



Human Resources Report

February 13, 2026

Agenda Item #1: Title IX Quarterly Report

Information

Action

Discussion

Summary:

A regular Title IX report is shared with the Board of Trustees. There are no open reports and no reports that involve an LSSU employee.

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 2025-2026 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 November 12, 2025, to February 1, 2026.

Since the last board report, the Title IX Office has received zero (0) reports of alleged prohibited conduct.

- Zero (0) reports received.
- Zero (0) cases are open currently and are under assessment or investigation.
- Zero (0) of the reports indicated an LSSU employee as the Respondent.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A



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February 13, 2026

Agenda Item #2: Public Safety Update

Information

Action

Discussion

Summary:

The LSSU Public Safety Department has welcomed new Staff Officers, Jared Fenlon and James Fox.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A



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February 13, 2026

Agenda Item #3: Safety and Risk Updates

Information

Action

Discussion

Summary:

Policy Renewal applications have been started for policies expiring July 1, 2026.

Insurance Renewals:

Insurance policy renewal applications have been initiated for policies expiring July 1, 2026. In addition, an RFI process is underway as part of our regular review of our broker relationship.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A



Human Resources Report February 13, 2026

Agenda Item #4: Human Resources Updates

Information

Action

Discussion

Summary:

The Human Resources Office currently has two open positions: Payroll Coordinator and Human Resources Manager. Additionally, the 2025 Annual Employee Luncheon was a successful event, providing an opportunity to recognize employee service milestones as well as the ESP and AP Employees of the Year.

Benefit Update Summary: LSSU has had three versions of one medical plan for several decades. 2025 was a very challenging year for medical insurance nationwide. Anticipating a larger-than-normal rate increase, LSSU took the initiative to proactively review and modify aspects of the employee medical plan. For 2026, LSSU offered a continuation plan for faculty (changes are subject to collective bargaining), negotiated three high-deductible plans for ESP, and implemented a continuation plan and three high-deductible plans for AP employees. Additionally, LSSU changed brokers and joined the Western Michigan Health Insurance Pool (The Pool), a member-owned collective. This change allowed LSSU to avoid a 25.6% rate increase from our prior broker and saved employees and the university a sizable cost increase. The medical plan program now offers high-deductible plans with university and employee contributions to a health savings account (HSA); a university-provided safety net with a three-part Aflac group coverage plan (medical, accident, and hospitalization) for those in the high-deductible plans; and an opt-out option that pays an employee an in-lieu-amount each pay period for those who choose not to be enrolled in university-provided medical, dental, and vision.

Part of the cost-avoidance strategy was to use lower-cost, high-deductible plans that provide the same level of coverage as the plans in place in 2025. This strategy allowed a shift in plan enrollments without eroding core lines of coverage. During planning, the movement from the traditional PPO plans was estimated at 20%; however, following the 2025 Open Enrollment period, migration has exceeded that estimate. ESP migration was 100%, given the negotiated terms of the 2025-2028 collective bargaining agreement. For AP, of those who elected coverage, 57% elected a high-deductible plan. Regarding opt-out, it was estimated that an additional five opt-outs would cover the cost of the new opt-out offering. LSSU saw more than five opt-outs, indicating that the new plan was well received. This also contributes to our cost containment strategy.



Annual Employee Luncheon

AP Employee of the year: Marc Boucher.
ESP Employee of the year: Paula Peltier.

Suggested Action/Motion:

The President recommends to the Board of Trustees for approval the Resolutions for the AP & ESP Employee of the Year recipients.

President's Recommendation:

N/A



RESOLUTION
from the
LAKE SUPERIOR STATE UNIVERSITY
BOARD OF TRUSTEES

WHEREAS, Marc Boucher began his career at LSSU in May 2015 as Library Director and is now celebrating 10 academic years of service. Congratulations to Marc on this impressive achievement, and thank you for your continued dedication to our campus community.

WHEREAS, Marc was nominated for Employee of the Year in 2017, 2018, and 2019, reflecting his consistent excellence and dedication to LSSU.

WHEREAS, The following are some comments from the nominations:

“Marc brings an unorthodox and engaging approach to the Library and student support. His dedication is a testament to the type of caring that makes LSSU special.”

“Marc is exemplified by a shared vision evident in all the Library staff.”

“Marc is actively engaged in his own professional development and provides opportunities for his team and others across campus. Bringing in different viewpoints is a hallmark of his practice.”

THEREFORE BE IT RESOLVED, that the Board of Trustees of Lake Superior State University, in session this 13th day of February, 2026, formally conveys to Marc Boucher the sincere appreciation of its members for recognition as the Administrative Professional Employee of the Year for 2025-2026.

Adopted by unanimous vote of the Board of Trustees on February 13, 2026.

Cynthia Williams
Chair of the Board of Trustees

Dr. David Travis
President of the University



RESOLUTION
from the
LAKE SUPERIOR STATE UNIVERSITY
BOARD OF TRUSTEES

WHEREAS, Paula Peltier began at LSSU in August 2005 as a Special Clerk in the Registrar's Office and worked there for five academic years. In 2010, Paula moved to a Special Clerk position in the Athletics office. In 2017, Paula moved to the role of Administrative Assistant for Athletics, a position she has held since then.

WHEREAS, Paula has dedicated twenty years of service to Lake Superior State University.

WHEREAS, The following are some comments from the nominations:

“Paula is the “Go To” person in Athletics for student athletes and coaches alike. They rely on her to point them in the right direction, explain university policies, complete university forms, and share general information.”

“Paula works with all levels of coaches - Club sports, Division II, and Division I sports - with all their different personalities and foibles.”

“Paula also works closely with the Norris Building Manager. This variety requires her to have a broad knowledge of many subject areas, and also to interact with a wide variety of personalities.”

THEREFORE BE IT RESOLVED, that the Board of Trustees of Lake Superior State University, in session this 13th day of February, 2026, formally conveys to Paula Peltier the sincere appreciation of its members for her recognition as the Support Staff Employee of the Year for 2025-26.

Adopted by unanimous vote of the Board of Trustees on February 13, 2026.

Cynthia Williams
Chair of the Board of Trustees

Dr. David Travis
President of the University



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Agenda Item #5: Health Care Center Updates

Information

Action

Discussion

Summary:

The reporting relationship has changed from the VP of EMSS to the CHRO.

A full budget review is being done.

A financial review is underway to identify opportunities for revenue growth, cost savings and operational efficiencies.

An updated medical record system is being implemented.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A