



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



Work Plan and Schedule

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



Work Plan and Schedule

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



Work Plan and Schedule

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



Work Plan and Schedule

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

Id 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)