



Salary and Benefits Sub-Committee Meeting

February 18, 2020, 2:30-4

Zoom: <https://gvsu-edu.zoom.us/j/94995568708?pwd=K0RwY1g1b3pKeHdBcXpieExVZUFpQT09>

2020/2021 Committee Members: Brent Tavis (Group 1 - 2021), Ryan Neloms (Vice-chair, Group 2 – 2023), Michelle DeWitt (Group 3 - 2021), Jacklyn Rander (Chair, Group 4 - 2022), Katie Branch (Group 5 - 2022), Sarah Tibbe (Group 6 – 2023), Dave Smith (HR Benefits Liaison), Jason Durham (AP CMTE Representative/Liaison), Tara Bivens (Incoming HR Benefits Liaison)

Attendees:

Brent Tavis (Group 1 - 2021)

Michelle DeWitt (Group 3 - 2021)

Jacklyn Rander (Chair, Group 4 - 2022)

Katie Branch (Group 5 - 2022)

Sarah Tibbe (Group 6 – 2023)

Dave Smith (HR Benefits Liaison)

Jason Durham (AP CMTE Representative/Liaison)

Tara Bivens (Incoming HR Benefits Liaison)

Minutes

Presentations/Invited Guests

- Michelle Rhodes, Associate Vice President for Financial Aid (3pm presentation)
 - Updates on enrollment for Winter 2021 - General downward trend across the board. However, it is not as bad as anticipated or in comparison to public counterparts in the state. Students seem to be delaying decision and enrollment due to uncertainty that remains with COVID and Fall plans.
 - Strategic Enrollment Management Planning (SEMP) – Currently underway and being led by VP Truss. Strategies for different groups and develop specific plans for recruitment and retention.
 - Financial Aid is building an outreach plan to communicate with students that may have taken a semester off (primarily due to COVID) to encourage enrollment.
 - New State of Michigan plans with additional funding towards Community College has not immediately impacted our enrollment, but will have to wait for impact. Focus on transfer recruitment pipeline in response. There is Federal government talk of simplifying FAFSA process – good news!
 - CARES 2.0 Funding: \$9.1 million to disperse within 1 year to students, and additional \$19 million for the university to cover additional COVID-related costs (e.g. HVAC updates).



Updates

- Welcome Tara Bivens, Benefits Manager. Tara will be taking over for Dave as the HR liaison after he retires
 - Dave retires end of April 2021, Dave and Tara joining jointly during transition.
 - *Contact Deb Sanders for compensation discussions*
 - Each member can do a quick introduction
- AP Committee update from Jason
 - Reach Higher 2025 updates discussed – in progress
 - New rep from group 2 on Executive Committee, EC now full.
 - Social Justice subcommittee – working through statements, more information forthcoming to be finalized and shared.
 - Discussion on AP Awards – still in progress, planning for virtual ceremony.
 - May be new promotional materials for AP Scholarship to get endowed. Stay tuned.
- Committee members updates/comments
 - Dave – HR is looking into parental leave policy for adjustments and enhancements. Planning is underway for annual merit increases for 2021-22; committee could issue a written statement in support of annual increase.
 - Tara – FSA update: extended deadline for usage to end of 2021, to use 2020 benefits. Extended beyond the usual deadline of March 15th. This *is* different than HSA.
 - Katie – University been partnering with Metro Health for vaccine distribution. Limited by state grouping regulations. But things are starting to move a little bit more. Campus will have necessary refrigeration for vaccine storage if/when received.

Unfinished Business

- None

New Business

- Discussion on goals, tasks, or projects the committee could work on this year or next
 - There haven't been as many tasks for our committee, is there anything worth exploring or looking into more in the future?
 - Minimal charges this year campus-wide, due to Pandemic.
 - Recommendations for minimizing inequities between Allendale and GR Campus locations, perhaps re-visit and evaluate.
 - There is a committee on campus evaluating inequities and enhancing Grand Rapids campus experience. More information expected to be announced in Fall 2021.



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- Provide more information regarding salary and benefits within AP newsletter. Share feedback in newsletter to generate discussion or bring up concerns. Reach out to Marla for adding content, now and moving forward.
- Invited speaker ideas for April meeting
 - Elisa Salazar – New Employee Ombuds role and what this means for employees and her goals for the position.
 - Jackie to reach out to see if she's available in early April.

Upcoming Meetings

- March 18th, 2-4: Dave will present benefit updates
- April 15, 2-4

*Due to lack of charges and items of concern – may adjust meeting schedule for March/April.