

University Studies

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

From: Sukhwant Jhaj, Director, University Studies

Re: Phase 3 of Staffing Initiative to Create 25 Shared Tenure Related Positions.

In 07-08 University Studies initiated a staffing proposal to create twenty five tenure related positions over three years. This initiative is designed to facilitate shared hiring by the University Studies program and academic units 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. The staffing proposal also supports PSU's leadership position in engagement by setting the following objectives for the hiring initiative:

- Support the recommendations made by Prof. David Perry in *Portland State University—An Engaged Urban Research University* to enhance engaged learning and scholarship.
- 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 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.
- 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.

Phase 1 of the staffing initiative was launched in 07-08 via a campus-wide proposal process and 13 shared TT positions were created. In Phase 2 of the staffing proposal four positions were filled. These academic investments were made based on Provost Koch's memo *Academic Investments for the 2007-09 Biennium*, University Studies' need for increasing capacity in science instruction, and programmatic need for distributing the positions between arts and letters, sciences and social sciences. The distribution of the positions was as follows:

	Arts and Letters	Sciences	Social Sciences
Phase 1: 2008-2009			
National search (9 positions)	FPA: Art History CLAS: Philosophy	CLAS: ESR CLAS: Physics	CLAS: History (African History)

		CLAS: Geology MCECS: Electrical Engineering	CUPA: Community Health CLAS: Sociology
Fixed term to TT transitions (4 positions)	CLAS: English CLAS: English		CLAS: International Studies CLAS: International Studies
Phase 2: 2009-2010			
National search (Choose 4 positions, 1 not funded)	Chicano-Latino Studies (not funded)	CLAS: Biology	SSW: Child & Family Studies CUPA: Community Development
Fixed term to TT transitions (2 positions, 1 not funded)		CLAS: Physics	Fixed term to TT transitions to be decided based on expertise of fixed term faculty and programmatic and institutional needs. (not funded)
Phase 3: 2010-2011			
National search (5 positions)	To be decided	To be decided	To be decided
Fixed term to TT transitions (2 positions)	Fixed term to TT transitions to be decided based on expertise of fixed term faculty and programmatic and institutional needs.	Fixed term to TT transitions to be decided based on expertise of fixed term faculty and programmatic and institutional needs.	Fixed term to TT transitions to be decided based on expertise of fixed term faculty and programmatic and institutional needs.
Total: 25 TT positions			

Shared positions will be housed in the Academic Units. 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.

University Studies requests \$389,781 in permanent funding to create seven shared tenure related positions. We further request a permanent supplement of \$2,000 per position (\$14,000 total) for Millar Library. One time set up costs for office setup, recruitment, moving and development of \$20,000 per position or \$140,000 total is also needed.

These positions will also support the enrollment growth as three additional sections of year long Freshman Inquiry, fifteen Sophomore Inquiry and four Capstone courses are needed this year due to increase in enrollment.

Enclosure: Selection from *Portland State University—An Engaged Urban Research University, A campus briefing based on a consultative visit and reports by David Perry, Associate Chancellor, University of Illinois at Chicago*

Portland State University—An Engaged Urban Research University

A campus briefing based on a consultative visit and reports by David Perry, Associate Chancellor, University of Illinois at Chicago

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Engaged learning and scholarship:

Another way in which to more fully integrate engaged scholarship traditions into the core fabric of the academy is through the continuation of the Academic Affairs and University Studies Staffing Plan. The Plan moves to replace many of the fixed-term instructors who currently teach in Freshman Inquiry with tenure-line faculty who will hold appointments in disciplinary departments but have responsibility for teaching in University Studies. The plan calls for 25 new hires over the course of three years. In the first year, 12 were made, the second year 4. The economic downturn should not prevent the continuation of this plan. The Plan is very important for three reasons:

1. Adding tenure line faculty in disciplines that are committed to engaged learning should have an impact not only on the hiring tradition in the discipline but on the curriculum of the discipline as well—therefore even more fully embedding the engagement tradition into the ways disciplines are constituted at PSU.
2. Given that these new lines represent net new hires in disciplines, above replacement hires due to resignations or retirements, the departments that get these new lines will be encouraged to hire some one who practices their discipline from this tradition and to spread the engaged tradition around so that the new hire is not bearing all the weight of the engaged model. If it can be negotiated such that the department receiving a new lines sees the engaged hire as a way of spreading the tradition more fully between the new hire and present faculty, the integration or embedding of the engaged model at the core (i.e. discipline or department) of the university will be further enhanced.
3. This ongoing staffing plan might be implemented in the future in a way that encourages “engaged” hiring practices in which the department joins with community partners to help attract someone who will advance the research agenda not only of the discipline but of the city, its economy, or its civic practices, as well. For example if PSU wants to attract someone in the sciences of sustainability, it might be great to partner with a civic foundation or corporation to help defray the start up costs (which could approach six or seven figures) in moving a professor’s lab and or teaching and learning to PSU. At a minimum these lines should be used to not