

Major Initiatives 2013-15
Vice President for Administration and Finance

- 1. Leadership on health insurance affordability:** Continue efforts with the Health Care Committee to streamline health plans, assess the value of launching a new Health Savings Account plan (HSA) July 1, 2014, and grow the participation in the Healthy U Wellness Program. A&F leadership team will assess the effectiveness of moving to PH for all non-MESSA plans, and doing so on a self funded basis.
- 2. Campus Master Plan:** The current Big Rapids campus master plan was created in 2008-09. Launch a process to revise and update the plan in 2014 and incorporate Kendall College of Art and Design into the process, and do the launch after the completion of the Strategic Plan. Specific components in this initiative include the \$33.9M university center renovation project by December 2014 and within budget, complete the planning for demolition of Helen Ferris Hall in summer 2015, complete the preliminary program planning for the new Human Services building, scheduling the razing of East Campus Apartments H and K; scheduling the razing of South Campus Apartments L, M, N, and P; and the completion of the analysis of the size, timing, funding, and location for the next new housing project; and increasing the rate of progress in completing the Capital Renewal and Deferred Maintenance Program Phase II.
- 3. Leadership in creating a housing plan:** Primary elements of this initiative include completing the move to a one year residency requirement, completing at least 90% of the Housing Investment Plan Phase II by October 2014, incorporate some intentional collaboration with Academic Affairs to incorporate some academic activity in one or more halls by fall 2015. Collaborate with KCAD in developing a housing plan for their campus with thought also given to the other Ferris needs in Grand Rapids. Collaborate with Academic Affairs to reposition the Honors housing issue so not all Honors students are required to have a single room. This has implications on cost for the student, and on our housing capacity. This will also include the updating of the metric to compare the operating cost per bed from a base year prior to the closing of Masselink and Carlisle halls.
- 4. Create a new Staff Center for Training and Development (SCTD):** There has been a desire for several years to create a center similar to the FCTL, to focus on the staff training, development, and leadership development needs. The Human Resources office staff is very limited and so this will call for a resource reallocation to achieve this new Center in HR by mid 2014. The plan for this launch will need to include research on successful models at other universities, some site visits, collaboration with employees from various staff groups for needs assessment and programming, the creation of a staffing plan, and a space plan to locate this center.