

Division of Finance & Administration

Strategic Priorities for Fiscal Year 2024

These are mainly multi-year projects and initiatives that begin or continue in FY24 and will carry into future years.



Modernize administrative processes

- Continue to develop and monitor key performance metrics as part of the DFA's [Framework for Success](#) program
- As part of OSU's Administrative Modernization Program:
 - Map and streamline business, financial, procurement and contracting processes and workflows with a focus on improving user experience
 - Begin to lay groundwork for position management processes by evaluating policies that support vacancy reporting and position number use
 - Continue evaluation of "blended OPE" approach for budgeting personnel-related expenses
- Consider the potential use of artificial intelligence to increase efficiency of business processes
- Establish policy for funding and maintaining critical infrastructure systems
- Continue implementation of the Insurance and Risk Management Information System; develop a system to report on OSU's total cost of risk; refine property maintenance schedules
- Implement EH&S Information Management System modules: Equipment Management, Lab Coat Integration, Radioactive Materials Management
- Continue implementation of OSU space management system and enhance space survey program to inform OSU's federal F&A rate process
- Update OSU's International Travel Policy
- Provide IT frameworks across the division for best-practice approaches to managing administrative systems, including project management approaches and supportive training programs
- Evaluate internal and external requirements to create a more robust Department of Public Safety training program
- Continue evaluation of OSU's budget model and implement recommendations, including process changes for more clarity and efficiency
- Mature [EPPMO](#) capabilities in service to OSU's strategic plan, including developing change management support
- Improve UFIO data tracking and reporting systems, and enhance multi-platform campus notification systems
- Establish policy and funding stream for critical and orphaned infrastructure systems
- Improve and enhance recruiting, onboarding and training initiatives, refine a university-wide job advertising approach including process training.



Advance a safe and inclusive environment

- Establish a Public Safety community engagement plan and implement the Committee for Transparent and Accountable Policing and Public Safety
- Evaluate and improve OSU's emergency notification system and processes
- Implement recommendations of Workplace Safety Culture Task Force (FY23-FY26)
 - Restructure University Health & Safety Committee and establish College Safety Advisory Committee structure to facilitate, support and direct safety culture
 - Partner with Research Office to lead an evaluation of risks associated with field research and develop recommendations to enhance field safety
 - Expand focus on workplace safety by increasing communication (including development of new Dean's Safety Reports and updated Campus Safety
- Continue implementing [ADA31 Task Force recommendations](#) and continue development of accessible infrastructure, such as streets and sidewalks
- Increase utilization of MWESB (minority-owned, women-owned, small and emerging businesses) contractors through data analysis, outreach activities and potential insurance options
- Continuing to work with provost's committee to develop an employee pay equity strategy for OSU
- Continue partnership with university offices to launch a student Financial Readiness & Success initiative to better assist students in their educational financial planning
- Continue employee education related to advancing diversity, equity and inclusive excellence
- Share resources for employees to form connection, build community and enhance belonging in the organization
- Launch a university-wide work group to update OSU's camera policy



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Be an Oregon employer of choice

- Enhance and expand division-wide and unit-level employee award recognition programs to incentivize employees and acknowledge good work
- Continue to advance the division's Inclusive Excellence [DEI Action Plan](#)
- Continue implementation of OSU's [Path to Carbon Neutrality](#) and [Sustainable Transportation Strategy](#)
- Evaluate pay frequency for hourly employees
- Continue to develop positions with competitive wages and career advancement pathways
- Increase supervisor and employee training opportunities
- Continue to assess OSU's policy, payroll and insurance needs related to flexible work arrangements in states outside Oregon
- Address insurance needs related to employing people outside the State of Oregon
- Continue efforts to create a seamless online employee work experience using the Human Resources Service Delivery system
- Improve and enhance recruiting, onboarding and training initiatives to improve the employee experience
- Continue to refine and update flexible work arrangement offerings and support for employing units.
- Increase supervisor and employee training opportunities and advise units on career progression pathways
- Evaluate resourcing of Procurement, Contracts and Materials Management to better address current and future workload



Modernize academic, research and engagement infrastructure

- Continue OSU's investments to fund capital infrastructure renewal to ensure OSU's financial health
- Continue implementation of Environmental Health & Safety management software platform
- Continue collaboration with Research Office to improve grant administration
- Develop tools to support data-informed decision making and community awareness, including leveraging GIS and Tableau software
- Incorporate elements of the [Corvallis Campus Vision](#) at beginning of stages of capital projects planning
- Evaluate and enhance Purchasing, Contracts and Materials Management communication channels with clients and vendors
- Support development of an innovation district at the OSU-Cascades campus
- As part of the university budgeting process, update course fee guidelines and processes

