FACULTY COMPENSATION AND BENEFITS COMMITTEE  
December 10, 2015  

Minutes

Guests: Geoff Chatas, Pam Dosek, Jody Gilkerson

-Meeting was called to order by the Chair.

-M/S/C – Lisa, Lemberger to approve minutes of October 8, 2014 FCBC meeting.

Old Business

-Mike reported that he had received several (perhaps one dozen) questions and comments from faculty about salary issues as a result of the FCBC report which was sent electronically to all faculty members. Many of the questions related to regional campus faculty salaries; the relatively small merit salary increase for continuing faculty; and questions about which faculty are included in the data set.

-David reported on a Faculty Cabinet meeting which he attended in Mike’s absence with President Drake. At this meeting the President mentioned his desire to identify sources of funding for faculty salary increases, and his preference for not simply throwing money at “superstar” new-hires.

New Business

-Geoff Chatas, Sr. VP and CFO gave an overview presentation on the financial outlook for the university. Some specific financial points included the following:

  -OSU has become a nearly $6 billion institution
  -The health system now comprises almost half of the institution’s budget, up from 25%
  -Salaries/benefits are the largest expense at $1.8 billion
  -State appropriations represent ¼ of all funds spent on instruction
  -A 2% increase in salaries across the institution for 5 years would cost $368 million
  -New sources of revenue (such as comprehensive energy plan) are being sought

-Jody Gilkerson from OSU HR reported on continued efforts to verify dependent eligibility for employee health plan enrollees. Phase I of this initiative in 2014 and 2010 resulted in a savings of $6 million. Phase II will begin in 2015 with increased targeted communications to 6,300 employees. The goal of this initiative is to make sure that eligible dependents are enrolled, not to simply deny coverage for certain dependents.

-Mike reported that the President’s Office just recently confirmed that President Drake and Provost Steinmetz will meet with FCBC on Thursday, Dec. 19 at 3:30 pm in 156 University Hall. The Chair will
prepare a list of questions/discussion starters for this meeting from the issues raised in the recent FCBC report.

-FCBC meeting dates were set for spring semester as follows, at 3:30 pm:

   Feb 18  
   Mar 25  
   Apr 15  
   May 27  
   Jun 24

-Issues were identified for future FCBC consideration/study as follows:

   -Benefits plan design – February – Joanne
   -Government Affairs update including legislative proposal on tuition freeze
   -Development – explore how philanthropy might be used to fund faculty salary increases

-Meeting adjourned.