INITIATING COMPLAINTS OF DISCRIMINATION AND/OR HARASSMENT, INCLUDING SEXUAL HARASSMENT: Any employee (faculty, staff or student employee) or applicant for employment may initiate a complaint during normal office hours of 8:00 a.m.-5:00 p.m., Monday-Friday by contacting Employee Relations or the EEO/Title IX Coordinator in the Office of Legal Counsel as indicated below.

Erika Cerda, Director Employee Relations
Employee Relations, Offices of Human Resources
Room 317D, Nigh University Center
100 N University Drive
Edmond, OK 73034
Phone: (405) 974-2932 or (405) 974-2366
Fax: (405) 974-3827
ecerda@uco.edu

Diane Feinberg, Interim Assistant Vice President
Offices of Human Resources
Room 204, Lillard Administration Building
100 N. University Drive
Edmond, OK 73034
Phone: (405) 974-2366
Fax: (405) 974-3827
Email: dfleinberg@uco.edu, dherd1@uco.edu

BENEFIT OPTIONS

Health Insurance
UCO contributes a defined amount per month to health insurance premiums for all full-time employees. UCO pays for health insurance for the employee. Coverage for health insurance is effective the first day of the month after employment begins. Employees who waive medical coverage will receive $150 per month, which can be used to elect additional benefits. If an employee is verifiably covered by another plan, he or she may be entitled to receive a pre-determined dollar amount that UCO would otherwise pay towards the employee’s UCO provided health coverage. Coverage is also available for the employee’s spouse and/or dependent child/children. Employees may cover a spouse and/or a child(ren) at a cost. Employees and/or dependents are eligible to continue health insurance through the provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA, a federally mandated program) in the event of the employee’s termination, death, divorce, or when a dependent child reaches maximum age eligibility.