The FCBC AY 20-21 Annual Report, and the Total Compensation Philosophy for Faculty were only received in July.  Hence, there was no opportunity to report on this until now.  Here is a brief summary of these two reports:

**FCBC AY 2020-21 Annual Report**

    This is the result of a yearlong effort by FCBC to analyze and discuss the OSU Salary and Benefits structure.  The prime recommendations emerging this year are:

* Finalize and implement the OSU Total Compensation Philosophy.  Please see below for details.
* Evaluate milestone raises between colleges for FY 2020 more deeply and work to achieve a better balance.
* Continue strong oversight on the tiered network of the OSU Health Plan and its effect on plan members.  Accountability should be shared with FCBC.
* Continue a robust review of the OSU ancillary benefits package with a broader scope to include a wider range of activities.

**OSU Total Compensation Philosophy for Faculty Document**

* OSU has not had such a total compensation philosophy in the past, where many other universities have.  This year a major effort was devoted to developing this philosophy in partnership with the OSU Administration.  Now the philosophy needs to be finalized and implemented.
* Its main goal is to: "attract, retain, and motivate highly qualified and talented faculty charged with fulfilling the university’s mission."
* This operates within a framework of several University objectives described in the report.

A perusal of these reports will reveal the richness, depth, and complexity of the thinking of the FCBC Committee on these topics vital to members of the OSU faculty.

Respectfully submitted,