



**Human Resources Report**  
February 21, 2025

**Agenda Item #1: Title IX Quarterly Report**

Information

Action

Discussion

**Purpose:**

The State of Michigan requires the Title IX Office to report quarterly to the Board of Trustees and the President. The purpose of this report is to share 2024-2025 3<sup>rd</sup> quarter Title IX information with the Board of Trustees and the President.

**Background:**

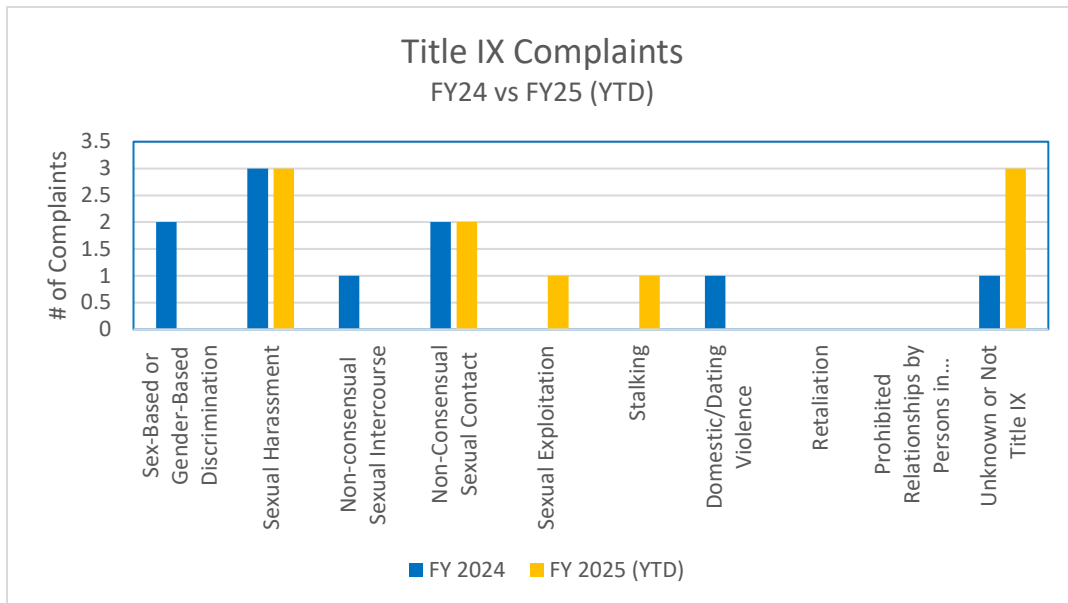
Per the State of Michigan requirements, this report covers all reports made to the Title IX Office from November 1, 2024 through February 10, 2025.

Since the last board report, the Title IX Office has received four (4) reports of alleged prohibited conduct.

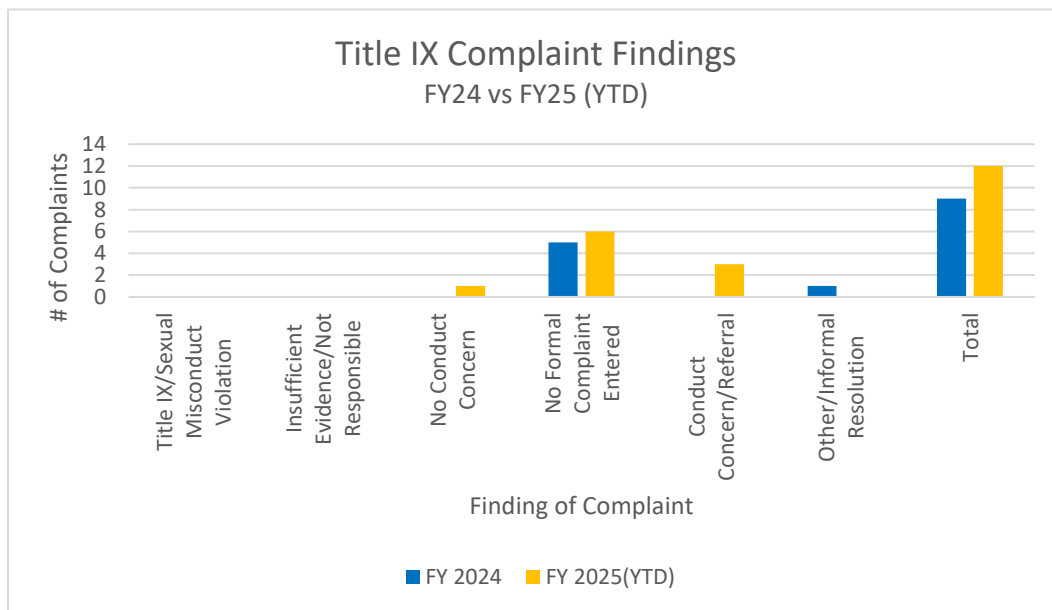
- Two (2) reports received were closed with no formal complaint entered and the Title IX Office informed reporting parties of on and off campus resources.
- One (1) case is open currently and is under assessment or investigation.
- Two (2) of the reports indicated an LSSU employee as the Respondent. In one case a formal complaint has not been entered at this time and the case is under assessment. The respondent is not a current employee of LSSU, but was serving as an employee at the time of the report. In the second case, the report does not violate Title IX and no complaint was entered, the case is now closed.

Information regarding the reports is listed the tables below.

The “Title IX Complaints” chart shows the number of types of Title IX complaints received during FY24 compared to FY25.



The “Title IX Complaint Findings” chart shows the overall findings of Title IX cases adjudicated during FY24 compared to FY25.



**Suggested Action/Motion:**

N/A

**President’s Recommendation:**

N/A



## Human Resources Report February 21, 2025

### Agenda Item #2: Human Resources Updates

Information

Action

Discussion

#### Purpose:

The purpose of this report is to share with the Board of Trustees updates from the Offices of Human Resources, Safety, and Risk, Public Safety and Title IX.

#### Background:

##### Human Resources

The Human Resources Office hosted the Employee Appreciation Luncheon in partnership with the President's Office on December 16, 2024. During this annual luncheon, LSSU employees were recognized for their years of service, retirement and nominations for annual awards. The AP and ESP employees of the year were announced: Bruce Buckley (AP) and Mike "Sparky" Normand (ESP) were this year's winners of the prestigious award. In addition, the Provost's Office also awarded Dr. Jon Doubek and Ben Southwell with the Excellence in Advising Award.

The Human Resources Team successfully transitioned the LSSU PBM company from Maxor to EVO during benefit renewals this year, in a cost saving effort while maintaining identical prescription benefits for all employees. This benefit, along with all other renewed benefits went into effect on January 1, 2025.

The Human Resources Office is experiencing a period of transition at this time after the resignation of the Director of Human Resources, Safety & Risk and Title IX Coordinator, Kate Bergel on February 14, 2025 and the retirement of the Benefits Administrator, Yvonne Brown on January 24, 2025. Morrie Walworth has taken over interim supervision of this area while the University conducts a search for a new Director of Human Resources, Risk Management & Compliance. Allison Orr has been promoted in her role from Deputy Title IX Coordinator to Title IX Coordinator.

##### Title IX

On January 9, 2025, a federal judge in Kentucky ruled to vacate the 2024 Title IX regulations nationwide. The court ruled that the 2024 Title IX regulations were unlawful and violated the U.S. Constitution. The court's decision of the Final Rule returns Title IX to its pre-existing 2020

regulations nationwide. LSSU maintained the 2020 regulations in our policies, so there are no changes to our day-to-day operations.

**Safety & Risk**

The CASET renovation project continues to zero in on completion as Engineering faculty and staff finalize the details of robotics systems and Risk Management staff finish out smaller claims adjustments. LSSU and Zurich expect this claim to be closed out this spring. We hope this claim to be finalized prior to our property insurance renewal on July 1, in support of that renewal process.

Several of our insurance policies are in renewal process at this time, as is typical for this time of year. There is a nation-wide hardening of liabilities markets, but our MUSIC brokers are working hard to bring nation-wide experiences of double-digit percent increases down to single digits for MUSIC institutions. Conversely, we are seeing a softening of the Cyber market and expect to see a friendlier renewal in that area.

The University has continued to see a significant reduction in Workers Compensation claims since the implementation of the Nursing Help Line in 2023. The first table below shows LSSU’s most recently closed contract with our Workers Compensation Insurance company from 9/1/23-9/1/24 compared to the second table of the prior year, 9/1/22-9/1/23. This trend is indicative of a successful launch, good risk management practices, and good safety awareness at all levels.

Policy Period Summary: 9/1/2023 To 9/1/2024							
	Open	Closed	ReOpen		Paid	Reserves	Incurred
				Medical Losses:	\$2,176.30	\$0.00	\$2,176.30
				Indemnity Losses:	\$0.00	\$0.00	\$0.00
Medical Claims:	0	3	0	Legal Expenses:	\$0.00	\$0.00	\$0.00
Indemnity Claims:	0	0	0	Other Expenses:	\$0.00	\$0.00	\$0.00
<b>Total Claims:</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>Net:</b>	<b>\$2,176.30</b>	<b>\$0.00</b>	<b>\$2,176.30</b>
<b>Total Claims:</b>	<b>3</b>		<b>Incident-Only Claims:</b>	<b>5</b>		<b>Litigation:</b>	<b>0</b>

Policy Period Summary: 9/1/2022 To 9/1/2023							
	Open	Closed	ReOpen		Paid	Reserves	Incurred
				Medical Losses:	\$18,973.76	\$0.00	\$18,973.76
				Indemnity Losses:	\$8,511.00	\$0.00	\$8,511.00
Medical Claims:	0	8	0	Legal Expenses:	\$0.00	\$0.00	\$0.00
Indemnity Claims:	0	2	0	Other Expenses:	\$3,393.76	\$0.00	\$3,393.76
<b>Total Claims:</b>	<b>0</b>	<b>10</b>	<b>0</b>	<b>Net:</b>	<b>\$30,878.52</b>	<b>\$0.00</b>	<b>\$30,878.52</b>
<b>Total Claims:</b>	<b>10</b>		<b>Incident-Only Claims:</b>	<b>1</b>		<b>Litigation:</b>	<b>0</b>

**Suggested Action/Motion:**

N/A

**President’s Recommendation:**

N/A