Faculty Compensation and Benefits Committee  
January 20, 2016

Minutes

Present: Blau, Curtis, Douglass, Gast, Goerler, Holub, Lemberger, Lisa, Marrison, Seiber, Swenson

1. Approved minutes of November 18, 2015 meeting (there was no Dec. 2015 meeting).

2. Brief update on the STRS mitigating rate by Rai, and the newly available data provided to the executive compensation subcommittee by Meredith Salata.

3. Most of the meeting was devoted to a discussion of the data on Unclassified Senior Administrative and Professional (SAP) employment provided by Laura Gast. We reminded ourselves that analyzing trends in administrative employment is difficult without a detailed understanding of the functions of each administrator, and whether those functions do or do not serve a useful role at OSU. For example, how do we determine the appropriate number of administrators for a college? What factors drive administrative growth, and how do we determine whether the increase in administrators is necessary to supporting the mission of the unit? Is a head coach an administrator? What is the appropriate span of control of a given administrator? There are no easy answers to these questions, and the committee agreed that simply documenting growth by position type, unit, and, to the extent possible, function, would be a useful service. Growth in administrative employment should be placed in the context of growth in tenure-track faculty, enrollment, external funding, and other key markers.

4. The committee reviewed David Blau’s initial analysis of the data, and agreed on a number of changes and improvements aimed at weeding out SAP positions that are not truly administrators. We decided provisionally to focus on administrators who manage people rather than programs. The next pass through the data will combine SAP administrators with tenure-track faculty in administrative positions above the level of department chair. We will use FTE weights to avoid double counting people with multiple titles. We will attempt to define categories of administrative positions that are reasonably homogeneous without having too many categories.

5. Meeting adjourned.