

FCBC
Minutes October 18, 2017
3:30
Room 226 University Hall

**Attendance: Carr, Curtis, Goerler, Renga, Schulte, Seveau, Sohngen, Shelton, Wolf
Larry Walker and Mary Butler Ravenberg from OHR for McGoldrick**

- 1) Introductions of folks who were not able to attend the previous meeting
- 2) meeting minutes motion to approve by Andrew Shelton, seconded by Brent Sohngen. Approved
- 3) Cabinet meeting was an overview session by legislative liaisons.
- 4) Michele has not heard anything back from Senate offices about whether they have two additional members for our committee.
- 5) Brian Perera will attend the December 13 meeting. At the November meeting Michele will ask folks to provide some questions that we can forward to him to think about in advance.
- 6) Kay Wolf presenting on information related to salary comparison by gender.
 - Presented data for dentistry college and analysis
 - Did not find a different in salaries by gender
 - Will be going forward to do more analysis for all units at the university.
 - Timeframe: This academic year. Will report back to the committee when close to complete.
- 7) Salary compression issue has been raised. HR office is considering looking at the issue of salary compression. Is there a report forthcoming from the Provost office on this?
 - Is compression an issue at the University level
 - Plenty of discussion about what policies are in place.
 - Should we do a review of retention policy at Ohio State? Would require assessment across colleges.
 - Kay will ask Brad Harris and Chris Devine to provide information on the University budget approach.
 - Kay suggests that many retention studies suggest that the primary reason why people leave revolve around support within the unit rather than provost level.
 - Recommendations on how to improve the situation.
 - HR will work on providing data on compression information for the meeting
 - Deans have the report on culture.
- 8) Hiring trends: HR will provide an update on this.
- 9) Subcommittees
 - Faculty benefits – will examine the use of various benefits by faculty.
 - Salary subcommittee – discussion on compression, retention and

10) How to get information on racial diversity in hiring over the past 10 years.

- That data can be provided; will provide when the hiring data is provided.

11) Focus on developing more policy points related to the reports on salaries and faculty numbers.