

FACULTY SALARY AND BUDGET COMMITTEE

MARCH 15, 2013

PRESENT: Aaron Baxter, Teresa Beck, Pat Bravender, Larry Burns, Gregg Dimkoff, Gretchen Galbraith, Joe Godwin (ex-officio), Robert Hollister (Chair), Lori Houghton-Rahrig, Brian Johnson, Zack Kurmas, Julia Mason, Xandra Xu.

1. The meeting was Called to Order at 12:00pm.
2. The Minutes of March 1, 2013 were reviewed and approved.
3. Dave Smith presented an update on faculty benefits. The expenditures on healthcare for 2012 increased 14% over the previous year. The primary increase was due to increased medical reimbursement and much of this was due to increases in large claims (over \$200,000). Pharmacy claim expenditures actually went down, much of this was due to increased use of generics. Based on demographics alone medical costs for the university are expected to increase in coming years as our employee average age continues to increase. The budget for next year is projected to increase 14%.
Now that there are two years of data for the new High Deductible Plan, the plan has been thoroughly reviewed. Over the past two years expenditures have been at or below projections, however the cost share of total healthcare spending is not at the stated goal of 20% faculty to 80% GVSU contribution, therefore the administration is exploring minor plan design changes to closer match the stated goal. The benefits office is also exploring ways to include retirement contributions in the annual open enrollment process.
4. The committee brainstormed potential questions for the provost visit during the next meeting.
5. The meeting adjourned at 1:30pm.