



Human Resources Report

July 18, 2025

Agenda Item #1: Title IX Update

Information

Action

Discussion

Summary:

There has been one new Title IX report received and closed since the last Board of Trustee meeting. This report was closed since it did not fall under the jurisdiction of Title IX. Currently, there are no open reports and there are no reports that involve employees.

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 4th 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 April 24, 2025 through July 1 2025.

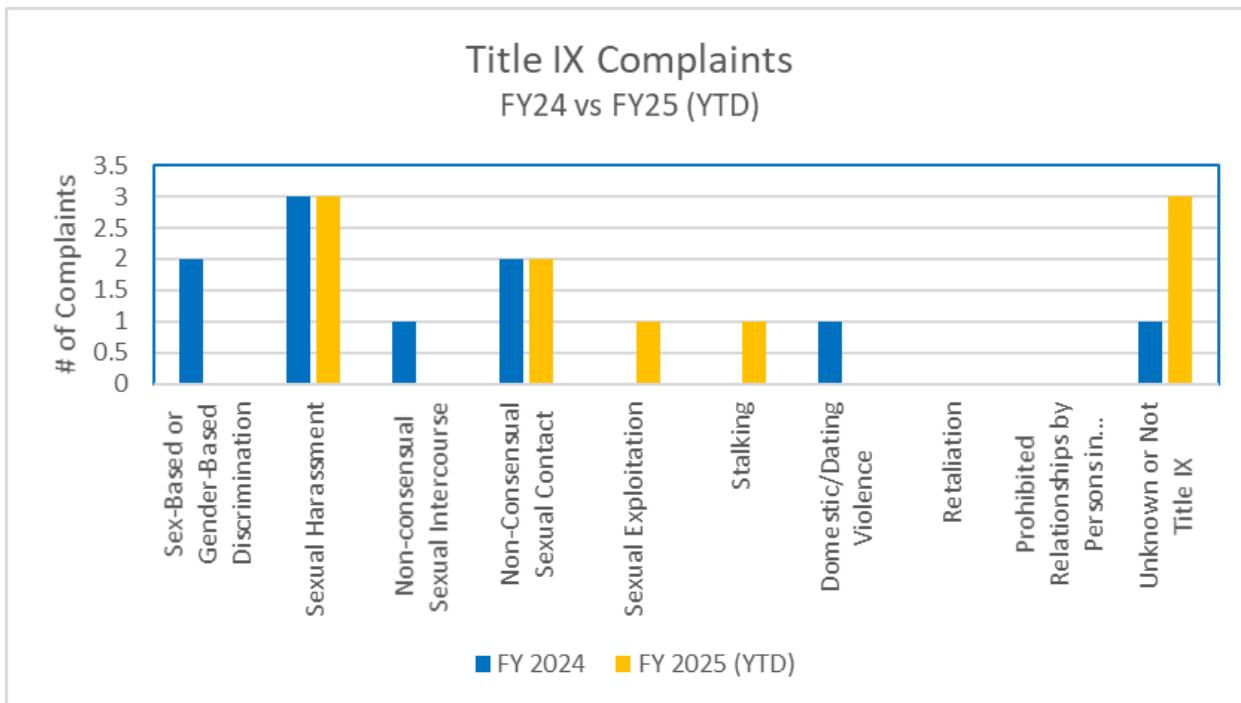
Since the last board report, the Title IX Office has received one (1) report of alleged prohibited conduct.

- One (1) report received was closed and did not fall under the purview of Title IX
- Zero (0) cases are open currently and are under assessment or investigation.
- Zero (0) of the reports indicated an LSSU employee as the Respondent.

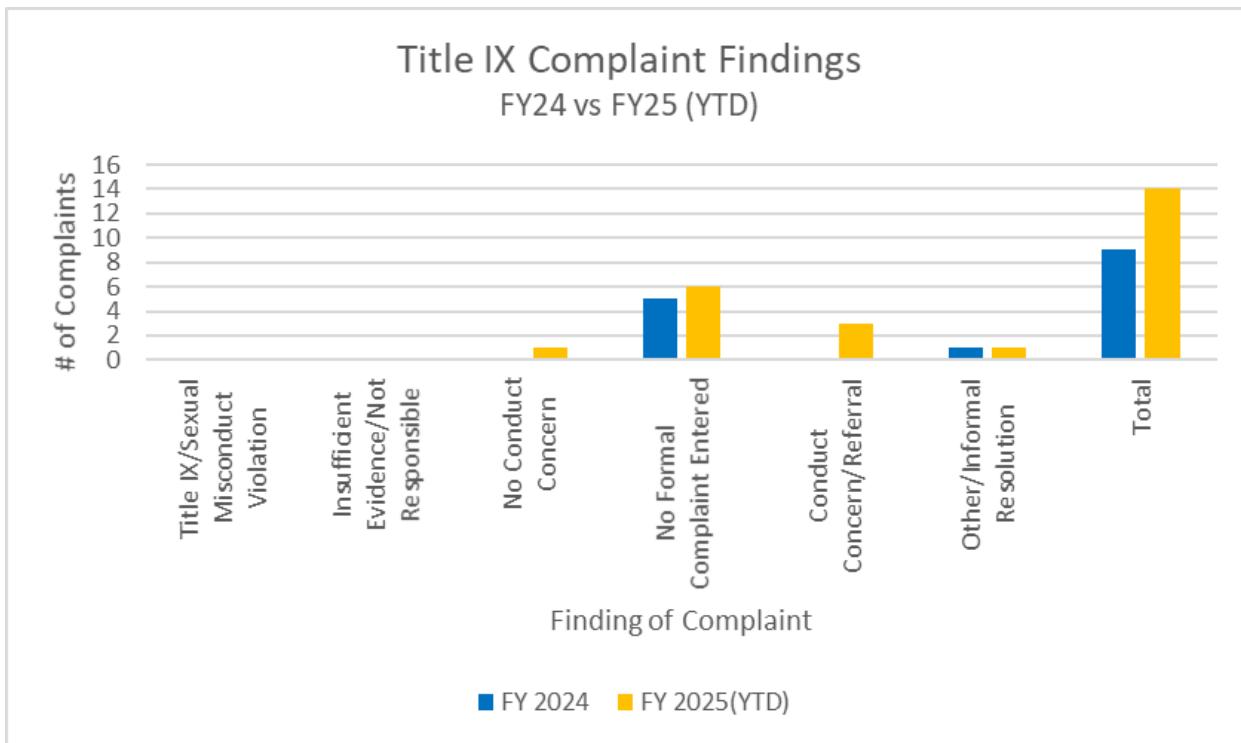
Information regarding the reports is listed in the tables below.

Case Number	Reporting Year	Date of Report	Date of Incident	Case Status	Complainant Status	Respondant Status	Prohibited Conduct	Finding
2768	2024-2025	6/11/2025	6/11/2025	Closed	Non-LSSU	Student	Not Title IX	Initial Assessment/No Investigation Needed

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



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Agenda Item #2: Public Safety Update

Information

Action

Discussion

Summary:

Public Safety is actively planning for the new Academic Year. This includes setting up comprehensive training for staff and student officers. The team will also participate with the Title IX and Housing teams on scenario based training covering potential Title IX situations and medical emergencies.

Public Safety:

The Office of Public Safety will welcome both new and returning student officers this August for annual training. During this program, student and staff officers will receive instruction in CPR, Stop the Bleed, and basic first aid. Additional training topics will include Mental Health First Aid, Human Trafficking Awareness, Workplace Violence Prevention, and Report Writing.

In collaboration with Title IX and Housing, the Behind Closed Doors training will also return this year. This interactive and hands on training will provide Public Safety student officers and Resident Advisors with the opportunity to respond to simulated scenarios involving Title IX concerns and medical emergencies.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A



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Agenda Item #3: Safety and Risk Updates

Information Action Discussion

Summary:

The Safety and Risk team continues to advance key initiatives that support campus operations and preparedness. Current efforts include continued efforts to renew property coverage and a recent workers' compensation site review.

Risk Management:

All insurance liability policies for Lake Superior State University have been successfully renewed, with the exception of the property insurance policy. The University currently holds a policy extension with Zurich, which remains in effect through September 1, 2025, while alternative carriers are being evaluated.

Workers' Compensation Site Review:

On June 30, 2025, representatives from Accident Fund visited Lake Superior State University to review and discuss our recent Workers' Compensation incidents. During the visit, they identified slips and falls as the most frequently reported type of incident, with October being the most common month for these occurrences. The analysis covered claims from September 1, 2024, through June 30, 2025, and showed a decrease in both the frequency and severity of claims compared to the previous year. There were 3 medical-only and 1 incident-only claims this year, down from 3 medical-only and 5 incident-only claims last year. Accident Fund will return to campus on July 29, 2025, to conduct a walkthrough and further assess potential areas of concern.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A



Human Resources Report

July 18, 2025

Agenda Item #4: Human Resources Updates

Information

Action

Discussion

Summary:

The Human Resources team continues to plan the implementation of Michigan earned sick time, which will primarily affect student employees. The university and ESP are actively negotiating a successor contract. We continue to review our medical, retirement, and supplemental plans to offer more choice and keep long-term costs in check.

Update on Michigan Earned Sick Time Act (ESTA)

At the last meeting, it was reported that we are addressing this State of Michigan requirement. Our goal is to have this in place for the Fall 2025 academic year since it potentially affects student employees.

ESP Collective Bargaining Agreement

The university and the ESP union began negotiations in early June. Active discussion is taking place regarding the terms and conditions of a renewed contract.

Medical Benefit Plan Review

We continue to review options regarding medical, dental, and vision benefits. Currently, we are working with three groups, Acrisure, Risk Strategies, and the Western Michigan Health Insurance Pool. To continue working with The Pool they require a Board of Trustee Resolution designating an employee of LSSU as a representative (see separate Resolution). It should be noted that LSSU is currently not in compliance with Michigan legislation, PA 152, which sets limits on what a public employer can pay for employee medical plan benefits. Becoming compliant with this law is also a priority.

Retirement Plan Review

Last report, it was noted that we are working with TIAA, our retirement plan record keeper, to complete a comprehensive review of our plan documents. This work has now expanded to include legal counsel. Our goal is to have a plan document that is flexible and allows discretion with regard to employer contributions and employee contribution matches.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A



Human Resources Report

July 18, 2025

Agenda Item #5: Resolution Naming LSSU Representative (Trustee) to The Western Michigan Health Insurance Pool

Information

Action

Discussion

Summary:

The Western Michigan Health Insurance Pool (The Pool) is a health benefits organization originally formed in 2005 by eight West Michigan school districts seeking to provide better-quality coverage at a lower cost for their employees and families. Today, The Pool has over 230 member organizations.

LSSU is actively exploring The Pool as a health benefits partner as part of a broader strategy to control costs for the university, employees, and their families.

The Pool requires a Board Resolution to officially designate an LSSU representative. With this resolution, we are asking for the authorization of Philip Espinosa as primary and Morrie Walworth as alternate representatives on behalf of LSSU with The Western Michigan Health Insurance Pool (The Pool). The documentation for The Pool

Suggested Action/Motion:

The President recommends that the Board of Trustees consider and approve the presented resolution naming the current and/or future Associate Vice President of Human Resources & Chief Human Resources Officer, currently Philip Espinosa, as the primary representative and the current and/or future Vice President of Finance, currently Morrie Walworth as the alternate representative on behalf of LSSU with The Western Michigan Health Insurance Pool.

The full Resolution is attached.

President's Recommendation:

Support and approve as presented.

BOARD OF TRUSTEES OF
Lake Superior State University (the “Member,” “LSSU”)
A RESOLUTION FOR NAMING LSSU REPRESENTATIVES
FOR THE
WESTERN MICHIGAN HEALTH INSURANCE POOL (WMHIP)

PREMISES

- A. Article 6.1 of the Bylaws of the West Michigan Health Insurance Pool ("WMHIP") requires that each member entity name representatives ("Trustee" and an "Alternate Trustee") to serve on the WMHIP Board of Trustees.
- B. The Governing Body of the Member has chosen individuals in accordance with Article 6.1 to serve as Trustee and Alternate Trustee.
- C. The Governing Body of the Member believes that these individuals will represent the interests of the Member in the WMHIP.
- D. Neither of these individuals is an owner, officer, or employee of any third-party administrator or any other third-party providing services to WMHIP.

NOW, THEREFORE, the Board of Trustees of Lake Superior State University resolves:

1. The LSSU Board of Trustees hereby confirms its appointment of the following persons as Trustee and Alternate Trustee to serve as Trustee when the initial Trustee is not available or in attendance to carry out the Trustee's duties: Philip Espinosa (Trustee), and Morrie Walworth (Alternate Trustee). The Trustee and Alternate Trustee shall serve until replaced by action of the LSSU Board of Trustees. Failure to designate a Trustee, or the failure of that Trustee/Alternate Trustee to participate on the WMHIP Board of Trustees, shall not affect the responsibilities or duties of LSSU under the Amended Trust Agreement.
2. Once these appointments are made known to WMHIP, the above-named individuals shall remain in office until WMHIP receives evidence of the appointment of other persons.
3. Evidence of these appointments shall be communicated to WMHIP by providing a certified copy of this resolution.
4. All resolutions and parts of resolutions insofar as they conflict with the provisions of this Resolution be and the same are hereby rescinded.