



Oregon State
University

Sharing their best

How Oregon State University created consistent faculty activity reporting to share faculty success



watermark[™]

At a glance

OREGON STATE UNIVERSITY

INSTITUTION SNAPSHOT

Oregon State University | Corvallis, Oregon



Institution type:
4-year public and
graduate institution



Total enrolled students:
30,000+



Total full-time faculty:
5,000



Number of campuses:
2

The obstacle

- Homegrown tool for managing faculty activity reporting was nearing the end of its life
- Needed a solution that could handle faculty data across colleges

The solution

- [Watermark Faculty Success](#)

The outcome

- An agile, adaptable faculty activity reporting system that can grow with the university as more colleges adopt the tool
- Better system integration with Banner, Scholars Archive, and Cayuse
- Versatile reporting to assist with annual federal reporting
- Improved DEI data

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“We’ve centralized all the data in Faculty Success, and there are different ways to slice and dice the information and leverage it centrally. **We can share the best of what we do.**”

Lucas Turpin

Information and Technology Director
Oregon State University

CASE STUDY: OREGON STATE UNIVERSITY

Oregon State University (OSU) Extension Service was using a homegrown tool to manage faculty activity reporting that was nearing its end of life. Information and Technology Director Lucas Turpin was asked to find a replacement solution to support the Extension Service and the College of Agricultural Sciences, which has the largest population of Extension field faculty at OSU.

Four colleges at OSU had already been using Watermark Faculty Success. After research and product evaluation, the team decided to follow suit. However, when project planning began, the team quickly discovered that if they each used Faculty Success separately, the Extension Service's faculty would have to enter data in multiple places to satisfy various leadership teams. "Leadership was pretty clear that they did not want to punish faculty by having them do double data entry into two different systems," Turpin said. "They were really looking for a unified system that would work well for both the Extension Service and the whole College of Agricultural Sciences."

OSU strategically configured a new, multi-tenant system within Faculty Success to serve both the Extension Service and the College of Agricultural Sciences. Now, each college could satisfy its reporting requirements without putting any extra strain on faculty. This approach can also accommodate other colleges within the institution as they adopt Faculty Success over time.



The wins

Faculty Success supports OSU's more complex faculty activity reporting needs, and the team has shown faculty how data can be used in multiple ways to showcase individual and organizational success.

Improved DEI data

Using a strategic set of questions that focused on outcomes, curriculum, assessment, analysis of results, and program improvement, the COE had discussions with various stakeholders, faculty, staff, and students to explore the questions that were most pertinent to individuals within these different groups.

Faculty buy-in

The team vowed to reuse Faculty Success data as much as possible and encouraged staff to search the system before asking faculty members for information or metrics. As a result, the OSU IT team has seen an uptick in reporting requests as leadership turns to Faculty Success for information rather than asking faculty for it.

To foster goodwill among faculty and leadership, Turpin and his team react quickly to requests and respond positively to feedback and enhancement suggestions. After the team produces a report, they review the data sources that were used to build it and send a note to each person whose information was included, thanking them for keeping their records up to date. This simple practice builds positive word-of-mouth and community support for the system while encouraging faculty to ensure their accomplishments are included in future reports.



About Oregon State University

Founded in 1868, Oregon State University promotes economic, social, cultural, and environmental progress for the people of Oregon, the nation, and the world. The university focuses on three signature areas: advancing the science of sustainable earth ecosystems, improving human health and wellness, and promoting economic growth and social progress. Oregon State University has over 200 academic degree programs and more than 30,000 students across 2 campuses and 11 colleges, and fulfills its land grant mandate to disseminate free and accessible education with extensions in all 36 Oregon counties.



System integration

Faculty Success integrates with Banner to align with HR and student finance data. The team is planning two more integrations, one with Scholars Archive to track publications, and the other with Cayuse for contracts, grants, and research. These integrations minimize data redundancy, improve accuracy, and reduce the amount of data entry for faculty. OSU also uses single sign-on to simplify faculty access to the system.

Flexible web profiles

Faculty Success has allowed OSU to take a flexible approach to web profiles, with different methods for different areas of the institution. Faculty in the College of Agricultural Sciences use an opt-in model that allows them to display the publications and awards they choose from their Faculty Success data. The Extension Service's

web profiles use a more automated approach. If publication and/or award data is available in Faculty Success, it is automatically pulled into tabs on the web profile, and if not, those tabs are hidden. This module has also simplified faculty web profile management by reducing the need for double entry of publications.

Versatile reporting

The OSU Extension Service uses Faculty Success to drive its annual federal reporting efforts and track information specific to land grant institutions. The system includes two custom screens that track impact statements and civil rights demographics information. This information is also used for program and local county impact reporting, in external communications, and to drive improvements to programming and engagement.



Watermark gives higher education institutions the tools they need to easily track, manage, and examine their data. For over twenty years, colleges and universities have used Watermark solutions to complete assessment and accreditation requirements, capture and analyze student feedback, showcase faculty accomplishments, and improve student engagement.

Watermark's Educational Impact Suite (EIS) puts data into context so faculty and staff can focus on what really matters: institutional and student success.

Learn why Watermark is trusted by over 1,700 colleges and universities to support continuous improvement at www.watermarkinsights.com.