

**Quick Summary**  
**University Studies Staffing Initiative Phase 3**  
**December 10, 2009**

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

Department commitments and agreements associated with a position hired through this initiative:

- Departments or programs receiving these shared positions will be responsible for providing instruction in the University Studies program, focused on Capstones equivalent to approximately 2/3 FTE. This commitment can become the responsibility of the department or program or may be assigned directly to the new faculty line. These faculty will also be expected to teach Freshman Inquiry for one year every four to six years.
- The shared positions will be housed both administratively and physically in the academic units.
- The responsibility of conducting tenure and promotion review of shared faculty lies with the academic units. As University Studies curriculum emphasizes interdisciplinary content and the knowledge and application of teaching and learning strategies, it is expected that the scholarship of discovery within a discipline and scholarship of teaching and learning are appropriate areas of emphasis for the shared faculty.
- 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.
- If the departmental commitment to University Studies is not fulfilled, the department and/or college's next available position will revert to a central pool for reallocation by Academic Affairs to support University Studies.
- Additional details about the staffing proposal and sample MOUs are available at <http://www.pdx.edu/unst/staffing-initiative>.

If you have additional questions, contact: Sukhwant Jhaj, [jhaj@pdx.edu](mailto:jhaj@pdx.edu), 5-8996.