discussions with OU employees, including group and one-on-one discussions, meetings and focus groups to gather input and help identify and resolve outstanding issues.

"Many employees worked together to raise issues, understand areas of concern and offer thoughtful suggestions, and we appreciate that effort," said Gary Russi, OU president, about the proposal. "The move to one professional employee group is a good decision for our employees and the university because it allows us to treat all our professional employees the same."

For background information about the move to form one professional employee group, review the following articles by clicking on the headlines below:

Proposed amendments to the personnel manual to combine all administrative professional and individual contract employees into a single employee group (BOT agenda item for Nov. 5, 2003)

Summary of positive impacts of merger

AP/IC merger questions and answers

Proposal for one employee group advances

AP/IC employee merger considered

SUMMARY

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