

MINUTES

AP Salary and Benefits Subcommittee Meeting

12/14/17 1100 JHZ – Allendale 2:00pm – 2:45pm

In Attendance

Brent Travis (Group 1), Michelle Rhodes (Group 2), Jennifer Kamradt (Group 4), Michelle Cronk (Group 5 - Chairperson), Karen Ruedinger (Group 6), Joshua Stickney (APC Liaison), Linda Yuhas (Compensation and Salaries Liaison)

Absent: Michelle Dewitt (Group 3), Dave Smith (HR/Benefits Liaison)

Old Business

- Meetings from the November meeting will be requested from Michelle Dewitt – once she returns from medical leave.

New Business

1. Meeting will end at 2:45pm today – so that members can attend the AP meeting with President Haas – the State of the University address.
2. Climate Study – Michelle Cronk has sent two requests and has not received a response yet. (Nov 20 and the week of December 4) We want data from questions 15 and 18. Michelle will follow up with Elizabeth Doyle.
3. Path to Promotion
 - a. What are our objectives?
 - i. Training staff and supervisors
 - ii. Improve communication
 - iii. Epdp
 1. Add question about goal of promotion – so that it can be discussed with supervisor
 2. Add accountability to supervision
 3. Dev is currently doing focus groups to discuss implementation of a new Epdp system.
 - a. There is an Epdp “committee” that has been discussing pro/cons of current system and discussed what would make a better system.
 - b. Should we follow up with Dev Butler and put our ideas in writing for changes to the new system?
 - i. All of our suggestions are on the laundry list of comments/concerns about the current system and what we would want to see in a new system.
 - iv. Can there be a standardized pathway to promotion for AP staff?

1. There are so many variables for AP staff, compared to faculty promotions, and faculty promotion does not appear to be contingent on budget as it can be for staff.
2. Possibly create a staircase for departments to implement the path to promotion.
 - a. cannot push certain salary thresholds for all departments
 - b. focus on the process – not the details
3. In reviewing Josh's initial recommendation letter
 - a. Task each department to determine which positions have senior levels available and make the criteria clearly defined and available to staff.
 - b. Is this a University wide problem? Or only certain departments? We need to clarify this.
 - i. Do staff understand the path? (some departments only promote when a job opens up, others promote based on merit or other milestones)
 - ii. AP staff is very diverse
 1. Some staff work in the faculty environment (where promotions are clearly documented)
 2. It seems in many departments, promotions are dependent upon available budget.
4. Upcoming Meetings ~ 2pm-4pm
 - a. January 11th ~ Working meeting
 - b. February 8th ~ Working meeting
 - c. March 8th ~ HR - Dave Smith- calendar year end 2017. Look into 2020
 - d. April 12th ~ Working meeting – complete objectives
 - e. May closing meeting at Murphy's for breakfast

Action Items/New Tasks/Discussion

- Is the Path to Promotion a University wide issue?
- Michelle Cronk to follow-up with Elizabeth Doyle regarding the climate study results.

AP Committee Meeting Summary

AP/Committee Updates and News – Joshua Stickney

- Scott Richardson and Brian Copeland discuss budget and finance.
 - Informative presentation – no details about future budget
 - Things are tough – but GVSU planned for it.
 - Graduate enrollment has declined / Undergrad has remained consistent.
 - Lots of competition in GR for graduate degrees
- Chris Plouff discussed re-accreditation efforts.
- Josh has requested that the S&B subcommittee make the formal request regarding discussing path to promotion. S&B should not have a deadline imposed by AP. Still waiting for official response – but AP Committee has not met again since this e-mail request was made.

