

## 2020 President-Elect Candidate

**Erika McCalpine** (at OSU-Cascades since 2017), Instructor ~ Business Administration, OSU-Cascades, College of Business; Director – Diversity, Equity and Inclusion Laboratory; Program Director – College of Business, College of Liberal Arts, College of Public Health and Human Sciences, and Library Services at OSU-Cascades

FACULTY SENATE SERVICE: Executive Committee, 2020; Shared Governance Task Force, 2019; and OSU-Cascades Faculty Senator, 2017-current

COLLEGE OF BUSINESS SERVICE: Educational Leaders Faculty Learning Community, 2020; and Program Lead, Business Administration, OSU-Cascades; 2019

OSU-CASCADES SERVICE: Dean’s Leadership Council, 2020; Academic Leadership Council, 2020; Diversity Task Force, 2020; Academic Faculty Council, Chair-Elect, 2019-20; Diversity Committee, 2017-18; Campus Culture Committee, 2017-18; Teaching Excellence Committee 2017-18; and Search Advocate Liaison 2017-current

SEARCH COMMITTEE SERVICE (at the level of unit head and above): Dean of Academic Affairs, OSU-Cascades, 2019

**CANDIDATE STATEMENT:** Since my arrival at OSU-Cascades three years ago, it has been my goal to serve my campus and the larger Oregon State community to the best of my ability. In doing so, I have learned how important it is to build bridges across cultures and across campuses. As a result, I am committed to advancing the principals of diversity, equity and inclusion across Oregon State University. I’m seeking the privilege of being your Faculty Senate President-Elect so that I can continue to serve, but also be a part of the team that leads all faculty in the shared governance process.

### ***What will be the critical issues for faculty, and how can you help move those issues forward?***

The faculty at Oregon State University face the same issues that plague our nation: economic challenges, social justice and inequity, and COVID-19. While we have come far in our response to COVID, the road ahead is long: we must continue to ensure safety for our faculty and students, continue to seek equity in access for the students we serve and for our staff and faculty, and consider ways to assist colleagues in need with health challenges that may arise. For a diverse faculty and staff raising children of their own, our faculty support must consider child care and young adult support needs which many face, ranging from effective care for young children learning remotely, to supports for the young adults who are continuing their university and high school educations while their OSU staff parents work. Likewise, faculty and staff caring for elders in this time of pandemic and strained healthcare services need extra support. In the midst of these real stresses, access to mental health resources is paramount, and a clear message of support from university leaders continues to be critical for OSU employees throughout the state. As Faculty Senate President, I will work to hold university leaders accountable to the promises they have made to all of us to recruit and retain diverse faculty and staff. I will also listen and hear your concerns to work with the Executive Committee and administration to provide a quick response.

While we collectively celebrate the many gifts each OSU instructor, teacher, program lead, and professor bring to the campuses and students we serve, now is a unique time in higher education, an opportunity to value our contributions as much as our titles. We must also seek to balance a robust outreach and enrollment effort with the very real and substantial resources we invest in our current students, faculty, and staff. For our students and our full staff community, it is time for a senate president-elect who can hold and represent a full range of staff and faculty perspectives.

As a Black woman, I have had my own unique experiences and challenges in Oregon and as a member of the OSU community. In order to create a culture where we truly recruit and retain the diverse faculty and students that make OSU a place where anyone can thrive, we have work to do. I seek to help us create the culture we already value: one where each of us brings and offers a sense of deep respect, rooted in wide-ranging and diverse identities and seeking to build greater safety and understanding. In my experience, we share this value and have work to do to realize it more fully, for all of us.

During this COVID crisis, the university has been extremely transparent about their financial challenges and our path forward. As we move through this crisis and back to what we hope to be more normal times, we need to continue that transparency and operate through a truly democratic, shared governance model.

***How has your experience prepared you for this position?***

I am not a traditional academic in the sense that I went straight from high school and through a university setting into a terminal degree. I spent fifteen years in industry, working and learning from peers and leaders, rising through levels of leadership and management. Then, I went back to university and graduate school, where I used my coursework and learning to reflect on my real-world experience. In academia, we sometimes privilege a great publishing record over management experience. I bring both academic preparation and deep management experience, and value the way that each informs my perspective as a leader.

I work tirelessly in the Central Oregon community to advance diversity, equity, and inclusion. That work inspired me to return to Cornell University and earn a certification in DEI leadership. It is important to me that everything I do be rooted in research and science; however, my greatest skill is my careful listening, a bedrock for my work to help leaders emerge, help students find a voice in the classroom, and help organizations build stronger, more equitable cultures.

In my three years at OSU, I have become deeply involved in faculty hiring, advocacy, and leadership, both at the Cascades campus and university wide. As a member of the Faculty Senate Executive Committee, I have heard the many concerns of our faculty, staff, and students during this challenging time. We instructors and faculty wear many hats: we teach, we advise, we lead programs, and we represent the best of OSU in our work in the community. I see how complex and fulfilling our work can be. In my work as senate president-elect and in partnership with our president, I am excited to be a voice for the many ways the OSU staff and faculty serve our students and our state.

We live in a time of great change in our world, our nation, and our university community. I recognize that I may be a non-traditional senate president-elect, much in the same way that I was a non-traditional student and leader in business education. Yet, in a time when we can meet remotely and quickly; when our Oregon communities are changing rapidly and seeking new futures; and when our nation has recognized a need to grapple with serious conversations about equity and justice, I am the leader and listener I believe we need at OSU.