



<b>Grievance/Appeal Process</b>	Modify grievance process to better address OA employment.	LKing/General Counsel Office/Frances Dyke	8-15-09
<b>Professional Development for OAs</b>	Designate specific leadership offerings in Spring 2009 ODT announcement for OA development	Pam Farmer (ODT/HR)	3 -15-09
	Support speakers (such as Greg Bell's May 2009 presentation) and programs that target OA career development	Pam Farmer	Spring term 2009 & ongoing thereafter
	Conduct professional development needs assessment for OAs	Pam Farmer	Winter term 2010
	Create programs that specifically address OA needs for leadership and related skill development	Pam Farmer	Winter term 2010
	Create learning tracks that provide career development in specific job categories (similar to Financial Stewardship Institute)	Pam Farmer	Spring term 2010
	Identify funding to support OA professional development (e.g., professional conferences, workshops, etc.)	LKing/Frances Dyke/Pam Farmer	Depends on financial picture
<b>Training for OA supervisors</b>	Develop workshops and materials designed to provide information and expectations for those administrators who supervise OAs.	LKing/Pam Farmer	10-1-09
<b>Flexibility in Work for Personal/Family Reasons</b>	Examine and redraft policy on telecommuting: <ul style="list-style-type: none"> <li>• Evaluate for current best practice</li> <li>• Examine opportunities to achieve more appropriate balance in the existing work environment.</li> </ul>	Karen Logvin (HR)	9-1-09



<b>Policies under OUS purview</b>	Explore feasibility of changing rules and policies that originate with OUS (e.g., vacation, multiple year contracts, etc.); communicate with campus community.	LKing/Frances Dyke	10-1-09
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<b>Evaluation of plan and process</b>	Review and assessment progress of plan implementation; determine if additional new policies or policy revisions are needed; create action plan for needed work.	LKing with steering committee	2010 2011 2013
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**\*Staff named in Work Plan:**

Linda King, Associate Vice President for Human Resources  
 Russ Tomlin, Senior Vice Provost for Academic Affairs  
 Frances Dyke, Vice President for Finance and Administration  
 Sonia Potter, Administrative Director of Personnel and Budget  
 Pam Farmer, Director of Organizational Development and Training, HR

**\*\*OA Policy Review Steering Committee Members:**

Linda King, Associate Vice President for Human Resources, Chair  
 Penny Daugherty, Director of Office of Affirmative Action & Equal Opportunity  
 Shelley Elliott, OA Council Chair  
 Renee Irvin, Coordinator of Finance and Operations, Architecture and Allied Arts  
 Moira Kiltie, Assistant Vice President for Research  
 Sonia Potter, Administrative Director of Personnel and Budget  
 Kathie Stanley, Chief of Staff, Office of the Vice President, Student Affairs  
 Greg Stripp, Assistant Vice President for University Advancement  
 Russ Tomlin, Vice Provost for Academic Affairs

**Review Of Proposed Policies:** The following groups will be among those consulted during the process: Officers of Administration Council, Faculty Advisory Council, and UO Officers of Administration. Final policy approval will follow UO policy process