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Western Oregon UNIVERSITY

# WOU STRATEGIC BUDGET PROPOSAL FOR INSTITUTIONAL PRIORITIES

## I. PROPOSAL OVERVIEW

| | | |
|---|---|---|
| Title<br>Faculty recruitment start-up reserve fund---------REVISED | | |
| Department<br>Academic Affairs | Requestor<br>Stephen Scheck | |
| Requestor Email<br>schecks@wou.edu | Requestor Phone<br>8-8271 | Request Date<br>11/22/17 |

## II. TIMEFRAME

| | | | |
|---|---|---|---|
| **Proposed Dates** | Start | 07/01/17 | End |

## III. PROPOSAL SUMMARY

*Make your summary **concise** and compelling. Avoid jargon and acronyms. A limit of 100 words is recommended.*

Recruiting new tenure track faculty involves provision for certain discipline-specific start-up costs above the HR-provided relocation costs. It is difficult for deans to build into their budgets reserves to cover such costs: one hiring year may be $7,000 and the next may be $25,000. The dean's discretionary fund is designed to account for normal unforeseen fiscal hits that may arise in the respective college -- broken equipment, faculty requests, student requests, departmental budget overruns, etc. If a dean must provide coverage to new faculty start-up costs out of this fund, her/his ability to cover unforeseen fiscal shortfalls in the departments/programs may be severely limited. I am requesting that the university hold in reserve a fund from which to cover new faculty start-up costs; the provost has minimal discretionary funds.

## IV. PROPOSAL SCOPE

Describe the proposal and the expected outcomes if approved. Additional space available on the next page.

A dean's ability to recruit new faculty depends, in part, on what start-up costs we can provide to remain competitive with other offers the candidate may be entertaining. Costs can be for modest research stipends or faculty development supplements for the first few years, or needed equipment, research/teaching software, high-powered computers and the like to adequately support a new faculty member's work toward tenure/promotion.

Providing a reserve fund -- specifically for new faculty start-up costs -- will take some of the pressure off deans for how they will address requests from areas within their colleges in need of fiscal support due to unforeseen (non-budgeted) fiscal shortages.

I would recommend that this reserve be centrally located and that it be able to be drawn upon -- when matched by co-contribution by the deans/programs (e.g., 25% college/division match to 75% central budget supplied). I suggest an initial reserve of $100,000 be set aside. With retirement options in play, WOU may experience an unusual activity in start-up needs. The average pledged start-up cost (over three years), in addition to the portion supplied by UCS for basic computer set-up (approximately $1,600/faculty member), in the past two recruitment cycles: was $7,400 Fall 2017 start and $4,700 for Fall 2016 start. Note main reason for increased amount in 2017 was faculty development support.

***Proposal Scope continued***

## V. STRATEGIC ALIGNMENT

Describe the proposal's linkage to the university Strategic Plan.

II Academic Excellence 2.3 Provide competitive salaries and supportive working conditions that improve faculty recruitment and retention.

Multiple other initiatives that require support for student or faculty excellence are affected -- deans' funds that are constrained by new faculty start-up costs cannot provide such support for existing faculty/students.

## VI. ADDITIONAL INFORMATION

Please include the following: implementation plan, assessment plan and the plan to sunset proposal if assessed objectives are not met in the timeframe outlined.

Review of recruitment offers will continue to be negotiated by the deans and candidates with prior discussion between dean and provost as to limits on university funding for start-up. Part of the recruitment negotiation is explaining to candidates that WOU is not the same research-intensive environment in which they pursued their doctoral/terminal degrees.

| **VII. BUDGET** Select all sources that will fund this proposal and complete form A (below) for each source. (Additional copies on pages 6-8.) | | | |
|---|---|---|---|
| Education & General ☑ | Grant ☐ | Self-Support Academic ☐ | Self-Support Non-Academic ☐ |

| **A. Funding Source** | Education & General ☐ | | Grant ☐ | Self-Support Academic ☐ | | Self-Support Non-Academic ☐ |
|---|---|---|---|---|---|---|
| | **One-Time Funding** | | | **Base (3-yr Recurring) Funding** | | |
| **INFLOWS** | FY17 | FY18 | FY19 | FY17 | FY18 | FY19 |
| **SFTE** | | | | | | |
| **Revenue** | | | | | | |
| **OUTFLOWS** | FY17 | FY18 | FY19 | FY17 | FY18 | FY19 |
| **FTE** | | | | | | |
| **Salaries** | | | | | | |
| **Benefits** | | | | | | |
| **Materials & Supplies** | | | | 100,000.00 | 100,000.00 | 100,000.00 |
| **Travel** | | | | | | |
| **Contracted Services** | | | | | | |
| **Capital** | | | | | | |
| **Other Operations** | | | | | | |
| **TOTAL** | 0.00 | 0.00 | 0.00 | 100,000.00 | 100,000.00 | 100,000.00 |

| **A. Funding Source** | Education & General ☐ | Grant ☐ | | Self-Support Academic ☐ | Self-Support Non-Academic ☐ | |
|---|---|---|---|---|---|---|
| | **One-Time Funding** | | | **Base (3-yr Recurring) Funding** | | |
| **INFLOWS** | FY17 | FY18 | FY19 | FY17 | FY18 | FY19 |
| **SFTE** | | | | | | |
| **Revenue** | | | | | | |
| **OUTFLOWS** | FY17 | FY18 | FY19 | FY17 | FY18 | FY19 |
| **FTE** | | | | | | |
| **Salaries** | | | | | | |
| **Benefits** | | | | | | |
| **Materials & Supplies** | | | | | | |
| **Travel** | | | | | | |
| **Contracted Services** | | | | | | |
| **Capital** | | | | | | |
| **Other Operations** | | | | | | |
| **TOTAL** | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

| **A. Funding Source** | Education & General ☐ | Grant ☐ | | Self-Support Academic ☐ | Self-Support Non-Academic ☐ | |
|---|---|---|---|---|---|---|
| | **One-Time Funding** | | | **Base (3-yr Recurring) Funding** | | |
| **INFLOWS** | FY17 | FY18 | FY19 | FY17 | FY18 | FY19 |
| **SFTE** | | | | | | |
| **Revenue** | | | | | | |
| **OUTFLOWS** | FY17 | FY18 | FY19 | FY17 | FY18 | FY19 |
| **FTE** | | | | | | |
| **Salaries** | | | | | | |
| **Benefits** | | | | | | |
| **Materials & Supplies** | | | | | | |
| **Travel** | | | | | | |
| **Contracted Services** | | | | | | |
| **Capital** | | | | | | |
| **Other Operations** | | | | | | |
| **TOTAL** | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

| **A. Funding Source** | Education & General ☐ | Grant ☐ | | Self-Support Academic ☐ | Self-Support Non-Academic ☐ | |
|---|---|---|---|---|---|---|
| | **One-Time Funding** | | | **Base (3-yr Recurring) Funding** | | |
| **INFLOWS** | FY17 | FY18 | FY19 | FY17 | FY18 | FY19 |
| **SFTE** | | | | | | |
| **Revenue** | | | | | | |
| **OUTFLOWS** | FY17 | FY18 | FY19 | FY17 | FY18 | FY19 |
| **FTE** | | | | | | |
| **Salaries** | | | | | | |
| **Benefits** | | | | | | |
| **Materials & Supplies** | | | | | | |
| **Travel** | | | | | | |
| **Contracted Services** | | | | | | |
| **Capital** | | | | | | |
| **Other Operations** | | | | | | |
| **TOTAL** | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |

| VIII. PROPOSAL SIGNATURES | | |
|---|---|---|
| Department Head | Name | Signature |
| Division Head | Name | Signature |
| Vice President | Name Stephen Scheck | Signature |

| IX. ACTION | | |
|---|---|---|
| **Recommended by UBC** | Yes ☐ No ☐ | Date |
| Comments: | | |
| **Recommended by President** | Yes ☐ No ☐ | Date |
| Comments: | | |
| **Final Approval** | Yes ☐ No ☐ | Date |
| Comments: | | |