

Salary and Benefits Sub-Committee Meeting MINUTES
December 13, 2022, 10:00 – 11:00 a.m.

Attendance

Present: *Chelsea Ridge (Chair, Group 3 - 2024); Libby Jawish (Vice Chair, Group 4 - 2025), Jeff Trytko (Secretary, Group 5 - 2025), Joel VanRavensway (Group 1 - 2024); Tammi King (ex-officio, HR Benefits Liaison).*

Absent: *Meagan Treadway (Group 2 – 2023)*

Minutes drafted by Secretary: Jeff Trytko

Updates

Benefits: Tammi: Thrive is successful so far 100 last year to 1,200 this year. Talent Management Group focusing on creating a support programming for professional development for staff. Team is ready to start trolling out programs this year for existing staff. Leading Lakers, Natalie Trent, is point of contact. Tammi will share more information when available. HR is now fully staffed.

AP Executive Committee update:

AP Survey Summary went out: memo with data is going to SLT to emphasize needs.

Meeting with President Mantella Debrief: Libby presented the questions for the sub-committee at the meeting in person on 12/9. President's response to wages as a SLT priority was assuring, but nothing concrete to report yet regarding staff workloads. President is advocating donors to pay for operations not just capital projects. AP Committee drafting a memo for SLT to follow up and address questions and response. Jeff mentioned President showed interest to look at adjunct staff survey data. Tammi confirmed adjuncts (12 mo) are eligible for some benefits when working over 30 hours per week.

Vacation rollover / sharing: roll over is as last year, but many need to spend down their hours before the New Year (250). Chelsea shared from certain teams the workload is difficult to take the time off this time of year. No one else has heard of issues. Tammi reported only a few instances, and recommended staff reach out to HR to explore options.

Adjunct AP staff support (Bobby is starting a task force): AP Committee agreed to add Bobby Nielson as an adjunct representative to help advocate for their role and needs. Bobby reports to Executive Committee. Joel agreed to reach out to consult for Benefits and Salary Sub Committee support.

Compensation Ask: AP Executive Committee is planning seek input. Chelsea will follow up in January. Spectrum is a model of a benefits workplace to balance packages for employee choice i.e., 403B contribution versus vacation time levels.

Faculty ECS Outreach: Collaboration with AP Committee and Faculty Senate to maximize voice for impact. Conversations may lead to the compensation ask and our subcommittee goals. Memo will combine the survey and the departure data in order to craft a memo in January to send to SLT. Meeting TBD.

Review the new bylaws and AP Groups: Jeff asked about mentioning inclusion of adjuncts for representation. Do numbers of groups include adjuncts? Jeff has access to the Google Doc and will share with group the S&B portions after meeting.

New Business:

AP Survey results: Joel suggested waiting for further discussion to hear from Executive Committee on further points of interest to move forward.

Secretary Position: Jeff Trytko was nominated, and the subcommittee members present voted affirmative.

Next Semester Meetings: Tuesdays at 1pm work best. Virtual is best considering Allendale and Pew/Health Campus work locations. Chelsea will send meeting invitations.