

Resourcing

Faculty often ask about how Salem-based instruction will be funded. We offer several observations here:

- In the past few years, the student-faculty ratio at WOU has dropped to approximately 14-1 as our enrollments declined and faculty FTE remained largely stable. This relatively low student-faculty ratio points to existing faculty capacity to support WOU:Salem.
- WOU:Salem is expected, over time, to attract new students. To get there, however, WOU must invest up front in the development and delivery of programs to serve these new students. Because our student enrollments have been steadily declining now for more than five years, those investments a good portion of those resources will have to come from reallocating existing resources.
- In 2018-19, the WOU:Salem program has identified funds to pay for about 50% of the instruction in Salem. The rest of the instruction is anticipated to be provided in-load by faculty who already work in WOU's colleges, divisions and departments.
- We aim to have a distribution of tenure-track and non-tenure track faculty teaching in Salem that reflects the larger university distribution.
- Non-tenure track faculty will be paid at their normal rates when they teach in Salem, and the dean and division chairs will work with the Provost's Office to determine the source of that funding (university, program).
- When courses are offered in Salem by a tenure-track faculty member, we may be able to fund a non-tenure track replacement to teach a course on the Monmouth campus. Funding depends upon programmatic need: The number of majors served by a program, the number of tenure-track faculty serving that program, curricular needs of the program.

More information: Email Sue Monahan (smonahan@wou.edu) or Hilary Holman-Kidd (holmanhk@wou.edu) or visit www.wou.edu/provost/wou-in-salem