

Vitality Plan Edits from Provisional Plan

Page	Change	Edits
2	Added language in Introduction.	Southern Oregon University is embarking on a bold transformation to become the nation's defining model of a resilient, place-based regional public university that is small by choice and distinctive by design. Our new proposed mission centers on educating students for resilient, meaningful lives by making the Rogue Valley our classroom, mentorship our method, and practical, experiential work our curriculum. Moving away from the outdated model of a generic regional institution, the Vitality Plan adopts a "Living Laboratory" operating system that unifies the university's academic offerings and prioritizes the cultivation of essential human capacities that no machine can replicate. This strategic direction, organized around interdisciplinary Academic Cornerstones and a streamlined, single-dean administrative structure, represents a fundamental shift toward a de-siloed, financially sustainable future that ensures SOU's long-term survival and distinction in a rapidly changing higher education landscape. Rather than simply eliminate a long list of majors and associated student opportunity, this dramatic redesign of how we will deliver curricula allows us to preserve nearly every major currently offered at SOU; creatively leveraging faculty expertise to provide students with the broadest possible set of options within a much more fiscally efficient structure.
7-8	Feedback incorporated	Added to the description of incorporating feedback to include the review and incorporation of feedback through the provisional plan timeframe and refer to Appendix A.
11	Based on faculty feedback, edits to the shared curricula description	Streamline shared curricula: multiple majors share core courses, with both lower- and upper-division shared courses increasing interdisciplinary approaches, breaking down silos, and reducing curricular overlap that leads to low-enrolled courses
13-14	Based on faculty feedback, edits to the shared curricula description. Third bullet point in "Required Key Principles"	24 -to- 32 credit lower- and upper-division interdisciplinary shared coursework (6-8 shared courses within or across Academic Cornerstones) to include: ● Introductory concepts ● Data literacy ● Moral and ethical reasoning ● Cross-cultural collaborations ● Human and technology interactions

		• Methods and inquiry • Practicum/applied learning • University integrative capstone
14	Based on faculty feedback, edits to the shared curricula description. Fourth bullet point in "Required Key Principles"	Move "Exceptions may be made, for example in programs with licensure requirements" out from under the General principles of class size management bullet. Instead, make "Exceptions may be made, for example in programs with licensure requirements" an independent bullet point at the bottom of the list, following the bullet point "Curricular flexibility..." Exceptions discussed/may be needed in relation to not just class management but also in relation to curricular framework/template depending on program needs.
	Based on faculty feedback, edits to the shared curricula description.	60 -to- 80 credits satisfying major requirements including shared coursework listed above This version lost the original note to include common core (shared, interdisciplinary, cornerstone classes) as part of major requirements. If you add up the high end of credit ranges for all requirements and don't include Academic Cornerstone shared coursework within major requirements, then there is very little flexibility for students. 36 GE + 15 UD GE + 32 cornerstone/shared courses + 80 major reqs = 163 credits, leaving only 17 elective credits.
15	Based on faculty feedback, edits to the Academic Cornerstone description. Simplify and remove the program mapping diagram and add an additional description for model	The Academic Cornerstones serve as the conceptual framework for Southern Oregon University's reimagined academic identity, functioning as cross-disciplinary anchors designed to dissolve traditional departmental silos. Composed of six thematic areas of Bio-Regional, Health, Creative Arts & Industries, Civic Engagement, Applied Sciences, and Professional Studies, these cornerstones provide a strategic lens to ensure all programs align with the university's distinctive, place-based mission. Rather than acting as rigid administrative directives, they offer guidance for a "Connected Learning" paradigm, where diverse majors leverage interdisciplinary core efficiencies while remaining unified by the "Living Laboratory" operating philosophy. Ultimately, the cornerstones translate shared institutional principles into a coherent, student-centered portfolio that is clearly rooted in the Rogue Valley's unique ecosystem and workforce needs.
16-17	Remove all retained, sunseting, etc. lists	Changed format to a single table that includes all information and to reduce redundancy. With now just one program elimination, use the existing paragraph to describe that program elimination.
	Edit Heading: "New Departmental Structure,	Insert the updated table with all information in one location.

	Majors, and Stand-alone Minors"	
16	Arts & Communication	Added Communication and Media Innovation to narrative and table.
	Arts & Communication: Digital Cinema	Revise FTE reduction for Digital Cinema from 1 to 0
	Business & Economics	• Edit Master's to Master • Edit items under Business & Economics to clarify offerings: ○ Business (-1) ○ Applied Economics ○ Healthcare Administration ○ Innovation & Leadership ○ Master in Business Administration ○ (Marketing minor)
	Clinical Mental Health Counseling	Edit Master's to Master
	Computer Science & Math	Edit items under Computer Science & Math to add: • Applied Mathematics (-1) • Computer Science • Data Analytics • Financial Mathematics
	Education	• Edit Master's to Master. • Edit items under Education to clarify offerings: ○ Associate Dean of Education ○ Early Childhood Development ○ Education Studies ○ Master of Art in Teaching ○ Master of Science in Education
	Humanities	Edit items under Humanities to clarify offerings:

		• Humanities (5 faculty) (-3) • English • (Spanish minor) • (First-year Seminar, and Language, Literature, & Philosophy)
	Social Science	Edit items under Social Science to clarify offerings: • Criminology and Criminal Justice (-1) • History • Sociology and Anthropology (-.67) • (Gender Sexuality and Women's Studies minor) (-1) • (Native American Studies minor)
	Based on feedback from program chairs, the final faculty FTE was adjusted from the Provisional Plan	Revised FTE Reductions Table
18	Remove the Human Service and Financial Mathematics descriptions under Program Eliminations	• The Human Service major will be retained, based on strong faculty and community feedback and external funding sources. • The Financial Mathematics major will be retained, based on strong faculty feedback and the expectation that all courses in the major are required in other programs of study, so there are no additional costs associated with maintaining the major.
18	Add section header after eliminations "Program Benchmarks"	Several programs have new benchmarks that must be attained. These include: Human Service major will: • Attain 60 total majors by September 2028; • Attain 90 total majors by September 2029; • Develop an online Human Service major pathway option, available to students starting September 2027; • Collaborate with PSY-SOAN for the joint development of major/program for students to become Licensed Behavioral Health and Wellness Practitioners; program ready to accept students by September 2028 (dependent on availability of Oregon Board of Psychology licensure requirements); • Strengthen community partnerships for student recruitment and internship placement

		• Develop and promote credit for prior learning options for certifications and work experience related to social service and behavioral health; and • Explore offering continuing education for behavioral health practitioners. Economics faculty will be responsible for core curriculum in Business Analytics, including advising the certificate in Business Analytics. Media Innovation major will: • Attain 30 total majors by September 2028; • Attain 40 total majors by September 2029; • Consist of courses taught by existing faculty after the currently planned 2028 retirement.
19	Student Affairs and Enrollment Services	Edited to add subheaders for Student Affairs subareas for clarity.
20	Youth Programs	Edit last sentence to read: By Summer 2027, Youth Programs will be required to operate within a budget that no longer includes the ASC funding.
21	Student Affairs and Enrollment Services Total Savings updated	Edited from \$793,975 in the Provisional Plan to \$967,205 in this version.
	Administrative Footprint: Business Services	Edited to “The reorganization will incorporate six staff reductions.”
22	Administrative Footprint: Service Center	Edited to “In the Vitality Plan, the Service Center will be realigned with appropriate other areas. For example, personnel responsible for contracts will shift to the General Counsel’s office and driver clearance will move to FMP. The result is the elimination of two positions, and the Service Center will no longer be identified as a separate operational area.”
23	Finance & Administration Total Savings updated	Edited from \$3,173,598 in the Provisional Plan to \$3,453,334 in this version. Other changes in this table include: • Business Services FTE: ○ Classified Staff: 6 (previously 8)

		○ Unclassified Staff 0 (previously 1) ● Information Technology ○ Classified Staff: 2.48 (previously 4) ○ Unclassified: 1 (unchanged) ● FMP ○ Classified Staff: 6 (previously 5) ● Software Eliminations: \$1,225,000 ● Process Improvements: \$384,000 ● Add: Shared Services: \$250,000
24	Athletics Total Savings updated	Edited from \$1,454,000 in the Provisional Plan to \$1,529,662 in this version. Other changes in this table include: ● Edit Football Asst Coach: \$91,000, eliminating 1 unclassified position to Assistant Athletic Instructors: \$66,662, eliminating 2 unclassified positions ● Edit Remissions from \$100,000 to \$200,000.
24-25	SOU Farm	Edit to read "Classified Staff" instead of unclassified
25	Jefferson Public Radio	Edit from \$162,617 in the Provisional Plan to \$172,649 in this version. Update from July 2026 cost of living adjustment.
25-26	Schneider Museum of Art	Replace the last two sentences in this paragraph with: The Schneider Museum of Art continues to be a recognized venue for contemporary art and cultural engagement, serving both the university and broader community. The museum will continue to pursue philanthropic support through memberships, donor cultivation, foundation support, grants, sponsorships, and other fundraising activities to sustain its operations and programs. As adopted in the Resiliency Plan, museum staff will remain 100% self-sustaining, saving roughly \$350,000 annually.
27	Section c	Evaluation of staffing impacts reflects the inputs of multiple proposals from multiple constituents. The goal of pursuing 24 -to- 32 credits of interdisciplinary shared coursework in lower- and upper-division courses reflects the "Connected Learning" paradigm that will preserve the highest number of majors. Faculty, including department chairs, were engaged in the Academic Portfolio Workgroup. While this transformation will require substantive curricular revisions, these workloads will be accounted for in the development of the implementation plan.

30-31	Section h	Replace the bullet points to reflect the changes noted on pages 13-14 (these two sections should be exactly the same)
31	Section h	Edit bullet #12 to read: Clustering and Shared Curricula to reduce low-enrolled course rotations and maximize faculty loading across similar cohorts
31-32	Impact on Workforce	Update the table that shows the total reductions for Vitality Plan between faculty, unclassified, and classified staff, then show total since SOU Forward
33	Updated Projected Savings Total Table	Edited total from \$20,178,669 from the Provisional Plan to \$20,028,030 in this version. Other changes/edits include: • Updated Academic, Student Affairs, Administrative Footprint, Athletics and JPR rows to reflect/mirror changes on the tables of pages 19, 21, 22, 24 and 25. • Edited the 'Unrealized Resiliency Plan Savings" total to be a negative (-) \$ amount as opposed to a positive as seen in the Provisional Plan.