



**Oregon State
University**

Office of the Provost and Executive Vice President

11 March 2021

Dear OSU Professional Faculty:

I am pleased to announce that we are transitioning the University's current employment model for professional faculty from *annual fixed-term* appointments to *continuous* appointments. This model, which is the norm for such positions among peer universities, will be implemented for new professional faculty hires on April 1, 2021, and for continuing professional faculty employees on July 1, 2021.

The change is informed by the findings of an ad hoc committee review initiated by the Faculty Senate to explore new ways to support OSU's professional faculty. The committee considered the implications of the continuous employment approach and sought advice through a survey and listening sessions with professional faculty and supervisors. The feedback received from more than 1,000 employees broadly supported a transition.

Continuous appointments mean there is no yearly contract renewal process, thus eliminating the annual sense of uncertainty felt by professional faculty. The model also increases the University's ability to attract new professional faculty employees to OSU, given the common expectation of continuous employment, and reduces administrative overhead and cost at the unit, college, and university levels.

I have charged the Office of Faculty Affairs and University Human Resources with implementing a best-practice approach to continuous employment for the new fiscal year, and we have created a [webpage](#) to provide ongoing detailed information. Senior Vice Provost Susan Capalbo and Chief Human Resources Officer Cathy Hasenpflug will provide further updates as this transition occurs.

You are essential to the success of OSU. I hope this change creates a greater sense of security and improves your work here at OSU. Thank you for your dedication to Oregon State University.

Sincerely,

Edward Feser
Provost and Executive Vice President

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