

Faculty Compensation and Benefits Committee Minutes  
Meeting on 12 October 2016

Present: Carr, Holub, Swenson, Seiber, Wolf, McGoldrick, Oren, Renga, Doseck, Sohngen, Gast, Goerler, Saltzman, Lemberger

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

The two reports published to the OSU Senate website by last year's FCBC were presented to Faculty Council on 22 September. The Provost has discussed them with the President and Provost's Advisory Committee. A scheduled meeting with the Talent and Compensation committee of the Board of Trustees has been postponed. We hope that it will be rescheduled from the January BoT meeting.– Lemberger.

A resolution encouraging the university to work toward a mitigating rate of zero was presented to Faculty Council on 22 September. It is being edited in response to suggestions made at that meeting. – Sohngen.

The report on administrative compensation prepared by last year's FCBC was discussed at length. Impact of all three reports is likely to be most effective at the Provost and Dean levels. How did other institutions manage to leap past us on tenure track faculty compensation last year? It was decided that McGoldrick, Oren, and Lemberger would meet regarding suggested edits from the HR perspective. Committee members would also consider making suggestions. Holub volunteered to add a preamble that puts the three reports from last year in perspective, and explains what actions we would like to see the administration take in response. – Holub.

It was asked how the rollout of the new health plan went. Main complaint involved medical massage being removed from coverage.

Suggestions for discussion at the next FCBC meeting include:

Continued discussion of the revised Compensation report.

Parental leave during the first year of employment at OSU.

Retirement Plans / Vendors regarding ARP, 403b, and 457 plans.