

Summary of activities of the Faculty Compensation and Benefits Committee of University Senate Academic Year 2016-17

Prepared by Thomas Lemberger, Chair, May 2017.

Committee Membership, 2016-2017:

Member	College	Source	Term Expires
Tom Lemberger, Chair	ASC	Faculty Council	2018
Michelle Carr, Vice Chair	Dentistry	Faculty Council	2018
Carla Curtis	Social Work	Faculty Council	2016
Raimund Goerler	Retiree	Presidential Appt.	2018
Robert Holub	ASC	Faculty Council	2018
Mike Lisa	ASC	Faculty Council	2016
Dana Renga	ASC	Faculty Council	2019
Matthew Saltzman	ASC	Faculty Council	2019
Eric Seiber	Public Health	Faculty Council	2017
Sarah Schoppe-Sullivan	EHE	Faculty Council	2017
Brent Sohngen	FAES	Faculty Council	2019
Richard Swenson	ASC	Faculty Council	2017
Kay Wolf		Academic Affairs	indefinite

Ex-Officio Members:

Yvonne Orem	Compensation Professional
Joanne McGoldrick	Total Rewards professional
Laura Gast	HR Analytics Expert

During the academic year 2016-17, FCBC met nine times and addressed the following.

- Finalized the report on executive compensation begun by last year's committee.
- Summarized FCBC's reports on growth of upper-level administrative employment and on executive compensation in a presentation to Faculty Council in September, 2016.
- Made a similar presentation in a meeting with the Provost and the chair of the Board of Trustees subcommittee on talent and compensation in January, 2017.
- Met with President Drake and Provost McPheron regarding the two reports just mentioned and prospects for faculty compensation.
- Discussed implementation of changes to health care plans that were accepted last year.
- Discussed health plan changes proposed for the coming years.
- Discussed the legislation (HB 520) that fixed the STRS mitigating rate for the coming years.
- Discussed on-boarding of new faculty in the context of information regarding retirement plan options.
- Discussed salary data for 2016-17 from the AAUP Faculty Compensation Survey
- Discussed the benefit of reduced fares for COTA buses.

Brian Perera (Office of Government Affairs) provided regular updates on the status of HB 520, the bill currently under consideration in the legislature that would affect the mitigating rate policy.