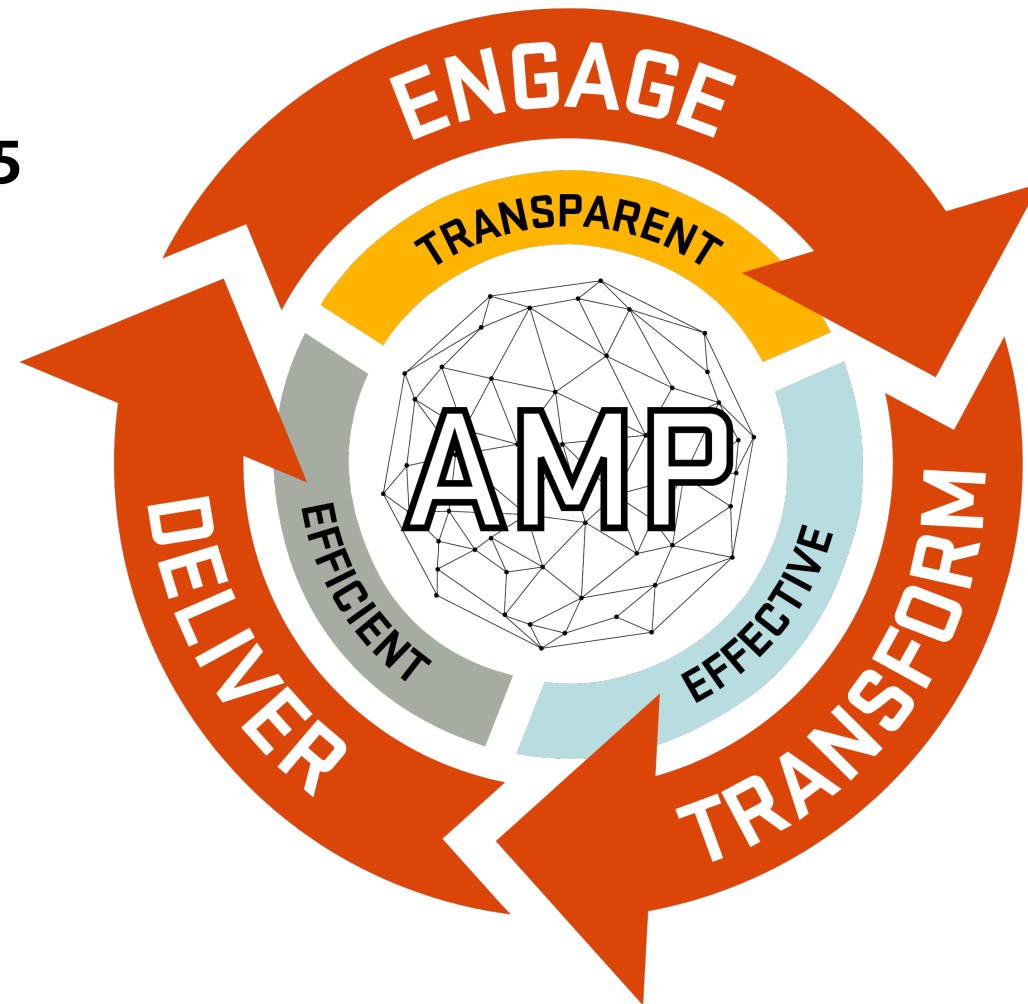


ADMINISTRATIVE MODERNIZATION PROGRAM

BOARD OF TRUSTEES // MAY 8-9, 2025



Oregon State
University

AGENDA

Introduction & Leadership Commitment

Carla Ho'a

AMP Remains Aligned with PWS

Belinda Batten

Overview and Status

Tim Carroll

Challenges and Wins

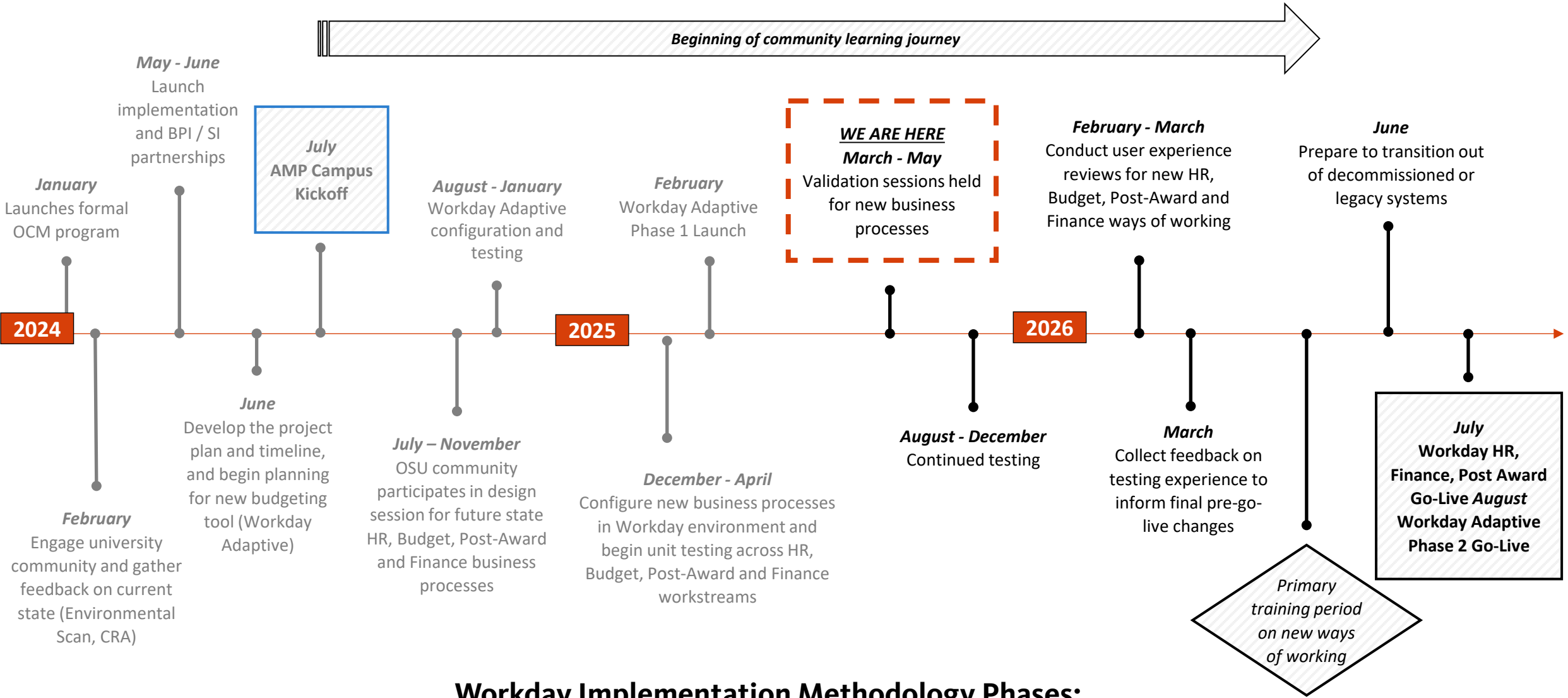
Andrea Ballinger

Q&A

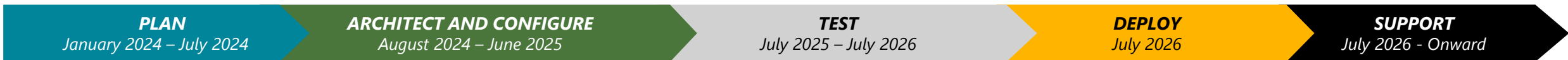
All



AMP Timeline at a Glance



Workday Implementation Methodology Phases:

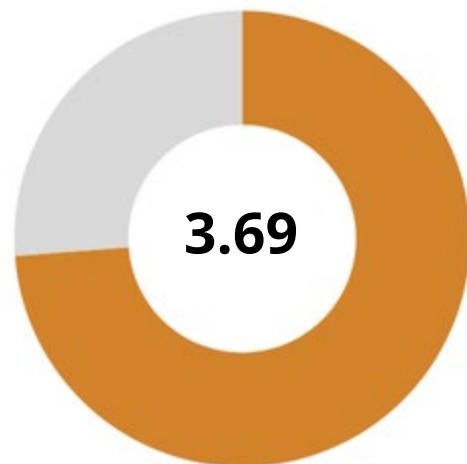


Change Readiness Assessment (CRA) #2 Overview

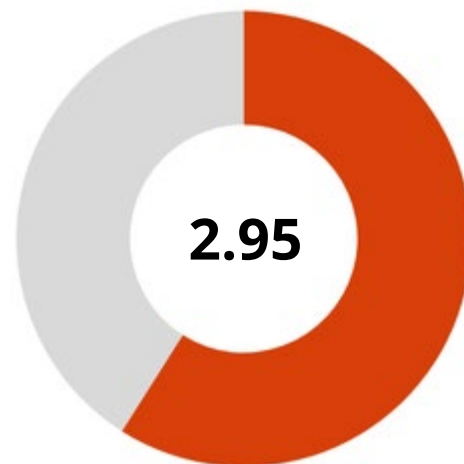
Collective CRA 2 results show campus growth in the areas for preparedness and readiness, with opportunities for action plans. OCM is working on tailored action plans to support units to improve their overall readiness.

Summary CRA 2 results across all units and colleges:

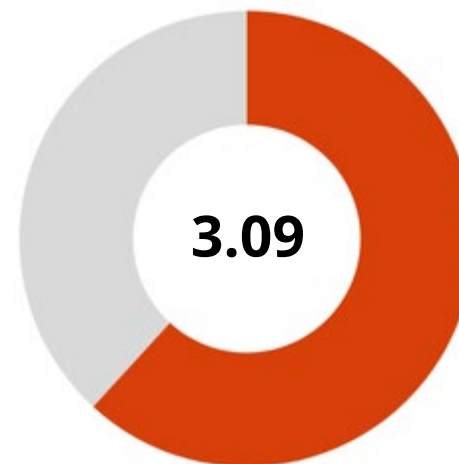
Awareness



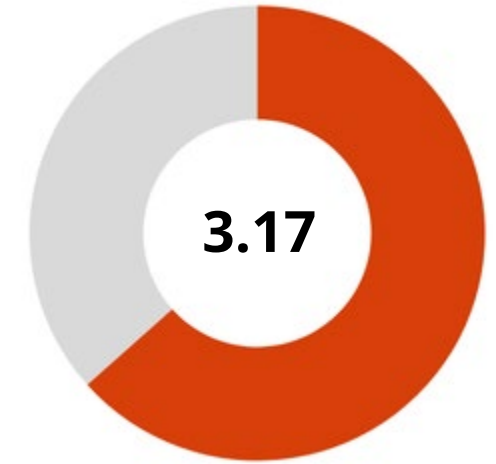
Ownership



Support



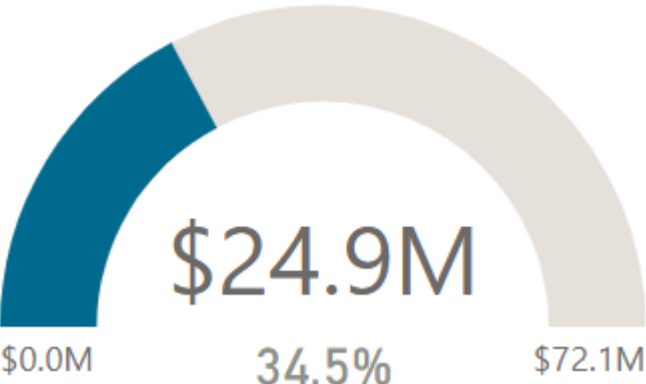
Understanding



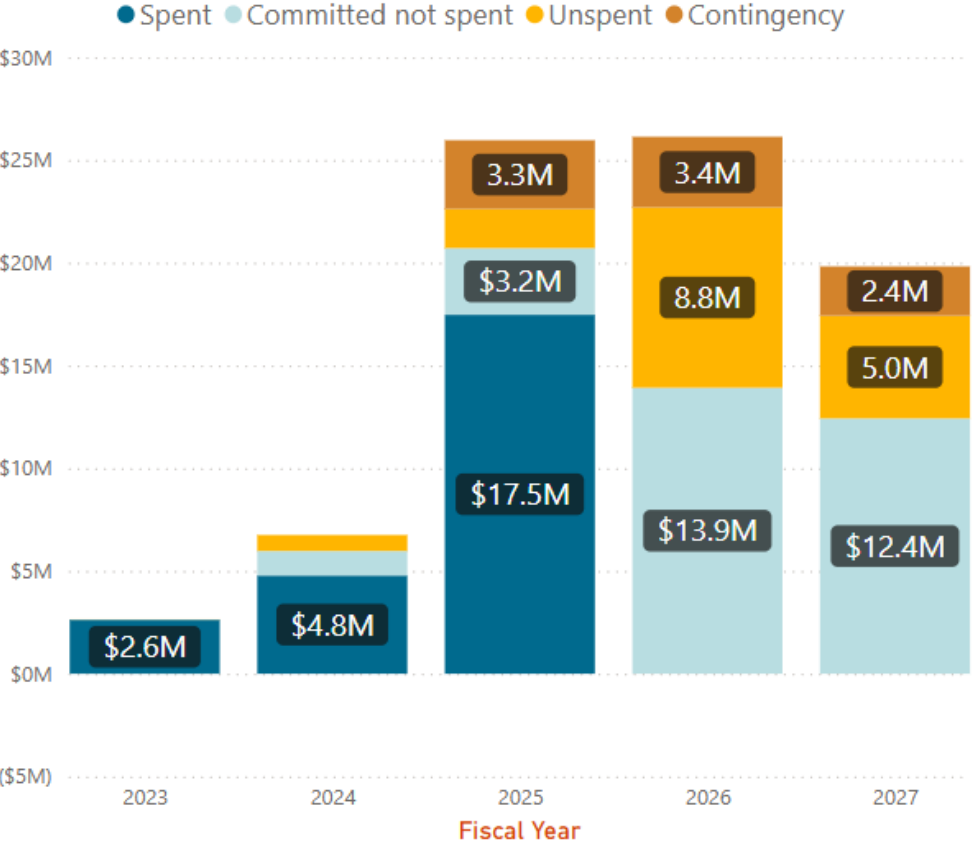
BUDGET UPDATE

Actual expenses are tracking at or below the planned burn rate.

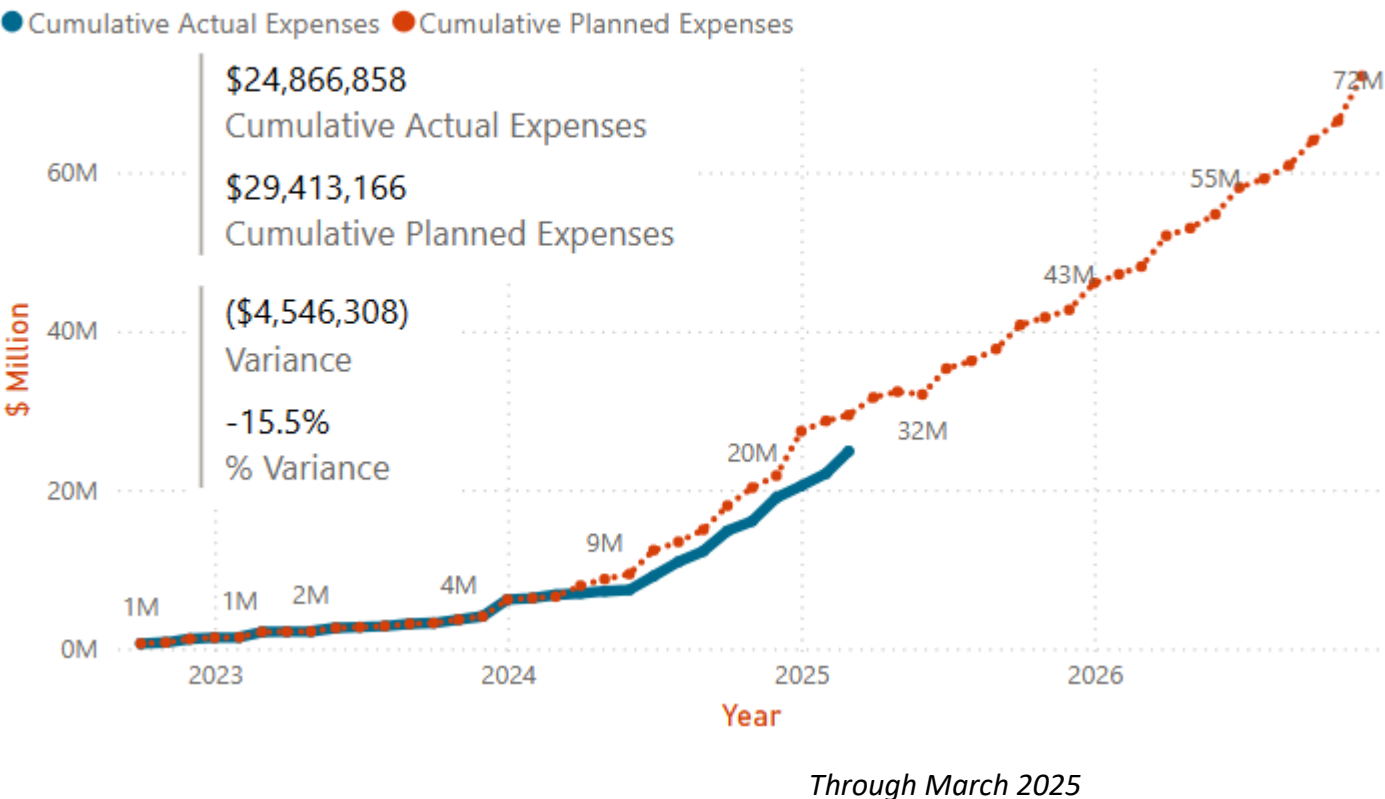
Program Total



Program Expenses by FY



Planned vs. Actual Expenses



Risks and Mitigation Strategies

Risks	Mitigation Strategies
<p>If the changing federal landscape results in continued uncertainty and/or funding reductions, employee workload and morale may be impacted, further exacerbating the change fatigue felt across OSU and higher education more broadly.</p>	<p>OSU is working with leaders to address concerns promptly and assess workload adjustments for employees in multiple AMP roles. The AMP team will provide talking points for leaders to support employees experiencing fatigue.</p>
<p>If leadership does not align on the vision, objectives and principles of AMP, there may be unanticipated delays to the program and challenges to achieving the stated benefits and metrics for AMP.</p>	<p>OSU has strong governance and alignment on the case for change and the importance of AMP. The Steering Committee is leading, making important decisions, and ensures teams follow AMP principles.</p>
<p>If the current campus financial planning exercise to identify possible reductions/reallocation results in a constraint mindset, OSU leaders may limit strategic and generative thinking and may shift to resource hoarding and territorial behavior.</p>	<p>OSU's leaders continue to align the university's financial and human resources to the strategic plan and promote a collaborative culture. They also recognize and communicate the impact that AMP will have in reducing faculty administrative burden, and freeing-up time for mission-critical work.</p>
<p>If employee skills are misaligned to the future ways of working, OSU will not sustain and continuously improve efficient and effective new ways of working.</p>	<p>OSU is hiring an upskilling lead to assess existing and future skills necessary to maintain the new way of working, as well as create learning and skill building pathways and opportunities. OSU will work with external partners to provide support and education to leaders.</p>
<p>If OSU does not identify the current distributed costs of administrative work across the university, it will not be possible to accurately reflect the return of investment of AMP.</p>	<p>OSU is leveraging the expertise of external partners with the AMP team to quantify and document savings realized through automation, employee time savings, and reduction of duplicate tools. The AMP team will ensure that the information is made visible through AMP governance, allowing for transparent tracking of return on investments.</p>

QUESTIONS?

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Oregon State University
Administrative
Modernization Program

