FACULTY COMPENSATION AND BENEFITS COMMITTEE
May 27, 2015

Minutes


-Meeting was called to order by the chair.

-M/S/C – Curtis, Swenson, to approve minutes of April 22, 2015 FCBC meeting.

Old Business

-It was noted that additional data regarding OSU employment trends will be provided by HR in the future, in order to begin evaluating the growth and compensation of administrators.

-A discussion was held on the proposed increase in the STRS mitigating rate for faculty enrolled in the STRS Defined Contribution Plan and Alternative Retirement Plan (ARP). The committee was informed that Professor Smita Mathur in Astronomy is proposing to organize a group of faculty who are enrolled in ARP to review this issue. She also plans to engage the chair of FCBC for further discussion on this issue. The primary concern is the effect which an increase in the mitigating rate would have on retirement benefits on faculty enrolled in ARP.

New Business

-Meredith Salata, OSU HR updated the group on the compensation classification project for non-bargaining unit staff. This large and complex project has been on-going for several years and is scheduled for completion in 2018. The goal is to develop a consistent approach to staff classification and a market-based pay structure regardless of the unit or location where the staff member is assigned. The project will build job families so that staff can more effectively perceive specific career paths with clear opportunities for progression.

-Laura Gast, OSU HR reviewed the faculty salary comparisons for 2014-15 for OSU faculty and peer groups.

-It was decided that all FCBC members would make initial suggestions for recommendations and other issues to be included in the annual FCBC report electronically to the Chair, who will summarize and distribute to the committee before the June 24 FCBC meeting. This summary will form the basis of discussions to develop the report at the June 24 FCBC meeting. The report will be revised by committee members during the summer, with a target goal for completion of Aug. 1.

-Mike reported that faculty cabinet has requested that all faculty committees identify committee chairs for 2015-16 before the beginning of August, as a faculty cabinet orientation for all committee chairs will occur before the start of autumn semester.

-M/S/C – Lemberger, Crawfis, to nominate David Blau as FCBC Chair for 2015-16.

-M/S/C – Curtis, Crawfis, to close nominations.

-Meeting adjourned.