



The UNIVERSITY of OKLAHOMA®
Health Sciences Center
Office of the Senior Vice President and Provost

December 15, 2020

Dear School of Community Medicine Colleagues,

Thank you for your dedication to the OU Health Sciences Center. We respect and value your commitment to the missions of our academic health center, and in turn it is our responsibility to design, fund, and administer competitive compensation and benefits.

Last week, you received communications from the University regarding the Defined Contribution Plan (DCP), as well as voluntary retirement plans and payroll. We recognize that these communications raised many questions and concerns, were inconvenient and unexpected during your exhaustion from COVID-19, and require further solutions. In particular regarding the DCP, we are committed to sustaining your total cash compensation, and to maximizing eligibility for tax-preferred benefits—our task is to move quickly to develop a restoration plan. Consistent with our leadership model, I am pleased that multiple leaders have stepped forward to help identify and design DCP solutions expeditiously, including Dean Herman and Jonathan Joiner.

In the interim, please work with your business administrators and Human Resources partners to make any necessary adjustments to your income tax withholdings and/or voluntary retirement plan contributions before January 1st.

I apologize for the circumstances, welcome your direct feedback, and will press all options to secure a DCP restoration plan.

Sincerely,

Jason R. Sanders, MD, MBA
Senior Vice President and Provost, OU Health Sciences Center
Acting Chair of the Board, OU Medicine