

Division of Finance and Administration Fiscal Year 2023 Accomplishments

Advance a safe and inclusive environment

- DFA leaders developed individual DEI goals. Units across the division are prioritizing and implementing DEI actions from our [Inclusive Excellence plan](#)
- Improved efficiency of safety protocols for background checks and critical training.
- A new Committee for Transparent and Accountable Police and Public Safety (CTAPPS) is on track to launch in FY24. A public information officer (new position) will be recruited by end of FY23.
- Initial planning for a multi-year building access controls project is underway; need to develop a funding strategy.
- Advanced plan to improve accessible infrastructure, such as streets and sidewalks—South Slope project near library completed in FY23; implementing [ADA31 Task Force recommendations](#).
- Led Workplace Safety Culture Task Force. Implementing [recommendations](#).
 - Completed installation of loading dock safety guards on the Corvallis campus.
 - Implemented EH&S Information Management System ([SciShield](#)) modules Research Management Platform, Training Delivery and Management, Inspection, ChemTRACKER Hazardous Materials Management, and Safety Data Sheet Search.
 - Communicated [commitment to workplace safety and next steps](#) from President and Provost.
 - Hosted [Workplace Safety Culture Task Force Recommendations Webinar](#).
 - Performed Safety Perception Survey.
 - Conducted external EH&S Peer Review.
 - Launched Field Safety Working Group.
- Implemented International SOS as a travel assistance provider and made services available to those traveling internationally on official university business.
- Standardized data for MWESB firm reporting.
- Created processes and programs that increased OSU's use of minority-owned, women-owned, small and emerging businesses (ongoing effort). In FY23, OSU's goods and services spending to small and diverse firms increased by over 30%. Increased utilization of MWESB firm by 7% overall and 34% in general goods and services. Attended eight outreach events for small and diverse firms in the last fiscal year.
- Developed and implemented Strategic Communications plan for SAVPA units in support of DFA Guiding Principle of clear and transparent communication.
- Continuing to work with provost's committee to develop an employee pay equity strategy for OSU in FY24.

Modernize administrative processes

- Rolled out [UFM suite](#) of financial planning tools for college and unit leaders.
- Completed first phase of automating and streamlining non-student billings and receivables accounting processes, with a university-wide inventory of practices and systems. Identified ideal future state; evaluated industry best practices. Work continues in FY24.
- Evaluation of a "blended OPE" accounting model underway, including collecting stakeholder input.
- Inventoried and streamlined many accounting processes in preparation for OSU's Administrative Modernization Program, including billing and receivables, cash cycle, grant close outs, and payroll ecosystem.
- Collaborated with Research Office on updated processes for Centers and Institutes.
- Ongoing development of long-range planning tools, like OSU's Ten-Year Business forecast, Ten-Year Capital Forecast and regular financial health analyses.
- Implemented updates to OSU's academic shared responsibility budget model, effective in FY24.
- Worked with partners to create a new process for evaluating labor rates prior to contract award.
- Implemented division-wide transparent project portfolio life cycle, including consistent intake, prioritization, resourcing and transitioning to operations.



Division of Finance and Administration Fiscal Year 2023 Accomplishments (continued)

Modernize academic and research infrastructure

- Began update of data-tracking and reporting systems related to space management, capital projects, real property and facilities.
- Implemented updated data and reporting system for lab safety inspections, training and compliance, in partnership with colleges.
- Continue to update and implement the [Ten-Year Capital Forecast](#), in partnership with OSU's Infrastructure Working Group.
- Recommended updates to Ship Operations charter guidelines related to insurance and risk management processes.

Be an Oregon employer of choice

- Created an Inclusive Excellence Action Plan for the division. Launched DEI Advancement Committee to help enhance workplace belonging and inclusion within DFA.
- Added [DFA Hurray!](#) and years of service employee recognition programs to division. Began updates to DFA employee awards program to relaunch in FY24.
- Launched new Human Resources Service Delivery platform at Corvallis and Bend. Improved support for recruiting, including centralized advertising resources. Enhanced onboarding and training initiatives.
- Improved OSU's approach to talent management through new and enhanced new supervisor and manager trainings, new managerial competency framework, redesigned learning management system. Piloted a performance management system.
- Updated several Human Resources policies and guidance for units; created new and improved tools and guidance for flexible work agreements. Provost's flexible work committee will make future recommendations to University Human Resources.
- Launched self-delivered online training for search committee members. Enhanced recruitment resources to support search committees and hiring managers.
- Began implementing [ADA31 Task Force recommendations](#).
- Implemented several elements of OSU's [Path to Carbon Neutrality](#) and [Sustainable Transportation Strategy](#).