



2017-2018

# *Annual Academic Report*

*College of Liberal Arts*



**Oregon State  
University**



# Contents

1	Performance Indicators	11	Diversity + Inclusion
2	Teaching & Learning	14	Faculty/Staff Development & Support
5	Research & Creative Work	16	Resource Stewardship
8	Outreach + Engagement	17	CLA At-A-Glance

## The CLA Mission

The **College of Liberal Arts** is the key to transforming OSU into a prominent international research university, achieving its strategic goal of providing transformative learning experiences, and strengthening OSU's impact in Oregon and beyond. We bring the critical methods and crucial insights of the arts, humanities, and social sciences to the enduring and contemporary issues facing our world. We prepare students for challenging careers and empower them to live lives of achievement, courage, contribution, and meaning. Our work contributes to building a more just, secure, and promising future for all.

# Performance Indicators

## Summary and Assessment of Key Strategic Metrics in the College of Liberal Arts

**80%**  
Retention Rate

Key performance indicators vary in levels of measurable success and change. Over the last five years the first-year retention rate in CLA has remained steady, hovering around 80%. The college's six-year graduation rate has generally ranged between 55% and 60%; last year, however, showed a significant bump (63.6%) over the previous two years (54.9% and 56%). This increase put CLA closer to being on par with the university rate (65.3%) than it has been, although the college still remains a bit back of the university and is pretty consistently @ 5% behind in its first-year retention rate. Last year saw CLA for the first time move ahead of the university in its Junior Transfer Four-Year Graduation Rate (59.8% and 56.1% respectively). This number seems to swing somewhat widely in CLA although with a few exceptions the figure has generally hovered @ 60% during the last 15 years. In contrast college enrollment numbers have improved steadily with regard to international students (5.9% in 2017/18, almost triple the 2012/13 percentage). Similarly, CLA enrollment of US Minority students grew by 6% since 2012/13 to 26.6% last year; that represents a doubling of the percentage in the college over the last 15 years. This puts CLA slightly ahead of the university average in this metric while remaining about five points behind the university in international enrollment. CLA also lags behind in its enrollment of High Achieving Oregon High School Graduates.

**4 Year**  
Guaranty

Despite some positive changes and trends in the noted areas CLA clearly also has much more to do to meet its goals and serve its students and the institution, particularly in the areas of retention and graduation rates. Some steps taken and/or in development include the reorganization of CLA Student Services, including greater emphasis on data gathering/analytics as well as career preparation/advising, along with the introduction of new leadership. CLA has also expanded drop-in services for students, created a study space/hub in Bexell Hall, and is developing/beginning to implement more robust intervention strategies. As a college CLA is no longer content to be primarily a destination for transfer students within the institution. The college is working hard to market itself to potential students with its Four-Year Guaranty, through the steady improvement of college and school spaces (Bexell Hall, Snell 2D/3D art studios, Reed Lodge, etc.) and its planning for the future (Educational Performing Arts Center, renovation of Fairbanks Hall, new graduate programs, Marine Studies, etc.). As the College of Liberal Arts continues to mature and grow its research portfolio it remains committed to the values of excellent teaching and student service.

# Teaching & Learning

Providing a Transformative  
Educational  
*Experience*

## School of Arts & Communication (SAC)

— SAC Associate Professor Julia Bradshaw, Instructor Dana Reason, along with Assistant Professor Chet Udell in the College of Agriculture, received an OSU Transformative Learning grant and created a sequence of three Technology and Arts courses cross-listed in SAC programs in Art, Graphic Design, Music, New Media Communications, Speech Communication and Theatre. The three experiential courses are open to all students without prerequisites and will begin fall 2018.

— SAC Music Education once again placed 100% of the Music Masters of Arts in Teaching students in K-12 schools across Oregon.

— Six New Media Communications students won scholarships to attend the 2017 National Association of Broadcasters (NAB) Scholars where they had the opportunity to work at the association's annual convention in Las Vegas. NAB has had such success with students in

New Media Communications that they now only select students from OSU.

— SAC undertook major revisions to the undergraduate degrees in four programs:

**1)** Music is in the final stage of a proposal for a new Bachelor of Music (BM) degree, with more than 40 new or changed courses in the CAT II system;

**2)** Art has over 60 new or changed courses as they revised the curriculum and streamlined the BA/BS and BFA degrees and minors in Art, Photography and Art History;

**3)** Graphic Design created 10 new courses in the CAT II system;

**4)** New Media Communications created over 30 new courses and made changes to over 40 courses in their redesigned BA/BS Digital

Communication Arts degree and in the redesign of the BFA (still currently in progress).

— SAC Snell Visualization and Audio Labs, funded by OSU Large Scale Grants (\$100,000 each) were fully open and functional, serving students across SAC and campus.

## School of History, Philosophy, and Religion (SHPR)

— Comparing Fall of 2014 and Fall of 2017 total student credit hours in SHPR increased by 10.36%, with a significant percentage of those increases coming via Ecampus, mostly due to the online HST major. There has been a steady increase in all three SHPR majors, adding up to a 36.5% gain over three years.

— Undergraduate students continue to excel in graduate studies: Tim Sorg (HST undergraduate) finished his dissertation at Cornell this year and is now on a three-year appointment at Stanford. Ingrid Ockert (HST undergrad-

uate) just received her PhD at Princeton. She takes up an appointment as a postdoctoral fellow at the Science History Institute (formerly Chemical Heritage Foundation) for the next two years, while also serving as the 2018-2019 NASA/HSS History Fellow. Lihanni du Plessis (2018 HST major, and recipient of the certificate in Medical Humanities) was accepted to a MPhil Program at Cambridge University.

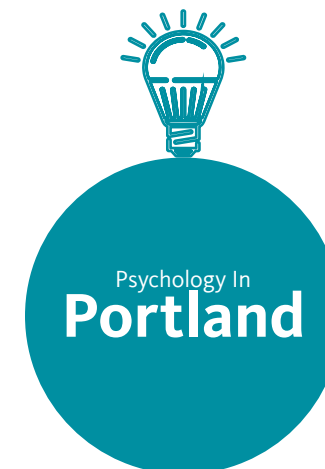
— Five new online courses debuted in SHPR during AY 2017/18 while 12 were re-devel-

oped and 7 are currently being developed or changed. 13 more courses (10 new and three redeveloped) have been approved and funded for AY 2018/19.

## School of Language, Culture, and Society (SLCS)

— Buddy Terry, Anthropology alumnus and one of CLA's 10 Outstanding Seniors: His documentary, "Food Connections Across Borders," was screened at the Sjó International Anthropological Film Festival in Copenhagen, Denmark, last Spring, among other international locations. Terry currently runs his own production company, Threw & Through Media, and plans to pursue visual anthropology.

— Two SLCS students, one in Ethnic Studies and the other in World Languages and Cultures, received Fulbright scholarships.



## School of Psychological Science (SPS)

— 42 undergraduate SPS students completed a research internship for academic credit in a lab under the direction of a faculty mentor while 16 undergraduate students were authors on papers at the Western Psychological Association conference in the spring.

— Psychology will be among three majors launching in the new Portland Hub in Fall 2018. SPS obtained funding to build an innovative version of its BA/BS and Minor in Psychology in Portland that emphasizes effective course design/instruction informed by work in the science of teaching and learning

produced by faculty and graduate students in SPS, a strong multi-pronged team approach (Ecampus instructional designers, partner transfer schools, the Beaver Store, undergraduate programs in the College of Business), and a course of study that is easy to transfer into and prepares students for careers.

— 27 students mentored by SPS faculty presented at Celebrating Undergraduate Excellence (CUE) in 2018, an increase of 7 (35%) over 2017. SPS students were awarded three Best Poster Awards and one Honorable Mention.



### Student Services

CLA as a whole began a series of strategic shifts in Student Services organization and practices. These include a restructuring of leadership with the addition of an Associate Dean of Student Services (John Edwards), the placement of a new Career Services advisor in Beall Hall full-time, the addition of digital tracking of student appointments and drop-ins, extended advising hours, and the realignment of advising duties within a reduced total FTE of advisors. Next steps include continued realignment/assignment of specific advising duties and portfolios, reinvigoration of student ambassador involvement in shop activities and direction, and application of data analytics derived from advising to student success and retention measures.

# Research & Creative Work

### School of Public Policy (SPP)

- Final approval for a Bachelor of Science in Public Policy (BSPP) was received in May 2018. Recruiting, marketing, and program implementation to start fall 2018, first cohort to start fall 2019.
- Category I Proposal for Executive Masters in Public Policy (EMPP) currently under review. Two new undergraduate certificates (Pre-law and Rural Studies) and a new option in Crime and Justice are being developed. These certificates and options are planned to be delivered both on campus and online.
- All three undergrad programs (Economics, Political Science, and Sociology) and the Masters in Public Policy (MPP) are fully online with about 100 undergrad e-campus graduates and the first MPP graduates this spring.

- Principles of Economics instructors received a Gates Foundation grant to develop and integrate adaptive learning courseware into principles courses, which are required by 43 different majors.
- 12 Sociology students and seven Political Science students participated in their respective regional professional conferences this past year.

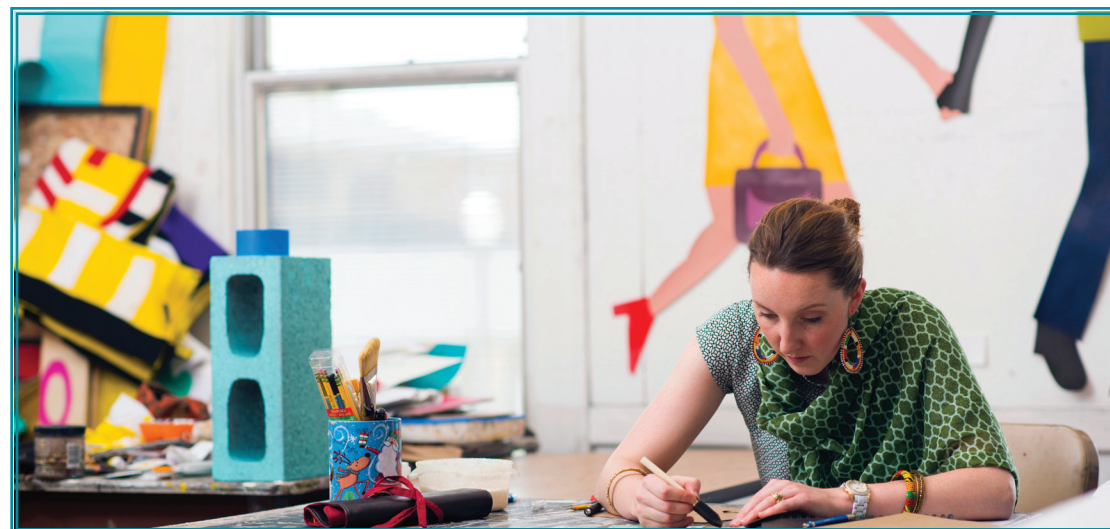


**High**  
Impact Scholarship  
and Preeminence in  
Signature Areas

### School of Writing, Literature, and Film (SWLF)

- New Applied Journalism Minor was approved while the new Scientific, Technical, and Professional Communication undergraduate certificate began admitting students (Fall 2017).
- Rebecca Olson's two-term "Editing Romeo and Juliet" course produced the first-ever open-source edition of a Shakespeare play edited (with full critical apparatus) by students for students. It will be distributed free to high schools across Oregon and beyond for classroom adoption.
- Jon Lewis and Bon Santelli's three-term "The Sixties" focused on the fiftieth anniversary

- of Monterey Pop and took students to Los Angeles for primary source research.
- Average incoming GPA of matriculated students in the MA has climbed from 3.37 to 3.74 over a ten-year period. Matriculated students score 91%, on average, on the verbal GRE. Average incoming GPA of matriculated students in the MFA = 3.86.



### School of Arts & Communication (SAC)

- Yuji Hiratsuka, Professor of Printmaking in Art, was invited by Novosibirsk City Center for Fine Arts, Novosibirsk, Russia, for a solo exhibition of his prints and to give an artist talk. He also exhibited his prints internationally in Taiwan, France, Germany, Poland, and Japan and nationally in California, Kansas, Ohio, Texas, and New York.
- Daniel Faltesek, Assistant Professor in New Media Communications, published *Selling Social Media*, Bloomsbury Press, New York.
- Chris Chapman, Associate Professor and Band Director in Music, conducted four world premiere performances and one US premiere

- performance, and also released a commercial recording (CD) through Mark Records, *Scenic Meditations* featuring the OSU Wind Ensemble performing with the internationally known Boston Brass Quintet.
- Stephen Hayes, Instructor of Drawing in Art, won a prestigious \$55,000 Guggenheim Fellowship Award.

46

Proposals



### CLA Grants/Research

Eric Dickey, the CLA Research Program Manager, supported 46 proposal submissions for external funding with CLA faculty as lead investigators. 46 is the highest number of proposals submitted by CLA faculty in the college's history.



### School of Public Policy (SPP)

SPP faculty published 31 articles in peer-reviewed journals, eleven peer-reviewed book chapters, four books, and presented at ten international conferences and 48 national conferences.

SPP faculty are PIs or Co-PIs on more than \$13,000,000 in grants, including \$24,000 in OSU grants, \$265,985 in foundation grants, and \$1.92 million in international grants. Faculty are receiving federal funding from NSF, NOAA, USDA, and DOE.

Public Policy graduate students received multiple fellowships, post-docs, and scholarships including: National Research Training Fellowships (both PhD and Master's students); OSU Provost Distinguished Fellowship; New Leadership Oregon Fellowship; two Hatfield Fellowships; and a Transportation Economics Fellowship.

Average incoming GPA for MPP students is 3.62 and 3.87 for PhD students.

### School of History, Philosophy, and Religion (SHPR)

Two SHPR faculty published books this year: Geoff Barstow's *Food of Sinful Demons: Meat, Vegetarianism, and the Limits of Buddhism in Tibet* came out with Columbia University Press and Nicole von Germeten's *Profit and Passion: Transactional Sex in Colonial Mexico* was published by the University of California Press.

SHPR faculty also published widely in the form of essays, journal articles, online editorials, and spread their work via podcasts, newspaper interviews, presentations at academic conferences internationally, and in popular public forums, such as Chris Nichols' TED format talk in Portland's Keller auditorium on "Why History Matters Today."

Faculty are working on important archival/primary source research in diverse locations that include: Sierra Leone (Trina Hogg), Germany (Kara Ritzheimer), London (Paul Kopperman), India (Stuart Sarbacker), Tibet (Geoff Barstow), Mexico (Nicole von Germeten), Italy (Rena Lauer – partially funded by the American Philosophical Society), and in various locations around the United States (Marisa Chappell).

SHPR faculty and instructors have spoken at the most prestigious national disciplinary meetings, including the American Historical Association Annual meeting, as well as regional events. SHPR faculty have also presented as invited sponsored speakers at universities and other venues in the United States, Colombia (Nicole von Germeten), Russia (Gary Ferngren), and Brazil (Anita Guerrini and Michael Osborne).

### School of Psychological Science (SPS)

Faculty submitted 13 grant proposals, requesting a total of \$1,448,901 through June 1, 2018.

David Kerr was awarded \$24,799 for a grant entitled *Changes in Oregon Undergraduates' Health Risks after Recreational Marijuana Legalization*.

The new Ph.D. program launched in Fall 2015 has admitted eight students, all of whom are progressing well; a new cohort of five students has been admitted for Fall 2018. Of the new admits, two were awarded Provost Fellowships, and one was awarded both the Provost's Scholarship and the Graduate Diversity Recruitment Bonus Scholarship.

### School of Writing, Literature, and Film (SWLF)

SWLF Faculty published 2 scholarly books, one novel, and one memoir this academic year, 28 articles/stories, and gave 50 talks, readings, or conference presentations.

SWLF faculty won 2 national scholarly awards, 2 Oregon Book Awards, and had 1 book listed as one of 100 New York Times notable books of 2017.

David Biespiel appointed Poet-in-Residence at OSU.

Cole Crawford (MA '17) won the WAGS/Proquest Outstanding Master's Thesis Award for the best master's thesis in a non-STEM discipline in any graduate program in the U.S. West and Pacific Rim.

MFA in Creative Writing remains one of the most competitive programs in the university (364 applicants/41 admitted/14 matriculated, 7% admit rate).

### School of Language, Culture, and Society (SLCS)

Melissa Cheyney, Associate Professor of Anthropology and mid-wife, joined with others in an OSU study that concluded that ingestion of the placenta by mothers does not pose a health risk to themselves or the baby.

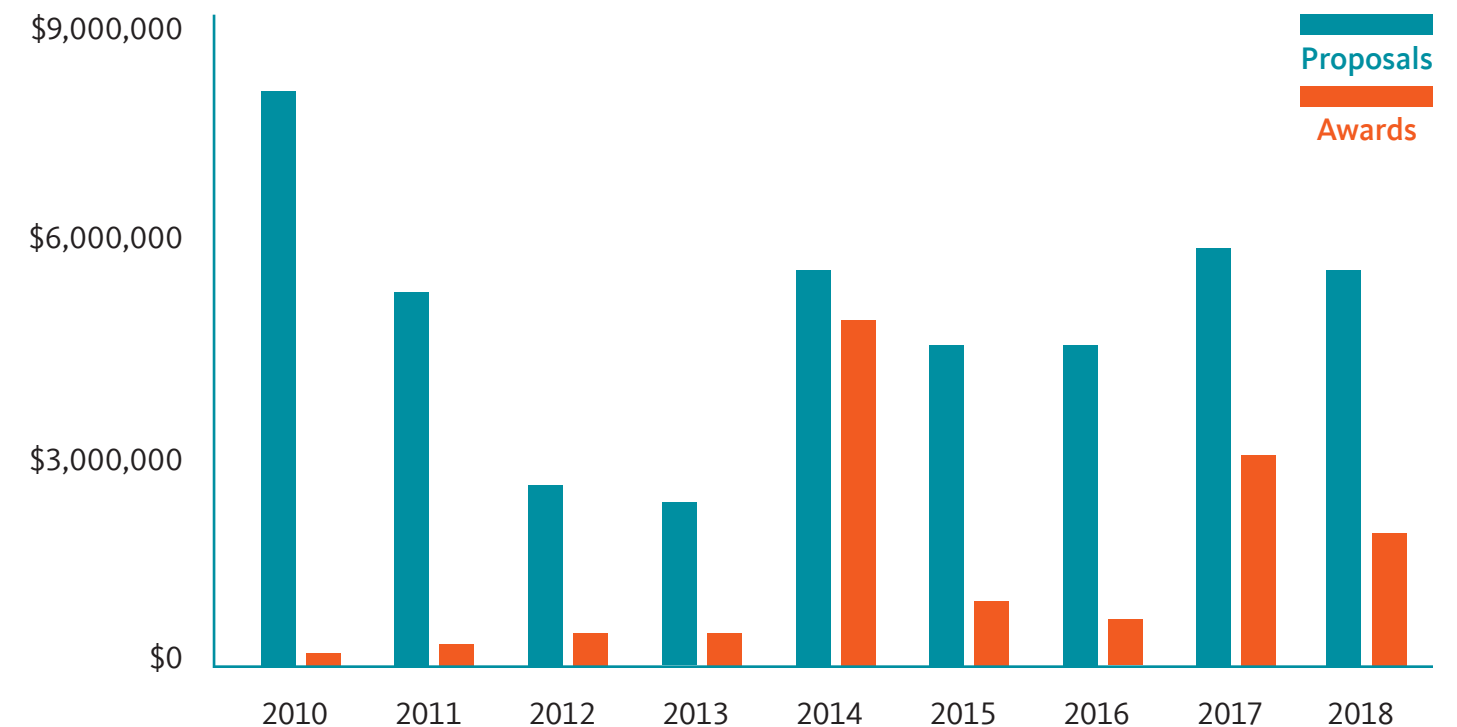
Natchee Barnd, Ethnic Studies, published *Native Space: Geographic Strategies to Unsettle Settler Colonialism* (OSU Press, 2017).

Women, Gender, and Sexuality Studies currently provides leadership for two nationally and internationally-recognized journals: *Feminist Formations*, edited by Patti Duncan, which just celebrated its 40th anniversary, and the National Science Foundation-supported *ADVANCE* journal, edited by Janet Lee and Susan Shaw that featured its first issue this year.

Graduate students in Women, Gender, and Sexuality Studies were successful in receiving a record number of scholarships that included two Provost's Distinguished Fellowships, a Provost's Distinguished

## CLA Grant Proposals and Award Activity

The graph below tracks the recent history of proposals in dollars.



# Outreach & Engagement



## School of Arts & Communication (SAC)

— Gregg Walker, Professor in Speech Communication, actively participated in the mid-year UN climate change negotiations in Bonn, Germany, working with country delegates/negotiators and NGO representatives about the Universities Network for Climate Capacity (UNCC) as the co-leader for this global initiative. He also participated in the second meeting of the Paris Committee on Capacity Building (PCCB), led a side event that presented the UNCC, hosted a dinner of the UNCC Steering Committee, and was interviewed in the Climate Change Studio.

— SAC Presents brought seven nationally and internationally known performers to Corvallis including sold out performances for Ira Glass and Pink Martini.

— Over 50,000 people attended SAC performances and events during the last year.

— Julie Green, Professor of Painting in Art, exhibited *The Last Supper: 700 plates illustrating U.S. death row inmates' final meal requests* in a solo exhibition at Texas State University, San Marcos.

— SAC Academy brought over 180 high school students to campus for week long summer camps: JumpstArt, Chamber Music Workshop, Choir Camp, Guitar Camp.

## Communications

CLA hired the firm C2C to conduct the college's first complete alumni survey. With over 1550 respondents from CLA classes from the 1960s through 2017 the survey explored any number of topics from educational satisfaction to career success/trajectory to suggestions for the future. The survey also opened the door for increased engagement of our alumni across the state and nation in our teaching and, potentially, internships and the hiring of future graduates. A key finding: While most respondents were satisfied or better with their education and the skills learned almost all pointed toward the need for career-focused education, mentoring, and preparation. (This and other data from the C2C studies appear on page 10.)



## School of Psychological Science (SPS)

— SPS created and awarded the first new Psychology Engagement Scholarship this year. This new award recognizes students who are active in psychology inside and outside the classroom.

— The Contemplative Studies Initiative (CSI) had an active year, capped by a proposal for a new minor in Contemplative Studies housed in SPS. CSI sponsored and ran 50 weekly meditation practice group sessions. A weekend meditation retreat in August 2017 drew 30 people from OSU and the Corvallis community. Fifteen OSU faculty and staff from seven different departments attended a day-long visioning retreat in September. Fall brought the launching of the new Mindful Living Learning Community housed in McNary Hall, serving around 30 freshman students. CSI members taught several training sessions for the LLC students, and were involved in a Fall retreat for the students as well a Winter class. In Spring, CSI hosted University of Washington scholar David Levy for three days of meetings and talks. This was followed by a weekend Sufi Dance retreat attended by 27 people. Overall, CSI events led to 542 contacts with OSU and Corvallis community members CSI maintains a mailing list of over 250 people.



## School of History, Philosophy, and Religion (SHPR)

— SHPR hosted 74 diverse and engaging events during the 2017-2018 academic year, many funded by endowments such as the Hundere Foundation in Religious Studies and the Horning Endowment in the Humanities.

— This year marked the 32nd year of the Holocaust Memorial Week. The program lineup included a play about women in the French Resistance, a lecture on Nazi propaganda, a performance of songs of the Holocaust and a survivor speaker to name a few. The week-long event drew close to 1500 people.

— Supported by the Horning endowment, Reformation 500, was a campus and community-wide observance of the anniversary of the Protestant Reformation. The ten scheduled events included musical performances, film screenings, and lectures, and attracted a total audience of over 1500 people.

## Strengthening OSU's Impact in Oregon and *Beyond*

Liberal Arts was a major force and driver in the highly successful campus celebration of the August 2017 solar eclipse, with multiple arts events and activities centered around Fairbanks Hall led by CLA faculty and students. Similarly, in partnership the Division of Outreach and Engagement and multiple community entities, The CO, a Corvallis maker fair and celebration, completed its fifth manifestation with over 1500 attendee-participants in 2018; The CO has welcomed 124 distinct maker groups to campus since its inauguration in 2014.



## School of Language, Culture, and Society (SLCS)

— Associate Professor of Ethnic Studies Marta Maldonado, along with SLCS faculty Bradley Boovy and CLA faculty Flaxen Conway, received a \$246,760 grant to study demographic changes in the seafood processing industry on the southern Oregon Coast. As the region's non-Hispanic white workers age out of the industry, and the population of Latino workers grows, the researchers will help communities maintain a skilled workforce in a cherished industry and welcome the newcomers who will enrich their communities.

— Nancy Barbour, Patti Duncan, Kryn Freehling-Burton, Jane Nichols, and Susan Shaw edited a 4-volume *Women's Lives Around the World: A Global Encyclopedia* that featured more than 30 writers with OSU ties (students, graduates, faculty).

— Drew Gerkey, Anthropology, received a \$54,000 grant to study and document the harvest, use, and cultural impacts of salmon on the Alaskan Peninsula.

## School of Public Policy (SPP)

— Oregon Policy Analysis Lab (OPAL) conducted policy research for local and regional governments including the City of Corvallis and Eugene Water and Energy Board.

— SPP faculty serve on various boards and advisory councils including the Oregon Hunger Taskforce and the Corvallis Community Relations Advisory Board and have presented to communities and decision makers on topics as varied as the economics of craft brewing, food insecurity and social justice, making science matter, and the nationalist backlash in politics.

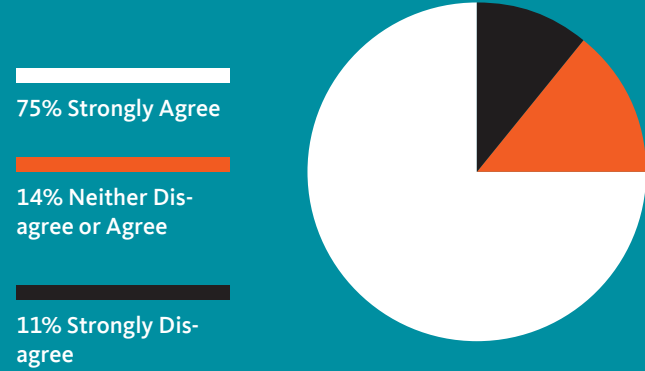
— The SPP is developing a Rural Studies certificate and specialization in rural policy for our two new programs (BS in Public Policy and Executive Masters in Public Policy).

## School of Writing, Literature, and Film (SWLF)

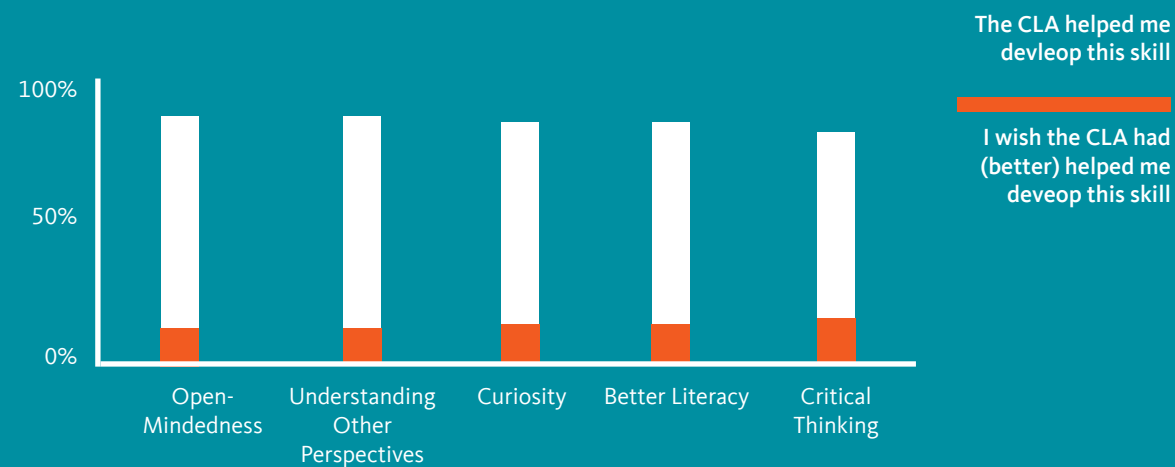
— PACE/SWLF contracted with Intel (Hillsboro, OR) to deliver technical writing instruction in summer 2018. PACE/SWLF bid currently under consideration to deliver technical writing instruction to 300 CD Smith Engineering employees.

— Under new leadership of Jen Richter, graduate internship program has grown (in 2 years) from 2 to 20 students placed. 56% of MFA grads interned (15 of 27). 21% of MA grads interned (5 of 24).

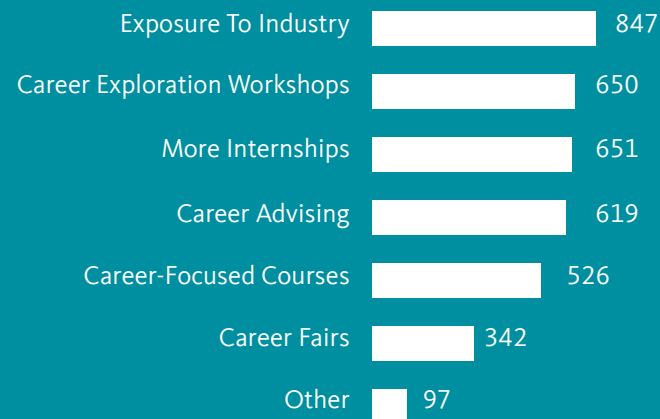
I am satisfied with my overall experience as a College of Liberal Arts alumna/us



Top 5 CLA Supported Skills



From your experience, what would you encourage the CLA to provide for current students?



C2C, CLA Alumni Survey 2018: Final Report

# Diversity & Inclusion

## Increasing Diversity of Faculty, Staff and Students

### School of History, Philosophy, and Religion (SHPR)

As part of a long-term strategy to expand its global perspectives SHPR hired two Visiting Assistant Professors in Latinx History and African/Islamic History and Religion. Jennifer Macias is a public historian who works on the idea of the American Dream for Latinx women in the west. Itamar Dubinsky is finishing his PhD in Israel, and will teach African history, with a strong background and training in several world religions.

SHPR began a scholarship program funded by the Norborne Berkeley endowment, seeking to recruit first generation, high need Oregon High School students. SHPR awarded one student \$3,000 annually starting next year, funding which will continue for his four years at OSU. It also awarded another high need student \$1,500 annually for four years.

### School of Arts & Communication (SAC)

The SAC continues to diversify its co-curricular offerings and consequently student and community experience of the arts. This last year SAC's Visiting Artist and Scholar's Lecture Series brought Richard Misrach, Sharon Loudon, Dread Scott, Minna Resnick, Farrah Karapetian, Reed Anderson and Mariam Ghani (the daughter of Afghanistan's President) to campus for public lectures and workshops with students.

The University Theatre Season, In the Public Eye, explored matters of difference and conformity in productions, among others, of Eugene Ionesco's Rhinoceros and George Orwell's 1984.

### School of Language, Culture, and Society (SLCS)

The new PhD program in Women, Gender, and Sexuality studies has attracted highly diverse and international initial cohorts.

SLCS continues to be a campus leader in matters of diversity, equity, and inclusion with faculty from multiple units leading and/or involved in core campus programs like Difference, Power, and Discrimination and major university projects such as the NSF-funded ADVANCE seminar.

The Resistance Series in SLCS coupled coursework in Ethnic Studies with opportunities to learn about and engage with resistance movements related to worker and immigrant rights and food justice.



The College of Liberal Arts is a community that includes and values the voices of all people. As such, we recognize the social barriers that have systematically marginalized and excluded people and communities based on race, ethnicity, gender, sexual identity, socioeconomic background, age, disability, national origin and religion. We are committed to the equity of opportunities, and strive to promote and advance diverse communities. We value and proactively seek genuine participation from these historically under-represented and underserved groups, and recognize them as an essential component of creating a welcoming and rich academic, intellectual, and cultural environment for everyone.

### School of Psychological Science (SPS)

Psychology education everywhere became more accessible this past year. As part of an NSF-funded research in teaching scientific literacy, graduate student Raechel Soicher, social psychologist Arielle Silverman, and PI Kathy Becker-Blease created a set of freely available modules with screen reader-friendly slides and handouts and tactile graphs that allow students who read Braille to engage in the same high level cognitive activity as sighted peers by feeling and interpreting graphs. The materials are available to Psychology instructors around the world, and have been shared at Psychology teaching conferences. Next year, they will be shared with educators who work with blind students.

An ad hoc Diversity Committee was formed to create a rubric to evaluate faculty's commitment to diversity starting in 2018-19.

### School of Public Policy (SPP)

SPP graduate programs continue a vigorous and intentional recruitment of under-represented students resulting in very diverse cohorts including 69% of 2018 matriculating MPP students as "high need," 21% domestic minority, and 23% international.

Economics professors challenged Pearson, publisher of the most frequently assigned Intro to Microeconomics textbook, to include more inclusive examples and problem sets. They provided a review of text and problems, created examples with more inclusive language, and in return, negotiated a lower price on textbooks for OSU students.

### School of Writing, Literature, and Film (SWLF)

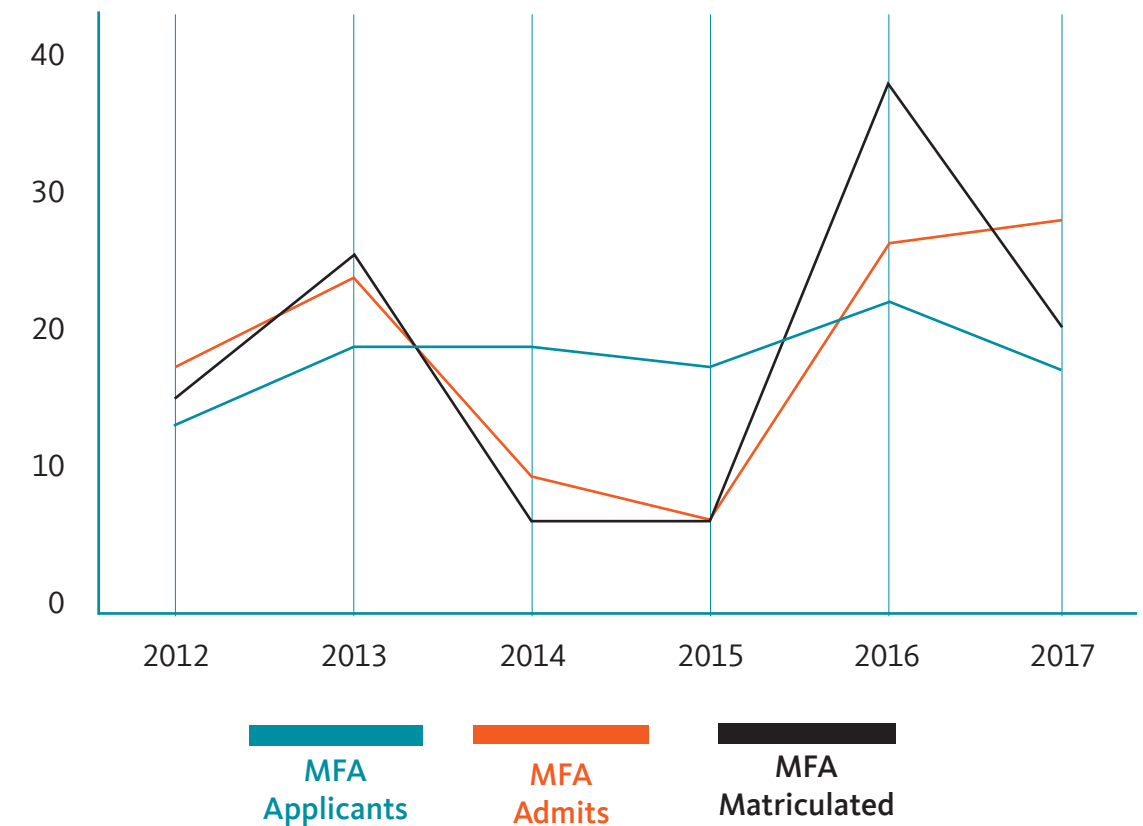
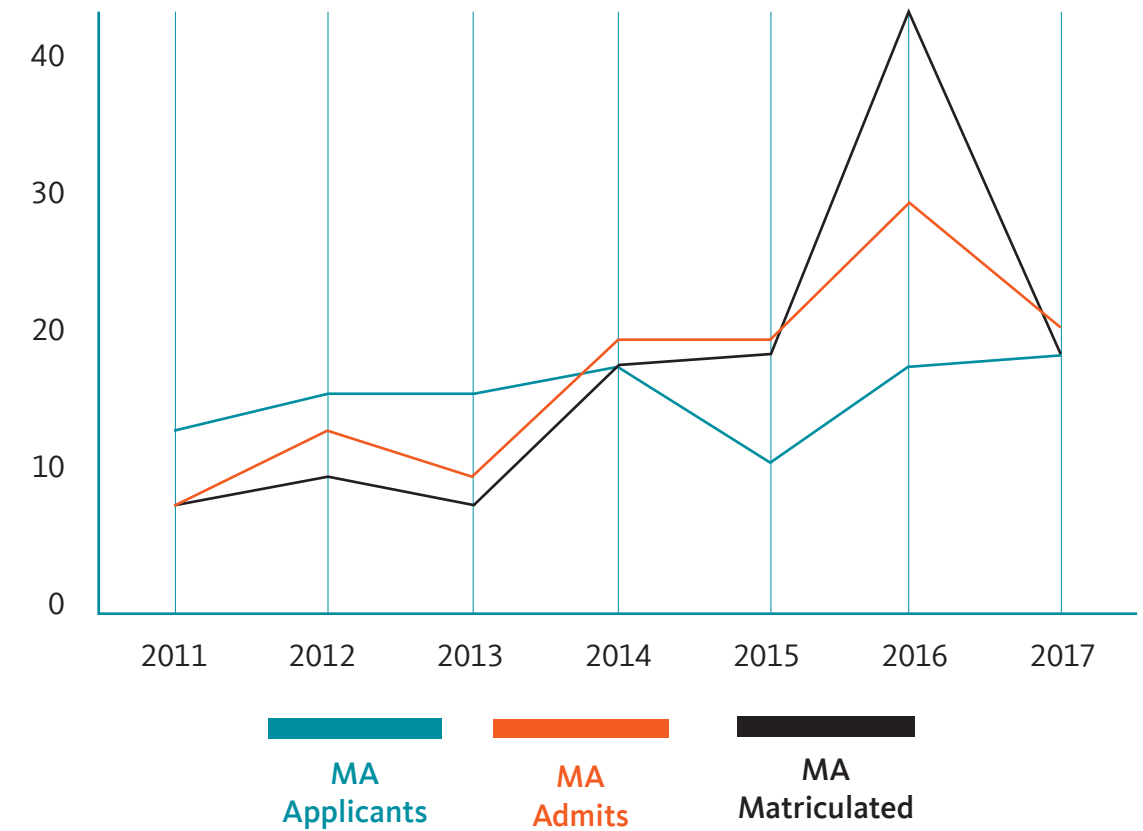
New faculty member, Iyun Osagie, recruited from Penn State to build programs in African, Africana, and African American studies.

Colson Whitehead named winner of fourth Stone Award.

Graduate admissions of diverse students climbed from less than 10% to more than 20% in both the MA and MFA programs over a five year period.

## Diversity: SWLF Graduate Student Recruitment

Percentage of Applicants Identifying in Diversity Areas (Asia, Hispanic, Two or More Races, Black or African American, Native Hawaiian or Pacific Islander, American Indian or Alaska Native)





# Faculty/Staff Development & Support

Providing  
*Opportunities,*  
Mentorship, and Support.

Incorporating feedback from school leadership as well as faculty across the college, CLA revamped its internal faculty governance system for the first time in 40+ years. Stagnant, non-functioning committees were eliminated, other essential/active ones retained, and one created with all receiving direct, clear charges going forward. Building on last year's internal task force on faculty workload the college appointed a new task force in the Spring to make recommendations regarding instructor rights and expectations. Their initial recommendations have been submitted to the college for consideration.

CLA Grants & Research---The CLA Research Awards Program (a partnership between the Research Office, the college, and individual schools) awarded eight faculty projects between \$4,000 and \$5,000 each. Eight smaller awards of \$500 - \$1500 were disbursed through a new program designed to meet subvention and last-minute travel costs. All in all both programs have thus far contributed to faculty efforts in producing:

- 4 grant applications, totaling more than one million dollars
- 5 journal articles
- 3 book manuscripts
- 9 presentations
- 1 survey
- 2 new external partnerships

## School of Arts & Communication (SAC)

— SAC addressed challenges of a low faculty to student ratio by creating national searches for Instructors that resulted in excellent hires as teaching faculty.

— Space renovations and moves, resulting new 2D and 3D studios in lower Snell Hall, have improved not only student experience but faculty resources and pedagogical options.

— Conversations regarding collaboration, interdisciplinarity, and alignment across the school and college were renewed in response to faculty aspirations and concerns.

## School of History, Philosophy, and Religion (SHPR)

— Since Summer of 2017, SHPR leadership and office staff have sought to greatly improve processes for mentoring and professional development support for all instructors and faculty. Improvements include: refreshed, accurate PDs as well as up-to-date evaluations; a new transparent and consistent system for the awarding professional development support; and providing such support to instructors as well as professorial faculty as position, need, and resources dictate. Since Fall 2017 over \$20K in travel and research funds have been distributed.

## School of Language, Culture, and Society (SLCS)

— New leadership in SLCS, under Dr. Susan Bernardin, has brought about a revisiting of norms and practices across SLCS. Mentoring, professional development, travel, and other ways of supporting faculty and staff have been examined and are in the process of being standardized with an eye to transparency and consistency across the school.

## School of Psychological Science (SPS)

— In this last year SPS has worked to develop and clarify mechanisms for supporting faculty and staff with caregiving responsibilities. Specifically: 1) adjusting meeting and event times to better allow for full participation; 2) allowing PIs to use start-up funds for student participation at conferences that are difficult to attend for working parents and others; 3) automatically extending the clock for expenditure of startup funds when tenure clocks are extended.

— SPS developed a plan for increasing support to its Ecampus instructors that includes: 1) changing PDs to require/acknowledge service with an offset in teaching expectations; 2) a clear and expeditious path to promotion; 3) a group trip to a teaching conference. All to be implemented in AY 2018-2019.

## School of Public Policy (SPP)

— SPP provided ~\$37,000 in professional development funds this year, primarily to support faculty presenting their work at professional conferences but also for staff to increase their skills through off-site training.

— All SPP members participated in program strategic planning this year to build capacity to think and plan long term; each program also developed a near-term project to be completed in the next one-three years.

## School of Writing, Literature, and Film (SWLF)

— Significant attention has been paid this last year in approaching and generating consistency across appointments and positions particularly with regard to instructors.

# Resource Stewardship

Using and  
**Growing**  
Resources Wisely



Currently and over the past few years the college as a whole has been in solid financial shape, with strong and steady fund balances and steadily growing revenue streams through Ecampus and INTO. This financial stability came about through careful planning (especially with regard to recurring costs) and attention to university-incentivized initiatives. Beyond bridging the difference between base-budget allocations and actual delivery costs this approach allowed the college to make a number of strategic investments in our buildings and space, in hiring select key roles (e.g., Communications, Grants/Research, Student Services), in the development of new graduate degrees, and, most importantly, in improving the quality of students' experiences through more and better teachers, technology, and support for innovative programs (study abroad, CLA-affiliation with the Grammy Museum and the hiring of Bob Santelli, outreach such as SPARK and The Co, etc.). The college (and its schools) has also been able to invest more heavily in faculty research and creative work, strengthening that essential element of its profile. The new university budget model diminishes, at

least initially, the college capacity to be as nimble and entrepreneurial. Current projections show a net loss to CLA in FY 19 of \$1.3M with little or no certainty beyond that. This imminent cut and the lack of firm financial footing going forward means immediate adjustments in expenditures in almost all of the areas noted above as well as others. Most CLA efforts to improve space and facilities will be curtailed, as will college and school capacity for hiring, and strategic investments in programs for students and faculty. CLA has moved forward steadily by way of resources and financial stability the last few years; the next few will require some significant adjustments and a bit of austerity as the budget shakes out. In the area of donor development and philanthropy CLA leadership, in concert with Oregon State University Foundation, continues its strong and steady build toward full realization of the new arts and education complex. Expanded efforts with donors at the school level suggest potential for robust future growth in other CLA philanthropic endeavors.

## School of Arts & Communication (SAC)

— One response to an ongoing budget shortfall has been the addition of online offerings of most university-required courses in Speech. The three courses (two new this last year) not only allow any online major at OSU to be fully completed online through OSU but also generate a largely new revenue stream for the SAC.

## School of Psychological Science (SPS)

— SPS currently has 14 TT faculty and approximately 800 majors per year, a ratio of 1:57. With two pending retirements and excluding two faculty who mostly perform administrative work, the ratio will soon be 1:80. At that rate students can graduate in four years, but are not necessarily able to complete courses they need for their careers, work in research labs, or complete an internship. Student success, retention, and career placement are negatively affected as a result. This challenge is under consideration in curricular re-vamps, graduate student assignments, and hiring.

## School of Language, Culture, and Society (SLCS)

— SLCS continues with strong online offerings and revenues, particularly in Anthropology.

## School of Public Policy (SPP)

— The SPP continues to “right size” its support staff through organizational analysis and re-structuring; next year the number of student workers will reduce from three to two, with a 25% reduction in hours.

## School of Writing, Literature, and Film (SWLF)

— Growth of PACE programs (Tech Writing, Business Writing, Film) from fewer than 10 students at any given time in spring 2017 (when SWLF first launched PACE) to 70+ in April 2018 portends a strong potential revenue stream.

## School of History, Philosophy, and Religion (SHPR)

— A thoughtful reconsideration of the intent and possibilities of existing endowments to support students, programs and faculty has already resulted in increased scholarship awards as well as preliminary plans for future changes.

# CLA AT-A- GLANCE



AY 2017/18 Student Credit Hours (undergraduate and graduate SCH): **177,038**

Undergraduate Major Enrollment: **4211**

Graduate Majors: **282**

Total Faculty FTE: **354**

Total Faculty: **435**

Total Education & General Budget: **\$56,843,480\***

*\*IR estimate based on 3rd quarter forecast and prior year actual to forecast ratios.*

**Degree  
Programs  
(Under-  
graduate)**

Majors: 24  
Minors: 30  
Certificates: 8

**Degree  
Programs  
(Graduate)**

Masters: 10  
Doctoral: 5

**Online  
Degree  
Programs**

Undergraduate Majors: 11  
Graduate: 2



# Our History

When Oregon State University (then the Oregon Agricultural College) became a land-grant college in 1868, it was a typical liberal arts college of the day. As OSU's curriculum expanded into the sciences and technology in the early 20th century, the liberal arts were de-emphasized and grouped into the Division of Service Departments. After World War II, OSU President A.L. Strand pushed to re-emphasize the liberal arts, and in 1959 divisional majors in humanities and social sciences were offered for the first time. In 1961 the School of Humanities and Social Sciences was established, and additional degree programs were developed in the 1960s. In 1973, the school became the College of Liberal Arts, including the Humanities, Social Sciences and the Fine and Performing Arts. Today, the College of Liberal Arts has a large student enrollment, many renowned faculty and a dedicated and philanthropic alumni base.

The College of Liberal Arts remains the cornerstone of the University. CLA provides OSU students with an excellent educational experience that prepares them to embark on a lifetime of learning and to adapt to a rapidly changing world. The liberal arts are personally enriching and eminently practical, and when our students leave OSU, they have the critical thinking and communication skills to succeed in their careers and their lives.

WALDO HALL

19

07



Oregon State University  
College of Liberal Arts