




 UNIVERSITY OF OREGON

ANNOUNCEMENTS

- We need volunteers to attend Friday Duck Day dinners (6:00-7:30) with our top undergrad applicants and their parents.
- Need one representative from each division for:
 - March 10, 17, and 24
 - April 7, 21, and 28
- Please contact Lisa Mick Shimizu (lisa@uoregon.edu) with name and date of attendance.

ANNOUNCEMENTS

CAS



- Restructuring of CAS dean's office:
 - *Dean for Faculty and Operations*, Bruce Blonigen, Knight Professor of Economics
 - *Divisional Dean for Humanities*, Karen Ford, Professor of English
 - *Divisional Dean for Natural Sciences*, Hal Sadofsky, Associate Professor of Mathematics
 - *Interim Divisional Dean for Social Sciences*, Carol Stabile, Professor of Women's and Gender Studies



Moving Forward in a Time of Uncertainty

CAS



- Scenario planning:
 - Financial: Impacts of enrollment changes, research agency funding, State budget
 - Supporting our Community: Visas, travel, safety, and more
 - Role of the University: Education & activism
- Process
 - Start with Wise Heads, biweekly meetings
 - Provide input to your Wise Head
 - Communications as often as possible, opportunities for faculty, staff, student input



Moving Forward in a Time of Uncertainty

CAS



- DACA: Jane Irungu & Rosa Chavez-Jacuinde
- Visas and Travel: Dennis Galvan, Vice Provost for International Affairs
- Faculty Engagement, Activism, and Free Speech: Kevin Reed, UO General Counsel



FINANCIAL OVERVIEW

CAS



- Two years ago, the President required CAS to cut \$5 million from the budget over the next two years
 - Cut of \$3.3 million last year
 - Need to cut \$1.7 million this year
- While we cut, we are also attempting to
 - Increase TTF
 - Maintain or increase Ph.D. students



GUIDELINES FOR DECISIONS

CAS

COLLEGE
OF
ARTS +
SCIENCES

- Other factors
 - Unbalanced NTTF growth over the past ten years
 - Major shifts in student enrollments across the College; forced us to realign instructional resources with instructional needs
 - Low staffing levels in general
- Resulting areas for cuts and adjustments
 - NTTF in low enrollment areas
 - Move GEs from Masters to PhDs where possible



PROCESS

CAS

COLLEGE
OF
ARTS +
SCIENCES

- Divisional specialists have sent out budgets
- We have had advance conversations with departments where there are non-renewals
- If needed or requested, follow-up conversations in the coming week or two
- We will need specific names of personnel who will be non-renewed by the end of the month. We can help with this process.
- Formal notification will come from the dean (not the head)



GUIDELINES FOR DECISIONS

CAS



- Principles we are following for NTTF reductions (same as last year)
 - Pro-tem first
 - Honor contracts; i.e., only non-renewing people at end of their contracts.
 - Use performance and pedagogical need to discern between people in the same unit.
 - Notify as soon as possible. This year we can do on a department-by-department basis.
 - Care about the people; provide transition help whenever possible.



TENURE TRACK LINE REQUESTS

CAS



- Priorities:
 - Scholarship: Create or enhance areas of excellence
 - Student success: Reaching more students, time-to-degree, pathway to careers through the liberal arts (we are NOT a vocational school)
 - Grow a more diverse faculty
 - Create/support true collaboration; generate a nexus of interdisciplinary action.
 - Low startup costs (no new space, avoid wet labs)
 - High potential for external support
 - Potential connections to the Knight Campus
 - Potential donor support for facilities, faculty lines



TENURE TRACK LINE REQUESTS

CAS

COLLEGE
OF
ARTS +
SCIENCES

- “Internal” Clusters as one approach
 - within or between departments
 - Examples of faculty generated ideas:
 - African American cluster hire this year
 - Computation Science/Big Data
 - Environmental Humanities
- Process
 - Reach out to your faculty
 - Please let them know I will not support “replacing in kind” without a compelling argument
 - Will send out request forms in next week or two

