



Friday, September 13, 2002

Plans for one employee group still under way

This summer, University Human Resources (UHR) staff members have been gathering information from OU employees, members of the AP/IC Association Executive Board, key OU managers and other universities to develop a final recommendation about the proposal to create one professional employee group from current APs and ICs.

In early July, UHR held focus groups with randomly selected AP and IC employees to solicit their views and identify areas of the proposal that need further clarification. Names of focus group invitees were randomly generated from an alpha list of all APs and ICs in Banner. Sixty-six people received invitations.

Members of the AP/IC Association Executive Board also have shared opinions about the proposal.

"The input focus group participants provided, combined with our ongoing communication with members of the AP/IC Association board, highlighted areas of the proposal that needed additional review and clarification," says Ron Watson, assistant vice president of human resources.

"We truly appreciate the fact that so many people made time in their busy schedules to participate in the focus groups and provide such valuable feedback – on the proposal and many other issues," says Aldona Sonta, manager of training and development, who facilitated the focus group discussions.

UHR also collected information from Michigan's public universities to compare how OU's proposed combined employee group stacks up.

"Our research found that the group formed by combining OU's AP and IC employees is very consistent with the type of organization our peers in the state have," says Watson. "The university took this, and all issues and concerns, into account in the final structure."

All input was considered, with a goal to present a final recommendation to the President's Cabinet this month. If accepted by Cabinet, the Board of Trustees will review and vote on the final proposal. The change will take effect immediately if the Board approves the proposal.

If approved by the Board, OU employees will be invited to information sessions to learn about the specifics of the change. Employees also will have a chance to review the proposal on which the Board will vote prior to the meeting.

"The proposal continues to represent a movement away from contracts to open-ended employment, which would end the concern many employees have expressed over annual contract renewals as well as eliminate discrepancies between AP and IC employees," says Watson.

Benefits that apply under the proposal include implementation of the AP plan for sick time, vacation accrual, leaves of absence and eligibility for the retirement plan. All administrative professional employees could participate in the preventive health program at Meadow Brook Health Enhancement Institute and would be eligible for tuition reimbursement for dependents. Medical, dental, optical, long-term disability, group life, optional life, collective life, travel accident and accidental death or dismemberment insurance benefits would remain the same. Employees should watch The News @ OU and their e-mail for updates and more information about the proposal.

Employees can review past articles from The News by clicking the headlines below:

- [UHR to hold focus groups on AP/IC merger](#)
- [AP/IC employee merger considered](#)

For information and definitions, see the [AP/IC merger Q&A](#).

SUMMARY

This summer, University Human Resources (UHR) staff members have been gathering information from OU employees, members of the AP/IC Association Executive Board, key OU managers and other universities to develop a final recommendation about the proposal to create one

professional employee group from current APs and ICs.

Created by CareTech Administrator (webservices@caretechsolutions.com) on Friday, September 13, 2002

Modified by CareTech Administrator (webservices@caretechsolutions.com) on Friday, September 13, 2002

Article Start Date: Wednesday, October 29, 2003