

**OA ONLINE SURVEY**  
**Written Comments Summary**

**“Q#18: If I could change one thing about the employment policies at UO, it would be:”**

*To retain confidentiality and summarize effectively, responses were categorized by topic and counted. Comments submitted only once are not included. Where possible, suggestions will be forwarded to the appropriate department.*

**Hiring**

| <u>Comment</u>                                                                    | <u>No. of<br/>Comments</u> |
|-----------------------------------------------------------------------------------|----------------------------|
| Streamline the OA hiring process                                                  | 6                          |
| Improve advertising of open positions and selection process to improve selections | 2                          |

**Compensation**

| <u>Comment</u>                                                                                              | <u>No. of<br/>Comments</u> |
|-------------------------------------------------------------------------------------------------------------|----------------------------|
| Increase OA compensation                                                                                    | 9                          |
| Improve OA pay consistency across campus and competitiveness with external market, including private sector | 30                         |
| Improve ability to negotiate higher salary upon promotion                                                   | 2                          |
| Link compensation to good performance                                                                       | 4                          |
| Address OA workload issues with greater pay, including those who work long hours or are on-call             | 5                          |

**Contracts**

| <u>Comment</u>                                                                                                                                            | <u>No. of<br/>Comments</u> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Eliminate contracts altogether and implement an employment system of expected continued employment based on performance, funding, and organizational need | 4                          |
| Offer longer contracts to OAs, perhaps after years of service                                                                                             | 29                         |

**Work Load**

| <u>Comment</u>           | <u>No. of<br/>Comments</u> |
|--------------------------|----------------------------|
| OA workload is too great | 5                          |

## **Benefits**

| <u>Comment</u>                                                                                                                        | <u>No. of<br/>Comments</u> |
|---------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Provide affordable, convenient parking                                                                                                | 2                          |
| Improve tuition reduction benefit to include multiple family members at no cost; offer free tuition for families of faculty and staff | 2                          |

## **Leaves and Work Schedules**

| <u>Comment</u>                                                                                                                                                | <u>No. of<br/>Comments</u> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Provide more flexibility in work scheduling                                                                                                                   | 7                          |
| Allow sabbaticals for OAs                                                                                                                                     | 2                          |
| Provide comp time for FLSA exempt OAs who must work long hours, weekends, or be on call                                                                       | 3                          |
| Improve vacation by increasing accrual for long-time OAs, allowing vacation payout while working, or allowing new OAs to use vacation in the first six months | 7                          |

## **Policies**

| <u>Comment</u>                                                                                                                               | <u>No. of<br/>Comments</u> |
|----------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Ensure that practices and policies are applied consistently and uniformly across campus                                                      | 24                         |
| Provide effective communication about employment policies, including consolidated policies, knowledgeable resources, orientation for new OAs | 13                         |
| Implement a grievance procedure for OAs                                                                                                      | 2                          |
| Establish one office to administer OA employment policies                                                                                    | 4                          |

## **Timely Notice**

| <u>Comment</u>                                                                             | <u>No. of<br/>Comments</u> |
|--------------------------------------------------------------------------------------------|----------------------------|
| Eliminate timely notice; make it easier to dismiss incompetent people, including dismissal | 6                          |
| Keep timely notice                                                                         | 6                          |
| Link OA termination with documented poor performance                                       | 2                          |

### **Training and Professional Development**

| <u>Comment</u>                                                                           | <u>No. of<br/>Comments</u> |
|------------------------------------------------------------------------------------------|----------------------------|
| Improve training and professional opportunities for OAs,<br>including funding assistance | 4                          |

### **Career Advancement**

| <u>Comment</u>                                                                                                                                                  | <u>No. of<br/>Comments</u> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------|
| Provide career advancement opportunities (e.g., career<br>ladders, internal promotions without full search,<br>individual professional development plans, etc.) | 5                          |

### **OA Role as Employment Group**

| <u>Comment</u>                                                                                         | <u>No. of<br/>Comments</u> |
|--------------------------------------------------------------------------------------------------------|----------------------------|
| Treat OAs equitably with other groups (i.e., faculty & staff)                                          | 5                          |
| Create system in which OA pay and classification is regularly<br>for internal and external consistency | 9                          |

### **University Leadership**

| <u>Comment</u>                                                                                                     | <u>No. of<br/>Comments</u> |
|--------------------------------------------------------------------------------------------------------------------|----------------------------|
| Promote better understanding of OA employment issues and<br>ramifications of decisions by institutional leadership | 3                          |

### **Positive Comments**

| <u>Comment</u>             | <u>No. of<br/>Comments</u> |
|----------------------------|----------------------------|
| UO is a good place to work | 4                          |