

***Materials linked from the May 9, 2019 Faculty Senate agenda.***

Good afternoon senators. My name is Wendy Hein, Faculty Senator for Off-Campus Extension. I am deeply concerned about a violation of OSU policy that is occurring in the 4-H Youth Development Program, a program of the OSU Extension Service with faculty serving in the College of Public Health and Human Sciences.

Extension Administration has undertaken a reorganization of the 4-H Youth Development Program in blatant disregard of the Institutional Policy and Procedures for Program Reorganization or Elimination

<https://senate.oregonstate.edu/sites/senate.oregonstate.edu/files/institutionalpolicyandproceduresforprogram.pdf>

I am asking the Faculty Senate to take action to stop this Administration-driven, unethical treatment of faculty. The reorganization plan has not been made public but Administration began notifying affected faculty last week.

WHEREAS

- At least 10 faculty, including 4 tenured faculty and 6 faculty of other ranks, have been told by administration to make a choice to either resign or submit a preference for relocation by the end of this month.
- Faculty so informed have been told to expect a change in position description if they relocate but have not been informed of the new position description.
- Those faculty were told not to discuss this notification with friends or colleagues, but several have reached out to their Faculty Senator because they were concerned their rights were being violated.
- Ongoing programs, faculty research, and national partnerships will be disrupted or eliminated by this reorganization. Faculty reputations in the discipline will suffer.
- Faculty with Statewide Specialist assignments make up a disproportionate number of the faculty affected, with the reorganization aimed at increasing the number of county-based faculty.
- There are 10 vacant county positions that Administration has held open and promised to fill by June 1.
- Faculty were excluded from the reorganization committee that was appointed by Extension Administration.
- Administration has sought to redefine the field of 4-H Youth Development without input from the faculty in that program and discipline in order to massage FTE assignments and budgets.
- Extension Administration did not involve the Dean of CPHHS in the decision to reorganize the 4-H Youth Development Program.
- The Administrators in Extension, 4-H, and CPHHS have not made their intentions to reorganize or their plan known to the Faculty Consultative Group as mandated by OSU policy.
- And financial exigency has not been declared by OSU.

I move that the Faculty Senate convene the Faculty Consultative Group (FCG) in regard to this Extension reorganization. The FCG should carry out its charge to represent faculty interests to the administration and to ensure that *the Institutional Policy and Procedures for Program Reorganization or Elimination* are appropriately applied in this case.