

# Faculty Affairs Update

Academic Strategies Committee Meeting  
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**Oregon State**  
University

# Opportunity

UNDERSTAND AND  
COMMUNICATE THE  
ROLE OF THE  
PROFESSORiate AT  
AN R1 LAND  
GRANT  
INSTITUTION



Communicate the role of the professoriate at R1 institutions and the role of OSU's faculty in student success and diversity

Define faculty excellence at OSU and its importance to the culture, mission and vision of the institution

Develop metrics to communicate faculty excellence

Share best practices and track progress in building a diverse, world-class faculty

Develop compelling and uniquely OSU narratives for how we achieve distinction in teaching, research and outreach

# Opportunity

EXPLORE CREATIVE  
AND INTENTIONAL  
MEANS FOR  
ATTRACTING AND  
ADVANCING A  
DIVERSE, WORLD-  
CLASS FACULTY



Create a compelling case for “why OSU” and develop aggressive recruitment and hiring practices

Increase support for diversity hiring initiatives and spousal accommodations

Increase support for post docs and visiting international faculty

Participate in the National Academies’ Action Collaborative to address climate concerns in STEM disciplines

Allow for greater flexibility of position descriptions and advancement opportunities

Update polices and practices supporting faculty entrepreneurship and innovation

Explore options for more attractive startup packages for faculty and endowment support

Celebrate and reward the accomplishments of our faculty

# Opportunity

DEVELOP  
PROCESSES AND  
PRACTICES TO  
ENHANCE  
FACULTY  
EFFECTIVENESS  
AND WELL-BEING



Address the increasing compliance burdens for research active faculty

Enhance faculty wellness opportunities to support healthy work-life balance

Invest in mentorships, faculty success programs and time management for faculty

Simplify the hiring of research and teaching personnel including undergraduate students

Implement a strategic talent management plan

Provide professional development opportunities for all faculty that recognizes their unique contributions to the university

# FY2020 Special Initiatives and Projects

- Create a commission on the 21st century professoriate
- Review recruitment strategy and hiring procedures to enhance diversity across all disciplines and for women in the STEM fields
- Assess and revise standards and procedures governing faculty promotion and tenure and professional development opportunities
- Create the Academic Leadership Academy

# Other Initiatives Underway

- Faculty development and mentorship programs  
Focus on new faculty and mid-career faculty
- Efforts to prevent sexual harassment in the academy  
The university will participate in the National Academies' Action Collaborative for Preventing Sexual Harassment
- Continuation of the ADVANCE Program in the Provost's Office  
Program explores structural inequities at OSU and endeavors to break down barriers to the advancement of women and people of color