

FSBC Meeting #14
April 8, 2005

PRESENT: Majd Al-Mallah, Larry Burns, Maria Cimitile (Chair), Marinus DeBruine, Gregg Dimkoff, Scott Grissom, Rita Kohrman, Sue Martin (ex officio), Nancy Shontz, Eric VanFleet, Don Williams

1. Call to order

The meeting was called to order 12:01pm

2. Approval of Minutes

There were no Minutes for approval

3. Announcements

- a) The Chair received an email from the Human Resources Office regarding the implementation of any changes to medical plan benefits, but a timeline was not specified. Sue Martin reported that the Provost's Office has not been informed of a timeline either.
- b) The Chair reported that faculty expressed concern over what any medical data (prescriptions, cholesterol levels, blood pressure, etc) that is gathered on individuals will be used for. There are not faculty concerns over wellness issues per se, but rather how any wellness program would be implemented or monitored.
- c) The Chair queried committee members on whether or not their departments had received the faculty letter regarding medical benefits.
- d) The Chair reported that she would prepare a drafts of some items scheduled for the next meeting as guide for discussion.
The election process for Chair was discussed. Maria Cimitile was nominated as Chair for 2005-06; Larry Burns was nominated as Chair pro tem while Ms. Cimitile will be on sabbatical.

A motion was made and seconded for this item to be tabled until the next meeting. **Approved Unanimously.**

4. Report on April 7, 2005 Meeting with Advantage Benefits Group (ABG)

The Chair presented a brief summary of what has occurred to-date and distributed a set of questions and answers from the meeting.

- Concern was expressed about the lack of data that has been received from ABG despite repeated requests.
- The committee was reminded that that ABG does not work for GVSU, but rather serve in an advisory capacity. ABG will be asked to provide additional models of benefit packages for review, and clarify why the proposed increases are so large.
- The material that was distributed by ABG at the last meeting was an average of all 15 public universities in Michigan, not an MSU benchmark.

5. Continuation of discussion of Benefits Presentations from Meetings no. 11
There was discussion on a memo that Chair Cimitile distributed. Further data is needed on compensation packages.

An informal poll was taken to gauge committee sentiment on paying a fixed proportion for benefits every year, relative to the total compensation package. Additional data will be requested from the Provost's Office before an informed decision can be made.

Chair Cimitile will emphasize to Human Resources that FSBC expects to be involved in benefit discussions earlier in the semester.

6. Adjournment
The meeting was adjourned at 1:31.