

MINUTES

AP Salary and Benefits Subcommittee Meeting

02/08/2018 1012 JHZ – Allendale 2:00pm – 4:00pm

In Attendance

Michelle Rhodes (Group 2), Michelle Dewitt (Group 3), Jennifer Kamradt (Group 4), Karen Ruedinger (Group 6), Joshua Stickney (APC Liaison), Dave Smith (HR/Benefits Liaison), Linda Yuhas (Compensation and Salaries Liaison)

Absent: Brent Travis (Group 1), Michelle Cronk (Group 5 - Chairperson),

Old Business

1. January minutes have been approved, as revised.
2. Dave's memo regarding the Healthy Choices program will be revised, from the suggestions from the S&B Committee today.

New Business

1. Annual Benefits Update – Dave Smith
 - a. The overall trend of healthcare continues to outpace wage increases and consumer price inflation.
 - b. GVSU pays almost \$1000 per employee, per month for healthcare.
 - c. The average HSA contributions for all employee groups is about \$3k.
 - d. Overall things are going well – but HR will not be giving us an idea of future years like they used to. We will not find out about 2020 until it is closer to that time. The President's Cabinet is concerned about future budget issues and will need to look at the budget closely each year.
 - e. We are very close to the 80/20 split that has been the goal for some time.
 - f. Priority Health is addressing the multiple websites (MyHealth, Priority Health, etc) that are frustrating for the end user. They are planning to add a new platform that will be all encompassing.
2. Review Climate Survey Data
 - a. It seems that the issue is not career advancement – the biggest concern is about salary.
 - i. About 80% of those surveyed were satisfied or had no opinion about the satisfaction regarding their job/career progression.
 - b. Fairness and Clarity in salary determinations has the largest dissatisfaction.
 - i. The fairness and clarity issue seem to stem from the fact that the Epdp and the annual merit raise are not transparent.
 - ii. It also goes back to the fact that each department has a different budget.
3. Review and Edit AP Survey over e-mail the next month, as we did not have the final draft of the survey questions.
 - a. We might want to cut the survey down to just a few questions

- i. Mainly focus on asking what the AP community wants the S&B Committee to work on?
 - ii. Re-ask the two questions about fairness and clarity, so we can compare the current answers with the climate study answers
4. Some departments are currently working coming up with consistency for job positions – CLAS is currently working on a draft to submit to their Dean
5. Is there an equity issue, when someone is ready for a promotion, but there is no budget – so the promotion is delayed
 - a. Faculty promotions are not dependent upon available department budgets.
6. Michelle DeWitt will be out on medical leave again, so Jennifer Kamradt will be taking over as Secretary for the remaining term.
7. Upcoming Meetings ~ 2pm-4pm
 - a. March 8th ~ Working meeting
 - b. April 12th ~ Working meeting – complete objectives
 - c. May closing meeting at Murphy's for breakfast

Action Items/New Tasks/Discussion

1. APC Memo to discuss career progression
 - a. Karen to create draft
2. Recap Climate Study results for the AP Survey
 - a. Link data from survey
 - b. Help promote honest feedback on survey
 - c. Obtain permission from I&E to see if we can use the Climate Survey questions again.

AP Committee Meeting Summary

AP/Committee Updates and News – Joshua Stickney

- No updates from APC.

Next meeting March 8, 2018	2:00-4:00pm	Location JHZ 1012 – Working Meeting
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