



Provost and Executive Vice President

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OSU Fixed-Term Faculty:

As you are aware, the University is currently facing uncertainty regarding our funding levels for the next biennium. This situation is evolving and we anticipate that it will continue to change through the next fiscal year. We also know that the economic downturn facing the State of Oregon is significant. These budgetary conditions necessitate that we develop various strategies to ultimately reduce our state general fund budget by up to 30% for FY 2009-11.

We will not have preliminary budget information until sometime in July 2009. In the meantime, we must move forward with the fixed-term faculty notice of appointment process for FY 2009-10. The extraordinary budget challenges facing the state, coupled with current uncertainty about the size of the cuts the University will need to make, leave us no choice but to build additional flexibility into the appointment process at this time. To that end, this year's fixed term appointments will allow for the possibility that the University may reduce salary rate, FTE, or both during the duration of an appointment; and may terminate an appointment with 60 days' written notice. Employees on fixed term appointments will see these changes reflected in their notice of appointment letters.

We recognize that our employees are the heart and soul of this institution, and that each and every one of you contributes to making OSU the special place that it is. We are mindful of that as we navigate the current fiscal situation, and will do our best to keep you fully informed as the budget situation becomes clearer.

Becky Warner, Acting Vice Provost for Academic Affairs and International Programs, and Jacque Rudolph, Director, Office of Human Resources, will provide additional information to administrators and supervisors in the next day or so as part of the contract renewal process. Should you have questions about this process, please contact Becky or Jacque.

Sabah Randhawa
Provost and Executive Vice President