



Human Resources Report August 1, 2024

Agenda Item #1: Title IX Quarterly Report

Information Action Discussion

Purpose:

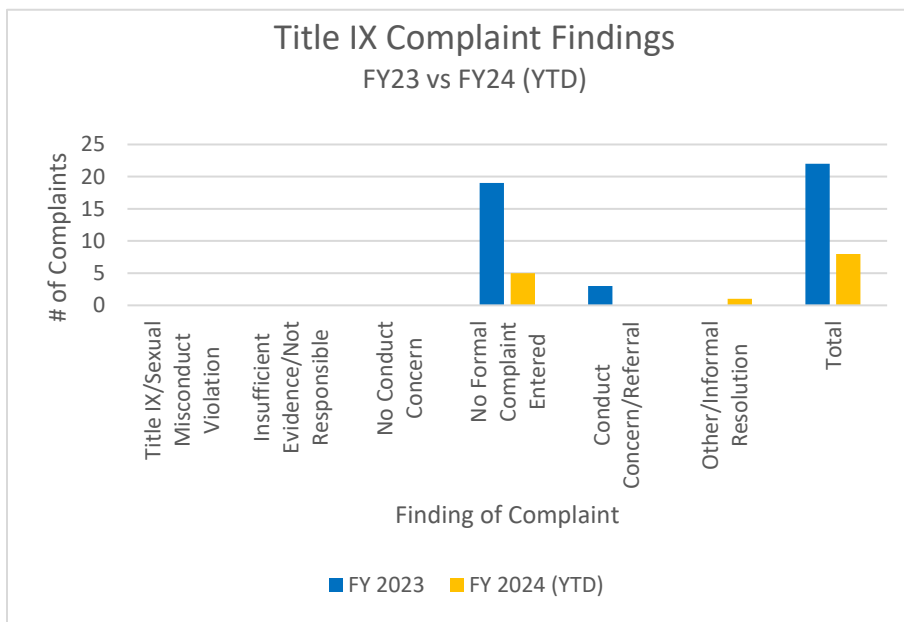
The State of Michigan requires the Title IX Office to report quarterly to the Board of Trustees and the President. The purpose of this report is to share 2023-2024 4th quarter Title IX information with the Board of Trustees and the President.

Background:

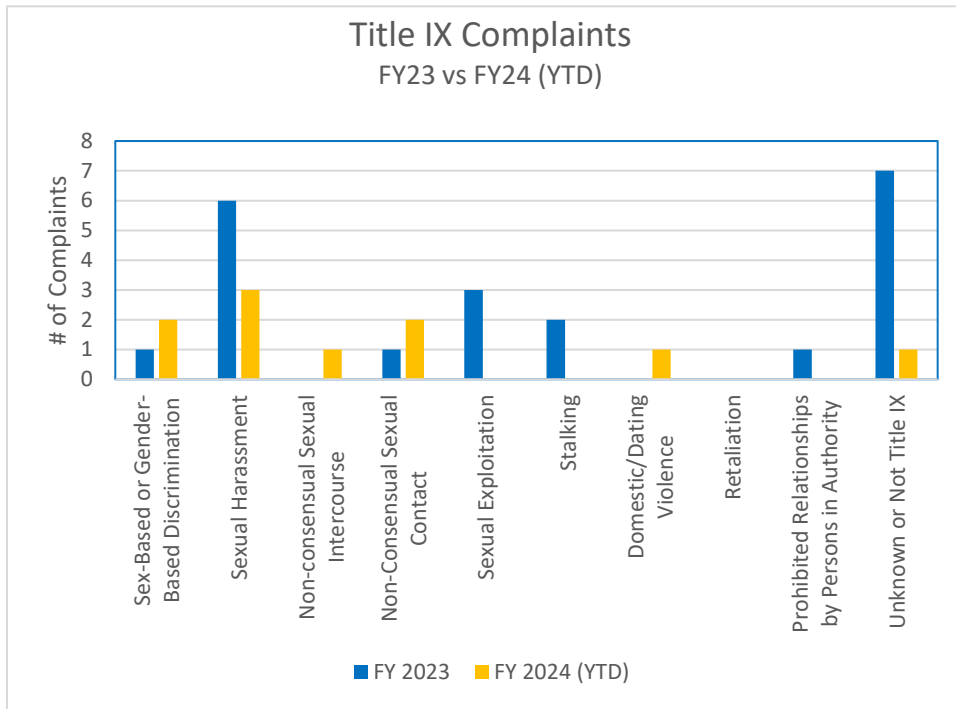
Per the State of Michigan requirements, this report covers all reports made to the Title IX Office from May 7, 2024 through July 19, 2024.

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

The “Title IX Complaint Findings” chart shows the overall findings of Title IX cases adjudicated during FY23 compared to FY24.



The “Title IX Complaints” chart shows the number of types of Title IX complaints received during FY23 compared to FY24.



Suggested Action/Motion:

N/A

President’s Recommendation:

N/A



Human Resources Report
August 1, 2024

Agenda Item #2: Title IX Regulations Update

Information

Action

Discussion

Summary:

In July 2024, the District Court for the District of Kansas granted an injunction regarding the 2024 Title IX Regulations in several states as well as for any school attended by a member or child of a member of three plaintiff organizations. The injunction was unique, in that it gave the plaintiff organizations until July 15, 2024 to file Notices of all the institutions in which members or children of members were in attendance. The Notices were filed on July 15th and LSSU appeared on the Notices. Due to this development the new regulations are no longer applicable to LSSU. The injunction could be lifted after additional litigation, but for now, LSSU will maintain our 2020 policy, procedures, and training information even after August 1, 2024. In the meantime, our Title IX team will continue to develop a 2024 compliant policy and set of procedures so that we are ready for implementation in the event that the injunction is lifted.



Human Resources Report August 1, 2024

Agenda Item #3: Human Resources Updates

Information

Action

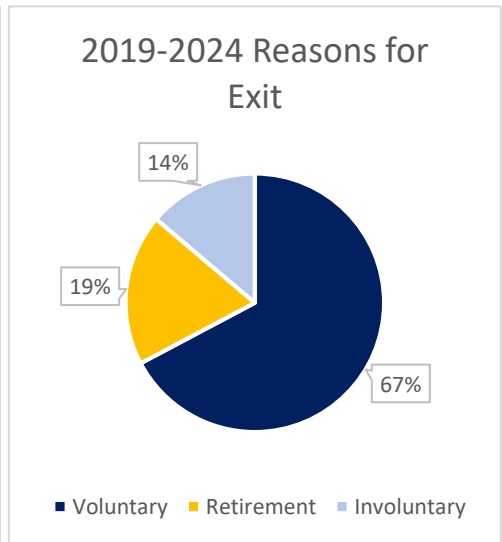
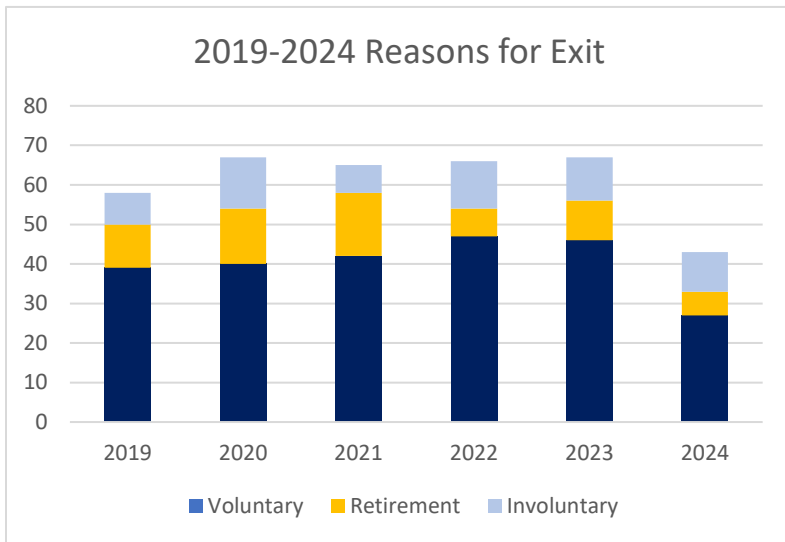
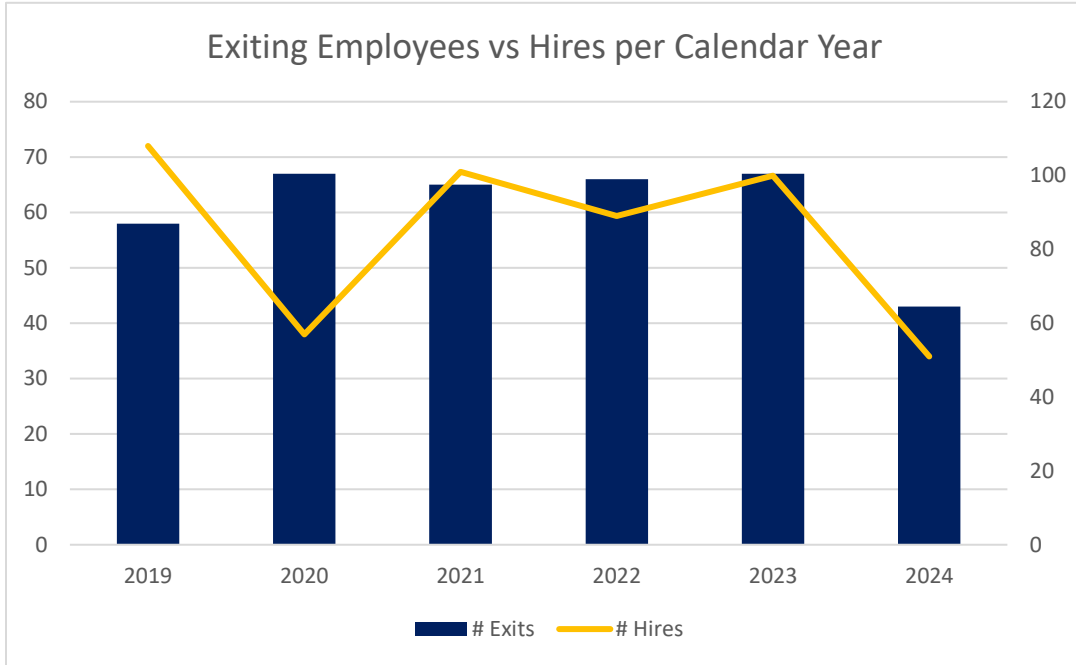
Discussion

Purpose:

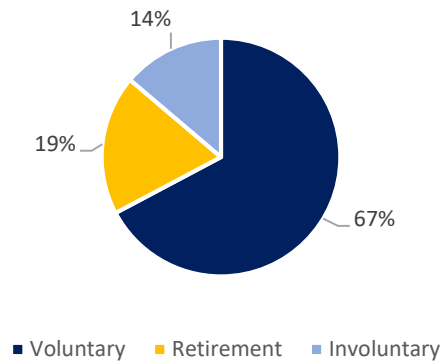
The purpose of this report is to share with the Board of Trustees updates from the Offices of Human Resources, Safety, and Risk, Public Safety and Title IX.

Background:

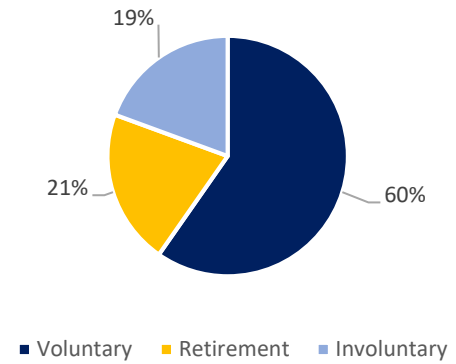
In an effort to provide further context to the current turnover at LSSU, the following two dashboards have been created. The Exiting Employees vs. Hires dashboard shows a comparison of the year to year trend of the number of non-student employee hires (in gold) versus the number of terminations of those same positions (in blue). In the 2019-2024 Reasons for Exit dashboard, the same data set of the previous dashboard is broken down further to show the reasons an employee has exited the institution: involuntarily, official retirement, or another voluntary reason. This data shows a fairly steady trend in our exiting and onboarding numbers across positions, with the exception of 2020, which was an anomaly year that included a number of layoffs due to COVID-19. The data may appear to show that the numbers are higher than what one might expect at the half point of the year, however, it is important to note that exits and hires tend to happen in seasons: May, August, and December as many contract renewals and retirements often line up with semester dates.



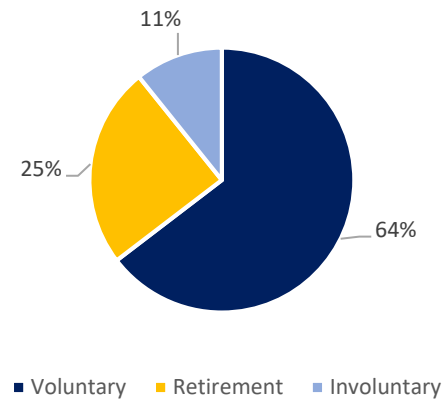
2019 Calendar Year Reasons for Exit



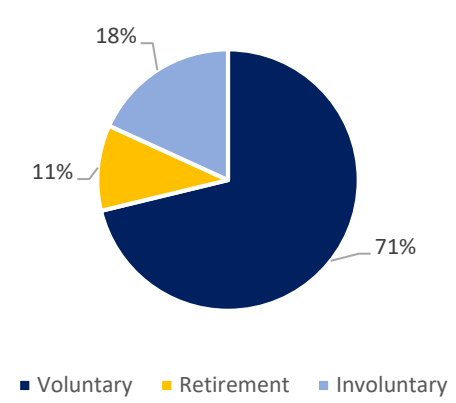
2020 Calendar Year Reasons for Exit



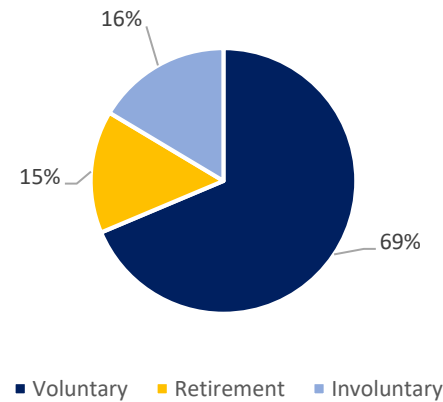
2021 Calendar Year Reasons for Exit



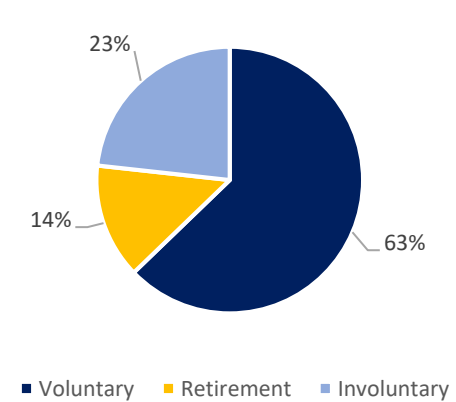
2022 Calendar Year Reasons for Exit



2023 Calendar Year Reasons for Exit



2024 Calendar Year Reasons for Exit



Summary:

CASET Update

Electricity has been restored to the source room in the Robotics Annex. This restoration included an upgrade of the electrical capacity of the room as well as adjusting outlet placement based on faculty feedback. Additionally, the room's original fire systems are slated to be replaced by the end of this meeting. Future upgrades to the fire suppression systems in the robotics annex and labs are being quoted out to reduce future risks. The Risk team is working with facilities and engineering staff to finalize a new campus-wide lithium battery policy to go into place in the fall as well. Engineering faculty are working directly with robotics companies to replace and reintegrate replacement robots in time for the new semester.

Human Resources

Human Resources has welcomed a new member to our team, Mary McLean, who will be the new HR Recruitment and Safety Coordinator.

In concert with the Marketing team, the HR staff is working to support LSSU branding initiatives by further improving our new group onboarding for our new employees. Our group onboarding process will now include a photo-op with Marketing that will match up new employees' web photo with their ID photo. This is a departure from the previous practice of asking new employees to provide their own photo for the directory, and an ID photo being taken by the HR personnel.

Safety & Risk

We are excited to have successfully renewed our property insurance with Zurich after a difficult market review.

The Safety and Risk areas are preparing for training season as we ramp up for the new school year. The Public Safety team will be learning from local partners such as Sault Saint Marie City Police and the Sault Sainte Marie Fire Department in a new initiative to strengthen these working relationships and improve training opportunities for both our student and professional staff members.

Suggested Action/Motion:

N/A

President's Recommendation:

N/A