

OUS Voluntary FTE Reduction Program

As you undoubtedly aware, these are tough economic times for Oregonians and their families. Our friends and colleagues through state government are no exception, with agencies and departments cutting budgets in order to achieve the reductions necessary to balance the 2007-2009 budget. It is expected, and necessary, for all state agencies, including the Oregon University System, to use all reasonable tools available to accomplish budgetary reductions; for OUS, it is critical this occur without sacrificing the core principles of public higher education in our state.

Despite the varied nature of work assignments and employment—faculty, administrators, program and support staff, represented and unrepresented—throughout OUS, we must resolve the challenges OUS faces. One tool available, in the current fiscal year, is voluntary employee reductions to current fixed-term contracts or notices of appointment. By participating in the OUS Voluntary FTE Reduction Program, the Oregon University System will be better able to manage budgetary reductions and will have greater options for the remainder of the fiscal year and upcoming biennium.

The OUS Voluntary FTE Reduction Program will, upon the voluntary election of the employee, reduce the FTE of any 1.0 FTE employee to 0.954 FTE. This is similar to the reduction experienced by state employees in other state agencies. Most employees whose FTE is currently less than 1.0 FTE may also participate with a proportional adjustment. This program is designed for implementation and use in the current fiscal year, although, as you are probably aware, we are faced with significant budgetary difficulties in the upcoming biennium and will need to take decisive measures to overcome those obstacles.

Initially, the OUS Voluntary FTE Reduction Program is focused on senior leadership on each of the OUS campuses and the Chancellor's Office, including but not limited to: the institution presidents and chancellor; institution vice presidents and provosts; institution associate vice presidents or vice provosts; vice chancellors, assistant vice chancellors, and associate vice chancellors; deans; executive directors; and similarly situated employees.

As we extend the OUS Voluntary FTE Reduction Program to senior employees, we will to devise a program for other colleagues, members of the faculty, both unionized and non-unionized, and our classified staff. Obviously, there are unique mechanisms in place to interface with these groups, and we welcome participation and discussion, as expeditiously as possible, to resolve any barriers so as many employees as possible can participate in accomplishing necessary budget actions without sacrificing our core mission. **It is possible, after consideration of unique circumstances for these groups of employees, that this voluntary program will be modified in order to permit participation by many others in the shared goal of offsetting budget reductions.**