

**Vision Ohio Five Year Implementation Plan**  
**Open Forum**  
**October 16, 2007**

**Question:** Where are the academic unit plans, which seem to be missing? Feels the academic units (colleges) need to be detailed or listed more clearly. Do they have what they need in place to do the Vision Ohio goals set forth in this document. Example of this question would be “are you taking from the foundation to make the landscape look good? Goals for the academic units were nicely listed in the Vision Ohio document. It is important to see how this document affects the academics. Related question: what about department and college goals? Is funding allocated to help achieve some of these targets?

Response: Question is: needs to better reflect the academic units’ priorities, i.e., faculty being better able to embrace it. Also would like to make sure the document uses parallel structure and language with regards to faculty, students AND staff, i.e, goal should be to have diverse faculty diverse staff and diverse student body.

Response/Response: Some of the allocations are being funded using the current budget, some are from past cuts, etc. No details were specifically given, so you are stating you would like to see where the funding in this list comes from in more detail.

**Response/Concern:** This does not seem realistic - to increase diverse faculty at no cost. In current searches, we are already striving to increase our diverse/minority faculty. We can’t compete with other institutions on this because we cannot offer the salary to attract them. Re-alignments/cuts in the budget have been the norm for several years, so additional funding **would** be required/needed. It’s just not realistic to state otherwise.

**Question/Concern:** The goals in Vision Ohio for Graduate Students (i.e., from the graduate implementation team) do not seem to be addressed/supported in this document financially. Why the disconnect? What happened to the priorities from the implementation teams? This includes lowering the student fees, health and wellness, arts and humanities, development, etc. This document needs to be inclusive of these things which were stated in Vision Ohio as goals for recruitment and retention of graduate students, but seems to be omitted in this current fiscal plan which is being submitted. Would like to see this issue addressed in this document.

**Question/Concern:** In relation to the fist discussion, we need to be aware of where we want to be in 5 years, look at the bench mark for a determination. Do we need/want to re-evaluate the numbers in this document? What happens along the way if this plan is not working. Do we continue this plan as submitted or do we pull funding and reinvest in other/new areas? What levels of enrollment are we hoping to have?

**Question:** This document does not address the new student information system that is greatly needed. When is this going to be addressed?

Response: There are on-going discussions about the new student information system which is estimated to cost around \$20,000,000 currently. This is not addressed in this document as they are looking at it differently (one time only money). This is a technology based discussion which needs to be funded as such. It is understood that the current system will outgrow itself in the next few years, so much more dialogue is needed, determining where the funding will come from, what system is to be used, etc. But that is something that is being discussed currently and not forgotten even though it is not listed in this 5-year plan.

Response/Response: The discussion would include what it would cost to achieve these goals. This plan does not address the entire budget, which may/may not include future cuts or an increase in revenue from higher enrollment. There will be a need to better prioritize the overall budget if some things don't work, yet the need being there to cover other things that need to be addressed.

**Question/Concern:** When you list funding for increasing the faculty, there also needs to be an increase in startup funding. The question would be is OU wanting to grow the faculty or just wanting to grow diversity among faculty? With the Provost's remarks to Faculty Senate, it was discussed growth per capita, but nothing about growing faculty. Is this just growth before quality?

Concern/Response: A lot of this involves faculty input to make this successful. Increasing faculty salaries is not sufficient, there must be more faculty.

Concern/Response: In "Increasing Student/Faculty Interaction Outside of the Classroom" This does not list a measurement of to how to do this with the current faculty workload of classes, services (committees, advising, chairing areas, etc), research, on top of other things the faculty are currently being expected to do -- This document adds to an already large workload currently being asked of our faculty without addressing what will need to happen to address this increase of time investment, i.e., time off from teaching? Pay adjustment?

**Question/Concern:** There are no funds for Interdisciplinary programs listed until 2010. These programs are already facing challenges now which need to be addressed immediately. Efforts and funding needs should be shifted to address this issue now in this current document. The problems will only multiply if this area is not addressed causing irreversible damage to some of these programs.

**Question:** In the Development section, it seems to be a lot of funding is being requested. Please explain in further detail why the large amount is being sought.

Response: There are several factors. Development is taking a decentralized approach. One goal is to put a development officer in each academic unit. For example, A&S, BUS, COM, etc., have a large alumni base to pull from. We are creating goals for each academic unit and have listed our targets for each month accordingly. Another goal the units are wanting is to grow

endowments (chairs, faculty), scholarship growth, new facilities, etc. There is a strategic growth plan. Alumni benchmarks are looked at. Currently, we have a 13% participation of alumni giving which is under 30 thousand who give back out of roughly 150,000 alumni. We need to work one-on-one with alumni who have been targeted can give \$1,000 or more and work with them to give their potential. To be successful, a combination of staff and volunteers is needed to make this successful. For the next campaign to be successful, a set of CLEAR goals need to be set. They are trying to strengthen the infrastructure of the Development Office to better deal with a new campaign. To explain which academic unit they are trying to build and how, there just isn't enough time. Certainly, they are working with those units who have plans and are eager to seek out their help in accomplishing them. In Facilities 10 year plan, philanthropy plays a major part of its success.

**Question/Concern:** There is a grave concern about on-line teaching and how that affects OU and other institutions who promote it's usage. Weighted Student Credit Hours (WSCH) does not capture what we want faculty to be doing. The roles and responsibilities of faculty like service and research are not reflected in the WSCH report.

**Concern/Response:** There is technology in the classroom, on-line technology and internet technology. There needs to be improved faculty indicators to be able to use these different technologies/programs. Needs to be appropriate to what the trends are and the capability to teach these technologies for a better student learning environment. This needs to be addressed/enabled by increased funding to faculty for this purpose so we can be pro-active/competitive with other institutions who offer on-line courses and/or degrees.

**Question:** In reinforcing success, Under VI. Enhance National Prominence (\$4.8 million) - #3 Increase Faculty Compensation and #1 Invest in Targeted Undergraduate Programs (\$500 thousand), how do you propose this when you are investing a large portion to faculty compensation and investing a very small amount in the programs? Enhancing prominence would include several factors, not necessarily just retaining current faculty which the figures show is what is being invested in.

**Response:** One idea would be the units would need to focus on areas that are successful and reinforce those types of successful programs. Although this may hamper programs that are not as strong, other avenues would need to be looked at to strengthen and adjust the competing programs accordingly.