Faculty Compensation and Benefits Committee

November 18, 2015

Minutes


1. Approved minutes of October 21 meeting.

2. The committee discussed a proposal from the subcommittee on administrative employment growth to work with OHR to compile detailed data on growth in upper administrative employment at OSU. OHR compensation experts reminded us that the complexity of the organizational structure at OSU and the diversity in organizational structure across colleges will present challenges to compiling meaningful data. It was suggested that we focus on central administration and one large college such as Arts and Sciences, in order to make the task manageable. The committee agreed to pursue this task. The subcommittee members will work with HR to learn about the complexities and compile meaningful data.

3. The committee discussed a proposal from the subcommittee on executive compensation to work with OHR to assemble data on trends in executive compensation at OSU relative to our peer institutions. There are publically accessible and searchable data on salaries at some state universities, including OSU (http://www.bizjournals.com/columbus/blog/2015/05/osu-salary-database-updated-for-2015.html), but they are not always longitudinal, and they have not been cleaned to ensure comparability across institutions. The committee agreed that data covering a five year period would be reasonable, and OHR compensation experts believe that compiling such data for OSU and peer institutions from the College and University Professional Association (CUPA) is feasible. Data on bonuses are available for OSU, but will not be available for other institutions. Subcommittee member Bob Holub agreed to be the committee’s contact person to work with OHR on this task.

4. The committee had an extensive discussion about the STRS mitigating rate. Ben Givens visited in his capacity as the University Senate’s point person on this issue. He reported that the issue has been discussed in Faculty Council, and representatives from STRS and FAARPP presented their perspectives. He believes that negotiations are underway in the state legislature to modify the bill introduced earlier this year by Rep Schuring (HB 311), but no details are available. Ben reminded FCBC that modifying the mitigating rate requires legislative action, and OSU government affairs staff members are closely monitoring legislative activities. The points made during the committee discussion included:

   a. Uncertainty about future values of the mitigating rate is a major concern.
b. The goal of any FCBC efforts on this issue should be to ensure that the available pension options are all good, and that the faculty is well-informed about the options.

c. A priority should be to ensure that the information available to new faculty who are making their pension decision is accurate and thorough.

d. There is considerable disagreement and lack of understanding about why a mitigating rate is necessary, and whether the existence of the ARP and the DC option in STRS has an adverse effect on financial status of the STRS DB plan.

e. FCBC can play a role in providing information to the faculty about the mitigating rate issue, but other entities are already doing this (FAARPP, OHR). The committee agreed that we should monitor developments but refrain from pursuing our own information dissemination effort for now.

5. Meeting adjourned.