



Tuesday, July 2, 2002

UHR to hold focus groups on AP/IC merger

University Human Resources (UHR) is continuing the open dialog about the proposal to merge the APs and ICs into a single employee group. Randomly selected employees have been invited to participate in UHR-run focus groups scheduled to take place July 9-11.

UHR will meet with diverse groups of AP and IC employees to solicit their views and identify their questions about the proposed merger. The information collected through these discussions will be reviewed along with the feedback received during employee meetings held by UHR and the AP/AP-IC Association in May. From there, the university will make a decision on if and how to move ahead with the AP/IC merger plan.

The goal is to reach conclusion on this matter by the end of the summer.

"Through past meetings, employee reaction seems to be favorable overall," says Ron Watson, assistant vice president of human resources. "However, we want to collect more information on those areas that have been identified as concerns. We also hope to identify items that may need a better explanation to improve understanding by all employees.

"We want to take all issues and concerns into account while making a final decision."

The proposal represents a movement from contracts to open-ended employment.

"This would end the angst employees may have had in the past over annual contract renewals," Watson says. "It's also meant to encourage and foster more dialogue between employees and supervisors and to eliminate discrepancies between the APs and ICs."

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 preventative 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.

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

The executive board of the AP/AP-IC Association has been meeting with Watson and other UHR staff for the past several months to work on the merger proposal.

Randomly selected employees will be invited to the focus groups. However, if you'd like to be considered to replace a randomly selected employee who may not be able to attend, e-mail your name and contact information to Watson at rwatson@oakland.edu.

SUMMARY

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