FACULTY COMPENSATION AND BENEFITS COMMITTEE
March 25, 2015

Minutes

Present: Blau, Buchman, Curtis, Gast, Hogan, Lemberger, McGoldrick, Salata, Schoppe-Sullivan, Swenson, Wolf
Visitors: Kimberly Shumate, Stacie Brewer

-The meeting was called to order by the Chair.

-Buchmann, Lemberger to approve minutes of February, 2015 meeting.

Old Business

-None

New Business

-Kimberly Shumate and Stacie Brewer from OSU HR reviewed a new plan for reconfiguring Human Resources Service Delivery at OSU:

- Four different studies have shown that OSU HR needs to be more centralized, strategic, effective, consistent, and efficient.
- HR will begin to undertake a project to develop a revised service delivery model.
- First phase will begin in April and will cover Hire and Onboarding and Service Center alignment.
- HR would like to have a representative from FCBC on the Executive Sponsors Team which will provide input for the project. Carla Curtis agreed to serve in this capacity.

-David reported that he had received a concern from a department chair about executive compensation. This chair was concerned that the yearly increase for one OSU executive was greater than the entire AMCP pool which she had for faculty in her department.

-Mike reported that this issue seems to come to FCBC each year recently, and that it is somewhat unclear whether or not the issue is directly related to FCBC. Mike raised the issue at Faculty Cabinet, where the issue also routinely surfaces. Faculty Cabinet would like to see FCBC study this issue, perhaps in concert with Senate Fiscal Committee.

-The consensus of the committee was that this is a very important issue for the institution and for higher education nationally. Some key points discussed:

- Benchmarking administrative salary costs among comparator groups will be difficult
- Reviewing internal data on number of administrators and average salaries over time may be easier, data may be more accessible
- Defining what constitutes an administrator will need to be discussed (dept. chair and above? AVP and above?)
- Understanding the organizational chart or reporting lines for the institution may help
determine what positions constitute an administrator
-Developing objectives and metrics for studying this issue and the data will be key
-This will be a project which would continue into the next academic year for FCBC
-Mike will speak with the Senate Fiscal Committee Chair to see how our two committees can collaborate on this issue
-Laura will develop some workforce demographics data for the next meeting to start the conversation

-Mike reported that faculty leaders will appoint a College of Medicine faculty member to FCBC for the next year.

-Meeting adjourned.