

Faculty Compensation and Benefits Committee Minutes
Meeting on 9 November 2016

Present: Lisa, Curtis, Carr, Holub, Swenson, Seiber, Wolf, McGoldrick, Doseck, Sohngen, Goerler, Lemberger

Guests: Mary Ellis (OHR); Tom Gessells, Eleanor Watson, Jimmy Lump (OSUHP).

Minutes from the previous meeting were accepted with a unanimous vote.

Mary Ellis (OHR) presented information on the process of onboarding new faculty and staff, e.g., what face-to-face, online, and printed resources are available on health plans, retirement choices, etc. There was an extended discussion on, e.g., the number of mailings to new faculty, mitigating rate information, the possibility of a survey of new faculty regarding their onboarding experience, precision needed with discussing “risk” as is mentioned in the context of different retirement options in onboarding materials. McGoldrick pointed out that HR is careful to provide useful information but NOT financial advice. Although not a significant problem in terms of numbers, sometimes employees fail to update their health plans as their situation changes such as upon the birth of a child. For example, it was suggested that newborns might be automatically added to health plans, but there are legalities that complicate this process.

Doseck introduced visitors Tom Gessells, Eleanor Watson, and Jimmy Lump from OSUHP who then presented the tentative new version of the “osuhealthplan.com/find-a-provider” website. FCBC provided much feedback, such as noting that it seems preferable to have the default list of providers be the entire list and let the user have the option of selecting down to only OSU providers, rather than the other way around. There should be links to providers’ websites. Information on pricing would be good to have. FCBC members who are willing to volunteer to test out the new website before it goes live should email Pam Doseck.

Wolf updated progress on two issues currently under study in the Provost’s office: first-year leave for birth and oversight of interests of Associated Faculty. A table comparing OSU’s policy with other Big 10 schools was provided. Sometime next semester the study of Associated Faculty should be completed well enough that she can present it to FCBC.

Suggestions for agenda for the January meeting:

Vendors and other information regarding ARP, 403b, and 457 plans. (Ellis/McGoldrick)

Information on salary compression for tenure-track faculty. (McGoldrick)