**AP Salary & Benefits Subcommittee Meeting**

Thursday, February 12, 2015 8:30 am – 10:30 am

Location: Seidman Center Room 3001

Members Present:

Group 2: Susan Proctor (2013-2015)

Group 3: Julie Amon (2013-2015)

Group 5: Michelle Cronk (2014-2016)

Group 6: Quincy Williams (2013-2015)

HR Reps: Linda Yuhas, Director of Employment and Compensation

Dave Smith, Director of Benefits

Members Absent:

Group 1: Whitney Marsh (2013-2015)

Group 4: Luanne Brown (2014-2016)

AP Committee Liaison: Mary Ziomkowski

Guests:

Dwight Hamilton, Associate Vice President of Affirmative Action & Title IX Officer

**Old Business**

* No old business was discussed

**Speaker**

Dwight Hamilton, Assoc. VP of Affirmative Action & Title IX Officer was invited to speak about concerns that have been voiced by A/P staff in regards to several staff members leaving GVSU who are in under-represented groups. What steps is GVSU taking to recruit/replace these individuals with other professionals from under-represented groups?

* Dwight discussed reasons for his own departure. He stated his career goals have always been to become a chief diversity officer at a university. When that opportunity did not occur at GVSU he decided to continue to pursue that goal and found an opportunity elsewhere.
* He also shared that GVSU conducts an annual report of all faculty, A/P staff, and PSS staff employment; including how many applications we receive vs. position openings, total employment rate and termination rate.
  + GVSU has had an overall increase in the employment of under-represented groups, however that increase has remained constant with overall growth of the university so that percentages have remained constant.
  + GVSU has a very low turnover rate (approx. 2%) overall. Disproportionately this is of under-represented groups.
  + In 2013-14, 13% of all A/P staff hires were from under-represented groups, however 26% of A/P staff who left were of under-represented groups.
* Steps have been taken in the job description and recruitment planning process to ensure inclusion advocates are part of the entire process with the intent of attracting the most diverse pool of candidates as possible. So, the University is doing a lot to attract and hire diverse candidates, however is the University doing enough to retain these professionals?
* There seems to be a perception that there are systemic barriers at GVSU to opportunities for advancement for minority professionals. Unfortunately, sometimes perception can become reality.
* Students are becoming more vocal about this as well as evidenced by recent conversations at Title IX and other university meetings/hearings.
* Dwight was asked to provide his recommendations on what could be done to help the University moving forward with this.
  + There needs to be an increased focus on retention and mentorship of individuals that we are bringing on.
  + There needs to be visible and open discussions from administration about this issue and how we can all help.
  + There needs to be a larger focus on succession planning.

**Updates**

1. HR/Benefits Updates – Dave Smith  
   No updates at this time
2. AP Committee Updates/News – Mary Ziomkowski   
   No updates at this time
3. Committee members update on comments/feedback from respective groups  
   No updates at this time

**New Business – Committee Recommendations**

The A/P Salary & Benefits Subcommittee would like to recommend that Jessie Bernal, the incoming VP of Inclusion and Equity, speak with the A/P Committee and all Sub-committees so that we can share some of the concerns that have come to light from A/P staff early in his tenure.

We would also like to make a formal recommendation to Administration that a simulcast of any open forums that take place when hiring new candidates be available so that staff/faculty from all GVSU campuses can provide input, especially for high-level positions.

**Upcoming meetings:**

Thursday, March 12, 2015, 8:30am – 10:30am, Location: Allendale PAD 308

* Dave plans to go over this past years’ benefit info

Minutes respectfully submitted by

Susan Proctor, Employer Development Manager