

CAMPAIGN FOR EXCELLENCE IN TEACHING AND RESEARCH

The University of Oregon uniquely serves the citizens of our state as its flagship university. As the foremost academic institution in Oregon and the state's only member of the Association of American Universities, the University of Oregon is charged with a dual mission: to expand the realm of knowledge and to educate Oregon's most talented students. Achieving these goals is the responsibility of the University faculty, whose advanced research and educational skills provide the rigorous foundation crucial to the development of Oregon's students into the state's future leaders, innovators, and citizens.

Achieving these goals demands the highest level of faculty excellence in teaching and research. Students need faculty who provide challenging and engaging coursework, informed by the latest scientific and humanistic scholarship, and who develop students' critical thinking, speaking, and writing skills. Citizens of Oregon need faculty who are leaders in defining and expanding knowledge, who operate at the cutting edge of their disciplines.

The faculty of the University of Oregon has embodied these standards and advanced the University's and Oregon's mission over the past three decades, despite steadily declining state funding. Unfortunately, this fiscal erosion increasingly threatens academic quality. Incremental changes—growing class sizes, loss of faculty to other institutions, elimination of critical courses—all take their toll. The faculty struggles against mounting odds to pursue our research effectively, to provide our students with the best possible instruction, and to maintain the University of Oregon's place among the best public universities in the United States. We share this struggle—and this commitment to academic excellence—with the University president and provost and their administration. Together we must work to end this erosion and restore and advance the academic quality of the University of Oregon.

As the president and provost have recognized, the key to reversing such worrisome trends is to attract, support, and retain the highest quality faculty. To sustain their leadership in attaining this critical objective, we propose a campaign to bring the University's lagging faculty compensation, now averaging 80 percent of our peer universities, to the 95 percent level. This is a challenging yet attainable prospect. Fifty million dollars raised and dedicated to instructional salaries for four consecutive years would produce a \$200 million endowment able to fully fund such a transition. Such a campaign would transform the University of Oregon, lifting it from its current downward trajectory, enabling it to fulfill its unique mission, and restoring its status in the top ranks of the nation's public universities. Realizing our collective aspirations for the University of Oregon will require close collaboration between the faculty and administration. The faculty is ready to work with the administration to serve this critical project of University advancement.