

The Ohio State University
Board of Trustees

November 3, 2017

**THURSDAY, NOVEMBER 2, 2017
TALENT AND COMPENSATION COMMITTEE MEETING**

W. G. Jurgensen
Janet B. Reid
Michael J. Gasser
Erin P. Hoeflinger
Hiroyuki Fujita
John W. Zeiger
Lydia A. Lancaster
Alex Shumate (*ex officio*)

Location: Recreation and Physical Activity Center (RPAC)
Dave Griner Room, B247

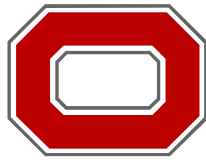
Time: 8:00-9:45am

ITEMS FOR DISCUSSION

- | | |
|--|-------------|
| 1. <i>Susan Basso Introductory/Remarks - Ms. Basso</i> | 8:00-8:10am |
| 2. <i>Student Employment Overview - Ms. Basso, Mr. Fuzer, Dr. Adams-Gaston</i> | 8:10-8:30am |
| 3. <i>Key Critical Searches - Ms. Basso</i> | 8:30-8:35am |

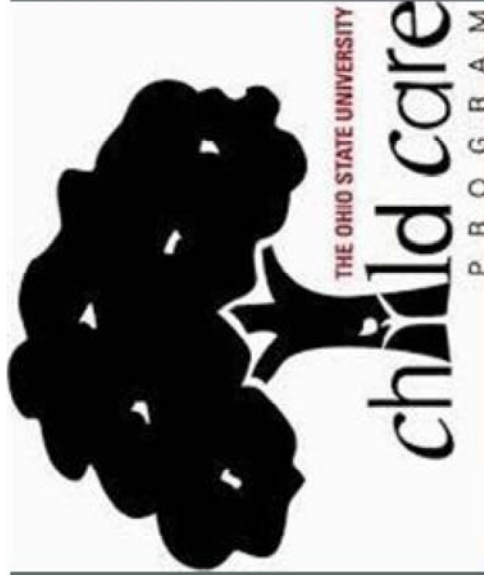
ITEMS FOR ACTION

- | | |
|---|-------------|
| 4. Personnel Actions - Ms. Basso | 8:35-8:40am |
| 5. Presidential Review and Compensation - Mr. Jurgensen | 8:40-8:45am |
| 6. Approval of Presidential Goals - Mr. Jurgensen | 8:45-8:50am |
| Executive Session | 8:50-9:45am |



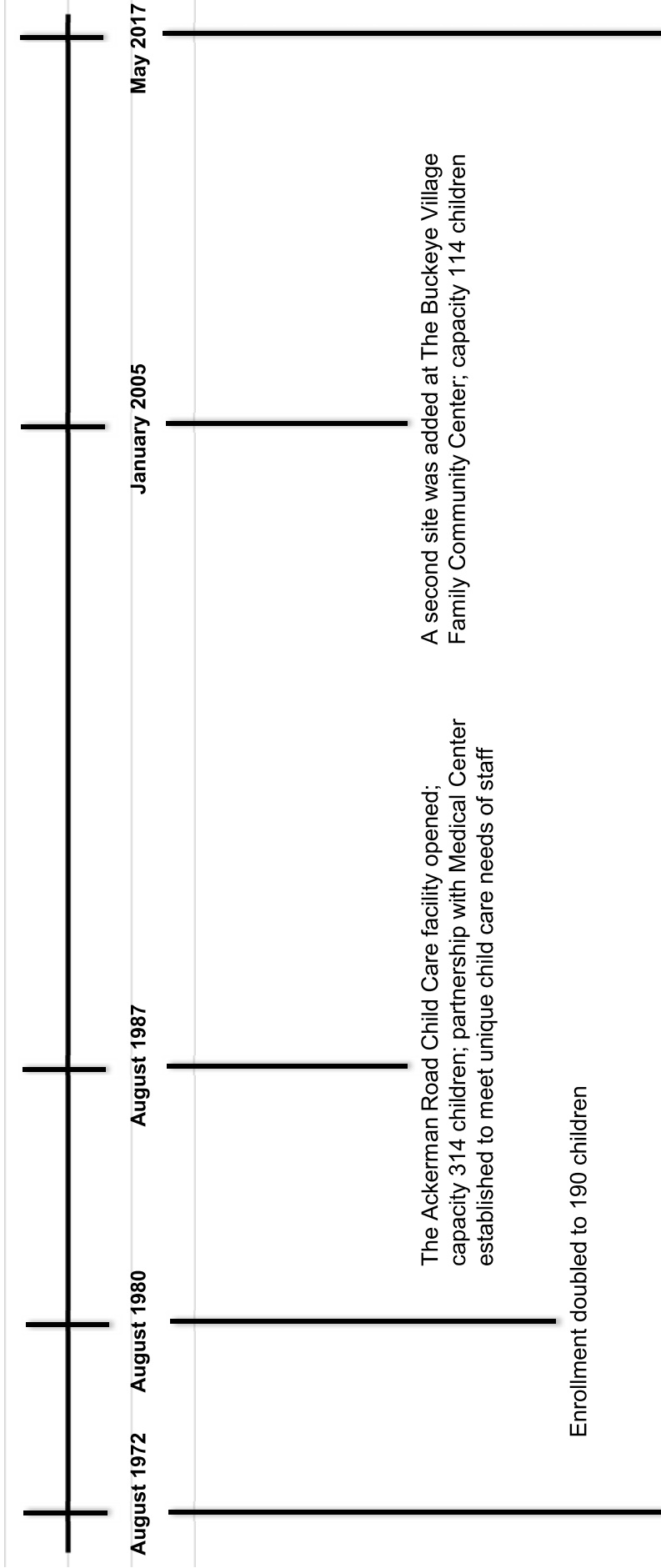
THE OHIO STATE UNIVERSITY

HUMAN RESOURCES





History



The Ohio State University began offering child care as a pilot program to meet the growing demand by faculty, staff and students for quality, early childhood education. Initial enrollment was 95 children

Enrollment doubled to 190 children

The Ackerman Road Child Care facility opened; capacity 314 children; partnership with Medical Center established to meet unique child care needs of staff

A second site was added at The Buckeye Village Family Community Center; capacity 114 children

The centers have a combined capacity for 428 infants, toddlers, preschoolers, and kindergarteners



Children:

Our primary mission is to ensure that our children feel safe, secure and nurtured. Our teachers create opportunities for children to develop self-esteem, independence and problem solving skills. We are at full capacity, and our waiting list continues to grow as does the demand for additional infant and toddler care.

Quality:

Our program is accredited by the National Association for the Education of Young Children (NAEYC). This prestigious recognition has been achieved by less than 10% of early childhood programs nationwide.

Research:

Over the past year, a total of **1190** students, faculty, and members of the Columbus educational community have accessed the Child Care Program for teaching, learning and multiple research opportunities.

Community:

Our program serves a diverse population that reflects the race, ethnic and cultural diversity of our university community and creates a strong foundation of life-long learning consistent with our university mission. We believe child care is an important talent attraction and retention lever.



Hours of operation:

Ackerman Road facility: 6:00 a.m. – midnight

Buckeye Village facility: 7:00 a.m. – 6:00 p.m.

Available Programs

- Special needs preschool (provided by Columbus City Schools¹)
- Early intervention services (provided by OSU Nisonger Early Learning Center²)
- ACCESS (Access to Child Care Equals Success) Services offered through the Office of Diversity and Inclusion
 - Program assists low-income, single parent students who are pursuing a college education at OSU

Evening Care Availability

- Action for Children, a child care resource and referral agency, reports that no child care programs in the university area offers evening care
- Concentration of evening care is in the east and northeast part of the city often in lower income neighborhoods
- In Franklin county 36 of the 88 programs offering evening care are open until midnight

¹ A collaboration between CCP and Columbus City Schools to provide Special Education services to 8 preschool children

² Special services provided to 12 children, birth to age 3, who have been identified with a disability



Enrollment Breakdown FY17

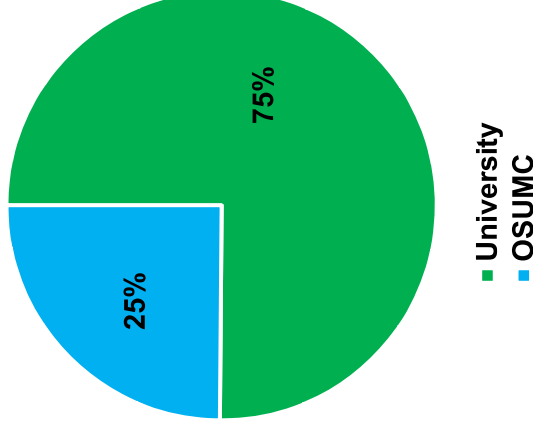
- 349 families enrolled
- 422 children enrolled
- 317 children are University affiliates
- 105 children are OSUMC affiliates

Age Group Breakdown FY17

- 79 Infants
- 149 Toddlers
- 176 Preschool Age
- 18 Kindergarten Program

Age Group	OSUMC	University	Grand Total
Infant	18	61	79
Toddler	40	109	149
Preschool	45	131	176
Kindergarten	2	16	18
Grand Total	105	317	422

Enrollment Breakdown





STUDENT ASSESSMENT



University students working at the center learn about student assessment with the tool used which assists in linking theory to real world practice.



THE OHIO STATE UNIVERSITY
HUMAN RESOURCES

OHR Child Care Program
Children's Assessment Domains

Through further investigation, students learn about developmental domains and what milestones children achieve throughout their learning.

<p>SOCIAL-EMOTIONAL</p> <ol style="list-style-type: none"> 1. Regulates own behavior and behavior of others 2. Follows rules and expectations 3. Takes turns and cooperates 4. Expresses emotions and feelings 5. Shows empathy and understanding 6. Responds to emotions 7. Interacts with peers 8. Makes friends 9. Engages in cooperative play and group activities 10. Shows empathy and understanding 11. Shows respect for others 12. Shows respect for others <p>PHYSICAL</p> <ol style="list-style-type: none"> 1. Develops fine motor skills 2. Develops gross motor skills 3. Shows coordination and balance 4. Shows strength and endurance 5. Shows flexibility and coordination 6. Shows balance and stability 	<p>LANGUAGE</p> <ol style="list-style-type: none"> 1. Understands and follows simple instructions 2. Expresses needs and wants 3. Follows directions 4. Uses language to express thoughts and needs 5. Shows an expanding expressive vocabulary 6. Speaks clearly 7. Uses conventional grammar 8. Understands and follows simple instructions 9. Shows an expanding expressive vocabulary 10. Shows an expanding receptive vocabulary 11. Shows an expanding expressive vocabulary 12. Shows an expanding receptive vocabulary <p>COGNITIVE</p> <ol style="list-style-type: none"> 1. Demonstrates problem-solving skills 2. Shows an expanding expressive vocabulary 3. Shows an expanding receptive vocabulary 4. Shows an expanding expressive vocabulary 5. Shows an expanding receptive vocabulary 6. Shows an expanding expressive vocabulary 7. Shows an expanding receptive vocabulary 8. Shows an expanding expressive vocabulary 9. Shows an expanding receptive vocabulary 10. Shows an expanding expressive vocabulary 11. Shows an expanding receptive vocabulary 12. Shows an expanding expressive vocabulary 	<p>IDENTIFICATION</p> <ol style="list-style-type: none"> 1. Demonstrates knowledge of numbers, shapes, colors, and sizes 2. Shows an expanding expressive vocabulary 3. Shows an expanding receptive vocabulary 4. Shows an expanding expressive vocabulary 5. Shows an expanding receptive vocabulary 6. Shows an expanding expressive vocabulary 7. Shows an expanding receptive vocabulary 8. Shows an expanding expressive vocabulary 9. Shows an expanding receptive vocabulary 10. Shows an expanding expressive vocabulary 11. Shows an expanding receptive vocabulary 12. Shows an expanding expressive vocabulary 	<p>SCIENCE</p> <ol style="list-style-type: none"> 1. Shows an expanding expressive vocabulary 2. Shows an expanding receptive vocabulary 3. Shows an expanding expressive vocabulary 4. Shows an expanding receptive vocabulary 5. Shows an expanding expressive vocabulary 6. Shows an expanding receptive vocabulary 7. Shows an expanding expressive vocabulary 8. Shows an expanding receptive vocabulary 9. Shows an expanding expressive vocabulary 10. Shows an expanding receptive vocabulary 11. Shows an expanding expressive vocabulary 12. Shows an expanding receptive vocabulary
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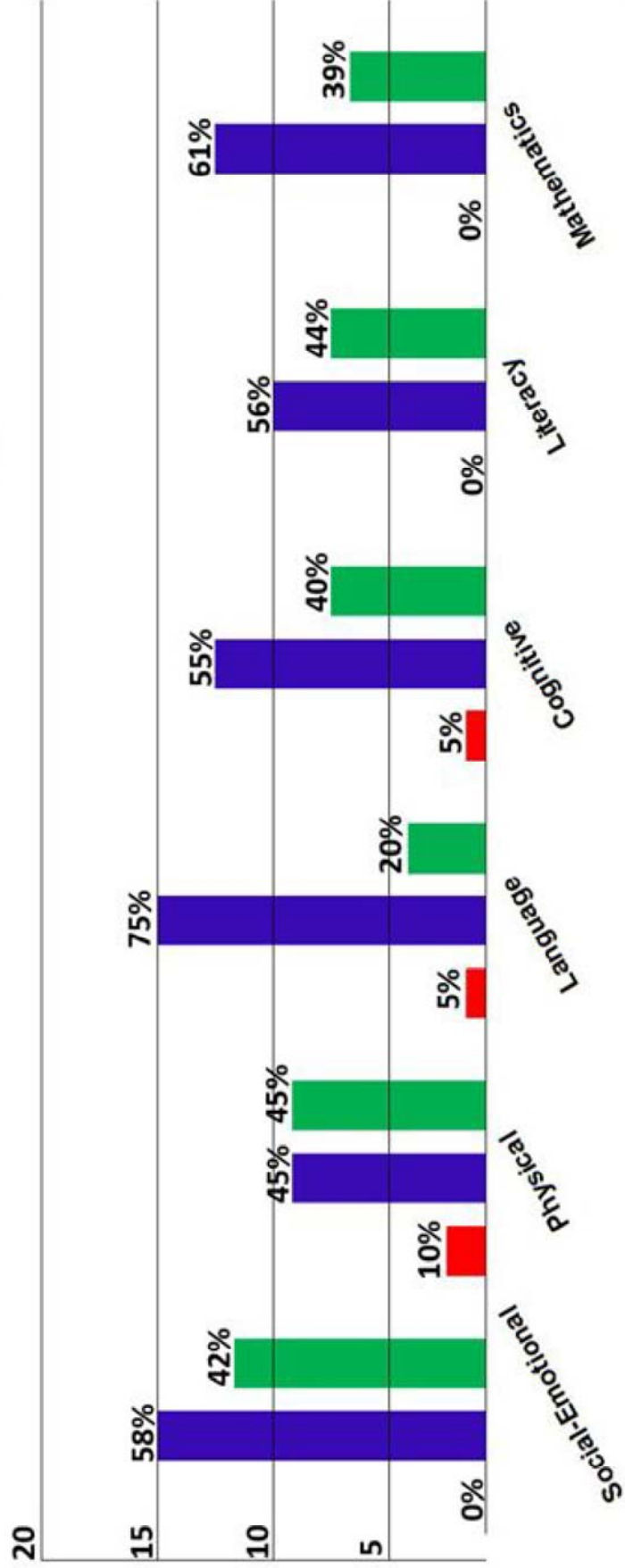
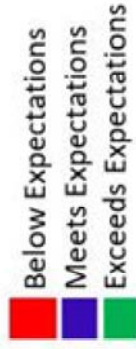




THE OHIO STATE UNIVERSITY
HUMAN RESOURCES

The Ohio State Univ CC Program

Fall 2017/2018 - Widely Held Expectations





STUDENT ENGAGEMENT

Part of the University's mission is dedicated to fostering a culture of engagement and service. Our program offers field experience, research, and teaching opportunities.

For FY17 a total of **1190** individuals have accessed the child care program for learning opportunities such as early childhood education, motor skills and kinesiology, and service learning

- 494 Undergraduate Students-(Classroom Observations-Linking theory to practice)
- 98 Graduate Students-(Research papers, student teaching opportunities)
- 110 Columbus City Schools Nursing Students-(Assisting in Classrooms)
- 20 Columbus State students-(Observations, student teaching)
- 300 Professionals(OT, PT, Speech, Faculty, etc.)-(direct services)
- 168 Early Childhood Motor Development Lab-(Field based physical education class)

Research/Teaching Opportunities

- 10 completed research studies last academic year
- 4 current research studies FY17 (Cognitive Lab-Preschool Literacy-Eating Habits of Young children-Motor Skills of preschoolers)
- 8 OSU Masters of Education students completing student teaching experience
- 2 Columbus State students completing student teaching experience
- 1 Special Education Doctoral student providing consultation to classroom staff
- 2 dance major students providing creative movement to children

PERSONNEL ACTIONS

BE IT RESOLVED, That the Board of Trustees hereby approves the personnel actions as recorded in the personnel budget records of the university since the August 25, 2017, meeting of the board, including the following reappointments:

Reappointments

Name: E. GATES GARRITY-ROKOUS
Title: Vice President, Chief Compliance Officer
Office: Legal Affairs
Term: September 25, 2017

Name: CAROLINE C. WHITACRE
Title: Senior Vice President
Office: Research
Term: September 1, 2017 through December 31, 2017

The Ohio State University
Board of Trustees

November 3, 2017

PRESIDENTIAL REVIEW AND COMPENSATION

Synopsis: Approval of changes to the president's base compensation and the issuance of a performance award to the president, is proposed.

WHEREAS it is best practice across higher education for a governing board to conduct an annual performance review of the university president; and

WHEREAS under the terms of President Drake's letter of offer, the president shall be entitled to annual increases in his base salary as determined by the Board of Trustees; and

WHEREAS under the terms of President Drake's letter of offer, the president shall be eligible for an annual performance award of up to 25% of his base salary for achieving mutually agreed-upon performance targets and goals; and

WHEREAS pursuant to its charter, the Talent and Compensation Committee has reviewed the performance of the president for fiscal year 2017 and believes that President Drake has demonstrated excellent progress and achievement with regard to the performance goals set forth by the president and the Board of Trustees last year; and

WHEREAS the Procedure for Setting and Reviewing Compensation for University Executives authorizes the chair of the Talent and Compensation Committee to review and approve the total compensation of the president, subject to ratification by the committee and the Board of Trustees; and

WHEREAS the Talent and Compensation Committee has reviewed and recommends for approval the compensation changes set forth below:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves a base salary increase for the president of \$16,646, which amounts to 2% of his base salary; and

BE IT FURTHER RESOLVED, That the Board of Trustees hereby approves a performance award for the president of \$208,080, which amounts to 25% of his base salary.

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APPROVAL OF PRESIDENTIAL GOALS

Synopsis: Approval of the attached presidential goals, is proposed.

WHEREAS under the terms of President Drake's letter of offer, each fiscal year, the president and the Board of Trustees will set forth the president's goals and objectives; and

WHEREAS in order to establish these goals and objectives, the president is submitting the attached for review and approval by the Board of Trustees; and

WHEREAS once approved by the Board of Trustees, the attached goals and objectives will serve to evaluate the president during this review period:

NOW THEREFORE

BE IT RESOLVED, That the Board of Trustees hereby approves the attached goals and objectives to align with the university's strategic plan and the following five pillars of focus: teaching and learning; access, affordability and excellence; research and creative expression; academic healthcare; and operational excellence and resource stewardship, and to move the university forward as a leading flagship public research university in the 21st century.

University Goals Fiscal Year 2018

1. **Teaching and Learning** – Ohio State will be a leading public university for best teaching, which will contribute to measureable improvement in student outcomes.

2. **Access, Affordability and Excellence** – Ohio State will be a leading public university in offering an excellent and affordable education and in promoting access, building on our leadership in the American Talent Initiative and University Innovation Alliance.

3. **Research and Creative Expression** – Ohio State will be among the top public universities for its national and international standing in research and creative expression, both across the institution and in targeted fields, driving breakthrough advances for important societal issues.

4. **Academic Healthcare** - Ohio State Wexner Medical Center will be a leading Academic Medical Center that enables breakthrough healthcare solutions to improve people’s lives.

5. **Operational Excellence and Resource Stewardship** – Ohio State will be a leading public university for resource stewardship with known leadership for operational effectiveness, efficiency, risk management, and innovation.