

Faculty Senate

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Faculty Status Committee

Annual Report 1999-00

July 1, 2000

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Transfer of OSU Development Faculty to the OSU Foundation

The OSU Faculty Status Committee was asked to investigate the transfer of OSU Development Personnel, some of whom had non-tenured Faculty appointments on campus to the OSU Foundation.

This study was initiated during the 1998/1999 school year, and was completed this March, after most of the transfers had taken place. The study involved interviewing some of the personnel that made the transfer, and Dan Meeker, the Director of Administration of the OSU Foundation. Because this was a faculty status issue, we interviewed unclassified personnel, since it was these personnel who had faculty positions at OSU who were affected by the move to the Foundation.

The development faculty at OSU raised various concerns during 1998/1999, before the job changes took place. How would their retirement in PERS be effected? What would happen to accumulated sick leave? How do the Foundation benefits compare with OSU benefits? How would the work environment differ in the Foundation compared with having faculty status on campus?

About 21 unclassified staff have made the transition from OSU to the Foundation as of January, 2000.

About seventeen of these staff now have director positions with the Foundation. We found that the unclassified staff have made a smooth transition to the Foundation and felt they were fairly well compensated. Significant increases in salary resulted in their hiring by the Foundation. Most the unclassified staff were vested in PERS, and left their retirement in PERS. The Foundation has a good 401K plan, with the employer contributing 17% of the employee's salary to the plan. Personnel that were not vested in PERS, but were close to being vested, were given a later hire date so they would become vested in the PERS before leaving OSU. The staff was able

to transfer much of their sick leave to the foundation. They were also were paid for, or were able to transfer their accumulated vacation time. The Foundation has a combined vacation, sick leave, and personnel leave plan. Employees accumulate 25 hours per month that can be taken in any form they like. In general, interviews with the new hires indicated that they were pleased with the Foundation's benefits package.

The interviews indicated that early on in the process there was much uncertainty associated with their move to the Foundation. The consolidation of development to the Foundation was announced without the OSU employees in these positions being stakeholders in the discussions. For future major changes of this nature, the OSU Administration should have more sensitivity to all the stakeholders in the processes. Much unfounded concern could have been eliminated if the OSU Administration and the Foundation brought all the Stakeholders early on into the process.

Currently several Faculty that remained in their college and department units are leaving OSU and are being hired by the Foundation. This is another indication that the faculty that resisted the move have become convinced that they are being compensated for the move, and the Foundation positions they are being given offer good career opportunities.

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