

Anna Duncan, CAS Administration

I am honored to have the opportunity to continue to serve our dynamic and essential group of employees! My first term on the Officers of Administration Council built upon the hard work of previous councilors, to develop the OAC into a body that UO leadership recognizes, consults, and respects. As co-chair this year, I have developed productive relationships with University leadership, and am consulted regularly on issues related to OA employment.

Here are some of my goals for the next two years:

- Advocate for a remote work policy that is implemented equitably across all UO units, and regularly check in with the OA community about how this is going;
- Strengthen OA relationships with the Board of Trustees and ensure the Board understands the unique circumstances and needs of OAs as an employee group;
- Encourage the University to continue to differentiate OAs from faculty in matters such as policy, salary increases, and remote work. OAs are a unique group and shouldn't be lumped in with faculty by default;
- Work with University Human Resources to create meaningful professional development and career pathing for OAs; develop the OA Job Family Framework project along these lines or find another concrete way to describe career paths;
- Examine how the OA Council does or does not represent and include all OAs. Are there things we could do better to represent the full OA body? How can the Council advocate for equitable practices across the University generally?

It has been my privilege to serve the OA community for the past two years, and I look forward to continuing this important work.