

*Minutes*

Faculty Council Budget Committee  
November 4, 2003, 12:30pm  
302 Student Union

Present: Fullerton, Gelfand, Martin, Raff, Warde

- I. Gelfand opened the meeting by updating the committee on the latest information regarding the university salary consultant's project. The project consists of two parts: (1) a comparison study of OSU salaries versus other schools; and, (2) a study of salaries to reveal differences among gender and ethnicity.

The consultant will compare OSU salaries to salaries of peers (according to rank and CIP code) at peer institutions. The Deans provided the consultant with a list of peers. The consultant's model does not examine intra-campus parity.

According to the consultant the study will identify salary outliers by name. It is for the purpose of gathering information and therefore, the consultant will make no recommendations. It is believed that President Schmidly will use the information to inform the State Legislature and to fight for higher pay for OSU employees. The report may include adjustments for cost-of-living differences among various geographic areas.

The report is due in two months to President Schmidly.

- II. State Tax Revenue collections are above estimates for the third consecutive month; so, no new budget cuts are being discussed for this year.
- III. Gelfand reported that Joe Weaver has proposed a flat fee per semester hour be adopted to make tuition and fee calculation more simple for parents and students. He suggested that Central Administration would return the fees, as needed, to the individual programs. This was widely opposed by faculty members, who now get special fees for their departments directly. Some of the committee believed that this is a further push to centralize the functions of the university and gain control of all monies coming into the university.
- IV. Gelfand reported that there are some extra monies in the A&S Student Tech. Fee budget.
- V. The committee reviewed the list of priorities for spending increased funds that may be coming into the university budget. The committee agreed to

proceed with a full faculty survey to gauge the importance of each priority. Dr. Warde agreed to write the survey using the provided list of priorities and Dr. Fullerton agreed to help post the survey on the internet so that faculty could complete it electronically through a link on an email message. The committee agreed to conduct the survey at the beginning of the spring semester (late January, 2004).

- VI. Two additional issues were considered:
  - A. The first came from a faculty member, who suggested that we find out what NOC is costing OSU. Ellen Martin provided following wording for the question: What is the net increase or decrease in the budgeted operational fund balance as a result of the agreement with NOC?
  - B. The second issue involved a committee member's understanding that "announced" raises for faculty are a minimum raise for administrators. In other words, if faculty is said to receive a 3% raise on average, then administrators receive no less than 3%. The member wanted to confirm this information and if true, make it public knowledge. Martin suggested that we ask the Administration the percentage that Highly Compensated Employees are receiving in raises and what this percentage equates to in raw dollars.
- V. The meeting was adjourned at approximately 2:00pm.

Gelfand made the point that the Budget Committee should stay involved in the university budgeting process and urge administrators to let the committee know about decisions to cut programs and services well in advance, so that the committee has time to respond.

In the course of the budget discussion, Paul Smeyak asked that the committee obtain a copy of the university exigency plan. Scott Gelfand agreed to get the document and bring it to the next committee meeting.

- VII. The committee determined that it would meet each month on the Monday before the first Tuesday (one day prior to Faculty Council Executive Committee meeting) at 12:30 for the coming academic year. Jami Fullerton agreed to serve as the secretary.
- VIII. The committee discussed several issues under consideration by the Budget Committee and tried to determine which ones should be pursued in the coming year. Agreement was made to focus primarily on the following issues:

- A. Investigate and take some action on the loss of “rookie” money.
- B. Continue to study the impacts of block tuition.
- C. Make a recommendation on tuition waivers including legacy waivers.
- D. Renew the publication of faculty salary comparisons in the Budget Committee. A chart comparing OSU’s faculty salaries to peer institutions had been produced in the past. Gelfand said he would work on reviving this document.
- E. Smeyak suggested that the committee also create a priority list of what should be funded by the university when the budget crisis ends and money begins to flow back into the institution. A priority spending list would allow the Faculty Council to have input on how money is re-allocated after the cuts end.

IX. The meeting was adjourned.

Respectfully submitted by Jami Fullerton.