



The Ohio Faculty Council

Members Present:

Wright State University (Dan Krane [Chair] and Carol Loranger), Youngstown State University (Chet Cooper [Vice-Chair], Ken Learman, and Amy Flick [Secretary]), Bowling Green State University (Ann Marie Darke), University of Akron (Leann Schaeffer and William Rich), Cleveland State University (Joel Lieske), Shawnee State University (Andrew Feight), Kent State University (Ed Dauterich), University of Cincinnati (Tracy Herrmann and Marla Hall), and University of Toledo (Linda Rouillard), Central State University (Anthony Milburn), Ohio State (Ben Givens), Ohio University (Beth Quitslund)

Members Absent:

Miami University and North East Ohio School of Medicine

Chair, Dan Krane called the meeting of the Ohio Faculty Council (OFC) to order at 12:30 PM on November 13, 2015. The meeting was held in the 7th floor conference room of the Ohio Board of Regents building (25 South Front Street, Columbus, Ohio).

APPROVAL OF THE AGENDA

The meeting's agenda was approved by unanimous consent of the members present.

APPROVAL OF THE PREVIOUS MEETING MINUTES

The minutes of the October 9 meeting of the OFC were approved by unanimous consent of the members present.

New Business

CHANGES TO STRS MITIGATING RATE AND UNFUNDED LIABILITY (Michael Nehf, Executive Director, and Gary Russell, ARP)-

Representatives from STRS came to discuss the mitigating rate (See attachment 1 for the presentation discussed in meeting). It was asked who is choosing ARP over STRS. Reasons for choosing ARP over STRS include benefit portability (individuals who do not plan on being in Ohio until retirement), the maintenance of an already established account with an ARP vendor, and individuals who hope to "beat the market" (because they are looking more at the payout side rather than the annuity side). It was asked whether there is a deadline in mind for the existing liability to be paid off. The answer

was simply that as long as the recipients of those accounts are receiving benefits (as long as they and/or their spouses are alive), the amount is expected to grow. However, if investments stay strong, that amount may lessen. It was also asked how STRS can ensure a 7.75% return on investments. The representatives from STRS explained that they use a long term measured approach and that their investments are very diversified. They work with consultants who feel confident that over the next 30 years they can earn 8%. The board chooses to be more conservative in planning for a 7.75% return.

STANDARDS FOR PROIR LEARNING ASSESSMENT (Brett Visger, Assoc. Vice Chancellor, Institutional Collaboration and Completion; draft BoR document attached)

Faculty in the State of Ohio are committed to maintaining the quality of degrees and certificates and want to ensure that Prior Learning Assessment course credits will conform to the same curricular standards of conventional course credits. This committee also cares about quality and consistency. Faculty consider themselves to be “the guardians of the curriculum.” The goal of PLA is to recognize outside experiences that equate to learning objectives associated with conventional courses – all while continuing to have faculty be solely responsible for deciding if a student has met a course’s learning objectives. There are a number of ways to do this including exams and portfolios. The greatest anxiety seems to surround portfolios. The PLA Network is working on creating a baseline rubric for portfolio assessment. Disciplines might require more than what is spelled out in the baseline, but there would be a minimum requirement to create consistency in assessment. The PLA Network is also looking to create professional development opportunities for faculty to aid in assessing portfolios. They are interested in researching students who get PLA credit in terms of completion, persistence, meeting learning objectives, and performance in subsequent courses to determine whether we are moving in the right direction. PLA affirms what people know and can do and some of the research seems to indicate that there is greater persistence and program completion. But the goal is that PLA is done responsibly in and among institutions. It was asked how these credits show on transcripts. This is one of the areas that the PLA Network is working on. If prior learning has occurred and it equates to a course, the course should appear on the transcript. The question is whether there should be a notation indicating that this was a credit granted through PLA. It was asked whether this could impact funding. It can but right now only in the sense that it helps move students closer to degree completion (and would not count toward an institution’s tally of course completions). The committee is looking at institutions setting limits on the percentage of PLA that can be a part of a degree. If it stays under 50%, this should not be a problem regarding HLC accreditation. PLA is not about giving away “wholesale degrees” and relatively few students are expected to get a significant number of these credits. PLA, except regarding military credits earned by veterans, is not mandated by State law; it is, however, strongly supported by the State. It was asked whether ACE (The American Council on Education) was involved in determining how military credits transfer. ACE has been involved in this and in creating MTAGs (military transfer assurance guide). Mr. Visger expressed the hope that universities will share ideas so people don’t have to reinvent the wheel. What

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works for one university, may not work for another, but it could inform the conversation. Further questions and concerns can be directed to Brett Visger or to Dan Krane to discuss at the meetings of the PLA Network.

COMPARISON OF WAGES ALLOCATED TO PART-TIME INSTRUCTORS (Bill Rich)

Data is still being collected. Rich requested that institutions submit the following information:

1. Part-time faculty salaries: Does your university have a rule or policy specifying salaries for part-time faculty members? If so, would you please send me a copy? If your university allows academic units to set part-time faculty salaries, would you please let me know that?
2. Annual capital expenditures: How much money does your university expend annually for capital improvements? If possible, provide this information for the last four years.
3. Depreciation: What is your university's annual amount of depreciation of capital assets (plant and equipment)?

OLD BUSINESS

TECHNOLOGY COMMERCIALIZATION/TEACHING INNOVATION AWARDS (Dan Krane)

There is no update from the governor, and Chairman Krane was asked not to secure funds.

CURRICULUM APPROVAL PROCESS (Nigamanth Sridhar)- Not here

OFC COMPARISON SPREADSHEET (attached)

Krane asked everyone to look at numbers and confirm the accuracy, so that this table can be posted to the website. If he has not heard by next Friday, he will post this table (though even if it is posted, it will be fairly easy to make corrections).

CAMPUS REPORTS (1 to 3 minute oral reports limited to updates on senior administrative openings, major initiatives, curricular matters and/or matters of general interest to faculty such as contract negotiations)

Campus Reports

By consent of the members present, the following campus reports were submitted following the conclusion of today's meeting:

Bowling Green State University

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- The University has launched a search for the next Vice President and Vice Provost for Student Affairs.
- During our last Faculty Senate meeting we passed the resolution in support of the smoke-and-tobacco free policy for BGSU.

Cleveland State University

- Debt service is third largest part of budget
- Rejected proposal to accept Tri C, Lakeland, and Lorraine Community College General Education Curriculum as their own because it was deemed not as strong as Cleveland State's.
- There is a beautiful campus, but a reduced number of tenure track faculty and an increased number of lecturers and part time faculty
- No search for new provost

Northeast Ohio Medical University

- No report submitted

Kent State University

- Tenured faculty have authorized a strike after mediation failed to result in an acceptable contract.

Youngstown State University

- No report

Central State University

- No report submitted

Shawnee State University

- The campus is engaged in a year-long strategic planning process, in which a new mission statement is being developed via three up-coming public forums.
- The faculty senate is currently reviewing course proposals for inclusion in a newly redesigned General Education Program.
- A new Academic Program Review policy and procedures have been approved by the Faculty Senate and will be implemented via pilot program reviews beginning in 2016.
- A special Ad Hoc Committee has been appointed by the Faculty Senate to develop a proposal for a new one-credit-hour first year experience course.

University of Cincinnati

- Approved a smoke free campus

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- Irate 8 (8% of UC is African American)- Group of African American students have given the university a list of ten demands related to curriculum, increasing the number of African American faculty and students

Wright State University

- No report

University of Akron

- No report

Ohio University

- Accreditation Site Visit: November 2-4, OU hosted our AQIP accreditation visiting team from HLC. They spent slightly over 2 days meeting with many groups and individuals on the main campus, and pairs also visited 3 of the 5 regional campuses. This was the culminating event of two years' reaccreditation preparation.
- National Trustees Appointed: At the October 16 Board of Trustees meeting, the Board voted to approve the two new national trustees, Laura A. Brege and David W. Pidwell. Both are OU alumni.
- Biennial Capital Request: Also at the October 16 meeting, the Trustees approved approximately \$20 million in requests for FY2017-18 state capital funding. This will be combined with about \$25 million from our Century Bond funds. The main projects are major renovation of academic buildings (Ellis Hall, \$7.3M; Siegfried, \$7M; the first phase of Clippinger, \$12M out of a projected \$110M). In addition, \$5M are earmarked for compromised roofs and \$5M for regional campus improvements. The remainder is for smaller deferred maintenance needs.

University of Toledo

The meeting was adjourned at 2:39 PM.

Respectfully Submitted,

Amy Flick
OFC Secretary
Youngstown State University

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Misconceptions about STRS Ohio's Defined Benefit Plan and the Mitigating Rate

Myth: Defined benefit plans are funded the same way as a 401k plan.

Fact: STRS Ohio is a multi-employer defined benefit plan. Benefits are funded through investment returns and contributions made by members and their employers. All STRS Ohio employers (1,183) contribute 14% of their defined benefit employees' salary into the Employer Trust Fund. Defined Benefit members contribute 13% of their salary into the Teachers Savings Fund. At retirement, money is set aside from the Teacher Savings Fund, the Employer Trust Fund and investment earnings to pay the retiree's defined benefit. Public employers in Ohio are not required to provide a "match" of the employee's contribution regardless if the employee is in the STRS Ohio Defined Benefit Plan or an Alternative Retirement Plan (ARP).

Myth: Money is being diverted from my ARP account to STRS Ohio.

Fact: 100% of ARP participants' contributions (currently 13%) go directly into their ARP account. Higher education employers are required to pay 4.5% of their employer contribution to STRS Ohio to pay down past and current obligations for the faculty participating in the defined benefit plan. Currently, the remaining 9.5% of the employer contribution is credited to the member's ARP account.

Myth: My employer will always put the maximum employer contribution allowed by Ohio law into my ARP account.

Fact: Once 14% of the employer contribution is no longer needed to pay down STRS Ohio's unfunded liability, employer contributions could be reduced and this reduction would apply to employers of ARP, Defined Benefit, Defined Contribution and Combined Plan participants.

Myth: STRS Ohio is NOT hurt financially because faculty who would have contributed to STRS Ohio are choosing an ARP plan.

Fact: Funding of a defined benefit has a long time horizon. Employee and employer contributions are critical since most of the benefits paid in retirement are paid out of investment earnings on those contributions. While ARP participants are not accruing benefits to be paid by STRS Ohio, the diversion of payroll contributions to the ARP leaves a shortfall of the employer funding obligation to STRS Ohio if not for the mitigating rate.

Myth: ARP participants are the only faculty affected by the mitigating rate.

Fact: Participants in the STRS Ohio Defined Contribution Plan have 9.5% of the employer contribution credited to their account, just like ARP participants. The remaining 4.5% of the employer contribution goes to pay down current and future benefit obligations supported by employers throughout the years.

Myth: Higher education employers are paying more than they are statutorily required to pay to STRS Ohio.

Fact: Under Ohio law, employers currently contribute 14% of payroll. This is the maximum amount required in statute. For ARP participants the employer contribution is split between STRS Ohio (4.5%) and the ARP (9.5%).