

FSBC Meeting Minutes March 18, 2005

PRESENT: Majd Al-Mallah, Larry Burns, Maria Cimitile (Chair), Cynthia Coviak, Marinus DeBruine, Gregg Dimkoff, Scott Grissom, Sally Hipp, Rita Kohman, Susan Martin (ex officio), Donijo Robbins, Nancy Shontz, Josh Sisco (student), Joel Stillerman, Patrick Thorpe, Eric VanFleet

GUESTS: Rob Franciosi, Michael Hill, Scott Richardson, Kurt Swardenski, Mary Warner

1. Call to Order
The Chair called the meeting to order at 12:05pm.
2. Minutes Review
The minutes of 02/11/05 were reviewed and approved.
3. Announcements
 - a. The Chair thanked the Provost's Office for providing refreshments for the meeting.
 - b. The Chair announced that programs recently approved by the Board of Trustees are Bioinformatics, Biostatistics, Biotechnology (Cell & Molecular Biology), and Department of Liberal Studies.
 - c. The Chair reported that she had received information from Rob Franciosi, Faculty Senate Chair, that the GVSU Salary Book could be made available in each Dean's Office and the Library. Copies are also available for purchase in the Human Resources Office. There are currently no plans to put the salary material on-line. *This issue of on-line access to salary information will be addressed at the next meeting.*
 - d. Chair Cimitile announced that she met with Susan Sloop, who is in charge of Work/Life Issues in the Human Resources Office, to discuss the new Encompass program. All faculty members are encouraged to email Ms. Sloop with any questions or suggestions on how to improve the work place.
 - e. The Chair reported that the Data Grid is continuing to be updated.
 - f. The Chair announced that the next FSBC meeting, scheduled for Friday, March 25, 2005, will be a closed session without ex officio members present.
4. Benefits Presentation
Mary Warner, of Human Resources, presented an overview of the work completed to date. Two representatives from Advantage Benefits Group (ABG), Kurt Swardenski and Michael Hill, were introduced.
 - a. Preliminary benefit recommendations for GVSU were distributed and the results of each focus group were presented and discussed.
 - b. A Medical Benefits Comparison Chart and Medical Plan Cost & Analysis showing the similarities and differences between sister universities was presented and discussed.
 - c. The recommended changes to the GVSU medical benefits was presented and discussed.
 - d. The new proposed health care plan options were presented and discussed. The proposed changes would be implemented over a period of three years.
 - e. The per-employee cost savings to GVSU and the future contribution strategy was discussed.
 - f. Within the material presented at the meeting, there is a Plan of Action and information on Consumer-Engaged Tools such as *Subimo*, an on-line health care tool.
 - g. Faculty and Staff are invited to send their questions and comments to the Human Resource Office.
5. Susan Martin of the Provost's Office reported that the salary adjustment process and budget are expected to be completed after receiving approval from the Board of Trustees. Anticipated timeline is mid-July
6. A committee member noticed a change they would like to have reflected in the minutes of 2/11/05, Item 4.e. A motion was made and seconded to revisit the minutes of 02/11/05 at the next FSBC meeting. Motion Approved.

The meeting was adjourned at 1:35pm