



John E. Rau

## *Bill Analysis*

*Legislative Service Commission*

### **H.B. 344**

123rd General Assembly  
(As Introduced)

**Reps. Netzley, Van Vyven, Tiberi, Buchy, Terwilleger, Taylor, Schuring, Jolivette, Ogg, Young, Grendell**

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#### **BILL SUMMARY**

- Establishes a uniform schedule of salary ranges for state university faculty members based on the amount of time spent instructing students.
- Requires state university faculty members to submit proposals for community service, research, or other nonteaching projects to a salary evaluation board for approval.

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#### **CONTENT AND OPERATION**

Under current law, each university board of trustees is permitted to establish compensation plans for all of its employees. Beginning July 1, 2001, the bill establishes a statewide program for the compensation of faculty members at the 13 four-year state universities, by establishing a salary schedule for time devoted to teaching and a salary evaluation board to determine appropriate compensation for community service projects, research, or other projects. (The bill exempts faculty members of affiliated medical colleges.)<sup>1</sup>

#### **Faculty compensation**

(secs. 3345.31, 3345.46, 3345.47, 3345.48, and 4117.10(A))

The bill sets up a uniform schedule of salary ranges for faculty members at all state universities, and the board of trustees of each state university administers the pay schedule. Each annual credit hour devoted by a faculty member to

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<sup>1</sup> "Faculty member" is defined as a person who teaches or engages in community service projects and research or other projects and has the rank of instructor, assistant professor, associate professor, or professor.

teaching would be compensated within the rank of the individual faculty member as follows:

<u>Rank of Faculty Member</u>	<u>Min. Comp.</u>	<u>Max. Comp.</u>
Instructor	\$2,500	\$4,000
Assistant Professor	\$4,000	\$6,000
Associate Professor	\$5,000	\$7,000
Professor	\$6,000	\$8,000

The bill permits each board of trustees to fix the rate of compensation for any faculty member at its university within the appropriate salary ranges and to adopt rules regarding the fixing of compensation of all faculty members.<sup>2</sup>

For faculty members conducting community service, research, or other projects, the bill provides that the compensation for the time spent on these projects would be determined by the board of trustees from supporting funds if the project was supported entirely by private funds.<sup>3</sup> If the project is partially or totally supported by state funds, the compensation for such project would be determined by the faculty salary evaluation board established by the bill.<sup>4</sup>

Any faculty member who desires to engage in a community service project, research, or other project in the next fiscal year that would require state funding must submit a proposal for each project to the faculty salary evaluation board. The proposal must include the following: a statement describing the project, an

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<sup>2</sup> "Annual credit hour" is defined by the bill as an average of 50 minutes of instruction per week taught in one or more courses for the equivalent of an academic year, as defined by rule of the Board of Regents. Credit hours occurring in a laboratory setting are reduced in value by one-fourth.

<sup>3</sup> "Community service project" is defined as a project that is performed by a faculty member on request of an elected official, an agency of a state, or local governmental unit in Ohio. "Research or other project" is defined as a nonteaching, noncommunity service project, as defined by rule of the Board of Regents.

<sup>4</sup> Under the bill, any state university with at least 200 full-time faculty members must have its own "faculty salary evaluation board" while one statewide faculty salary evaluation board performs this approval function for all smaller universities. (See "Faculty salary evaluation board" below.)

explanation of its significance, a budget for salaries and expenses, an itemization of funds other than state funds to be received for the project, an estimate of the state funds required to support the project, the name of the governmental agency or official requesting the project if applicable, and any other information the board requires. The proposal must be submitted to the board by first of April of the fiscal year prior to the year for which the project is proposed. However, a board may, at its discretion, accept proposals after the deadline if good cause exists as to why the proposal could not be submitted prior to that date.

The bill requires a faculty salary evaluation board to approve or disapprove any proposal for a community service project, research, or any other project. The board may conditionally approve the content of a proposal without approving the proposed budget and cost estimates, and consequently may request a revised budget proposal to be submitted prior to final approval of the proposal. Each faculty salary evaluation board, with the cooperation of the Ohio Board of Regents, must establish rules for approving proposals and must distribute the rules to the state universities that are affiliated with that board.

Once a proposal is approved, the bill requires the faculty salary evaluation board to determine the number of hours per week to be devoted to the project by the faculty member, the amount of those hours to be funded by state funds, and the amount to be supported by other funds. The board must also determine the salary and the amount of support for expenses for the faculty member to come from state funds. The amount determined by the board must be certified with the board of trustees of the university where the faculty member is employed by June 1 of the fiscal year prior to the year for which the project is proposed. The faculty member would receive as compensation for the project the amount determined by the faculty salary board plus any additional compensation authorized by the board of trustees from funds other than state funds.

Each faculty salary evaluation board must annually submit copies of all approved projects and their salary requirements and expenses to the finance committees of the House of Representatives and Senate, and to the Director of Budget and Management.

The bill specifies that its faculty compensation provisions prevail over any collective bargaining agreements between employee organizations representing faculty members and boards of trustees.

**Faculty salary evaluation board**

(sec. 3345.49; Section 3)

To determine the appropriate compensation for community service projects, research, and other projects proposed by faculty members, the bill creates state level and university level faculty salary evaluation boards.

The statewide faculty salary evaluation board consists of 11 persons, as follows: two persons appointed by the Board of Regents; one student, one nonteaching employee, and two faculty members of a state university (one of whom must be a teacher in the physical sciences and the other in some other discipline that is taught at all state universities), appointed by the Chancellor of the Board of Regents; one representative of organized labor, one representative of industrial management, and one scientist from industry, appointed by the Governor with the advice and consent of the Senate; and one nonvoting member each from the finance committees of the House of Representatives and the Senate, appointed by the respective committees.

Institutions with at least 200 full-time faculty members are required to establish their own university faculty salary evaluation boards each consisting of 11 persons, as follows: two persons from the geographic area in which the university is located, appointed by the Board of Regents; one student, two faculty members (one of whom must be a teacher in the physical sciences and the other in some other discipline), and one representative of industrial management from the geographic area in which the university is located, appointed by the university board of trustees; one nonteaching employee, appointed by the business manager of the university (or its equivalent position); one representative of organized labor and one scientist from industry from the geographic area in which the university is located, appointed by the Board of Regents; and one nonvoting member each from the finance committees of the House of Representatives and the Senate, appointed by the respective committees.

For all members of the board except the two persons appointed by the Board of Regents and the legislative members, if lists are submitted from organizations representing groups of such individuals, appointments must be made from those suggested on the lists. The bill requires that any organization that wants to submit a list of potential initial appointees to the appropriate appointing authority must do so within 30 days after the act's effective date. Within 60 days of the act's effective date, the bill mandates that the initial members of all the faculty salary evaluation boards must be appointed, and within 30 days of the appointment of the last member, each board must hold its first meeting at a time and place established by the House Finance Committee member.

All non-legislative members serve staggered three-year terms. Legislative members serve terms established by the finance committees of the respective

houses. Vacancies are filled in the manner provided for original appointment. A chairperson must be elected from and by the board membership.

Each faculty salary evaluation board is required to meet at least six times annually at the call of the chairperson. Board members are paid \$100 for each day the board is in session and reimbursed for actual and necessary expenses incurred in the conduct of board business. Each board must adopt rules for the conduct of its business and provide for the terms and election of its officers.

The Board of Regents would be required to provide staff and meeting facilities to the state faculty salary evaluation board and each university required to establish its own board must provide staff services and meeting space to that board.

### **Other provisions**

As of July 1, 2001, the bill requires all compensation to faculty members to be made in accordance with its provisions, except that any faculty contract in effect on July 1, 2001 would remain in effect until its expiration. Thereafter compensation must be made pursuant to the bill's provisions. (Section 4.)

The bill specifies that any faculty member whose salary is funded by an Ohio Eminent Scholars endowment is not subject to its provisions. The education budget bill for the 1999-2001 biennium appropriates \$5.2 million for this program in fiscal year 2001. The program has the purpose of attracting and sustaining in Ohio scholar-leaders of national or international visibility "to share knowledge unique to their field . . . for the betterment of Ohio."<sup>5</sup> (Section 6.)

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<sup>5</sup> See Sections 7 and 7.02 of Am. Sub. H.B. 282 of the 123rd G.A., As Passed by the Senate.

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## HISTORY

ACTION	DATE	JOURNAL ENTRY
Introduced	05-14-99	p. 669

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