**Salary and Benefits Sub-Committee Meeting**

**Oct 15, 2020 1-3 PM**

Zoom Link <https://gvsu-edu.zoom.us/j/92501560308?pwd=a1VmNklUM04xb2ZtNFZrR0YzYlVIUT09>

Meeting ID: 925 0156 0308

Passcode: Gmjh61

***2020/2021 Committee Members:*** *Brent Tavis (Group 1), Ryan Neloms (Group 2), Michelle DeWitt (Group 3), Jacklyn Rander (Vice Chair, Group 4), Cindy Bartman (Chair, Group 5), Sarah Tibbe (Scribe, Group 6), Dave Smith (HR Benefits Liaison), Jason Durham (AP CMTE Representative/Liaison) –* ***All in attendance***

**Minutes**

**Review and Approval of Minutes** (Sarah Tibbe)

* **Names to be adjusted - Brent Tavis, Michelle DeWitt, Ryan Neloms**
* **Vice Chair rotation – Jackie to refer to prior meeting minutes to confirm.**

**Presentations/Invited Guests**

* Michelle Rhodes- Enrollment Update
  + **F20** – many concerns heading into the year/semester, but overall pleased with end result.
    - ~2.8% down credit hours and headcount.
  + Spring/Summer enrollment was surprisingly strong. Online delivery was helpful for many students. Look to offer similar options for summer 2021 (up ~10% from 2019).
  + **W21** - Down ~10% to date.
    - Advising and personalized outreach is crucial for retention and boosting W21 enrollment. Particularly with first-year students.
    - Change in academic calendar impacts enrollment/retention outreach (more time to enroll!).
  + Student employment budgets/wages are still under review and planning for allocations.
  + **W21 Academic Calendar** is under review, pending approval of proposal to the Provost. Some deadlines are expected to remain the same for tax purposes, other adjustments expected accordingly with the change in start date (January 19th).
  + **F21** **Admissions** – GVSU will be test **optional**. ACT/SAT not required for a complete application. Some scholarships are now eligible to students who don’t have a test score on file. Under continual review to ensure equitable opportunities for those who may not have had access to testing.

**New Business**

* Dave Smith- Benefits Update and Transition Benefits Review (Dave to send slide deck separately)
  + **Strategic Planning – Primary goal is well-being of campus community** 
    - **THRIVE @GVSU** official wellness program provided through Priority Health
      * 2019 participation increased by ~90% (2nd year program was offered)
      * 92% completion rate (exceptionally high)
    - **Work-Life: Encompass** is the 3rd-party provider for work-life balance. Anonymous support. Dependents within a GVSU faculty/staff employee’s household can utilize this resource.
      * **MyLifeExpert.com new resource within Encompass.**
    - Mental health issues have been leading concerns, but campus community is seeking help and utilizing resources. Direct individuals to these resources if needed.
    - Flu shots available in October by appointment.
  + **Open Enrollment 2021 starts October 20th – November 4th** 
    - Information posted online as of October 15th, gvsu.edu/hro
    - No changes in level of health coverage, or in plans with employee cost-share.
    - Everyone will receive new cards.
    - No change in dental coverage.
    - Vision Coverage: new provider, VSP.
      * Reduction in current rates and rates guaranteed through 2024.
      * Compare with PriorityVision option.
    - No ***forecasted*** changes for 2022.
  + Auto Insurance Reform for Michigan – PIP required. Check your coverage and with provider to make sure you’re properly covered.
  + COVID testing mandates regulated by Federal and State guidelines.

**Updates**

* AP Committee Update
  + Upcoming meetings with President Mantella and VP Greg Sanial. Send any questions you may have to Beth Thimmesch (thimmesb@gvsu.edu).
    - President Mantella: November 5th, 3-4:30pm
    - VP Greg Sanial: November 19th, 3-4:30pm
  + Faculty Governance: Keep it to the essentials. No charges currently.
  + AP Staff Scholarship is open. Spread awareness to garner donations.
  + Social Justice subcommittee selection is underway.
  + Enrollment updates per Provost Cimitile – concern around FTIAC enrollment, down ~9%. Continued budget challenges with enrollment and state funding as a result.
* Committee members updates/comments

**Unfinished Business**

* **Succession details.**

**Next Meeting**

* Plan to attend one of AP meetings with President Mantella and/or VP Sanial in November.
* Plan next Salary and Benefits Sub-Committee meeting for December before semester’s end.
  + Thursday, December 10th, 2-4pm
  + VAT representative to discuss COVID plans/updates for W21? (Cindy to reach out to representatives.)