Implementation Plan Principles

1. Goals and signature themes of OSU’s Strategic Plan guide all criteria for change and decisions
2. Academic programs and degrees are responsibility of appropriate academic units
3. All processes open and transparent for full engagement by all
4. Plans for all units guided by ACBSP principles
5. Be sensitive to impacts of change on people
2009-2010 Activities

Plan restructuring of admin and academic units to advance Plan goals/themes and achieve efficiency

Begin implementation of new units and budget actions

Achieve $5-6 M E&G savings, $3M SWPS savings

Develop system to monitor progress
2010-2011 Activities

Implement new units and budget reductions by Fall 2010

Achieve $10-12M in E&G savings, $6 M in SWPS
ACBSP Principles

Max. student learning and success, min. adverse impacts on progress to graduation

Max. recruitment and retention of faculty to advance student success and signature areas of distinction

Use Strategic Plan to guide all actions
Presidential Decisions

OSU will:

- Division-based academic college alignment & changes in depts & SWPS in that context
- 4 divisions: A&S, B&E, ESS, HS
- Implement Admin, Academic and Research guidelines
- Meet cost reduction targets
- Enhance focus on student success & engagement
- Consolidate/eliminate selected degrees
Assumptions

Attrition, retirements, central hiring approval to min. layoffs req. to meet $$ targets

Salary freeze through 2009-2011

Savings must be recurring, achieved during 2009-2011

Implementation strategy flexibility to accommodate more change
Strategic Alignment & Budget Reduction Processes

Enable college, division and unit leaders to lead design, mgmt, and implementation processes.

Ensure faculty and staff opportunity to advance creative ideas for consideration by leadership.
Proposals from Academic Units

Due Nov. 15, 2009

What decisions need to be made?
Timelines for decisions?
Who needs to be engaged?
Process for engagement and decision making?
Who needs to be informed of decisions?
Proposals …

1. New, consolidated, or significantly transformed degrees, or

2. Major structural change in colleges, SWPS.

   Consistent with divisional structure

   Advance strategic directions

   Achieve budget reduction targets
Proposals Process

Academic Proposals

Deans develop and forward

Coordinated academic planning

Originate from faculty or administrators of multiple colleges, 1 college, or subset

Endorsement of all relevant deans

If no full endorsement, careful analysis of options and pros and cons

Changes in tenure homes, PDs may occur
Proposals Process

Review by SABRRC

Review proposals
Assure coordinated academic planning & implementation
Advisory to Provost and VP F&A
Provost will consult with Deans
Advice and support to division, college, unit leaders
Proposals Process

Faculty Senate Review

Faculty Consultative Group
Recommend curricular actions to expedited review process
Proposals Process

Provost Approval

Overall execution of integrated university-wide action plan
Task 1: Provost Oversight

- Define decision process & timeline
- Provide budget targets
- Establish SABRRC
- Appoint Executive deans for divisions, define expectations
- Appoint Implementation Teams
- Engage PC, Cabinet, FS EC
- Final approval all plans
Work Plan and Schedule

Task 2: Division-based college alignment, Sr. Academic Leaders

- Develop integrated agenda, encompassing OSU’s full mission, sustaining disciplines while advancing interdisciplinary work in signature areas.

- Assess current college/dept structures to system guidelines, reorganize as needed in context of division.

- Evaluate low enrollment courses/degrees, propose consolidation/elimination.
Task 3: SWPS, Sr. Academic Leaders

Implement plans to meet short-term budget targets

Reorganize programs in context of division structure
Work Plan and Schedule

Task 4: Research Guidelines, VPR

Develop and implement plans to comply w/ guidelines
Task 5: Student Success, AP AS&E

Oversee implementation of orientation & retention, academic support & summer bridge programs

Coordinate access to foundational academic courses and small-course learning experience

Identify first-year advising outcomes to improve student success, coordinate implementation across colleges for consistency
Task 6: Administrative System Guidelines, Sr. Unit Leaders

- Assess current unit and dept structures re system guidelines
- Develop, implement plans to realign structure to guidelines
- Work w/ academic leaders to understand, manage impacts
- Implement changes for consolidations reductions, realignment
Work Plan and Schedule

Task 7: Consolidate, streamline IT functions, Provost

Develop, implement changes for program consolidation, reduction, realignment
Work Plan and Schedule

Task 8: Consolidate, streamline media, comm, mktg, events, VP F&A

Develop, implement changes for program consolidation, reduction, realignment
Work Plan and Schedule

Task 9: Consolidate machine shops, Dir. Facilities Serv. VP F&A

Develop, implement changes for program consolidation, reduction, realignment
Milestones

10/15-09 -- Est. SABRRC
10/15/09 -- Wr qtr course reduction
12/15/09 – Sp qtr course reduction
10/09-3/10 -- Plans for division-based changes
11/10/09 -- Appt. div. Exec. Deans
11/10/09 -- SABRRC Monitoring & Communication Plans
1/10 – 2011 -- Rprt savings/progress
3/10-5/10 -- Review approve plans
7/10 – Implement system guidelines
SABRRC

- Review work of academic, admin units
- Monitor progress, results, savings
- Monitor impacts of local decisions on university functions, ops
- Identify cultural, technical, organizational barriers, develop plans to manage or eliminate barriers
- Develop, execute communications plan
- Recommendation on proposals prior to review by Fac. Sen. or Provost
SABRRC

Warner (chair), VP AA & IP
Arp, UHC
Burns, Fac. Sen.
Cassady, VPR
Clarke, VM
Heiligman, AVP F&A
Reed, VP O&E
Van Drimmelen, ASOSU
Lawrence, VP UA (advisory)