Faculty Compensation and Benefits Committee  
November 7, 2012  

Minutes

**Members Present:** Carr, Willke, Crawfis, Lemberger, Wewers, Noda, Williams, McCutcheon, Gast, Bond, Hogan

**Old Business**

-The committee roster was reviewed. With the departure from the faculty of Mike Firstenberg (Medicine) there are now two vacancies on FCBC. Mike Hogan will ask the Secretary of the Senate about filling these vacancies.

-Tom Lemberger was elected Vice-Chair of FCBC by acclamation.

**New Business**

-Kathleen McCutcheon gave an update overview of compensation and benefits issues for OSU faculty and staff. Some issues included: development of a 5 year plan for HR and compensation & benefits; data management & integrity; a more consistent position classification system; review and revision of the University compensation philosophy by the Board of Trustees; continuing evolution of performance-based benefits plans; and the overall goal of cost-avoidance and savings of up to $150 million.

-Laura Gast gave an overview of the timeline for receiving salary data from other benchmark institutions. Laura challenged the committee to be thinking about the types of data which the committee would find most useful.

-The group developed a list of discussion questions in preparation for the committee’s December 5 meeting with the President and the Provost.

-Mike Hogan reviewed a rule change relative to FCBC which will be presented for approval by Senate this month. The change is an update of the title of the Vice President for HR related to membership of FCBC.

Respectfully Submitted,

Mike Hogan  
Chair, FCBC