October 5, 2009

To: Ed Ray, President
    Sabah Randhawa, Provost

From: Faculty Consultative Group:
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Subject: Findings associated with the September 25, 2009 and September 29, 2009 deliberations on:

• the proposed move of the College of Education to OSU-Cascades Campus;
• the proposed move of 4-H Youth Development Education to the College of Health and Human Sciences; and
• the proposal to cluster existing Colleges under a Divisional Structure.

The Faculty Consultative Group was asked to review and provide recommendations on two proposals, the move of the College of Education to the OSU-Cascades Campus, and the proposal to create a Divisional Structure. In both cases, proposals were based on recommendations by the Provost’s Advisory Committee on Budgets and Strategic Planning. At the time of the FCG meetings, these proposals had not been finalized; the FCG was asked for input into the general concepts of each proposal.

Proposal to move the College of Education (COEd) to the OSU-Cascades Campus and, as a result of this change, consider moving 4-H Youth Development Education to the College of Health and Human Sciences
Presentations by:

Dr. Sabah Randhawa, OSU Provost
Dr. Roger Rennekamp, Department Head, 4-H Youth Development Education
Dr. Sam Stern, Dean, College of Education (by conference call)

Provost Randhawa indicated that concern exists about the sustainability of programs in COEd as only 19 tenured or tenure track faculty currently reside within this college, not counting the faculty with assignments in 4-H Youth Development Education. He acknowledged that the proposal was strategic in nature and only limited cost savings would be realized if this proposal was implemented. The strategic intent of the proposal was to evaluate whether or not opportunities within COEd might be increased through the creation of a signature program at OSU-Cascades in a region of the State that is currently underserved by teacher-training programs. The Provost indicated he was concerned with how best to align COEd within the mission of Oregon State University and around future funding realities. As part of the discussion, it was indicated that a number of programs now being offered by COEd uses a relatively high number of adjunct or temporary instructors.

Conversations between the Provost and the FCG included the possibilities of refocusing teacher training around Science and Math Education, moving 4-H Youth Development Education to the College of Health and Human Sciences, and moving the administration of COEd and some programmatic faculty to the OSU-Cascades Campus. Dr. Roger Rennekamp, Department Head of 4-H and Youth Development Education, joined the FCG and provided his evaluation of potential changes, while Dr. Sam Stern, Dean of COEd joined in the consultation by conference call.

Dr. Rennekamp indicated that the Department of and Youth Development Education could continue to operate whether housed in the College of Education or College of Health and Human Sciences. However, he reported that faculty appeared to prefer to stay within the College of Education because they felt that there was an appreciation of their position responsibilities and efforts, especially when it came to decisions regarding P&T. However, Dr. Rennekamp reiterated that he felt faculty could thrive in either College.

Dr. Sam Stern indicated that in the two months since the proposal to move all or at least parts of COEd to OSU-Cascades, alumni, public school administrators and teachers, and faculty within COEd were generally against the move. He felt that the risks outweighed benefits; however, he did recognize the need to focus on Science and Math Education as a means to
better position COEd in the future. He also indicated a willingness to expand COEd offerings at OSU-Cascades.

After deliberations, the FCG offers the following findings:

- Assurances were given that no tenure or tenure track faculty positions would be eliminated.

- The FCG is concerned that there is not a critical mass of tenure/tenure track faculty lines currently in COEd to justify dividing the college between two campuses. Current numbers of faculty fail to meet criteria for administrative unit size as directed by President Ray.

- The FCG is concerned about the future viability of COEd given the expectation that no additional funds will be forthcoming to expand the number of tenure lines. Information was shared that additional tenure lines might be negotiated with Cascades administration if the college is moved to Bend, however no assurances were offered to confirm this possibility.

- Information provided to the FCG was insufficient to confirm the potential viability of COEd given the proposal to move the college’s central administration to Cascades with some faculty remaining at the Corvallis campus. Additional information is need including the budget impact and strategic benefits of moving the college to fully analyze the proposal.

- Entrepreneurial efforts of the COEd through ECampus offerings have driven growth within the College; however, concerns were expressed that this may have an impact on research and scholarship.

- Information provided to the FCG appears to support the potential success of the 4-H Young Development Education program at either proposed scenario: Moving to the College of Health and Human Sciences or remaining a department in the College of Education.

- The FCG recommends that a detailed plan be developed to provide a basis for analyzing the strengths and weaknesses of the COEd move so that we can weigh the merits of the proposal. Lacking such a plan, the FCG is unable to perform its consultative role nor formulate recommendations about the proposal as it exists at this time.
Proposal to Create a Divisional Structure

Presentation by:

Dr. Sabah Randhawa, OSU Provost

Provost Randhawa presented a proposal to cluster existing colleges under four Divisions that represent the following strategic alignments: Healthy Planet, Healthy People, Healthy Economy and a Foundational Core. Each Division would have an Executive Dean selected from one of the existing college Deans. Provost Randhawa indicated that Provost’s Council members endorsed the Divisional Plan at a recent retreat, and that there was a need for flexibility associated with expectations, management and implementation for expected outcomes of each Division. It was also noted that faculty would be involved in establishing future actions associated with each Division.

After deliberations, the FCG made the following determinations:

- Assurances were given that no tenure or tenure track faculty positions were to be eliminated.

- Detailed budgetary analysis needs to be made in order to clearly articulate cost savings associated with the move to a Divisional administrative structure. This must include explanations of how the Divisional structure will result in fewer administrative positions.

- Administrators and faculty in each Division will need to start an immediate planning effort to address programmatic and budgetary issues. This planning effort must allow flexibility in process given the inherent differences in faculty positions and academic uniqueness associated with the various colleges and departments clustered under the Divisional structure.

- The Divisional structure proposal creates an organizational alignment of colleges with the three signature areas of distinction described in Phase II of OSU’s Strategic Plan. For this reason, the FCG is supportive of this proposal.