Appendix C
FAQs/Clarifications on Strategic Alignment Plan

This document will be updated monthly and posted to the web. If you have questions about the implementation of the Strategic Alignment Plan, send them to the Review Committee via Sara Eklund, Executive Assistant to the Vice Provost for Academic Affairs and International Programs (sara.eklund@oregonstate.edu).

1. The guidelines propose that academic units have a minimum of 20 faculty members. What is the definition of “faculty” to be used in this count?

   All tenured/tenure-track faculty at .75 fte or greater can be counted. Regular instructors and research faculty at .75 fte or higher, who have been on E&G or grant funds for at least three years, can also be included in the count. Instructors hired on a term-by-term or annual basis out of the instructor pool cannot be included in the count.

2. The guidelines propose a 300:1 advising ratio. Is this ratio to be used for all units, including departments, programs, and colleges?

   The 300:1 ratio is intended to apply to all college- and university-level advising. Major and career advising, often done by faculty, will vary by area. The ACBSP has proposed a Program for Student Success that centralizes first year advising. This ratio applies to that program, if approved.

3. What is meant by the guideline to have no more than 4 layers of management?

   For academic units, there are typically four layers of management between a faculty member and the Provost/President (Faculty Member—Department Chair/Head—Dean—Provost/President). While academic units have Associate/Assistant Deans or Associate/Assistant Chairs/Heads, they serve in a staff role for their unit, versus being involved in direct evaluation of faculty members.

   In contrast, many administrative units and academic support units have evolved structures with more than four layers of management. The guidelines are primarily directed towards those units.

4. In a memo from the Provost, several actions were announced regarding hiring, salary, and program reviews being handled centrally. Which of those actions will be continued going forward?
   a. Hiring: All new positions funded by E&G funds at .50 fte or higher will continue to be reviewed centrally. Once budgets are given to senior administrators, existing/vacant positions can be filled internally as long as they are considered central to units and do not put units out of line with administrative guidelines. Requests for external hiring will be reviewed.
   b. Salary: The salary freeze will remain in effect during the next academic year. Excluded from this freeze are salary increases that are contractual, including those associated with promotions approved through the regular promotion and tenure process.
   c. Ecampus course and program review. Review of ECampus courses and programs will continue to be reviewed. However, the review will move from Academic Affairs to the Faculty Senate Curriculum Council.

5. How will the expected cost savings from administrative global guidelines be assigned to units?
While the State Board is not planning to approve budgets for individual campuses until October, we need to give some guidance to allow units to begin the strategic realignment process. Therefore, by mid September, senior administrators will be given initial budgets. However, these can/will be adjusted throughout the biennium depending on the outcomes of legislative actions or State Board action.

6. Will there be an overhead waiver allowed for grants?

Sometimes faculty will submit proposals that request a reduced or waived overhead cost to a granting agency. These will no longer be allowed unless the College takes on the responsibility for the overhead costs.

7. What is the current discussion about furloughs?

The Oregon University System and the Service Employees International Union (SEIU) 503 successfully settled contract negotiations for OUS classified staff on all campuses on September 4, 2009. Employees will take mandatory unpaid leave days of between 8 and 16 days over the term of the two year Agreement. The settlement will now be taken by SEIU to its membership for a ratification vote.

The University administration will start discussions with academic and faculty leadership on furloughs for academic and professional faculty with the goal of making a decision over the next few weeks.

8. Will there be any changes to the partial relinquishment of tenure program?

The current program for partial reduction of tenure (website link) is still in effect. The program will be monitored in terms of its viability for units to meet their budget targets and advance their goals. Suggestions for modifications should be sent to Becky Warner, Vice Provost for Academic Affairs and International Programs.