



Pre-Symposium Faculty Discussions Discussion Outline

Overall Objectives:

- Engage faculty around a clear aspiration of PSU taking more control over its own future and building upon our commitment to our mission and values
- Understand the assumptions and beliefs of faculty with respect to enrollment growth, student opportunity, research, space, tuition and their impact on university's fiscal future
- Explore proposed recommendations for change that have potential to generate resources and allow us to achieve our academic objectives
- Test concept of developing an agreement between administration and faculty regarding commitment and process to change

Discussion Guide

1. **Objective:** Shared understanding

Context: Investment of State funding in Oregon higher education will continue to decline. It is not simply a public relations failure or the current economic downturn that the Oregon Legislature does not invest more in higher education; it is the result of a shrinking fiscal pie that must meet a growing set of unfunded mandates on prisons, Medicaid, etc.

Discussion: *What are your views on this subject?*

2. **Objective:** Commitment to taking action

Context: It is within our control as an institution to respond to the fiscal realities through implementation of some of the LTIFS recommendations, notably curricular efficiency and effectiveness (attention to time to degree, minimum enrollment policy, optimum classroom size, increased online and hybrid offerings), enrollment management (mix of students, mix of faculty), space utilization and research growth.

Discussion: *Do you think there is significant savings or potential revenue to be gained from some of these recommendations?*

3. **Objective:** Clarify role of faculty and administrators in implementation

Context: same as #2

Discussion: *What is our role as faculty and administrators in implementing these initiatives?*

4. **Objective:** Understand how we will move forward together

Context: It is imperative that we move forward now with some of the initiatives. The January symposium is a good place to discuss benefits and trade offs and identify principles for an agreement between faculty and administration that would guide both the initiatives and the redistribution or investment of funds, should the initiatives prove successful.

Discussion: *In your view as a faculty member, what principles should guide our decision-making process?*