

SRAP Update #3 - 11/29/17

Dear Colleagues,

I hope you enjoyed your Thanksgiving break spending time with family and friends and that you've managed to avoid the nasty cold bug that appears to be making the rounds.

Here's a brief update on the SRAP progress over the last several weeks:

Discussion Drop-In Hours: Nine drop-in sessions have been hosted in Skoglund, Tomson, Buntrock, Rolvaag, Center for Art and Dance, Regents Hall (2), Holland Hall, and Christiansen Hall of Music. Members of the steering committee and I have met with 44 individuals covering a variety of topics. The next drop in session is scheduled for:

- **Friday, December 1st in Buntrock Commons Room 143 from 3-4pm**

Questions that are being asked include:

1. If a department is considering outsourcing options, how far do we explore the service and financial implications of those options and be able to respond to the questionnaire deadlines? *Answer: An overview of the rationale for why the outsource option is being considered and any ball park financial numbers are sufficient for completing the questionnaires.*
2. Are there options for early retirement incentives being considered? *Answer: The Benefits Review Group, headed by Mike Goodson, is documenting St. Olaf's current benefit package against those of peer and aspirational organizations. A component of this review includes early retirement options.*
3. Are hiring of tenure track positions being put on hold? Are there implications for non-tenure track positions? *Answer: No, tenure track positions are not being put on hold. It is expected that the current ratio of tenure to non-tenure positions will continue. The Dean's office will continue to consider multiple year term contracts and Teaching Specialist applications.*
4. Who do I talk to if my data reports don't look accurate? *Answer: Susan Canon will be happy to meet with you regarding any data report discrepancies. She has already worked with a number of departments.*

SRAP Questionnaires: The questionnaires and accompanying data reports were distributed the week of November 6th. The non-instructional review group is asking that those questionnaires be returned by December 22nd (*note that this is an extension from the earlier Dec. 1 date.*) The instructional review group is requesting those questionnaires be returned by February 16th. Completing the questionnaires is not a pass/fail test, but rather a search for efficiencies and optimal allocation of available resources - both within each unit and across units. One of the steering committee members describes this process as not being an exam, but a research project. We're reviewing data; we'll be developing hypotheses, and then exploring and testing those hypotheses as we move forward. We

need to understand the programs we are examining before we can develop final recommendations. It will be an iterative process.

The Dean's office is coordinating some SRAP work sessions during finals week and January. Watch for additional information coming from Marci Sortor in a separate email.

SRAP Suggestion Box: To date we've received over 240 items. The suggestion box summary provides an overview of the ideas submitted. Updates to the summary since the last time posted are found in **bolded type**. If you don't feel that your suggestion has been appropriately conveyed in the summary, please know that we are forwarding individual submissions to the appropriate office/s for consideration as part of the questionnaire response process, and to the review groups and steering committee. *Note: We continue to be sensitive to individual names, positions, and/or offices to avoid singling out any one individual or office.*

SRAP Website Enhancements: The "Frequently Asked Questions" section of the website is being finalized and will be posted shortly. This will include questions from the drop-in sessions, questions about the College's finances and the various components of the operation budgets, questions about the difference between the operating and capital budgets, questions about how the endowment works to support operations, etc.

I know we're coming up on a very busy point in the semester. Again, I thank you for all your contributions and good ideas and especially your patience as we work through this important process.

Sincerely,
Jan

Jan Hanson
Vice President/Chief Financial Officer



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