

Citation of Provost Steven Starkovich - May 13, 2016

Dr. Steven P. Starkovich first came to PLU to teach physics part time in the fall of 1992. In 1997 he was hired into a tenure-track position. He has served the university in many capacities, but it is for his service as Provost that we recognize him today. Steve's accomplishments as Provost are too numerous to describe in detail here, so I will offer a few highlights.

Steve has served as the keystone in President's Council, bridging our past and present leadership. He has been the source of stability and continuity during a pivotal moment in the university's history. Through Steve, our new leaders have come to understand and appreciate the excellence of this faculty and our academic program.

Steve's experience as a faculty member in the governance system gave him special insight into and appreciation for the work of the faculty committees and his capacity as our resident governance historian has been invaluable to the faculty leadership. He advocated for the overhaul of the *Faculty Handbook* in 2011. Not only did he revise and update the definition of faculty in the handbook, but he also spearheaded the work of writing a job description for the provost, including everyone's favorite phrase "other duties as assigned!"

Over the past two years Steve successfully linked enrollment management with academic planning, demonstrating the importance of having clear enrollment targets and strategies that will enable the academic program to plan more effectively for the future. The latest outcome of his vision was the Philosophy of Enrollment approved by the Board of Regents this past weekend.

During both good and bad times, Steve has shared fiscal realities and priorities with us. He helped facilitate the transition of "right sizing" the budget and played a vital role in the transition toward a modified Responsibility Centered Management (RCM) process.

Throughout his tenure he has brought insight, expertise, and transparency to the budgeting process. He is famous for being data-driven, with his Excel spreadsheets, forecasting models and multi-year budgeting.

Steve's commitment to improving faculty compensation began during his service on the Faculty Affairs Committee and continued during his tenure as Provost. In the implementation of the Philosophy of Compensation, he helped to reframe the faculty salary

discussion, promoted salary increases, supported the implementation of salary floors for both tenure-line and contingent faculty, and increased the summer stipend for chairs. Perhaps his most significant role was in the development of the Box Model. He championed the work of the Faculty Affairs Committee that effectively modeled the salary gaps and identified strategies to achieve equity and the result was the adoption of the Box Model by the Board of Regents in 2013.

There are many more accomplishments that can be recognized such as Steve's co-authorship of PLU 2020, the growth in number of graduate programs including the DNP, the implementation of PLUTO, and many, many more.

As chief academic officer, Steve's roots as a faculty member have always been clear--in his consistently strong advocacy for faculty... and his identification as a member of the Physics department at Faculty Assembly!

In recognition of this, we offer the following citation:

Whereas, Dr. Steven P. Starkovich

Has been a university leader of distinction,
And has been a strong supporter of faculty governance,
And has embraced the role of leading enrollment management,
And has brought a new perspective to budgeting at PLU,
And has held steadfast in his commitment to improving faculty compensation,
And has consistently advocated for the faculty,

Resolved, that the faculty of Pacific Lutheran University, on this day May 13, 2016, meeting in assembly, recognize and celebrate Dr. Steven P. Starkovich for his dedicated service as chief academic officer of the university.