

**FSBC Meeting Minutes**  
**April 15, 2005**

**PRESENT:** Majd Al-Mallah, Larry Burns, Maria Cimitile (Chair), Lee Copenhaver, Cynthia Coviak, Marinus DeBruine, Gregg Dimkoff, Scott Grissom, Sally Hipp, Rita Kohrman, Sue Martin (ex officio), Donijo Robbins, Nancy Shontz, Joel Stillerman, Patrick Thorpe, Eric VanFleet, Don Williams

**GUESTS:** Jim Bachmeier, Mary Warner

1. Call to order

The meeting was called to order at 12:03pm

2. Approval of Minutes

The minutes of April 1, 2005 were reviewed and approved as submitted.

The minutes of April 8, 2005 were reviewed and approved as amended.

3. Announcements

- a. The Chair sent an email to the committee members regarding her meeting with Human Resources representatives. During the meeting it was agreed that the 90/10 split presented for medical benefits is an inequitable model; material was presented as a 90/10 split and was actually an 80/20 split. New models will be developed and the consulting firm, Advantage Benefits Group (ABG), will provide necessary data. Concerns were expressed that the data requested from ABG has not been received
- b. A draft of a response to the proposed changes in Medical Benefits was distributed and discussed. The committee agreed that some of the issues raised in the draft response are significant enough to send forward to Human Resources.
- c. A draft of the annual Salary Letter was distributed for review and discussion. Recommendations for change included a suggestion to more clearly identify which faculty rank the data represented versus the entire GVSU community, and to insert the average salary for faculty at public universities in Michigan. Once the amendments noted at the meeting are made, the committee approved the distribution of the Salary Letter to Faculty.
- d. Final nominations for Chair of FSBC for 2005-06 will be accepted through April 22 2005. Dr. Cimitile informed the committee that she would like to continue as chair upon her return in Winter 2006 following her sabbatical in Fall 2005; Larry Burns offered to serve as chair pro tem.
- e. A grid of two- and four-year program budget reviews is continuing to be developed .

4. Program Costs

The draft of a memo regarding the cost of implementing new programs was distributed and discussed.

A motion was made and seconded to forward the memo on the cost of implementing new programs to ECS and the Provost's Office.

**APPROVED Unanimously.**

5. Prospectus for MS in Safety Management

The Prospectus for a Master of Science in Safety Management was distributed.

A motion was made and seconded to untable the Master of Science in Safety Management for discussion.

**APPROVED Unanimously.**

Discussion ensued and a recommendation was made to conduct extensive market research to provide evidence of the viability of the program, and include that data in the Final Plan.

A motion was made and seconded to approve the Prospectus for an MS in Safety Management and recommend the development of a Final Plan.

**Approved 9 yes; 5 opposed; 1 abstentions**

6. Prospectus for an Educational Specialist Degree in Leadership

The Prospectus for an Educational Specialist Degree in Leadership and a program budget estimate was distributed for review. Sally Hipp presented an overview of the prospectus. Discussion

A motion was made and seconded to approve the Prospectus for an Educational Specialist Degree in Leadership and recommend the development of a Final Plan.

**Approved 8 yes; 4 opposed; 3 abstentions**

7. Medical Benefits Proposal

Mary Warner joined the meeting to discuss the proposed changes to the medical benefits and presented an overview of what has happened to date. Additional models will be developed for review by FSBC. A rationale for such a large increase in premiums was requested, as well as the development of scenarios identifying the changes for single/dual/family coverage.

Any additional memos regarding medical benefits will be distributed electronically by the chair and voted on via email.

8. Total Compensation Package – Salary and Benefits

Jim Bachmeier joined the meeting to present an overview of the total compensation package (salary and benefits) for faculty. Questions were raised on how salary increase(s) compare with any general fund increase(s), and increasing the promotion increment.

Mr. Bachmeier invited committee members to email him any other questions they may have, and he offered to address the committee at a future meeting.

The meeting adjourned at 1:35pm.