

DIVISION OF FINANCE AND ADMINISTRATION

ANNUAL REPORT

FISCAL YEAR 2015-2016

*Ensuring
success
every
day*



Oregon State
UNIVERSITY

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Ron Adams, previous Interim Vice President for Administration and Mike Green, Interim Vice President for Finance & Administration

Changing to meet the demands of a 21st century university

Ancient Greek philosopher Heraclitus wrote around 2,500 years ago that the only constant in life is change, and this continues to be true for all of us. The Division of Finance and Administration (DFA) has experienced its share of change over the past year, including our search for a new Vice President and the development of the division's first strategic plan. At the same time, the units that make up the division have been busy adapting our operations to the administrative demands of a modern and growing university, and responding to the needs of Oregon State community members.

The important work of supporting the success of our students, faculty and staff cannot be put on hold during a leadership change. In January, President Ray appointed Mike Green as Interim Vice President for Finance and Ron Adams as Interim Vice President for Administration. Together, they advanced the division's early work on a strategic plan. With Dr. Adams' appointment as Interim

Provost in July, Mr. Green continues to provide a steady hand as Interim VPFA, sponsoring and overseeing important projects at all levels of the division.

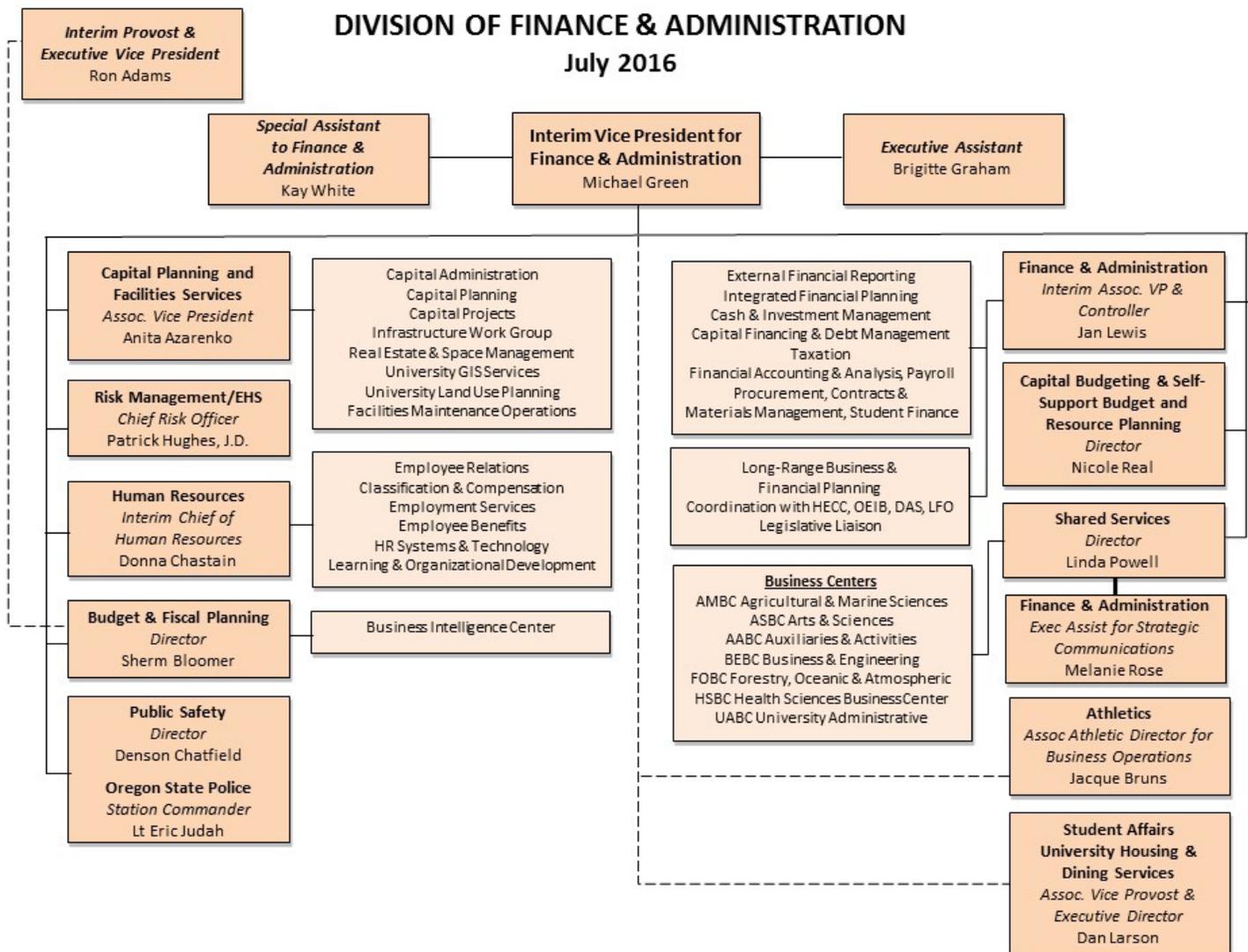
Directors of several DFA units also changed last year, including in Capital Planning, the Office of Human Resources and Business Affairs. In the midst of these transitions, the DFA has continued to make significant progress in improving OSU's financial health, upgrading technologies, streamlining business processes, and conducting University-wide programs that assure the safety of the OSU community and the responsible stewardship of our shared resources. Read on for details.

We begin the 2016-17 academic year inspired by a strategic plan that sets the bar high and armed with a set of clear initiatives to guide our work. We look forward to continuing to collaborate and create solutions with all of you in the OSU community.

What is it?

The Division Of Finance & Administration

The Division of Finance and Administration is made up of nine business units that share a vision of innovating for a 21st century land-grant university. The Division of Finance and Administration provides leadership, innovative services, creative solutions, and integrated systems that advance the University's mission. We strive to do this through collaborative stewardship of human and financial resources, within an environment of transparency and exemplary service.





What have we been doing?

Developing Our First Strategic Plan

ENSURING SUCCESS EVERY DAY!

In 2015-16, we developed the Division of Finance and Administration's first-ever strategic plan, a roadmap that aligns our actions with the goals and mission of Oregon State University.

The plan is the result of a collaborative process between unit leaders, managers and staff from across the division, along with input from the University community. It will be published in Fall 2016. The DFA leadership team continues to develop a set of focused initiatives for the upcoming year, together with specific implementation plans and projects that drive our progress forward.

GUIDING PRINCIPLES

These overarching necessities transcend specific goals and strategies. We use them to develop our plans and guide our actions:

- Enhance diversity and support student and employee success.
- Utilize the best technological solutions to enable and support all goals and objectives.
- Build an environment that encourages inclusivity and collaboration across the University.
- Promote a culture of respect, collegiality and dialogue in working relationships.
- Support holistic personal and professional development for all.

STRATEGIC GOALS

The DFA is responsive to the short- and long-term needs of the OSU community. We develop the connections necessary to support student success and the academic, outreach, and research missions of Oregon State through our focus on three major goals:

Service—To provide the highest levels of service in order to promote the success of OSU students, our colleagues in the OSU community, and the public using the best available tools, technologies and practices.

Safety and Health—To provide a safe environment that protects and encourages improvements in the health and wellness of all aspects of the OSU community.

Stewardship—To ensure that all human, financial, physical, environmental, and animal resources entrusted to the University are deployed in an effective, efficient, transparent, and socially responsible manner.

CORE STRATEGIES

Service

Develop, communicate and implement clear, consistent and customer-focused policies, processes and programs that focus on ensuring and supporting student, faculty, and staff success.

Create a culture of service excellence that ensures the success of the OSU community every day.

Create a diverse and inclusive environment that fosters success throughout the OSU community.

Safety and Health

Ensure our physical spaces and environments are safe and accessible for everyone.



Provide opportunities for people to enhance health, well-being, personal growth and professional development.

Stewardship

Advance financial, social, and environmental responsibility at all levels throughout the OSU community.

Create and implement shared and integrated systems and resources.

Create a culture of innovation that supports efficiency, effectiveness and transformational ideas for doing business.



What have we been doing?

Ensuring OSU's Financial Health

The Division of Finance and Administration ensures OSU's overall financial health and the proper stewardship of University resources. We achieved significant outcomes in 2015-16.

FINANCIAL ANALYSIS

Prepared regular Quarterly Financial Reports and developed new Internal Bank Financial Statements that track OSU's performance. Established the specific operating ranges used to evaluate and monitor Oregon State's financial health. This data will also inform long-range capital planning.

Prepared annual financial statements and offered internal analysis, which put data into context through comparisons to peer universities and key financial ratios.

- Fiscal Years 2015 and 2016 both ended with an "unmodified opinion" by outside auditors,

meaning that they found no problems or concerns with OSU's financial practices.

LONG-RANGE PLANS

Received Board of Trustees approval on a new two-year Capital Plan, which outlines OSU's priorities for major projects. Working with the newly-instated Provost's Council Infrastructure Work Group, a 10-year capital plan is under development, which will provide increased transparency and shared decision-making around capital plans and projects.

Made substantial progress on developing OSU's new 10-year Business Plan, which will be submitted to the Board of Trustees for approval in January 2017. This roadmap aligns business activities with the Board's goals and the University's Strategic Plan. It will be used together with the 10-year Capital Plan to guide operating and capital investment decisions.

Received approval to issue new bonds for previously-approved capital projects, including IT Infrastructure and the OSU-Cascades residence and dining halls. The bond sale was completed after 2016's year-end at very favorable interest rates for OSU.

COORDINATION WITH UNIVERSITIES

In keeping with Oregon State's land-grant mission to further the education of all citizens of the state of Oregon, the DFA collaborates extensively with the six other Oregon public universities on a number of matters that affect our combined and individual success.

Through the coordinated efforts of the Vice Presidents for Finance and Administration (VPFA) Council, the public universities are able to more effectively serve students, particularly when working with the Higher Education Coordinating Commission (HECC) and the Oregon State Legislature. By acting as a unified team in determining budget priorities, support for capital projects (including capital renewal and ADA accessibility), student programming, and other needs, the Oregon universities were and will continue to be successful and efficient over the long term.

As new legislation is proposed or enacted, the universities cooperatively provide financial information, recommend efficient policies and/or procedures in the best interest of students and Oregon citizens. Overall, Oregon's public universities received 28% more state funding for the 2015-17 biennium than in the previous legislative session.

This institutional cooperation extends to other Oregon public university councils, including the Presidents' Council, Provosts' Council and Legislative Advisory Council. Joint efforts take many forms, including academic partnerships (such as the development of



Some of the operating ranges we use to monitor OSU's financial health

a joint architecture and forestry program with the University of Oregon), coordination of veteran's benefits, and support for student advocacy in the Oregon legislature for issues like free textbooks and services for victims of sexual assault on campuses.

OSU's Finance & Administration staff administers the Public University Fund, where participating Oregon public universities pool their cash balances for investment. By pooling money together, the Universities achieve significantly higher returns, which is particularly beneficial to the regional universities. The money is invested according to a policy adopted by OSU's Board of Trustees with advice from expert consultants.

Overseen by the DFA, Oregon State hosts the University Shared Services Enterprise, providing office space and covering much of the operational overhead cost. The USSE enables participating Oregon public universities to focus on their academic mission by providing shared administrative processes, including financial reporting services, labor relations, payroll and treasury operations, and information technology support.



Facilities Services painter Dave Cross preserving the beauty of the Women's Building

What have we been doing?

Conducting University-wide Safety & Stewardship Programs

DFA units create a safe and healthy environment for the people in our community, and steward the responsible use of OSU's resources. Working in ways that mitigate risk to the University while offering room for innovation, DFA units collaborate with community partners on a wide range of projects that advance institutional goals.

SAFETY & HEALTH

Environmental Health and Safety (EH&S) worked closely with colleges and principle investigators to develop a strong culture of safety and compliance requirements in over 1700 laboratories across the University. In the last two years, these efforts resulted in the completion of over 1500 individual lab assessments, over 2600 laboratory safety trainings, and extensive hazardous and universal waste handling and removal. The EH&S team was increased from 7 to 17 people over the last two years

to meet University lab safety needs. EH&S continues collaboration with researchers to create a regular practice of safety training and lab assessments, and offers tools and personal protective equipment depending on lab needs. In May, OSU received a positive inspection report from the Department of Environmental Quality after an extensive review of University labs across 15 buildings.

The Occupational Health team certified a cohort of 22 people to act as Safety In Motion trainers, educating their primary work groups on ergonomics, proper lifting, and safety techniques.

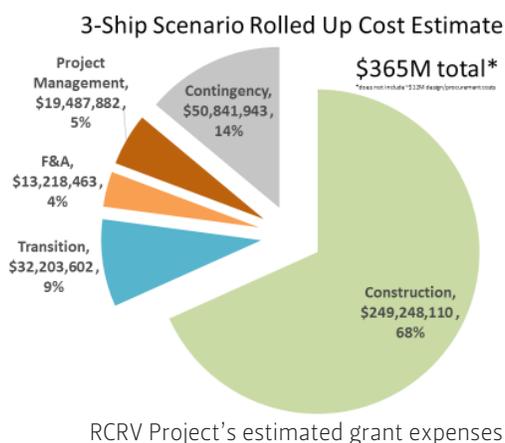
Facilities Services and EH&S conducted campus-wide water quality tests for lead and copper levels. Most facilities, including both campus daycare buildings, showed no to very low detectable elements in the water; any areas of concern were addressed immediately. The full [report of drinking water quality results](#) is available to the campus community on our website.

Facilities Services donated the labor to retrofit 10 Corvallis campus water fountains with two-stage filtration systems and j-hook bottle fillers, which were funded from a grant received by the Student Sustainability Initiative. The SSI's Fresh from the Faucet campaign promotes fresh tap water as the drink of choice for its health, environmental and economic benefits.

Risk Management led the effort to overhaul the University's Incident Command System (ICS), which encompasses OSU's Emergency Management Plan. Using a nationally-standardized management structure, the ICS establishes consistent response protocols that result in faster resolution for all types of emergency incidents. The updated ICS clarifies specific roles and responsibilities at all levels of the institution, and provides a range of tools for first responders and their supporting teams. In 2015, Risk Management coordinated expanded ICS training for all participants. Risk continues to assist departments and colleges in developing local-level plans to ensure full and immediate response to emergencies.

RESEARCH SUPPORT

DFA units continued to collaborate with the Research Office and CEOAS on the [Regional Class Research Vessel](#) project, Oregon State's largest-ever grant award, totaling \$365 million. OSU was selected by the National Science Foundation to design and build up to three research ships for the nation's fleet in a multi-phase project that started in 2013 and is projected to take about 10 years to complete.



Design of the Regional Class Research Vessel under development

- Procurement, Contracts and Materials Management (PCMM) and Business Centers have provided the research team with business process support since the preliminary phases of the RCRV project. A Business Center Manager sits on the project's oversight committee, helping to manage the unique and complex requirements of the grant.
- The Procurement team finalized requests for proposals for contracts with shipyards to build the vessels according to OSU's specifications and grant requirements. Because of the size and complexity of the project, PCMM carefully designed the solicitation process to increase the number of reasonable bids while minimizing the risk of future changes during the build-out.

Capital Planning and Facilities Services (CPFS) teams upgraded infrastructure across OSU, including through the Generator Master Plan project. CPFS is installing backup generators on priority buildings, providing uninterruptible power supply units for crucial and sensitive research equipment. CPFS continues to work with Pacific Power to increase the safety and reliability of the OSU's electrical power grid.

- Last year, new standby generators were installed at the Pharmacy Building and Milam Hall. By constructing discreet enclosures and planting screening vegetation, the team minimized impact on campus beauty and the OSU National Historic District.

ACCESSIBILITY IMPROVEMENTS

In an ongoing effort to improve accessibility and remove barriers, Capital Planning and Facilities invested \$250,000 in improvements including walkway and sidewalk construction, upgraded hardware, automatic entry door openers, and the installation of accessible signage across the Corvallis campus.

Expanding the Master Contract program saved colleges \$87,000 in fees in 2015-16

RESPONSIBLE USE OF RESOURCES

PCMM expanded the Master Contract program for use by smaller groups at OSU. It minimizes the bid solicitation process by providing a pool of prequalified contractors and reduces fees by bundling smaller jobs together. In 2015-16, the program reduced Bureau of Labor fees paid by departments by \$87,000.

Business Affairs, with support from Business Centers, made the annual Payment Card Compliance (PCI) audit easier for the more than 100 “merchants” across OSU who accept credit card payments. In 2016, we engaged a third-party Qualified Security Assessor to conduct an internal audit of processes and advise us on new tools, best practices, and security strategies. Our annual PCI audit process was streamlined for 2016, and all participants will continue to save time and effort going forward.

PCMM works closely with the Student Sustainability Initiative (SSI) to offer programs and events that promote awareness and participation in recycling and reuse, such as the annual RecycleMania competition. In 2016, Beavers recycled 235,893 pounds and composted 60,075 pounds during the 8-week RecycleMania competition.

In 2016, PCMM and SSI hosted four Repair Fair events attended by 165 people. Repair Fairs, free and open to the Corvallis community, bring together volunteers to help people repair broken items and demonstrate skills that promote saving money and natural resources. 2016 saw increased attendance by OSU students and staff.

Campus Recycling and SSI co-sponsor the Waste Watchers student club, which creates events, demonstrations, and educational programs that inspire the community to reduce the amount of goods going to landfills. It offers students a way to take action and develop leadership skills.

The 2016 Beavs Recycle campaign used photos and interviews of high-profile people on campus, including President Ray, to promote recycling programs via social media. The campaign’s success is shown by the public’s increased engagement with Beavs Recycle posts on Facebook, Twitter, and Instagram.

Surplus Property expanded the public hours for the OSU Used Store from once per week to twice. Offering community members a more frequent and consistent schedule increases their satisfaction. At the same time, Surplus sells merchandise more quickly, making more room in the warehouse for staff shoppers and newly-received items.



#BeavsRecycle promotion on social media



What have we been doing?

Focusing on Diversity Programs, Training & Professional Development

The DFA supports holistic personal and professional development for all, through nurturing inclusive business relationships and by offering an array of trainings including diversity programs, professional education, and leadership development.

DIVERSITY AND AWARENESS

Together with Capital Planning, the Procurement, Contracts and Materials Management (PCMM) team continued to expand opportunities for OSU to contract with Minority-owned, Women-owned and Emerging Small Businesses (MWESB). As part of their outreach efforts, the team attended a diverse range of specialty trade shows across the state of Oregon, expanding awareness of Oregon State’s preferred contractor program and other inclusive practices. In 2016, OSU did

business with 1,785 MWESB organizations; 85 of those were construction contractors and 130 were lab supply contractors.

The Business Centers offered their combined 180-member staff a range of diversity training through six different workshops that included education on social justice, cultural competency, and the inclusion of a wide range of perspectives.

- The 2016 Business Center Professional Development Day, attended by 125 staff members, was centered on communication and building community. It featured Dr. Larry Roper speaking about “What is Social Justice and Why Does it Matter?”

The Department of Public Safety provided 246 combined hours of training to its 19-member staff. Topics included adult mental health, emergency response and first aid, conflict communication, events incident management,

campus public safety, bike policing techniques, and the incident command system, among others.

EDUCATING THE COMMUNITY

In addition to training staff on a range of topics, Business Centers offered education to the wider OSU community:

- Hosted a day-long DFA-wide class in advanced Excel techniques, attended by 115 employees.
- To date, more than 26 Oregon State human resources professionals have earned professional certification from the Society for Human Resources Management. Business Centers developed the pilot certification training program, which was later transferred to OSU's Professional and Continuing Education program.
- Business Centers developed various faculty workshops on topics like introducing new faculty to OSU business practices, sessions on different aspects of grant administration, and hands-on CORE training customized for specific customer bases.



OSU officers attend WCLEA Basic Campus Public Safety Officer Academy



Business Centers hosted Advanced Excel training for 115 staff members

methods, and strategic planning consultation to OSU departments. 2015-16 highlights include:

- More than 60 employees completed the Leadership Collaborative series, and 40 people participated in the Journey into Leadership program.
- OHR hosted the annual two-day OSU Training Days conference, which covered various professional education topics. Enrollment jumped to 2,500 people last year, compared to 850 three years ago.
- Specialized support for supervisors and managers is offered through tailored workshops like Fierce Conversations and the Managers Legal Toolkit. In 2015-16, 626 Oregon State employees participated in these and other programs.

In 2015, OSU did business with 1,838 Minority-owned, Women-owned, and Emerging Small Businesses

The Office of Human Resources continues to offer a broad and comprehensive range of trainings for University staff and faculty in 10 categories, including the Leadership Collaborative, Performance Coaching, Document Management, and Website Design and Development. They also offer customized trainings, team-building



What have we been doing?

Upgrading Information Systems & Streamlining Business Processes

Units across the division are partnering with colleagues around the University to upgrade technology systems in ways that allow users more flexibility, ease of use, and accuracy of information. These systems are integrated with daily work processes in all areas of Oregon State.

Procurement and Contracts is working with Business Affairs and Business Centers to implement a broad e-Procurement system, which will improve the sourcing and purchasing experience for all users. The team has been refining the underlying purchasing policies and processes in order to gain the greatest efficiencies with this new technology.

TECHNOLOGY UPGRADES

The Business Intelligence Center expanded the reach of the Cooperative Open Reporting Environment System (CORE), in both the number of available reports and the number of regular users across Oregon State. CORE is designed with users' needs in mind, offering a central repository of accurate data for a wide range of business needs. The team continues to collaborate with users to create customized, general-use, and ad hoc reports.

NEW INFORMATION SYSTEMS

COOPERATIVE OPEN REPORTING ENVIRONMENT (CORE)

DOCUSIGN

E-PROCUREMENT

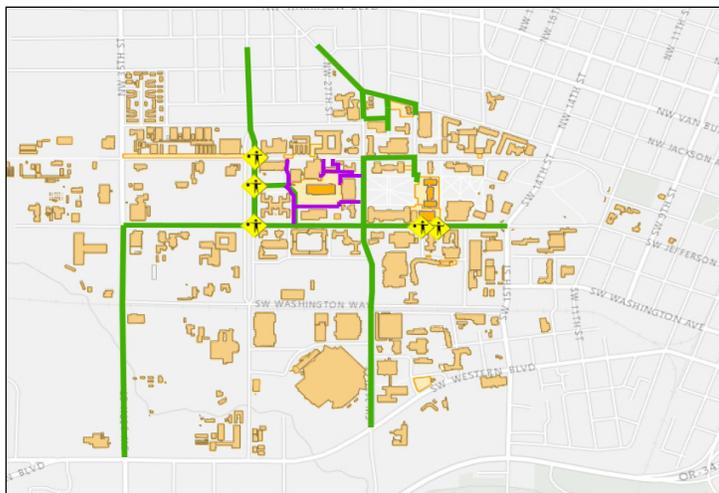
E-BUILDER

GIS MAP TECHNOLOGY

DocuSign has been selected as the University's e-signature application and will be used to help streamline business processes across the organization. The system will increase efficiency by enabling users to electronically approve a wide range of actions.

Capital Planning is adding e-Builder Enterprise software to streamline the entire construction management process. The system allows project stakeholders (including contractors and college staff) access to accurate and timely status information. The software, which also offers better data and reporting capabilities, will be rolled out over the next six months.

Capital Planning's Geospatial Information Systems team expanded its mapping capabilities, which now gives users the ability to look at night-time campus lighting, the chronology of buildings on campus, OSU construction and traffic mitigation, and other views. These maps offer new perspectives on the Corvallis campus and provide valuable information to visitors, students, and the OSU community.



New GIS mapping capabilities

EFFICIENT BUSINESS PROCESSES

Streamlining processes and workflows often goes hand-in-hand with technology upgrades, but DFA units are also separately focused on developing more efficient

processes that save time and improve outcomes for our customers in the community.

Business Affairs and Business Centers have collaborated on a range of technology and process updates for the accounts receivable and travel systems; the purchasing card system is slated for upgrades in the coming year.

The Fiscal Policy Manual project provides a model for more effective and open policy development across OSU

Business Centers have implemented paperless document routing and approval processes for some work flows, as well as simplified cash handling procedures that maintain accountability. With Business Center staff being trained in specific process improvement techniques, these efforts continue to expand.

The Office of Human Resources refined Family Medical Leave Act procedures, making it easier for employees, supervisors, and even doctors to fulfill responsibilities related to special leave circumstances. OHR also created new policies needed to implement the Oregon mandatory sick time law, as well as completed timely reporting under the Affordable Care Act.

BROAD PROCESS IMPROVEMENT

Lean Process Improvements Projects tackle larger and more complex workflows that connect people and data in various areas of the University. Lean Projects are uniquely structured depending on needs. The DFA has trained 11 staff members in Lean Project facilitation, to help collaborative projects successfully move from process mapping to implementing solutions.

The Fiscal Policy Manual team developed a structural framework for developing, reviewing, and implementing policies in a deliberate, transparent way that invites community input. While focused on fiscal policies, this project provides a model for more effective and open policy development across OSU, which is particularly important with OSU's independent governance system.

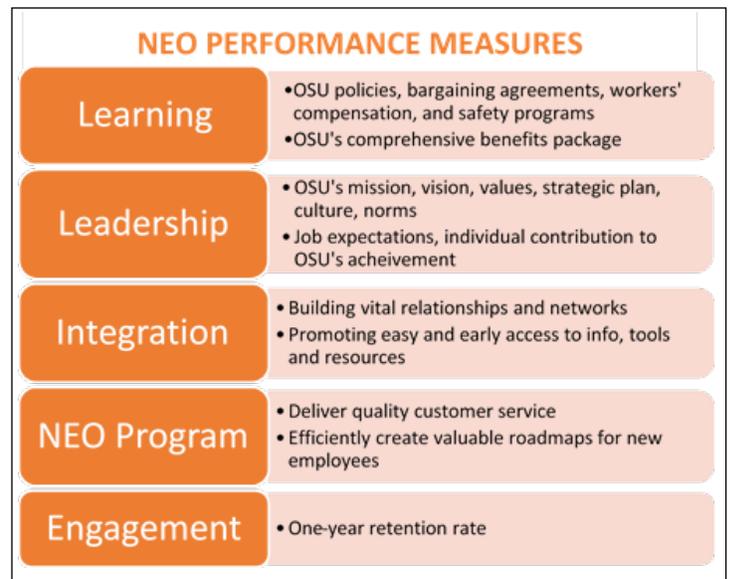
The Grants Process Improvement Team, comprised of staff from the Research Office, Business Centers and colleges, sought to improve both compliance and service to principle investigators. In consultation with a faculty advisory group, the team streamlined the entire pre- and post-award process. They developed solutions including clarification of roles and responsibilities, increased training, improved transparency of grant status for researchers through technology, and developed electronic systems for recording and tracking grant-related information. The Grants Team will continue to refine processes and update technology as needed.

The New Employee Onboarding team successfully implemented a new program for orienting new hires at OSU, developed new processes and tools for supervisors, built in feedback loops, and increased clear communication for all parties.

- This project led to a partnership with Dr. Lawrence Houston III, OSU Assistant Professor of Management, who studies the successful socialization of new employees, particularly the effective onboarding and retention of racial minorities. Dr. Houston is conducting surveys of OSU new hires, and his investigative work will inform future updates to the NEO program.



New grants status tracking system



Employee onboarding metrics help improve the program over time



LEED Gold-certified Learning Innovation Center

What have we been doing?

Increasing Openness and Consistency in Capital Planning & Facilities Services

With several leadership changes in Capital Planning, we recognized the need to create more consistent service levels, transparent processes, and proactive communication methods.

NEW LEADERSHIP, NEW STRUCTURES

Anita Azarenko was appointed Associate Vice President for Capital Planning & Facilities Services (CPFS) following a national search. A long-time member of the OSU community, Dr. Azarenko values inclusive dialogue and collaboration. Having been in the interim role for a year, she led the CPFS team in successfully implementing improved policies and procedures that better serve the University's complex capital planning, development and facility needs.

After in-depth engagement with staff and stakeholders across the University, we fully integrated Capital

Planning and Facilities Services to allow for better coordination of work and encourage more collaboration between groups of people with specialized knowledge and skills.

In preparing the 2017-19 Capital Plan, the group created a clear and consistent process for receiving, reviewing, prioritizing and submitting capital project requests for approval by OSU's Board of Trustees. To more consistently and equitably prioritize future capital requests and renewal projects, CPFS created a biennial recommendation process that will work in tandem with the 10-year Capital Plan (now under development).

New processes help sustain open communication and transparency into the future

Capital Planning manages more than 8 million square feet of academic and administrative space across Oregon



Consulting with the new Provost's Council Infrastructure Work Group, CPFS developed a formal Capital Plan Annual Update and Review Process, which will help sustain open communication and transparency into the future.

SPACE MANAGEMENT

To accommodate future growth, CPFS has increased focus on the efficient management of OSU's 8-million-plus square feet of academic and administrative space around the state of Oregon.

Completed construction on 36 major and minor capital projects including the newly-built LEED Gold-certified Learning Innovation Center; the extensive seismic rehabilitation and renovation of Strand Agricultural Hall; and the repurposing of Cascade Hall to locate more classroom space in the Corvallis campus core.

Reinstated the Campus Planning Committee, which provides oversight of the physical development of OSU's Corvallis campus. This 19-member advisory body reports to the Vice President for F&A and is comprised of representatives from across Oregon State, the OSU Foundation, and the City of Corvallis.

Fully revised the OSU space management process, starting with updated OSU Space Standards and Move Guidelines, and made updated forms available online. Aligned OSU's space database with Postsecondary Education Facilities Inventory and Classification Manual (FICM) standards.

- Streamlined the annual OSU Space Survey resulting in increased accuracy, reduced labor hours to collect data, and more satisfied participants. Under the new process, the 2016 survey was completed in just six weeks, compared to the previously-standard six months.



What have we been doing?

Expanding Oregon State's Reach Through New Campuses

OSU-CASCADES CAMPUS

The OSU-Cascades branch campus in Bend began offering four-year degrees in 2015. To accommodate student enrollment projections, DFA units have partnered in many ways with OSU-Cascades leadership in developing the physical infrastructure needed to support a full campus. The new campus is slated to open in Fall 2016 with a 46,000 square foot classroom and administration building and a 300-person residential and dining facility.

- Working closely with OSU-Cascades administrators, Business Affairs, PCMM, Capital Planning and the Office of the Vice President prepared the campus expansion project's initial budgets and pro-forma plans, which were approved by the Board of Trustees. Capital Planning supported the complex process of acquiring new property and obtaining building approvals by the City of Bend, as well as oversaw the building development and construction process.

- The Procurement team continues to assist with purchasing the goods and services for building construction and operations.
- The University Administrative Business Center and Business Affairs assisted Cascades staff in setting up and transferring regular business operations to local staff in Bend, including human resources, finance and accounting responsibilities.

MARINE STUDIES INITIATIVE

The next phase of OSU's historic leadership in the ocean sciences is the development of the new Marine Studies Initiative, based at the Hatfield Marine Science Center in Newport. With a multi-disciplinary curriculum, the Institute will address emerging issues and challenges facing marine environments. Many units in the DFA have collaborated with the MSI oversight team to assess needs



Oregon State's Newport campus and future home of the Marine Studies Initiative

and develop plans for physical infrastructure, technology, and business support for this significant campus expansion.

- Units including the Office Budget and Fiscal Planning, Business Affairs, and Capital Planning conducted research and analysis to inform President Ray and the Board of Trustees' decision-making process related to the evaluation and siting of the proposed \$50 million Marine Studies Building.
- Capital Planning continues to provide a wide range of technical analyses for the project, including evaluating geotechnical and seismic hazards, various civil engineering considerations, environmental and structural assessments, and construction/development projections.

What have we been doing?

Winning Awards & Recognition

Individuals and units within the Division have been recognized locally, regionally and nationally for dedication and innovation within their professional fields.



Kelly Kozisek

Kelly Kozisek, CPPB, CPPO, Chief Procurement Officer was elected president of the National Association of Educational Procurement (NAEP). Ms. Kozisek has 28 years' experience in higher education procurement and has served NAEP in a number of capacities.

Christine Atwood, PCMM's Administrative and Diversity Manager, and **Lori Fulton**, Capital Construction Manager, were recognized by the Northwest Mountain Minority Supplier Development Council for their commitment to making a positive impact in the diverse supplier community.

The **Business Intelligence Center** received a Best Practices Award for BI and Analytics on a Limited Budget from TWDI for its development of the CORE system, taking its place beside other award winners like Microsoft and Verizon. The group was recognized for successfully re-architecting the data warehouse and building infrastructure to support next-generation university business intelligence practices.

Capital Planning's work on remodeling Strand Agricultural Hall led to an award from the Corvallis Historic Resources Commission for the rehabilitation of the building's west portico.

The **Office of Human Resources'** efforts made OSU the recipient of the 2016 When Work Works Award, for its use of effective and flexible workplace strategies to increase business and employee success. This prestigious award, presented by the Families and Work Institute and the Society for Human Resource Management, recognizes employers of all sizes and types across the country.

The **Office of Human Resources** also achieved a 2016 Seal of Distinction for Oregon State University, awarded by WorldatWork, a nonprofit HR association and compensation authority, for creating and implementing successful work-life programs and policies.

The **Facilities Services landscaping team** led OSU to receive the Tree Campus USA designation from the Arbor Day Foundation and the Oregon Department of Forestry. The team has earned this prestigious designation every year since 2008 through its forestry management, its commitment to fostering healthy urban forests, and by offering students service and learning opportunities in forestry.



Landscapers receive Tree Campus flag



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