

**Portland State University
Faculty Senate
Proposed Resolution
March 7, 2011**

A Holistic Approach to Strategic Institutional Development

Whereas the Portland State University administration is pursuing both enrollment as a fiscal strategy and research as a fiscal strategy;

Whereas the Long Term Fiscal Strategies Committee Report calls for Portland State University faculty to bring in \$100 million annually in research funding by 2017;

Whereas tenure-track faculty contracts increasingly include explicit expectations for funded research and publication on par with those of more established research institutions while salaries and teaching loads remain comparable with institutions focused more exclusively on teaching;

Whereas an increasing proportion of Portland State faculty are fixed-term and adjunct faculty, with little job security, few promotional opportunities, high teaching loads and increasing pressure to teach a large number of students on-line;

Whereas administrative and service requirements of faculty continue to grow, most recently with initiatives for mandatory advising, more sophisticated assessment and expanded community partnerships;

Whereas Portland State University faculty wish to provide an excellent educational experience for PSU students, contribute as scholars to the best of our abilities, and meet our responsibilities for self-governance and professional service;

Whereas Portland State University faculty are also members of families and communities that require our full participation;

Be it, therefore, resolved:

The Faculty Senate of Portland State University requests the Portland State University Administration to:

- 1) adopt a holistic approach with which to identify a group of universities that Portland State University should emulate. The Portland State University Faculty Senate seeks comparators that accomplish the combined research, teaching and service expectations to which Portland State aspires;
- 2) work with the PSU Faculty Senate to create a 5 to 8 year plan to bring our faculty size; ratio of tenured, fixed term and adjunct assignments; faculty salaries; faculty course loads; faculty job security and institutional supports in line with those of the comparators identified; and

- 3) come to the Portland State University Faculty Senate with that report, for approval and adoption in April 2012.