

Factors influencing priority staffing decisions

*College of Agricultural Sciences (CAS)
Oregon State University (OSU)
July 23, 2004 (Updated November 2013)*

Addresses planning goals

Supports teaching, research, or Extension (or a combination thereof) in the basic or applied sciences essential for the education of new generations of students and clients to advance the goals emphasized in the following:

- Unit Strategic Plan or Intent,
- CAS Strategic Intent,
- OSU Strategic Plan,
- OSU Extension Strategic Plan,
- National priorities (USDA, NSF, NIH, etc.)

Relevance

- Provides present value to the people of Oregon: economic, environmental and social.
- Capitalizes on an opportunity to increase the future value of education or research for the people of Oregon and beyond.
- Promotes and enhances diversity and inclusiveness.
- Reflects or anticipates the direction of contemporary science.
- Contributes to integration and collaboration across the College's mission areas, disciplines, and geographic locations.
- Has political or economic support from outside the University.

Quality and performance

- Maintains the integrity of a core program (e.g., a curriculum, a research program, or an Extension program) of high value and impact.
- Has potential to generate high productivity, as measured by the metrics used within the College of Agricultural Sciences to assess academic programs and units.
- Leverages other funds through partnering, collaboration, and shared funding arrangements.
- Considers the position and potential of the unit in relation to national comparators; include outcomes of university or other external review.

Note: Positions vacated when tenure is denied based on a unit-level recommendation will remain in the unit, with the understanding that the unit must submit a new position description for review and approval through the College's priority staffing process; the new position description will be evaluated in relation to the criteria outlined in this document.