Thank you so much for this honor. It’s really given me a chance to reflect on all the great work that has been accomplished on behalf of Officers of Administration in just the last few years, and I’m going to take this opportunity to celebrate our collective success.

There are more than 1,100 Officers of Administration on campus, but we’ve historically had kind of an identity problem. When I joined the OA Council in 2011, we liked to joke that we were mostly defined by what we were not. We are not classified staff, not faculty and, eventually, we became the only major employment group to not be represented by a union. And while all of these definitions by exclusion still hold true—we are still not all those things—we have since gained a set of coherent policies that acknowledge our standing as a meaningful group.

In 2011, one of the biggest issues for the OA Council was pay equity. David Espinoza and I—and our late colleague Patricia Easley—took it upon ourselves to do an analysis of the chaotic state of OA compensation—and the reasons why past attempts to grapple with pay equity had not been successful. We presented our report to Jamie Moffitt, who took it very seriously, initiated a massive compensation audit and charged a large task force with devising an equitable compensation structure, which, thanks to the work of this task force, became a reality in 2015.

The credit for seeing this through to completion goes to stalwarts like Miriam Bolton and Teri Rowe who carried the work forward, and to Jamie for breaking through, decades of institutional inertia make this happen. But I am very proud to have had been part of the initial effort right questions at the right time.

Another major issue was the complete lack of policies that related to OA employment. In some ways, OAs didn’t really exist from a policy standpoint.

When the University of Oregon was part of the statewide system of higher education, the original definition of Officer of Administration was a faculty member who held an administrative position. ALL of the policies pertaining to OA employment, as stated in the Oregon Administrative Rules, were written to apply to administrators who were also faculty. But, over the decades, thousands of individuals have been hired into OA positions who were not faculty. And yet the OARs were never revised to account for this.

But then UO became a separate institution with its own board, and those hundreds upon hundreds of OARs came to the Senate for consideration. By then, David and I were on the Senate, and we saw an opening. We made a point of saying: oh by the way, none of the OARs actually have anything to do with Officers of Administration. Wouldn’t this be the perfect time to clean up this ambiguity and develop a full set of policies that apply to us? The Senate agreed, executive leadership agreed, and a supersized collaborative effort ensued, this time led by Nancy Resnick, and policy wonks like David Espinoza, Teri Rowe and Deb Mailander saw this
one through. This set of policies was finalized last year—really a remarkable achievement—and I am grateful to have played a role in setting that in motion.

It’s been a privilege to have been part of it all of this and I thank all of my OA Council colleagues for their forward thinking and perseverance. I’d also like to thank all of my bosses over the last 9.5 years: Jane Gary, Scott Coltrane and Andrew Marcus, for fostering a culture that promotes service. It’s been a great honor to receive this award.