

OA Survey:

The OA Council sent a [survey](#) to OAs asking three questions seeking insights on the lived OA experience at the UO. Themes emerged for each question and are reflected below. A “theme” was defined when several OAs bringing up the same or similar topic. Questions that are reflected are verbatim but are representative of the group.

Why do you like working at the UO? What excites you and keeps you working?

- OAs are overwhelmingly drawn to the mission of supporting student success, impacting positive change in the lives of students, and being a part of innovation at the UO.
- OAs place a high value on being a part of a team and collaborating on rewarding projects together.
- Supportive colleagues and a welcoming culture elevate OAs’ professional experiences in positive ways.
- Growth, professional development and opportunities to learn are very important to OAs.

Q&A Discussion Topics:

These responses are organized in thematic categories in general statements or specific questions. These emerged from the following two survey questions:

- Do you have any questions/thoughts/concerns for Interim President Patrick Phillips or other UO leadership?
- What are your top concerns related to your employment at UO?

1. Interim President Phillips’s role and University

- What changes does Interim President Phillips want to do? What does he have the power to change while he’s [interim]?
- What are the most critical issues for the future [of the UO]?
- Is there anything we need to worry about post elections as a university?
- Can we consider moving to a semester system?
- What kinds of initiatives are being prioritized in the area of Informational Services (IS) since the arrival of our new CIO arrived?

2. Compensation/Benefits

- Competitive salaries that keep pace with inflation
- Concern about going back to a merit increases or no increases
- Cost of living and inflation increasing ahead of OA salaries
- Are budgets able to keep up?
- Child care and daycare options for UO employees
- What is the status of OA Special Day of Leave? (I saw that this is a pending thing).

3. Paid parental leave for OAs

- Does UO have any plans to change the policy to include 12 weeks of paid leave?
“UO's parental leave policy for OAs is outdated and inequitable, leaving those who don't have external resources without the ability to be financially secure when welcoming a new child to their home.”

4. Retention & Recruitment

- What are UO's plans for retaining OAs in such a competitive job market?
- How can we reduce the complexity around recruitment and make UO an employer that can quickly recruit or promote talent?
- Share an update on Job Family Framework and how it impacts eventual compensation/salary bands
- Desire for completion, transparency, simplicity.
- There are fewer OAs doing more work over the last couple years.
“The significant impact on staff due to high staff turnover, creating a situation where fewer people are doing more work. Most concerning is that during a period of high inflation, new positions are being posted at significantly lower pay bands than the prior occupant of the position, yet most newly posted jobs have increased duties and responsibilities. ... it creates salary stagnation for employees who have been in similar positions for several or many years.”

5. OA Staffing support/levels and increasing enrollment

- With regularly increasing student enrollment, what extra resources and support will you commit to providing OAs as we are asked to serve more and more students?

6. DEI/Accessibility (one comment, we thought it was important to share)

- There are lots of large and small issues for people with disabilities. Can the UO devote more effort to ADA work?
“Campus is not very ability friendly - and feels made for able-bodied individuals. [For example:] not having an accessibility map; ... [seating options to accommodate disabilities]. Lots of large and small issues around access and ability. ... am worried that without multiple people devoted to that work we will continue to be marginalized/forgotten.”

7. Professional development

- Opportunities for advancement
- Mentorship support and growth