

**FCBC
MINUTES
November 14, 2018
3:30
Room 156 University Hall**

Attendance: Kay Wolf, Chris Penrose, Joanne McGoldrick, Brent Sohngen, Stephanie Seveau, Dana Renga, Harold Moellering, Smita Mathur, Stephanie Schulte, Crichton Ogle, Simone Drake (by phone)

Minutes: Motion to approve by Crichton
Second by Joanne.
Unanimous voice approval.

1) Data

- Follow up discussion about data provided by HR for annual report

Brent Proposed the following motion

“In order to ensure continuity of FCBC efforts to evaluate salary trends at Ohio State and to evaluate how the trends at OSU compare to peer institutions in the AAU, we encourage HR to continue providing a summary report of a minimum of 10 years of historical data on average salaries for faculty. The committee requests HR to work with FCBC to determine the exact parameters that will be provided annually and the format that those data are provided. For instance, the data and comparisons should be provided at the assistant, associate, full and overall faculty levels. The data should be provided in unadjusted and in cost of living adjusted terms across locations. The analysis can be provided in a spreadsheet, Tableau or some other comparable software, but needs to be in a format that can be easily accessed by future committee members.”

Discussion: Joanne noted that Brian’s department staffing is down and we might think about other creative ways to get this report or the data assembled annually in a way that is useful to the committee. Crichton commented that we don’t need the reports, but we do need the data provided in some systematic way. Joanne felt someone should be able to sit down with us to discuss this.

The discussion generally revolved around the idea that the data is necessary and useful, and that the committee does not feel it has the resources now or will have the resources continuously in the future to ensure that we can report on the state of salaries at OSU compared to other institutions in the AAU and to our benchmark institutions.

Julie Carpenter-Hubin noted that her office (Institutional Data) could help by providing information on the standard reporting from the AAU on the data that they provide. This data is basically public, and accessible by her office. The AAU data is available salaries for universities, disciplines, etc. Brent will meet with Julie and others to discuss the data. Others will be invited.

We tabled the motion for continued discussion once Brent and Stephanie have had a chance to talk to Julie about how to get his data on a continuing basis.

Kay pointed out that the President and Provost do use the data provided by HR to help inform their salary decisions.

2) IPEDS data discussion (Crichton Ogle)

Crichton: Outlined the data collection and his analysis with this data for Big 10 universities. IPEDS data is *Integrated Postsecondary Education Data System* which is an annual survey of universities by the National Center for Education Statistics. The data describes info from all universities who receive federal financial aid through Title IV. These data are used broadly for many reasons. Crichton's analysis shows that OSU has not fared well in terms of instructional versus non-instructional staff outlay and FTE.

Julie Carpenter-Hubin pointed out several issues with the data related to standard occupation codes not being used in a standard way that were part of a 2014 technical report from NCES.

Dana pointed out that OSU is perceived of being administrative centric (this is a global perspective rather than just an OSU perspective).

Julie Carpenter-Hubin pointed out that there are lots of things on our campus that make us different than other Universities.

- For example, in extension, there are 934 FTE non-instructional staff at extension centers. Other institutions report extension personnel somewhere else while some universities do not have extension programs. Wisconsin and U Illinois mentioned as examples of universities in the Big 10 that include extension elsewhere.
- We have a number of health sciences colleges, all of which include lots of staff that are non-medical staff and thus included in the non-instructional numbers reported by Crichton.
- O-tech is included in the OSU budget, as are several other related entities that may not exist at other universities (OARNet, supercomputer center, etc.).

3) Salary committee update (Stephanie Seveau)

Will meet with Deans of three colleges (medicine, Arts & Sciences, and FAES) between now and Dec 14. Stephanie and others noted that there now seems to be lots more discussion amongst faculty and others about this issue, which is a good thing.

4) Health Benefit Committee update (Stephanie Schulte)

Stephanie reported that FCBC will be submitting a request to Human Resources asking for health plan information and data related to the narrow network initiative. This information includes requesting metrics about quality and cost comparisons to our central Ohio competitors as well as business conflict of interests and profit flow.

A resolution was proposed for us to agree that we request an analysis of quality of care, cost, and health outcomes be conducted by an external company at the request of the Office of Human Resources. Julia White moved that the committee agrees with pushing forward on a quality of care analysis. Dana Renga seconded. Motion passed by voice vote (unanimous). Stephanie will forward the request to HR.

PHA data discussion: Smita asked about questions that have been raised about the use of our personal health data we submit through Your Plan for Health. Pam Doseck(HR) and Melissa Walters (YP\$H) were present to address these questions. OSU does not have access to the data. Only Virgin Pulse has access to the data. The data is then given to the OSU health plan who uses the data to make decisions about programs. Health plan is making decisions. HR is developing FAQ page covering privacy issues. Not selling the data and not reporting it to HR.

4) Other Benefit Committee update (Smita Mathur) -- Tabled until next meeting

5) Survey Discussion (Brent Sohngen) – Tabled until future meeting

6) Salary structure for staff (Joanne McGoldrick/Rob Prisbey)

Due to a shortage of time, Rob Prisbey distributed a handout describing the Career Roadmap. We will have him return in the future to provide more detailed information.

7) Other items - None

Adjourned 4:58 pm.