

MINUTES

AP Salary and Benefits Subcommittee Meeting

Date/Time 11/21/2019 2-4pm

Location FH 173

2019/2020 Committee Members In Attendance

Brent Tavis (Group 1) – VP; **Michelle** Rhodes (Group 2) – Chair; **Michelle** Dewitt (Group 3), **Jacklyn** Rander (Group 4), **Cindy** Bartman (Group 5), **Karen** Ruedinger (Group 6), **Joshua** Stickney (APC Liaison), **Dave** Smith (HR/Benefits Liaison), **Linda** Yuhas (Compensation and Salaries Liaison)

Absent: Linda Yuhas

Review/Approval of Minutes

Minutes will be approved via email by 11/26 at noon.

AP Committee Updates

- AP Committee Updates and News – No updates
 - Committee Member Updates/Comments/Feedback - None
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Unfinished Business

- There was brief discussion about the status of our salary and benefits survey executive summary being posted on the AP Committee site. Karen Ruedinger has followed up with Karen Matchett with this request. Karen M. reported that they are revamping the site this semester, and HR required that the summary be password protected which has added to the delay. They hope to have the summary posted in November.
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New Business

- Speaker: Women’s Commission Representatives to Present their Family Leave Policy Recommendations
 - The work of the current task force started in 2016
 - A Nov ’16 open forum they hosted identified concerns such as inequities in how the existing policies are administered and communication concerns
 - A formal task force was formed and first met in Jun ‘17
 - They started by reviewing existing GVSU policies around Family Leave and they solicited feedback

- Current related benefits include: short term disability related to the medical birth of a child, FMLA, and flexible work arrangements (FWAs)
- The goals of the task force are to advocate for a leave policy separate from the medical recovery following the birth of a child, to enrich that leave policy to ensure that GVSU is a leader in the community and industry, to broaden the definition of family, remove inequalities in how these policies are administered across departments and improve communication
- The task force has done extensive research on these topics, solicited feedback from diverse groups across the University and prepared a thoughtful and thorough proposal with options to phase in implementation.
- While the task force included a preliminary budget with their proposal, they have acknowledged that more work needs to be done by Finance & Administration. Dave Smith shared that this group is reviewing the proposal to understand the costs associated with the proposal.
- The AP Salary & Benefits Committee has been asked by the AP Committee to review the recommendation presented and consider endorsing it on behalf of the AP employee group.
- Following the presentation, the Task Force members left and the committee members had an initial discussion of the proposal. Some of the points raised included:
 - The committee was uniformly impressed by the passion, advocacy and thorough work put forth by this task force. We like the fact that our GVSU culture allows for grassroots initiatives such as this to surface concerns broadly shared.
 - We should utilize the Salary & Benefits survey conducted by this committee back in spring '18 to inform our view of this proposal on behalf of our AP colleagues. In that survey, salary and promotional opportunities were far more critical concerns of our AP group than were benefits which were generally seen to be generous. However, issues of inequities in the administration of policies left to "supervisor discretion" was noted as a concern and shared with the task force.
 - In a time of declining resources, the concern was raised that if we increased benefits as proposed, it may negatively impact salaries.
 - In order to increase family leave time, departments may need additional funding from the University to cover the cost of a temporary backfill. These costs were not included in the task force proposal.
 - Adding an ombudsman would be insufficient without changes to policy.
 - It may be challenging to advocate for this proposal under the heading of equity as other questions arise such as how people without children would feel about the extended leave for childcare and the needs of caring for older children not just infants to name two.
- The committee agreed that we need time to read the materials shared with us and that we will discuss this topic at our December meeting and endeavor to make a decision regarding whether to endorse the proposal.
- Benefits Committee overview from Dave Smith
 - Started 12 years ago

- Includes 2 reps from each employee group
- AP reps are Andrea Westdorp and the Chair of the Salary & Benefits Committee
- This is an advising body not a voting body
- They generally meet three times/year and may meet more frequently if needed
- An example of work they've done in recent years was to advise on the process of reaching the 80/20 medical benefit cost share target

Action Items/New Tasks/Discussion

- Read the Family Leave Policy Recommendation materials provided to us and be prepared to discuss their proposal at our December meeting.

Next Meeting – December 19th – Pew, Seidman 3001
