

News & Views



Faculty and Staff Newsletter of the University of Oregon

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Managers, administrative officers to merge

It's an arranged marriage UO officials believe will give the university an opportunity to rethink the way in which two employment groups are administered.

The Nov. 1 merger of about 225 management service employees with about 500 officers of administration to form a group of unclassified employees also is expected to increase equity across jobs while clarifying roles and responsibilities.

For management service employees, the status change will mean annual renewable contracts and eligibility for salary and benefits contribution increases, but less vacation, holiday and personal time off. Officials have tried to make the transition as fair and equitable as possible.

"Implementation of the Higher Education Administrative Efficiency Act (sb 271) presented OSSHE with an opportunity to assess administrative and managerial needs and address the inflexibility of the state's management service category," says Linda King, Human Resources.

"After considering their options, state system officials decided to combine the two similar groups and established systemwide policy guidelines with specifics being developed at the institutional level," says Vice Provost Lorraine Davis.

In many cases, Davis says, responsibilities and duties overlap considerably between these two groups, but their compensation and employment conditions may differ.

For advice on how best to make the transition, King convened a 10-member committee

comprised of management service employees and officers of administration. Human Resources staff also met with employee groups to hear their concerns and solicit their priorities.

"Our committee split its work into two phases-transition issues for management service and the configuration of the new, larger group," King says. "Much of the Phase I work is done, and the committee will strive to complete by early fall its work on Phase II which includes such topics as performance appraisals, promotion opportunities, role in governance and salary administration."

In a series of informational forums in late July with management service and officers of administration, King, Davis and transition committee members explained changes in employment conditions associated with the merger. Follow-up meetings are planned during August.

On Nov. 1, all management service staff will become officers of administration at their current salary. On Jan. 1, 1997, all officers of administration and faculty will be eligible for a pay increase, probably averaging 5 percent and based on merit and equity criteria.

The benefits contribution for transitioning managers will increase to \$403. On Dec. 1, the contribution will go up for all officers of administration to \$423. The overall effect for the former managers will be \$552 more annually to offset the cost of various benefits.

"Management service employees were not slated for increases in either salary or in benefits contribution, so these represent new opportunities for monetary enhancements for UO managers," King notes.

Initial employment contracts for former management service staff will extend from Nov. 1 through June 30, 1997. Thereafter, one-year annual contracts will be renewed each fiscal year. The university's timely notice policy will apply to all but a few positions.

Vacation accrual will be standardized at the 176 hours per year now received by officers of administration. One or four days' pay will be added to the base salaries of the 30 percent of long-term managers who annually accrue more than 176 hours.

On Nov. 1, vacation balances up to 176 hours will be transferred to an officer of administration account to be used by Nov. 1, 1997. Any remainder must be used by or will be paid off on Nov. 1, 1999.

Sick leave accrual will continue at 8 hours per month. After Nov. 1, all members of the new combined group will observe eight holidays by eliminating Veterans' Day as a day off for management service employees. Personal leave days will be discontinued, and those awarded

July 1 must be used by June 30, 1997.

Overtime eligibility, governed by federal law, is not affected by the merger. "During the next year, grievance procedures will be reviewed," King says. "Until this process is completed, the management service grievance process will apply to former management service employees."

Former management service staff will have six months to decide about participating in the new optional retirement plan offering retirement programs other than the Public Employee Retirement System (PERS).

To ensure that management service employees are treated consistently during and after the transition, Human Resources will continue to provide personnel and human resources services for the newly transitioned managers, King says.

For further information, call King, 6-2966.

Remington to become Trinity College VP

President Dave Frohnmayer announced Aug. 2 that Vice President Brodie Remington, Public Affairs and Development, will become vice president for development at Trinity College in Hartford, Conn., starting Nov. 1. "The UO is losing the guidance of a determined and intelligent leader," Frohnmayer said. "Brodie Remington has not only achieved spectacular success in fund raising, but has helped us present a strong case for essential public and private reinvestment in higher education. He will be difficult to replace."

As the UO's chief fund-raiser, Remington oversaw The Oregon Campaign, the largest capital campaign effort in the state's history, now nearing its \$150 million goal nearly two years ahead of schedule. During his six-year tenure at the UO, annual giving nearly tripled, the cost-per-dollar of raising funds declined by one-third, and the university's endowment grew from \$29 million to \$117 million. In addition, Remington refined, focused and expanded the UO's legislative and public relations efforts.

The UO plans to mount a national search for his replacement as soon as possible. Remington will remain at the UO until mid-October before starting his duties at Trinity.

"Leaving Eugene is hard, and I will miss the university and my colleagues here," Remington said. "But I had accomplished the goals I set for myself six years ago and was attracted to Trinity by the opportunity to lead fund raising and become involved in capital planning at one of the nation's top-25 liberal arts colleges."

Kiddie canoe and J.S. Bach II!

The Oregon Bach Festival will receive up to \$10,000 from Funtastic Shows, Inc., in exchange for volunteers who monitor kiddie rides and sell ride tickets at the Lane County Fair, Aug. 13-18. To volunteer or for information, call 6-5666.

'Pre' filming comes to campus

When Warner Bros. shoots scenes for "Pre," its upcoming movie about the late UO track legend Steve Prefontaine, on campus this month and next, parking and driving are going to be the pits (no, not Brad!) for a few days.

Filming on campus is currently set to begin Aug. 8, one day after the Warner Bros. "base camp" sets up on East 15th Avenue. Always subject to change, filming is now set to continue at Hayward Field, University Inn, University Street, Gerlinger Pool, Hendricks Hall and McArthur Court through Sept. 7.

"Although driving and parking will be disrupted temporarily, pedestrian traffic should not really be affected," says Rand Stamm, Parking and Transportation. "The university and Warner Bros. have worked hard to make the expected disruptions as minimal as possible."

Based on the latest filming schedule (Ed. Note: Updated Aug. 6), the following campus-area streets will be closed to vehicular traffic and parking as indicated:

East 15th from Agate to University-Aug. 7-17; Sept. 2-7

Agate from East 13th to East 18th-Aug. 7-9; Aug. 12-17

Agate from Franklin to East 19th-Aug. 10-11

East 18th from Agate to University-Aug. 10-11

University from East 18th to Johnson Lane-Sept. 2-7

East 13th from Agate to Kincaid- Sept. 3-6

In addition, Johnson Lane will be accessible only from East 13th from Aug. 7-17. "It's fortunate this is occurring during one of the quieter times of year on campus," Stamm notes. "Public Safety will be available to help minimize the disruption and assist with parking, driving and transportation needs and information."

For information, call 6-5444.

Visit 'Coolest Web Site' Aug. 24

Duck fans are invited to meet the 1996 football team, UO cheerleaders and the Oregon Duck at the Oregon Football Autograph and Activity Day from 4-5:30 p.m. Aug. 24 at Autzen Stadium, Gate F. Kids get a Quack Sack and can play with the Ducks. Call 6-4461.

Bailey to direct Legislative Relations

Kirk Bailey became Legislative and Community Relations director on Aug. 5, Vice President Brodie Remington announced. Bailey replaces Randy MacDonald, who resigned the position this spring to pursue personal projects. "The UO, and higher education in general, faces an important legislative session this coming year," said Remington. "I am confident Kirk will build on the successes we have enjoyed under Randy MacDonald and take the UO to a new level of achievement."

Bailey, the 1990-91 ASUO president and a UO alumnus with degrees in political science and law, has served in various legislative capacities. He is Lane Transit District Board vice president.

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