**Salary and Benefits Sub-Committee Meeting**

**September 15, 2021, 2:30-3:30**

Zoom: <https://gvsu-edu.zoom.us/j/95442004532?pwd=bUs4QjMway9YRytwNFZWRjlkR1M4QT09>

***2021/2022 Committee Members:*** *Mitch Eastlick (Vice-chair, Group 1 - 2024), Meagan Treadway (Group 2 – 2023), Chelsea Ridge (Group 3 - 2024), Jacklyn Rander (Group 4 - 2022), Katie Branch (Chair, Group 5 - 2022), Sarah Tibbe (Secretary, Group 6 – 2023), Tara Bivens (HR Benefits Liaison), John Offerman (AP CMTE Representative/Liaison), Nick Ekstrom (Incoming HR Benefits Liaison)*

**Agenda**

**Brief Introductions**

* *Nick Ekstrom and Mitch Eastlick absent, all others in attendance.*

**Updates**

* **AP Committee update from John**
  + Reviewed Reach Higher 2025 strategic plan, AP CMTE formally endorsed the plan.
  + 2 open positions on Executive CMTE remain, trying to fill (both Group 1)
  + No immediate charges
* **HR Updates from Tara**
  + Reorganization in progress - Mychal Coleman, Chief Human Resources Officer, began role May 1st.
  + Evolving from a “Transactional” HR to “Strategic” HR department. E.g. Benefits concern, move from assisting with concern to think about how to better the benefits.
    - **Step 1 in-progress:** Generalist Roles being implemented. HR generalists assigned throughout campus. Strategize and work with campus partners to organize “total rewards” packaging.
    - **End Goal:** Align with “Reach Higher goals and objectives.
    - Talent Management/Learning Development programming to be housed in HR, not departmental level.
  + Open Enrollment update coming for the next meeting, no foreseen changes.
* Committee members updates/comments/questions
  + None

**Unfinished Business**

* None – last year was pretty quiet due to COVID.

**New Business**

* Discussion on plans, goals, and charges for the upcoming year.
  + Review survey results to discern potential charges. (AP Survey F21 from Marla on 8/30/21)
  + Rectify [inconsistencies with FWA](https://www.gvsu.edu/fwa/), access to benefits, etc. particularly between campuses (ALL vs. GR)
  + Paternal leave benefits update, invite Women’s Commission.
  + Review documentation related to AP policies (compare with PSS). Establish AP policies if not currently existing. Make it more accessible on the web.
    - How to share resources with AP staff, e.g. website handbook.
* Create list of potential invited speakers for future meetings
  + Women’s Commission
  + Mychal Coleman (November or December)
* Is there anything we would like to include in the next AP Newsletter?
  + [AP Handbook link](https://www.gvsu.edu/aphandbook/) and PSS contractual updates if ratified.
  + Open Enrollment Dates: October 19 – November 3
* Plan upcoming meetings
  + Katie to schedule and post meetings for the remainder of the semester. 2:30-3:30pm EDT.

**Upcoming Dates**

**Open Enrollment: October 19 – November 3**