



Human Resources Report October 3, 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 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 September 22, 2025.

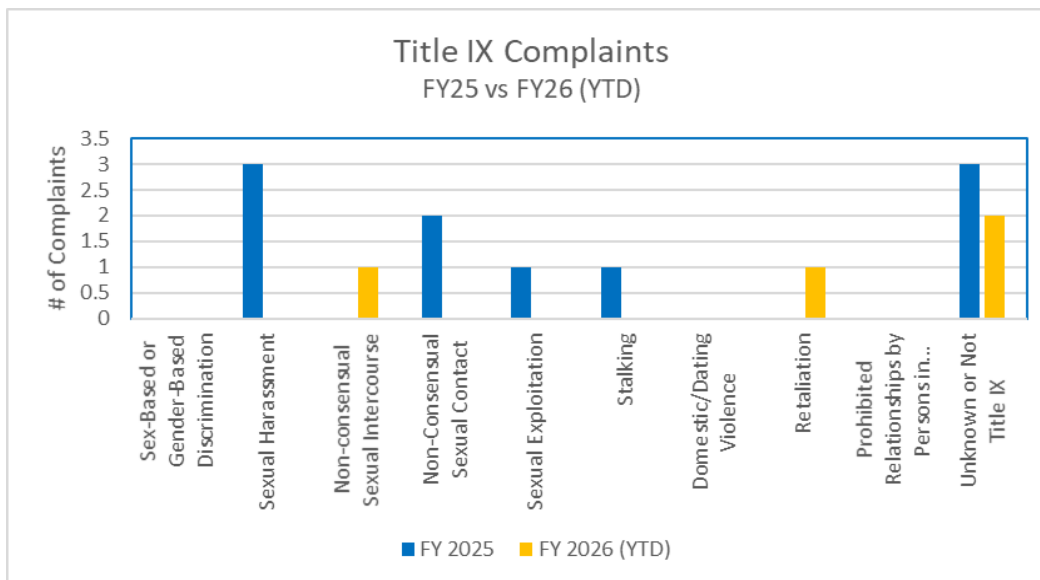
Since the last board report, the Title IX Office has received four (4) reports of alleged prohibited conduct.

- One (1) reports received were closed with no formal complaint entered and the Title IX Office informed reporting parties of on and off campus resources.
- Three (3) cases are open currently and are under assessment or investigation.
- One (1) of the reports indicated an LSSU employee as the Respondent.

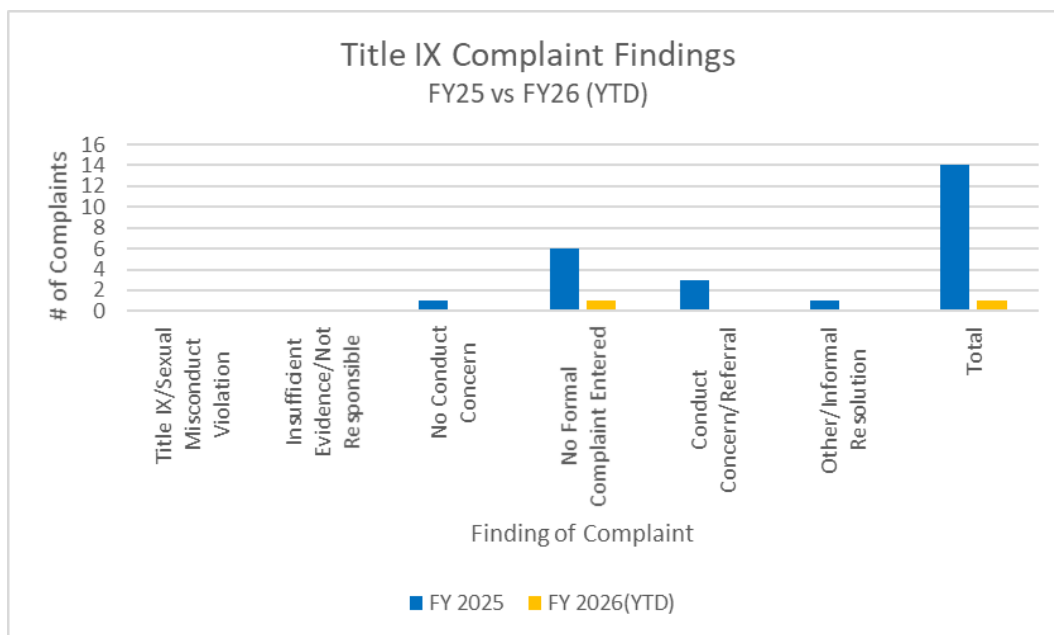
Information regarding the reports is listed in the tables below.

Case Number	Reporting Year	Date of Report	Date of Incident	Case Status	Complainant Status	Respondant Status	Prohibited Conduct	Finding
2787	2025-2026	8/19/2025	8/19/2025	Closed	Student	Student	Not Title IX	No Formal Complaint Entered
2793	2025-2026	8/24/2025	8/25/2025	Open	Student	Student	Non-consensual Sexual Intercourse	
2819	2025-2026	9/19/2025	Fall 2023-Pres	Open	Employee	Employee	Retaliation	
2820	2025-2026	9/19/2025	9/19/2025	Open	Student	Student	Not Title IX	

The “Title IX Complaints” chart shows the number of types of Title IX complaints received during FY25 compared to FY26.



The “Title IX Complaint Findings” chart shows the overall findings of Title IX cases adjudicated during FY25 compared to FY26.



Suggested Action/Motion:

N/A

President’s Recommendation:

N/A



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Agenda Item #2: Campus Security Policy and Campus Crime Statistics Act (Clery Act)

☒ Information

☐ Action

☐ Discussion

Summary:

The Clery Report for the university has been completed and was distributed to the campus community on October 1st.

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:

Annual Insurance Renewals

The Safety and Risk team has successfully completed the renewal of the university's annual insurance policies, ensuring continued coverage and risk mitigation.

Key Audit

An audit is currently underway to account for all university-issued keys distributed to employees. This initiative aims to strengthen campus security and improve key management protocols. This audit will be done on a rolling basis throughout the year.

On-Campus Parking

A thorough review of the on-campus parking system has been completed. As part of this effort, a new parking pass category has been introduced specifically for vendor employees. In addition, the process for issuing and tracking all parking passes is under evaluation to improve efficiency and accountability.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A



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Agenda Item #4: Human Resources Updates

☒ Information

☐ Action

☐ Discussion

Summary:

The University and the ESP union are actively negotiating a renewal of the collective bargaining agreement. Preparation is in process for 2026 benefit plan updates, which will include moving away from a single medical plan option to a multi-plan option allowing choice of PPO and several HD plans.

ESP Collective Bargaining Agreement

The university and the union have been meeting regularly, as schedules permit, to negotiate the terms of a new agreement. The university has presented a proposed wages and benefits package, which is currently under review by the ESP.

Medical and Prescription Plan Renewal

Benefit changes will take effect in January 2026. Eligible employees can choose from four health plan options. One PPO and three High Deductible (HD) plans. HD plans include an HSA and employer-paid supplemental coverage for critical illness, hospitalization, and accidents.

For those enrolled in an HD plan, LSSU will provide an HSA contribution. LSSU will provide an additional HSA contribution as a match to an employee contribution up to a specified maximum.

Retirement Plan Changes

Retirement plan changes were communicated to AP employees last spring, and went into effect on October 1, 2025. The University base contribution went from 10% to 5%, with the addition of an employee match not to exceed 3%.

HR and Campus Initiatives Focused on the Workforce

A number of employee centric initiatives are planned for the coming year.

- A revitalized, open-forum safety committee, open to all employees.
- Updated safety training, including new federally required hazing prevention content.
- Laker Leadership Institute, EMSS first cohort.
- Emerging Leaders program; nominations later in late 2025.

- A "Laker Outreach" effort to increase community engagement.
- A "Laker Supports" employee volunteer program.
- A campus awareness series to spotlight departments and programs for the LSSU audience.
- Customer service initiative; feedback from all employees.
- The annual employee holiday and service awards ceremony.

Important Employee Communications

Because making pay and benefit plan changes affect employees, it is important to actively communicate these changes. Below is a list of recent and planned communication events:

- ✓ May - Town Hall
- ✓ June - All employee email regarding 403b changes
- ✓ June - Previewed as part of ESP negotiations
- ✓ July - Direct communication with AP staff regarding 403b
- ✓ August - Direct communication with AP staff regarding 403b
- ✓ August - All employee meetings regarding medical plans
- ✓ September - Direct communication with AP staff about 403b
- ✓ September - All employee Town Hall
- September - Communication with AP about 403b plan
- September - Communication with AP about benefits and medical plan
- October - Employee meetings regarding LSSU benefits and medical plans
- November - Employee meetings about benefits and Open Enrollment

Topics include:

"How Medical Plans Work"
 "LSSU Benefit Plans"
 "Supplemental Coverage"
 "Making Benefit Choices"
 "Financial Management"

Suggested Action/Motion:

N/A

President's Recommendation:

N/A