FACULTY COMPENSATION AND BENEFITS COMMITTEE

May 18, 2016

Minutes


Visitor: Brian Perera, OGA

- Brian Perera provided an update on the status of HB 520, the bill currently under consideration in the legislature that would affect the mitigating rate policy. A committee hearing on the bill was held this week and another is scheduled for next week. Faculty can attend and request a speaking slot. Discussion at the hearing this week indicated that it is likely that the cap on the mitigating rate will be 4½% instead of the previously announced 4%. There is no intention by the sponsors to phase out the mitigating rate. There is currently considerable legislative activity on the bill, but Brian does not anticipate passage into law before November.

- Laura Gast introduced and described the main findings of the 2015-16 salary comparisons report. The report shows decline or no change in OSU’s salary ranking relative to various comparison groups. This continues a gradual downward trend over the past 5-6 years, mainly at the assistant and associate levels. Laura, Joanne, and Andrea reminded us that OHR welcomes feedback on the format and content of the report. The committee engaged in an animated discussion of how to frame the narrative that will accompany the salary comparisons as part of our annual report to the faculty. It was agreed that the committee should use the narrative as an opportunity to draw attention, particularly from the next provost, to the decline in OSU’s salary ranking and its implications for faculty morale. We summarized the main message by the slogan “merit, market, and morale.” David Blau will write a first draft of the narrative.

- We discussed the latest draft of the report on upper level administrative and tenure track faculty employment trends. There was considerable discussion of the possible causes of administrative employment growth, and it was suggested that the report should acknowledge that much of the growth may have served important purposes. The key point is not that administrative growth is inherently bad, but that administrative and faculty employment growth are so out of balance. Claudia agreed to draft a paragraph to make these points.

- The committee wished Andraea Douglass well in her transition from Senior Vice President to retiree and grandmother.

The meeting was adjourned.