

Office of Academic Affairs | University Studies

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To: Shawn Smallman, Vice Provost for Instruction and Dean of Undergraduate Studies

CC: For distribution

From: Sukhwant Jhaj, Director, University Studies

Re: Creating 25 Tenure Related Positions.

University Studies proposes to create up to twenty five tenure related positions over three years. This initiative is designed to facilitate shared hiring by University Studies and departments by providing full salary support on an indefinite basis for specific faculty hires.

University Studies is Portland State University's four-year, interdisciplinary general education program. The mission of University Studies is to facilitate the acquisition of the knowledge, abilities, and attitudes which will form a foundation for life-long learning among its students. Critical to this mission is the need to establish Shared Appointments where faculty have teaching, service and research obligations to University Studies and Academic Units. These positions will be housed in the Academic Units. The attached MOU provides the details of a typical shared appointment.

The staffing proposal supports PSU's leadership position in engagement by setting the following objectives for the hiring initiative:

- Support the mission and values of University Studies, teach undergraduate students especially freshman and further develop the core competencies of University Studies.
- Improve student success through engaged learning experiences: The arguments for enhancing the quality of the core undergraduate experience by investing in tenure-track positions rather than fixed term or adjunct faculty are well known and need not be detailed here. This staffing initiative will change faculty mix by increasing instruction by TT faculty (see attached table on SCH generated by faculty type) across University Studies.
- Expand innovative scholarship and creative activities that address regional issues and have global significance: This staffing initiative will provide opportunities for collaboration between academic units on emerging issues and support the multi-disciplinary themes identified as part of PSU's process of setting academic priorities (see Provost Koch's memo of February 13, 2007, page 4).
- Improve internal engagement: Shared positions, collaboration between departments on scholarship and research, connections between University Studies and departments, and increase in the number of tenure related faculty to support student advising will lead to enhanced internal engagement.

This staffing initiative will be launched this year via a campus-wide proposal process. We expect that ten new faculty will start in 08-09, eight in 09-10 and seven in 10-11. Eight tenure track lines will be filled by converting current fixed term appointments in University Studies to TT appointments. The funds for the shared positions will be retained by University Studies. In the event that a Shared Faculty resigns from Portland State University or is not granted tenure, there is no guarantee that the replacement position will go back to the same department.

Funds needed for Creating 25 Tenure Related Positions

25 faculty positions at \$52,000/ position + OPE = total \$78,270/position

Salary total with OPE = \$ 1,956,755

Existing funds from University Studies =\$1,317,160

Funds needed for transitioning from fixed-term to TT staffing (20 lines) = \$248,245

Funds needed for courses to be covered by adjuncts (reduced workload from fixed term to TT) = \$112,129

Funds for five new tenure lines= \$ 391,350

Onetime costs (these costs are over five years):

\$5,000 for advertisement and search = \$5000 X 25 = \$125,000

\$7,500 for summer stipend for each position for two years = \$7500 X 2 X 25 = \$375,000

\$4,000 for S&S for each position = \$4,000 X 25 = \$100,000

\$400 for travel each year for two years = \$400 X 2 X 25 = \$20,000

Student Credit Hour (SCH) generation by faculty type. Fall 2006 through Spring 2007

All UNST classes and clusters and caps

Tenure Type	FT = .5 FTE or above	Total SCH*	Percentage
Fixed	FT	69,163	46%
Fixed	PT	38,367	25%
Tenure Line	FT	44,084	29%
		151,614	100%

All UNST classes and clusters and caps

Sort order	Crs Level Macro	Tenure Type	FT = .5 FTE or above	Total SCH	Percentage
2	Highschool	Fixed	FT	3,375	100%
3	FR	Fixed	FT	13,175	78%
3	FR	Fixed	PT	910	5%
3	FR	Tenure Line	FT	2,865	17%
				16,950	100%
4	TT	Fixed	FT	805	73%
4	TT	Tenure Line	FT	305	27%
				1,110	100%
5	SO	Fixed	FT	9,738	56%
5	SO	Fixed	PT	4,368	25%
5	SO	Tenure Line	FT	3,332	19%
				17,438	100%
7	Clstr	Fixed	FT	34,478	35%
7	Clstr	Fixed	PT	28,204	28%
7	Clstr	Tenure Line	FT	36,631	37%
				99,313	100%
8	Capstone	Fixed	FT	7,592	57%
8	Capstone	Fixed	PT	4,701	36%
8	Capstone	Tenure Line	FT	944	7%
				13,237	100%
9	Other	Fixed	PT	184	96%
9	Other	Tenure Line	FT	7	4%
				191	100%

* SCH before re-distributions