



Salary and Benefits Sub-Committee Meeting

January 21, 2020

Zoom: <https://gvsu-edu.zoom.us/j/92335339268?pwd=TnF1UVBNMXZ5bVAxaUpBREFEaStXUT09>

Committee Members in Attendance: Brent Tavis (Group 1 - 2021), Ryan Neloms (Group 2 – 2023), Michelle DeWitt (Group 3 - 2021), Jacklyn Rander (Chair, Group 4 - 2022), Katie Branch (Group 5 - 2022), Dave Smith (HR Benefits Liaison), Jason Durham (AP CMTE Representative/Liaison) **Committee Members Absent:** Sarah Tibbe (Group 6 – 2023)

Minutes

Presentations/Invited Guests

- Lindsay DesArmo, Senior Manager Wellness and HR Communications
 - Discussed how the department has been supporting employees during this transitional time and below are some overview notes.
 - Wellness services are part of our benefits package at GVSU
 - Climate survey from 2019 found 70% indicate that GVSU Supports work-life balance and 73% believe supervisors support work-life balance
 - Virtual visits have increased
 - December 2020, 350 members make up 719 behavioral health virtual visits
 - Top diagnosis among virtual visits is generalized anxiety disorder at 2,165
 - Mental health resources from Elisa: the top presenting issues include family, work-life balance and conflict; new COVID-19 and social justice specific categories; and increase in supervisor and colleague referrals
 - Work Life data and trends: developed new virtual outreach strategies; consultation with leadership, supervisor referrals; increase in project workload-social justice and emotional strength workshops
 - For more support there is: Encompass/AllOne EAP; Priority Health Care Management and Coaching/Social Workers; Thrive@GVSU Personalized Wellness Coaching Program
 - The Thrive@GVSU program continues to popular with increase in participation and completion rates over the last several years. This also included increased levels of confidence after coaching.
 - Mylifeexpert.com is a concierge services to ask general questions about health, child care, adult care, etc. It is another tool for GVSU employees to use. Lindsey encourages everyone to set up an account to view resources and webinars.



- In February, the team will be focusing on kindness and love, with virtual kindness cards
- In March, there will be a focus on nourishment
- April will be more information on the Thrive@GVSU program

Updates

- Welcome new member, Katie Branch
- AP Committee update from Jason
 - Beth Thimmesch is no longer working at GVSU, and Marla Wick taking over as chair of the AP Committee
 - Had guest speakers and will have more speakers at upcoming meetings
- Committee members updates/comments
 - Dave: Everyone should have received their new HSA debit cards from Health Equity, if you have not, please reach out to Health Equity to request a new one
 - Dave took the retirement incentive and will be retiring in April. Several members of the existing team will be taking on different parts of his current position, and they will also be able to hire a new PSS to the benefits team.
 - Dave: The AVP Human Resources search to replace for Maureen Walsh is going well and hoping to have a successful candidate soon.
 - Ryan: There are now outdoor igloos and fire pits for students to use outside Kirkhof that are reservable.
 - Ryan: Winterfest, a two-week event, is coming up next month where there will be food trucks, snow sculptures, and other outdoor activities.

Unfinished Business

- Elect new Vice Chair
 - Ryan Neloms was elected new vice chair of the committee

Upcoming Meetings

- February 18th, 2-4: Michelle Rhodes will present at 3pm
- March 18th, 2-4: Dave will present annual benefit updates
- April 15, 2-4: TBD