

FCBC  
MINUTES  
September 19, 2018  
3:30  
Room 156 University Hall

Present: Brent Sohngen, Kay Wolf, Smita Mathur, Stephanie Schulte, Crichton Ogle, Simone Drake, Corinne Reczek, Harold Moellering, Joanne McGolrick, Chris Penrose

**1. Introductions**

- Welcome to all members and brief introductions.

**2. Discuss goals for year (see next page)**

1) Assess gender gap in various colleges and assess university and college policies focused on eliminating the gender gap, including interviewing Deans to learn more about college level efforts and implementation of university policies.

6) Monitor how funds from composite rate savings were used to address equity issues. If funds have not been used in various Colleges, request a plan on how they will be used.

- 1 and 6 should be discussed together.
- Kay asked what do we really want to do on the gender gap issue?
- Brent suggested that we focus on wow and what mechanisms we could propose to help solve gender gap and other equity issues that might exist at the University. He pointed out the P&T issue from the fall report
- Crichton pointed out that we need to follow up on how the composite rate savings were allocated across colleges and how they were used by the colleges?
- Kay and Joanne pointed out that for this year, annual merit compensation process just ended and those funds have been distributed to colleges. So those decisions are being made now by colleges. There was some discussion about how this relates to the annual merit process, which took place previously in the year for most faculty (e.g. in spring).
- Stephanie Schulte pointed out that her TIU had gotten the funds a couple cycles ago.
- Consensus that this is a good issue to continue working on this one. High interest in that.
- Brent noted that Stephanie Seveau had agreed to chair the subcommittee on salaries, which could look into this in more detail.

2) Broaden communication: making use of and publicizing FCBC committee website and listserv; distributing reports and minutes widely; creating communication channels with other committees of the University Senate.

- Crichton agrees to work on that with the hope that we will be able to develop communication pieces that are part of the final report as we go during the year. Crichton noted that the website is [u.osu.edu/FCBC](http://u.osu.edu/FCBC). Crichton will double check to make sure members have access to this. We could use this platform to provide beta reports, minutes, etc. that can be posted online throughout the year, and then use this information to produce the report at the end, which should be easier. By the way, analytics for the report have been sent out via Senate. We have had about 200 downloads, and some chairs have distributed via email even more.

3) Consider the potential changes in General Education requirements and resultant faculty workloads in creating new courses and updating curriculum; in particular, monitoring the implementation of long-term financial remuneration for increased faculty workload. Evaluate eventual fiscal report on the proposed GE.

- Discussion revolved around whether this is something the committee should address. Senate fiscal and other committees (CAA) have looked at this. Smita suggested at least gathering info from these various committees and see what they've done/are doing. Brent will follow up with Dana, who may have suggested this last year.

4) Investigate functionality of current budget model across the University. Monitor potential changes in budget model and resultant implications for faculty salaries and hires.

- This goal evolved out of the discussion with the President and Provost when they mentioned potential changes in the budget model, but changes are waiting for a new vice-president of finance to be named. It was suggested that this may be moved down in importance. Would be a complicated thing to address. Move this down the list.
- Crichton suggested that perhaps we ask Trevon Logan to visit with the committee to discuss the budgeting process, as he seems to have a good grip on how the budget model is set up.

5) Monitor changes in 403(b), 457 and ARP revisions

- Joanne will report on that during the year. We'll find a time for that to happen.
- Chris Penrose ask for clarity about differences in the amount of university contribution to traditional plans v. ARP. Joanne explained the mitigating rate situation and why that matters. But also, the changes right now are how many providers. Refer back to last year's meeting. Brent mentioned Nick is keen to look at ARP contributions of OSU v. Benchmark institutions. Smita will work on that as well.

7) Monitor roll out of the health plan adjustments made in 2018/19.

- There was some discussion about the consolidation of the health plan, which got tabled last year. Joanne suggested that it does not look like a new proposal will be floated until 2019 for consideration in the 2020 Health Plan.
- Stephanie Schulte asked if they considering a different way forward? Are there other options that the med center should be considering?
- There was some discussion that we should broaden this goal out to encompass our discussion about the 2020 health plan.
- Joanne noted that the 2019 Health Plan is already set to go and will be rolled out soon. We can only now have an impact on the 2020 health plan.

8) Complete evaluation of IPEDS data and decide on a general set of cost-efficiency metrics that the committee can use for both instructional and non-instructional staff on an annual basis going forward, given that cost-efficiency of all staff is at the heart of the university's ability to properly compensate its faculty.

- Crichton will continue to look into this data and report back to the committee

9) Evaluate and compare hiring trends in all Colleges: 2012-2018; compare tenure-stream and non-tenure-stream hiring and course loads.

- Evaluate and compare hiring trends in colleges and tenure and non-tenure stream hiring.

### **3) Formation of subcommittees**

- a. Compensation – Stephanie Seveau to Chair, Chris Penrose, Dana Renga (check with her).
- b. Benefits – Health: Stephanie Schulte to Chair, Julia White, Corinne Reczek
- c. Benefits – Retirement and other: Smita Mathur to Chair, Nick Basta, Simone Drake, Harold Moellering
- d. Communication: Crichton to Chair,

Smita: Question about sick leave related to 9 month appointments. What about folks who do research in the summer and have summer salary? Will look into further via benefits sub-committee.

### **4) Survey**

There was a good discussion about the potential for a survey. Simone pointed out that this could overlap with surveys undertaken by other groups. Corinne wants clarification on what the outcomes of the survey will be used for. Others raised concerns that this would not be an effective way to pull together data on this subject. Kay pointed out that she sent Brent

previously the results from the culture survey conducted by the University every 3 years. Agreed to table discussion to next meeting and find more out about the culture survey.

Meeting Adjourned 5:03.

**Updated Goals based on discussion (re-ordered and assigned to subcommittee)**

**1) Gender Gap: Assess gender gap in various colleges and assess university and college policies focused on eliminating the gender gap, including interviewing Deans to learn more about college level efforts and implementation of university policies. Monitor how funds from composite rate savings were used to address equity issues. If funds have not been used in various Colleges, request a plan on how they will be used (*assigned to salary subcommittee*)**

2) Communication: Broaden efforts to communicate work, making use of and publicizing FCBC committee website and listserv; distributing reports and minutes widely; creating communication channels with other committees of the University Senate (*assigned to communication subcommittee*).

3) Consider the potential changes in General Education requirements and resultant faculty workloads in creating new courses and updating curriculum; in particular, monitoring the implementation of long-term financial remuneration for increased faculty workload. Evaluate eventual fiscal report on the proposed GE (*not yet assigned*).

**4) Investigate functionality of current budget model across the University. Monitor potential changes in budget model and resultant implications for faculty salaries and hires (*assigned to Brent*).**

5) Monitor changes in 403(b), 457 and ARP revisions (*assigned to benefits – retirement and other subcommittee*)

**6) Monitor roll out of the health plan adjustments made in 2018/19 (*assigned to benefits – health subcommittee*)**

7) Complete evaluation of IPEDS data and decide on a general set of cost-efficiency metrics that the committee can use for both instructional and non-instructional staff on an annual basis going forward, given that cost-efficiency of all staff is at the heart of the university's ability to properly compensate its faculty (*assigned to communication subcommittee*)

**8) Evaluate and compare hiring trends in all Colleges: 2012-2018; compare tenure-stream and non-tenure-stream hiring and course loads (*assigned to Brent*)**