

**FCBC
MINUTES
January 23, 2019
3:30
Room 156 University Hall**

Attending: Dana Renga, Smita Mathur, Chris Penrose, John Maharry Crichton Ogle, Stephanie Seveau, Stephanie Schulte, Brent Sohngen, Julia White, Pam Doseck, Susan Basso, Kay Wolfe, Harold Moellering, Simone Drake.

The group welcomed President Drake and Provost McPheron.

FCBC had previously sent a set of questions, attached, to the President and Provost for them to consider.

Compression

- Provost McPheron: Put college components of efficiency savings in “escrow” at the Provost office, e.g., centrally. Colleges were to set a goal with their accounts. Some colleges still have funds available. Colleges were able to retain those funds to address compression and equity.
- The funds were available for compression as well as gender equity. It may be possible that the Dean’s may not know that they can use the funds for compression. The Provost will revisit that issue with them. Deans are reminded every 6 months when they have money to use.

What is the magnitude of funding available for equity and compression

- Originally around \$3.5 million across the campuses? ASC had around \$1.2 million
- Subsequently have added an additional \$6 million due to composite savings gains. (Need clarification on this for our final report)
- Colleges have to use the money with approval of VP of Finance and OAA.

The President noted that he hadn’t been completely caught up on what has happened with the money, but pointed out that other states have taken different routes to help address the gender gap, e.g., CA and NY have laws that make it illegal to ask employees how much they were paid at their last job so that they are not adversely affected by perpetuating the gender gap from institution to institution.

President Drake noted that we have a loyalty tax, and he would like to find ways to reduce that. Need to figure out ways to keep the Deans focused on that.

- Smita Mathur: Pointed out that people get paid for threatening to leave, but lots of people do not play that game.

Dana: Would it be possible to have the \$\$ numbers applied to equity available publicly. ASC has not provided this data to date.

- Provost McPheron said yes, but also noted that nearly \$1 million of original money was spent on equity issues initially in ASC.
- Dean Carla Zadnick (Dean, College of Optometry) had \$38K but spent over \$220K on equity issues.

Note figure at bottom of page 2 showing gender gap has gotten worse, but our data only goes through 2016/17. Would hope 17/18 would look better.

Our subcommittee on salaries pointed out that they are working to develop a set of best practices that they have observed colleges use, which they are developing by interviewing various Deans.

Faculty Hiring Question

President Drake noted that there has been lots of faculty hiring in the College of Medicine, especially clinical track faculty. The medical enterprise is overwhelmed with demand. Hospital is routinely full at 95% occupancy, sometimes worse, depending on time of day. Have a queue of 20-30 patients at outlying hospitals. OSU has made a real effort to hire people with good staff.

Provost McPherson pointed out that TT faculty numbers have hovered at 2800 the past few years. One really important issue has been the budget issue in ASC, which has led to 2 years of minimal hiring. If ASC has been able to keep pace in hiring, OSU would probably be up a net 50 faculty over the past 2 years. Engineering has reinvested significantly, Public Health has seen an increase.

- The Provost thinks that there are some issues coming forward that could allow ASC to start moving forward to increase faculty numbers. Have a better sense of where commitments are, which can free up funds to help make new hires in the future.

President Drake talked about some funding issues in the state budget in 2017, which caused a multi-million hit to the budget. These inequities exist between OSU and other universities in Ohio. The university is working on a structural fix that will hopefully be able to make it through legislatively in the future.

The proposed 500 new faculty was from the Discovery Theme, but was an error. Actually have 200 faculty positions associated with Discovery Themes. Current, 155 have been hired, and others are in various stages. Currently there is a pause as Deans and Office of Research are spending some time thinking about what to do with the discovery themes.

The Humanities and Arts DT has not been tapped yet, with \$2.5 million in funds available for hires.

We are in the process of developing a new scorecard for the BoT.

One issue that had a large effect on hiring was that we had a period of many years of flat tuition :

- In 2017, the Tuition Guarantee program began, with new classes with higher tuition levels. These should start to increase some of the funding levels available for faculty hiring.
- Have worked really hard with efficiencies over this time-period to try to maintain the levels of funding available for academic work.

Tenure track/Associated faculty – balance is largely in the hands of colleges and departments.

- Want associated faculty to feel that they are faculty members. Trying to make those positions more attractive to people.

Susan Basso: We are working on developing an institutional strategy around hiring and retaining talent.

- How do we recruit and retain the best?

Crichton Ogle pointed out that restructuring the budget model (RCM, which only applies to the money allocated to instructional units) has had important consequences. One of them is that the ratio of funds spent on instructional staffing is really low, especially in comparison to the other BIG 10 institutions.

Provost McPherson noted that Senate fiscal is going through this now in trying to figure out funds are shifted across the university.

- The purpose of undertaking the evaluation of the current budget structure is recognition that we do not have the current set of funding correctly.
- There are important concerns about how funds are distributed across units.
- He noted the concerns about administrative appointments called out by this committee. The data are correct. We are at the long end of the distribution of administrative hiring and whatnot, and we need to get that in line with the academic mission of the university.

Health Care Issues

- President Drake pointed out that we do not want to have our employees at a disadvantage.
- Narrowing the network: have put the brakes on the narrowing the network initiative at the moment; do not want to limit ourselves a non-competitive way.
- The President pointed out that the concept that treating employees fairly is really important to him.
- Noted that the medical center has very outdated facilities, with a desperate need to modernize facilities.
- Susan Basso:
 - Have commissioned a consultant to take a look at the quality of care. Data is being delivered now. Report will be provided in March sometime by the consultant.
 - Health plan came to the President's cabinet whether they will be moving forward with narrowing the network. Clear consensus that they do not want to move forward with that in the next year.
 - Medical center is focused on quality care.
 - Per member costs have stayed the same (not the costs that faculty have paid).
 - Physicians could potentially be paid more elsewhere or by other health regimes.
- Differentiation in costs across salary ranges.
- President Drake was made aware of the long waits for some areas, and is working to try to take care of this.
- Active plans to build more facilities in central Ohio (have 3 more facilities to come on line in the next few years).

Salaries

The President and Provost noted that in the AMCP process this year, the extra 0.5% was purposely to increase salaries this year.

Also UITL was to create an additional pool of funds available for faculty up to 1.5% on average.

- Blocks 1 and 2 will be base building
- Not a zero sum game because it came from a different source of funding.

4:45 End of Meeting with President

Motion to approve minutes from last two meetings approved by voice vote.

Discussion of final report. Will focus it around the work of the subcommittees.

Adjourn.