Faculty Chair Elizabeth Sayrs called the meeting to order at 7:10 p.m.

In attendance:

**Ohio University Faculty Senate**

**Monday, February 10, 2014**

**Room 235, Margaret M. Walter Hall, 7:10 p.m.**

**Minutes—DRAFT**

Faculty Chair Elizabeth Sayrs called the meeting to order at 7:10 p.m.

**Overview of the Meeting:**

I. President McDavis and & Associate Provost for Faculty and Academic Planning Dewald

II. Craig W. Cornell, Vice Provost for Enrollment Management: GuaranteedTuition update

III. John Day, Associate Provost for Academic Budget & Planning: Faculty Compensation Task Force report

IV. Roll Call and Approval of the December 9, 2013 Minutes

V. Chair’s Report
   - Board of Trustees update
   - Updates and Announcements
   - Upcoming Senate Meeting: March 17, 2014

VI. Professional Relations Committee—Ben Bates

VII. Educational Policy & Student Affairs Committee—Ruth Palmer
   - Resolution to Extend Excused Absences for Student Military Members Participating in Military Reserve Training Days—second reading
I. President McDavis and Associate Provost for Faculty and Academic Planning Dewald

- President McDavis presented updates on two topics:
  - Higher Education Funding Commission: The Commission’s report was released by the Governor on January 23, having been signed and supported by all 37 Ohio public college and university presidents. Of the $405 million allocated, 85% will go to renovation and maintenance of existing structures; the remaining 15% includes investment funds to enhance Ohio’s position in emerging technological industries. A $16 million fund is set aside as matching dollars to help community colleges develop donations. If passed by the legislature, OU will see a 15% increase in its allocation over the previous two-year fund for a total of $25,980,000. McDavis emphasized Ohio’s national leadership in allowing colleges to work out capital funding among themselves, and said that conversations with legislative leaders have begun with aim of approving the proposal by the end of June to go into effect on July 1.
  - Higher Education Quality & Value initiative: This effort to improve the quality and value of Ohio’s public higher education is still chaired by Gordon Gee, although he is now President of WVU. The committee is on a listening tour at colleges and with the public; Gee and Chancellor Carey have met with the Ohio Faculty Council. Phase 2 will be developing value principles to categorize the collected ideas, while Phase 3 will select 10-15 topics for further investigation and possible implementation. A report is due to the Governor by summer.

- Associate Provost Dewald provided clarifications and updates from the Provost’s Office.
  - Winter closures: Dewald and Sayrs jointly sent a memo to all faculty on February 7 regarding the closures and winter weather accommodations. OU has no plan to make up the missed days, and it is inappropriate to schedule make-up class days independently (although students may be asked to complete the work for the days missed). They also requested flexibility for students with commutes made more difficult by road conditions in neighboring areas. Dewald acknowledged that Monday-only classes have been hit hard by the closures, and thanked faculty for their efforts. Questions or concerns should go to him.

    President McDavis added that OU has a group monitoring weather forecasts, and potential problems are referred to the Critical Incident Response Team (he has also been included in recent discussions). The decision to close takes into account both conditions on campus and those in the city and county, and is done in general very rarely.
- **Group II Promotions**: The process is well underway. Dewald clarified that each case will be judged on its merits; there is no cap on the number or rank of promotions available this year.

- **Completion Plan**: This year’s budget bill directed all public colleges to devise a plan to increase the number of degrees and certificates awarded. A preliminary plan (see *Agenda* p. 112) was presented to the Board of Trustees in January, and a final plan will be approved by the Board in March; it is due to the Chancellor by June. Input has been sought from deans and assistant deans, and further conversations take place in the short remaining time before the plan must be incorporated into the March Agenda.

- **Diversity issues**: Vice President for Diversity Shari Clarke began her duties in January. In addition, OU is entering into a Higher Education Recruiting Consortium (HERC) including colleges and related businesses in Ohio, Pennsylvania, and West Virginia. The goal is to use this network to help member institutions find regional jobs for trailing partners; OU expects it to be an especially valuable resource for recruiting and retaining underrepresented faculty.

- **Class Climate**: In December, the Senate discussed problems with the online course evaluation process and low response rates. A group has been formed to make recommendations for improvement.

**Questions and Discussion:**

Most discussion involved clarification of the presentations. **Charlotte Elster** asked if the HERC is in place for hires being done this winter, and Dewald responded that it is still being organized (the charter members met for the first time in October), and should be fully in place for next year’s hiring. He added, in response to a query from **Linda Trautman**, that it will include RHE as well as the Athens campus. At **Steve Hays**’s prompting, Dewald also noted that the consortium is meant to assist in with all hires, not only those creating more diversity. **Joe Slade** wondered how much money OU had requested through the capital funding commission, and McDavis indicated that the final recommendation matched OU’s requests reasonably closely; the University will receive what it has been internally projecting.

**David Carr** asked President McDavis to explain why faculty cars were being towed from the Convocation Center lots. The President said that it was a security measure. After the Boston Marathon bombings, the University requested some safety evaluation, and Homeland Security indicated that the Convo parking lots posed a substantial risk to the students living in the building. When Carr objected that towing cars in the afternoon after being parked all day only to allow the same spaces to be occupied for events a couple of hours later did not seem very sensible, McDavis in part agreed. Before the security plan was implemented, he said, the parking had been promised to event attendees, including friends and donors to the University. He did, however, promise to look into the details of faculty towings, and apologized if the message about **new policies** for Convo parking had not been clear or well-enough disseminated.
II. Craig W. Cornell, Vice Provost for Enrollment Management: Enrollment and Guaranteed Tuition updates

- Enrollment: About 95% of applications are in. The context for numbers is that last year broke records in essentially every category and exceeded the enrollment target. From this time last year, the number of applications is down .9%, but the number of admits is up 1.3%. While housing deposits are about 50 short of last year’s at this time, it is too early to forecast final numbers because only about 25% are in. Out-of-state applications are down 4.3%. A significant part of this is a disproportionate drop in out-of-state African American males, although the yield from that pool is usually only about 10%. In general, the proportion of female applicants has increased, something that other Ohio schools are also seeing. The average ACT and G.P.A. for this year’s admitted students are both at this point higher than last year’s.

    The overall goal this year is 4,065 students, which in accordance with the strategic plan is more than last year’s goal (but was not adjusted upward after last year’s larger-than-targeted class). The new scholarship program may help. Because other Ohio schools have begun to put more effort into recruiting, it will be especially important for departments and schools to participate in yield efforts.

- The OHIO Guarantee [see attached slides]
  - Beginning in Fall 2015, students will pay a flat, guaranteed rate for tuition and most fees over their first four years of college. The model is “no hidden costs”: with the exception of very large individual course fees (e.g., for aviation), all fees currently assessed individually will be rolled into the single rate.
  - Students enter a rate cohort based on their academic year of matriculation (fall or spring); they then have 12 semesters, including summers, for which that initial rate will be charged for any semesters or (pro-rated) individual courses taken from the Athens campus. Summer starts (a very small group) will pay the previous cohort rate for the summer, and then join the cohort beginning in the fall semester.
  - Room and board rates are also guaranteed in the sense that the same rate table for different room types and meal plans will apply to each cohort over its whole four years. (Students changing room types will pay a different amount from the previous year, but how much different has been made clear from the start.)
  - Unique student groups will receive various accommodations. Programs that require more than 128 hours will be allowed a 13th semester at the same cohort rate. Under normal circumstances, the 12-semester clock continues to run whether a student is enrolled or not; students taking classes after their fourth year of the Guarantee move into the next younger cohort for the fifth year. However, exceptions may be granted as circumstances warrant, and the legislation permitting this tuition model also specifies that extensions must be granted for active duty military service.
  - Next steps: The Board of Trustees approved the program in January. It is before the Chancellor, and some waivers and exemptions still need to be ironed out.
Questions and Discussion

Jim Casebolt suggested that the language in the description of the Guarantee was unclear about how the Guarantee applies to RHE students. As currently worded, it suggests that students on regional campuses will pay a guaranteed rate, when in fact RHE fees will continue to be set independently. Degree-seeking students enrolling at any OU campus enter into the cohort then in effect in Athens, but are only charged cohort rates if they take Athens classes. Cornell agreed to work on clarifying.

In response to a question from Chris Bartone about the appeals process for extending the guaranteed rate, Cornell said that it will be parallel to the current Tuition Appeals Committee. He and Dewald have already discussed its constitution.

Gene Ammarell and Casebolt wondered how this kind of tuition guarantee had affected recruitment and time to completion at other schools. Cornell noted that OU’s program is unusually comprehensive, so that direct comparisons are nearly impossible. An EAB study, however, suggested that on average schools see some enrollment increase and improvement in time to graduation. We have been told by other schools doing something similar that communications are critical. Any effects will probably take at least 2-3 years to show up.

Asked by Stevan Walkowski about how the guaranteed rates will affect student opting out of the residential plan, Cornell said that the rate table for both room and meals would continue to apply to all students in a cohort, and they could choose to opt into either at any time. A caveat: currently few juniors and seniors choose to live on campus, but if that changes, housing may not be available to all those who want it in their last two years.

The logistics of bundling all fees into one bill also raised questions. Cornell said that tuition, general fee, and the lump category of other fees will continue to be broken out for purposes of comparing the first two to other schools’ prices. When Bill Reader expressed concern that putting the same course and tech fees into all students’ bills would result in less funding being available to colleges with special instructional needs, Cornell admitted that that back-end calculations to distribute those fees are going to be complicated. John Day added that college budget managers had been meeting with him to work out how the accounting would be done.

III. John Day, Associate Provost for Academic Budget & Planning: Faculty Compensation Task Force report

- The committee’s charge was to make recommendations for bringing faculty compensation back to competitive levels. While similar measures were begun several years ago, the recession intervened in that version’s completion, and faculty salaries again slipped relative to peers. This round is different especially in that it includes Group II faculty.
- A full draft has been completed and the strategy was previewed for the Board of Trustees (see Agenda p. 123). The final report will go to the Trustees for a vote in March, which means that it must be finalized within a couple of weeks. [Slides presented to Faculty Senate are attached at the end of the summary.]
• The committee opted to use Ohio universities as the comparison group rather than Presidential peers, and to measure salary rather than total compensation. Currently OU Athens faculty are ranked at 8th in the state for professors, 8th for associates, and 6th for assistants. The goal is to bring each rank up to 3rd, in accordance with state academic ranking.

• The total cost is projected at an additional $3.9 million in base funding over three years, assuming that both OU and other Ohio schools give regular raises in line with what they have done in the last few years. For next year, then, the expected $1.87 million (a 2.5% raise pool) will be required plus an additional $1.28 million. In order to address the competitive position of each rank, the additional funds must be divided unequally between the ranks, with larger raise percentages as well as absolute amounts going to the more senior ranks. This reflects in part the fact that salaries have increased faster at the lower ranks: professors have on average less-recent promotion bumps than associates, and there is less turnover with rehiring at more competitive rates among the senior ranks.

• Adjustments to benefits in order to avoid “cadillac” taxes associated with the ACA may interact with this compensation plan. Such changes—i.e., decreasing the value of health benefits—would require further adjustments to the salary part of the total compensation plan.

• Regional and Group II salaries cannot be benchmarked against peers because there is not enough data for comparison outside OU and not enough consistency among RHE campus salaries or among FTE counts for Group II for meaningful analysis. The recommendation for those groups, then, is additional salary raises at the average percentage for Athens Group I: 2.19%.

Questions and Discussion

Senators raised some questions about how the state rankings came to look as they do. Day addressed a query from Ken Hicks about OU’s drop in position by saying that it had reached 3rd in salary (when all ranks were averaged) before the recession, but that freezes and low raises in the interim then eroded that position, especially compared to unionized schools where raises had been negotiated ahead of time. Thom Luce asked if Akron, with unexpectedly high ranking, had implemented a strategy like this recently; Day didn’t know. Sharon Inman wondered if salaries from professional schools were skewing the data to OU’s disadvantage. Day responded that IR had screened those out; likewise, OU-HCOM is not included in this Total Compensation initiative.

More discussion focused on the relationship of the plan to benefits changes. Pointing out how soon OU’s health plan was likely to cross over into the highly-taxed category under the ACA, Elster suggested that money should be moved from healthcare into salaries. Benefits Director Greg Fialko said that a committee to look at such changes is in formation, as OU wouldn’t want to wait until 2017 to address a law coming into effect in 2018. He also agreed that wellness initiatives would be part of the conversation. Slade noted that there were likely to be a large number of retirements in 2015 due to changes in STRS benefits, and wondered if the three-year implementation had factored in those retirements (and the number of people who would not fully benefit from the planned increase in salary). Day said it had not, and remarked that the effect on ranking might not be significant because the retirements would affect all Ohio schools. He also noted that one Trustee had
asked whether it might be possible to give the raises in two years rather than three. The advantage of three, he suggested, was more ability to adjust if the amounts were not quite right to hit the target ranking.

Finally, there were questions about the distribution of raises. When Hicks asked how much discretion units would have, Day reiterated that deans could not redistribute monies from one rank’s pool to faculty members in another rank or Group. Within each pool, however, the average salary would rise the same amount no matter how the total fund is distributed (to one faculty member or to all). Beth Quitslund noted the tables in Appendix D of the draft report comparing OU salaries to peers by discipline, and asked whether the recommendations included using those comparisons. Day said that the tables were in the report because the committee had looked at the data, but deans may use any mix of factors they choose, including merit and equity. The Provost’s staff will meet with the deans to discuss guidelines.

IV. Roll Call and Approval of the December 9, 2013 Minutes

Jim Casebolt moved to approve the minutes, seconded by Sandy Doty. The minutes were approved by a voice vote.

V. Chair’s Report—Elizabeth Sayrs

- Board of Trustees update (with Ben Stuart): Most of the major business of the Academics and Resources Committees were covered by the reports at the beginning of the Senate meeting. Information about the Capital Plan can be found in the Agenda (beginning p. 210). Sayrs also presented a report from Faculty Senate (p. 86), chiefly about salaries and the reduced Group I numbers. The Trustees responded positively, and she later received a call from a Trustee supporting faculty raises.
- Nominating Committee: The group of senators rotating off after serving six consecutive years is charged with nominating a slate of officers at the March meeting, for a vote at the April meeting. The committee this year is composed of Sayrs and Joe Slade. She urged interested senators to talk to them about the positions.
- Nominations for Senate: The call for regular Senate candidate nominations will go out shortly.
- The Faculty-Staff Survey, mandated in a Faculty Senate resolution last spring, has been funded.
- Semester Feedback Responses: In last spring’s survey, the issue of a fall break emerged. After considering multiple versions (break vs reading days, number of days, timing) with the assistant deans and the residual Q2S Steering Committee (the “Friday Group”), the Provost will announce a decision next week. Sayrs responded to a question about whether changes to class scheduling policies were also being considered by saying that she continued conversations with the Provost’s Office. The semester survey showed that as the highest faculty concern, but the need for uniform scheduling blocks had been very strongly felt in the original Q2S Steering Committee.
- The Copyright Task Force and the Regrouping Project (for faculty categories) continues apace.
- Upcoming Senate Meeting: March 17, 2014
VI. Finance & Facilities Committee—Ben Stuart

• Sense of the Senate Resolution on the Report of the Faculty Total Compensation Task Force—First Reading

This resolution supports the Task Force recommendations. It also articulates the goals of revising benefits in response to the ACA in conjunction with a reasonable total compensation policy, as well as that of addressing salary inequities both within and beyond the plan’s implementation.

Most discussion focused on the third “whereas” and whether it was concrete enough about what the raises for Group II and RHE faculty should be. There was a suggestion that the percentage raise or dollar amounts be specified in the resolution, but it was pointed out that those might change if the Athens Group I calculations are not accurate. A friendly amendment changed “investing a proportional percentage in compensation” to “investing the same percentage in compensation.” John Day volunteered that he would change the parallel language in the report; “proportional” resulted from partial editing of an earlier draft.

Bill Reader moved to suspend the rules to allow for a vote on the resolution, seconded by Ken Hicks. The motion passed by a voice vote. The resolution itself also passed by a voice vote.

Sayrs urged faculty to send any additional comments or suggestions about the report to Stuart (stuart@ohio.edu).

• Future Finance & Facilities work will focus on implementation of the plan, including issues of equity such as inversion, compression, and gender differentials. They will also be discussing the balance between salary and benefits. Please send comments or concerns to Stuart.

VII. Professional Relations Committee—Ben Bates

• The PRC considered a request from a dean whose unit is having trouble meeting annual review dates to move those later in the year. As other units have found ways to make the February 1 deadline work, however, the committee declined to act.

• An issue with the rule automatically converting Group III to Group II after 2 years at .5 or greater FTE has arisen. Some fully retired faculty (Group I or II) who are teaching as Group III are in danger of being forcibly un-retired, with negative consequences for their long-term STRS benefits. The PRC will bring forward a resolution next month to correct this problem.

VIII. Educational Policy & Student Affairs Committee—Ruth Palmer

• Updates: The Trimester Implementation Task Force is proceeding with its work, but there is nothing to report. Likewise, the Copyright Task Force is not yet ready to report.

• Resolution to Extend Excused Absences for Student Military Members Participating in Military Reserve Training Days—Second Reading

This resolution puts mandatory military training under the excused absence policy. Changes since the first reading are the addition of specifically excusing absences from travel to the training, and the direction to put the language into the appropriate sections of the graduate and undergraduate catalogs.

The resolution passed by a voice vote without discussion.
IX. Promotion & Tenure Committee—Joe Slade
   The committee is monitoring two appeals that have gone to full Senate hearings. There are no further pending cases at this time.

X. New Business
   There was none.

XI. Adjournment
   Ben Bates moved to adjourn, seconded by Sandy Doty. The meeting adjourned at 9:00 p.m.
The OHIO Guarantee is Taking Shape

Progress made since the October update to the Board of Trustees:

- The program is now called "The OHIO Guarantee"
  - More fully reflects the full, all-in nature of the program
- Various outstanding principles of the program have been finalized. These "principles" are the cornerstones of the program and are outlined in the presentation and detailed in The Ohio Guarantee Principles Document.
The Basic Concepts

The OHIO Guarantee is a cohort based, level-rate tuition, housing, dining, and fee model that assures a student and his/her family a set of comprehensive rates for the pursuit of an undergraduate degree at Ohio University following the parameters outlined in this presentation. A student’s tuition, housing, dining and fee rate is established based on first enrollment and remains “level” or unchanged, for four years (12 continuous semesters).

The Basic Concepts

The OHIO Guarantee model:

- Beginning with the 2015-16 academic year (fall semester 2015 or spring semester 2016), every new degree-seeking first-year or transfer undergraduate (baccalaureate and associate) student, regardless of campus of admission or enrollment, will be part of The OHIO Guarantee at Ohio University. This student’s guaranteed cohort is established based on the first semester of enrollment (fall or spring, excluding summer) at Ohio University.
- Each year, a new level-rate structure will be established by the Ohio University Board of Trustees to be effective for the new cohort that enrolls for the first time during the academic year.
The Basic Concepts

• Length of each cohort - will consist of 4 years / 12 consecutive semesters
  ✓ This provides the maximum number of students the opportunity to complete as many hours, majors, minors, certificates, or degrees within the 4 year / 12 consecutive semester cohort. It fosters early degree completion and simplifies the calculation of when a student moves from one guaranteed cohort to another, thereby, treating all students equitably

<table>
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<th>The OHIO Guarantee - Cohort 2015</th>
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• Summer Terms and The OHIO Guarantee
  ✓ Students whose first semester is summer semester will pay the current summer rate, but will be treated as part of the entering subsequent fall class and assigned the same level-rate cohort as students who start in the fall. This model will also apply for future new, degree-seeking, undergraduate summer start students. For example, students starting summer term 2016 will pay the cohort 2015 rate for that summer, and then will subsequently be moved to the new cohort 2016 with the additional 4 years / 12 consecutive semesters at that established rate. This is done to allow for a student to start early and a cheaper rate and then be part of a guaranteed cohort.

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<th>Cohort 2015</th>
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The OHIO Guarantee – Comprehensive in Scope

• What academic costs are included in The OHIO Guarantee?
  ✓ Instructional Fee
  ✓ General Fee
  ✓ Non-resident Surcharge Fee
  ✓ Student Information System / Network Fee
  ✓ Technology Fee
  ✓ Graduation Application Fee
  ✓ Most Individual Course Fees
  ✓ Bobcat Student Orientation (BSO) Fee (student portion)
The OHIO Guarantee – Comprehensive in Scope

• **What additional student costs are included in The OHIO Guarantee?**

  The goal of The Ohio Guarantee is to provide a comprehensive view of the anticipated costs for completing an undergraduate degree at Ohio University. The following costs are included in The OHIO Guarantee:

  ✓ Housing Rates
    • Level rate based upon the chosen or assigned residence type
    • If change to a different room type, the level housing rate changes according to the housing rate table for the cohort

  ✓ Culinary Services Meal Plan Rates
    • Level rate based upon the type of meal plan selected
    • May select from different meal plan options at the established cohort rate.

The OHIO Guarantee – Unique Student Populations

• **Unique Student Populations and The OHIO Guarantee** – We feel so strongly as to the benefits of the program, we have worked diligently to make The OHIO Guarantee as comprehensive as possible to include as many different student populations into a cohort guarantee model. Therefore, following are the ways in which other student populations are built into the overall program:

  ✓ Programs that require 4+ years
  ✓ Students who plan to complete more than one credential
  ✓ Students who stop out/withdraw and return
Next Steps

• The Board of Trustees considers the resolution to adopt the OHIO Guarantee Principles as attached in Exhibit A.

• The President submits the Ohio Guarantee Principles to the Chancellor of the Ohio Board of Regents for approval in accordance with the requirements of Ohio Revised Code Section 3345.48. Upon approval, the program shall be implemented beginning with the 2015-16 academic year.

• The Implementation Team will continue to provide and create the necessary planning, support and infrastructure to successfully launch The Ohio Guarantee.
**Faculty Compensation Charge and Progress**

- Develop a multi-year plan to maximize our investment in faculty compensation to attract and retain talented faculty
- Includes full time tenure-track and Group II faculty on Athens and regional campuses
- Analyze comparative faculty compensation data
- Identify appropriate peer comparisons
- Determine goals for competitive average salary position
- Project the costs for attaining that position over three years
- First draft of the report is completed and this presentation is a summary of that effort
- Next step will be the vetting process across campuses

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**Faculty Compensation**

**Athens Tenure-Track Faculty**

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<th>Faculty</th>
<th>Professor Average Salary</th>
<th>Professor Rank</th>
<th>Associate Average Salary</th>
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- Comparisons included average salary and average total compensation with Ohio Peers and University Peers
- Average and minimum salaries were compared within discipline using National and Regional peer groups
- Recommended goal is to move the average salary for tenure-track faculty to the rank of 3rd among the four-year public universities in Ohio
- Estimated cost to achieve this goal is $1.3 million per year for three years for a total of $3.9 million
Faculty Compensation
Ohio Peer Analysis

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<tr>
<td>OU Total Salary Budget</td>
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</table>
Professor     | 21,788,970       | 22,856,041          | 23,933,472          | 25,099,021          |
Associate Professor | 25,825,000   | 24,905,110          | 25,379,709          | 26,579,239          |
Assistant Professor | 10,061,928   | 10,684,040          | 11,387,901          | 12,098,194          |
Total          | 55,675,900       | 58,445,210          | 60,790,183          | 63,776,450          |

Projected Salary Increases
Professor     | 610,091          | 646,013             | 682,945             | 722,045             |
Associate Professor | 756,010        | 795,793             | 839,834             | 886,245             |
Assistant Professor | 402,477        | 433,496             | 465,252             | 500,134             |
Total          | 1,768,578         | 1,875,292           | 1,988,031           | 2,098,424           |

Additional Increase Needed to Advance OU to 3rd in State
Professor     | 2.92%            | 672,910             | 672,910             | 672,910             |
Associate Professor | 1.98%           | 488,983             | 498,983             | 508,983             |
Assistant Professor | 1.41%           | 132,089             | 132,089             | 132,089             |
Total          | 5.31%            | 1,292,882           | 1,292,882           | 1,292,882           |

Faculty Compensation
University Peer Analysis

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Total          | 1,768,578         | 1,875,292           | 1,988,031           | 2,098,424           |

Additional Increase Needed to Advance OU from 9th to 7th among University Peers
Professor     | 457,000          | 457,000             | 457,000             | 457,000             |
Associate Professor | 122,000        | 122,000             | 122,000             | 122,000             |
Assistant Professor | 225,000        | 225,000             | 225,000             | 225,000             |
Total          | 804,000          | 804,000             | 804,000             | 804,000             |

Faculty Compensation
Benefits

- Benefit Benchmarking Analysis was conducted by Mercer to compare our plan to national, national higher education and Ohio peer groups.
- Most aspects of our plan are currently more generous than or roughly equivalent to these peer groups.
- The Affordable Healthcare Act is likely to affect our plan in the future.

Faculty Compensation
Regional Tenure-Track Faculty

- Average salary varies across our own regional campuses.
- Comparison groups are difficult to determine since the regional campus mix varies widely across Ohio Peers.
- Comparative salary studies for these faculty groups are not conducted.
- Recommended goal is to invest a percentage proportional to that invested in Athens tenure-track faculty.
- Proportional percentage is 2.19% which is an estimated investment of $540,000 over three years.
Faculty Compensation

Group II Faculty

- Similar issues with a lack of comparable peer comparisons
- Differentiation between full-time and part-time varies across units
- Recommended goal is to invest a percentage proportional to that invested in Athens tenure-track faculty
- Proportional percentage is 2.19% which is an estimated investment of up to $740,000 on the Athens campus and up to $940,000 on the regional campuses depending on a final determination of which faculty are included.

Faculty Compensation Update

Task Force Composition

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<th>Name</th>
<th>Position</th>
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<tr>
<td>Hugh Sherman</td>
<td>Dean</td>
<td>Business</td>
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<td>John Johnson</td>
<td>Associate Dean</td>
<td>Arts and Sciences</td>
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<td>Gary McDonald</td>
<td>Professor and School Director</td>
<td>Health Sciences and Ind.</td>
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<tr>
<td>Steve Ross</td>
<td>Associate Professor and School Director</td>
<td>Fine Arts</td>
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<td>Lenin Zhang</td>
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<td>Karen White</td>
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<td>Kelly Brown</td>
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<td>Arts and Sciences</td>
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<tr>
<td>Victoria Adams</td>
<td>Assistant Professor</td>
<td>Arts and Sciences</td>
</tr>
<tr>
<td>Maria Lopez</td>
<td>Assistant Professor (Group II)</td>
<td>Arts and Sciences - Clinical</td>
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Sue
Greg Fulks
Karen Hudson
John Gao