

Faculty Compensation and Benefits Committee Minutes
Meeting on 14 September 2016

Present: Curtis, Holub, Carr, Swenson, McGoldrick, Doseck, Wolf, Saltzman, Goerler, Sohngen, Lemberger.

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

Pam Doseck, Director of Benefits in the Dept. of Human Resources (HR), took us through the presentation, "The Ohio State University 2017 Health Plan Changes".

Discussion of which pharmacies are preferred in the new plan, e.g., Krogers and Giant Eagle, but not CVS or Walgreens.

Discussion of rationale for removal of medical massage from the list of covered procedures. The decision was based on medical data and a comparison with plans of other institutions.

Discussion of whether medical data are used to inform decisions on how to structure the health plan to be efficacious and still mitigate costs. Claims, PHA and benchmarking data are used for plan design changes(McGoldrick)

One member of the committee objected to the growing tendency of the University to encourage employees to disclose personal data and private habits by using "incentives" such as the discount on health insurance premiums and the introduction this year of Health Reimbursement Accounts that will be filled if members participate in university-sponsored health initiatives." Information about the new health plans, role of PHA, etc., will begin to be disseminated by HR to faculty and staff in a few weeks.

Discussion of retirement plan options relative to a lawsuit brought against several universities for confusing and overly expensive retirement plan options. At OSU, HR is in the process of reducing the number of investment options and vendors for those in the Alternative Retirement Plan (ARP) and the 403(b) plan. A concern is to make certain that administrative fees are disclosed and that participants have opportunities to select low cost vendors. When decisions are finalized, the arrangements will be announced. Sohngen maintains that more options are better than fewer.

Two reports produced by last year's FCBC are available online. The Senate office will advertise them at some point (Wolf). They will be presented to Faculty Council next week and eventually to the Board of Trustees, probably via its Talent and Compensation subcommittee.

There was an abbreviated presentation of a third report from last year's FCBC regarding compensation of top executives and deans. This report will be discussed again at next meeting.

The status of the mitigating rate was discussed briefly. Sohngen mentioned a lawsuit against STRS and a resolution that he will present to Faculty Council at their meeting next week. That resolution was not shared with FCBC at this time.