



GRAND VALLEY
STATE UNIVERSITY®

AP Executive Committee
3/11/22 President's Council

Administrative Professionals (AP) Committee

- ~750 AP across campus
- 12 elected Executive Committee members, representing one of 6 groups (determined by location)
- Subcommittees are comprised of an elected member from each group
 - Awards
 - Professional Development
 - Salary & Benefits
 - Social Justice



AP Executive Committee Priorities

- Our priorities are supporting and advocating for staff as the campus embraces Reach Higher.
- The three commitments themselves align with are our priorities. However, if we want them to be successful, we need adequate staff who are well-trained to most effectively serve students and hold true to these commitments.

AN EMPOWERED EDUCATIONAL EXPERIENCE

<u>Select RH 2025 Strategy</u>	<u>AP Committee Advancement</u>
Continual movement toward an understanding of individual student needs, motivations, and goals that is actively supported by faculty and staff.	Need to have the best staff in place and well-trained.
Expanded flexibility for students to learn when, how, and where they learn best, coupled with appropriate support for faculty and staff to be able to adapt to changes while continuing to provide quality educational opportunities.	AP need time to dedicate to ensure that we can adapt to changes and provide quality educational opportunities.
Personalized assistance for students to identify and develop a network of mentors and advisors from among faculty, staff, peers, employers, alumni, and community members that form an extended GVSU learning community.	Staff leaving at a higher rate impacts the quality and depth of these mentorships.

AN EMPOWERED EDUCATIONAL EXPERIENCE

Priorities

- Appropriate staffing and training resources
- Consider the pace of implementation/changes across campus
- Improve communication from the SLT as it relates to high-level changes
- Engage “student-facing” staff



A LIFETIME OF LEARNING

<u>Select RH 2025 Strategy</u>	<u>AP Committee Advancement</u>
Developing beneficial and supportive connections between and across all those in the larger GVSU learning community, including future and currently enrolled students, alumni, faculty, staff, and community members.	This is where GVSU has thrived and AP are committed to seeing students receive unparalleled support.
Increasing flexibility for students in terms of pace and engagement with curricular components; this may include additional terms across the calendar year, more summer time, online, low-residency, and on-demand selections.	Exciting potential here, needs to be executed well.



A LIFETIME OF LEARNING

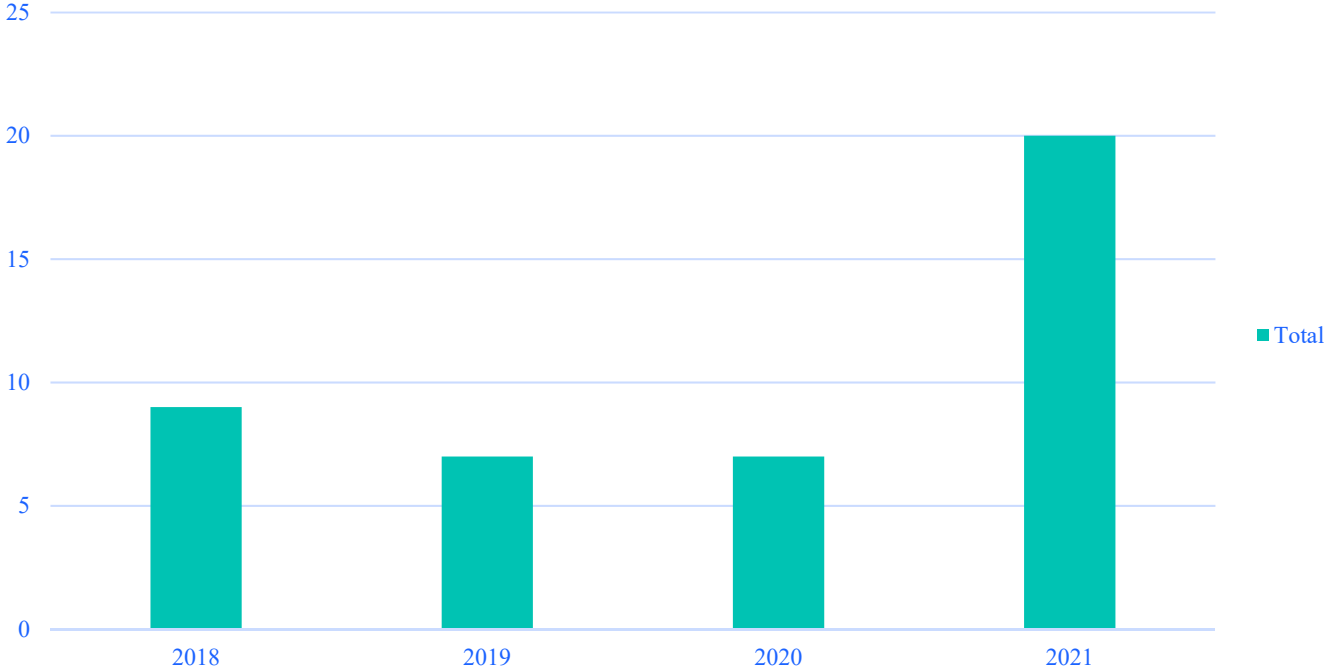
Priorities

- Staff need to be lifetime learners
- AP should have a strong voice in the generation of ideas and enhancing their community and workplaces
- Leadership pathways

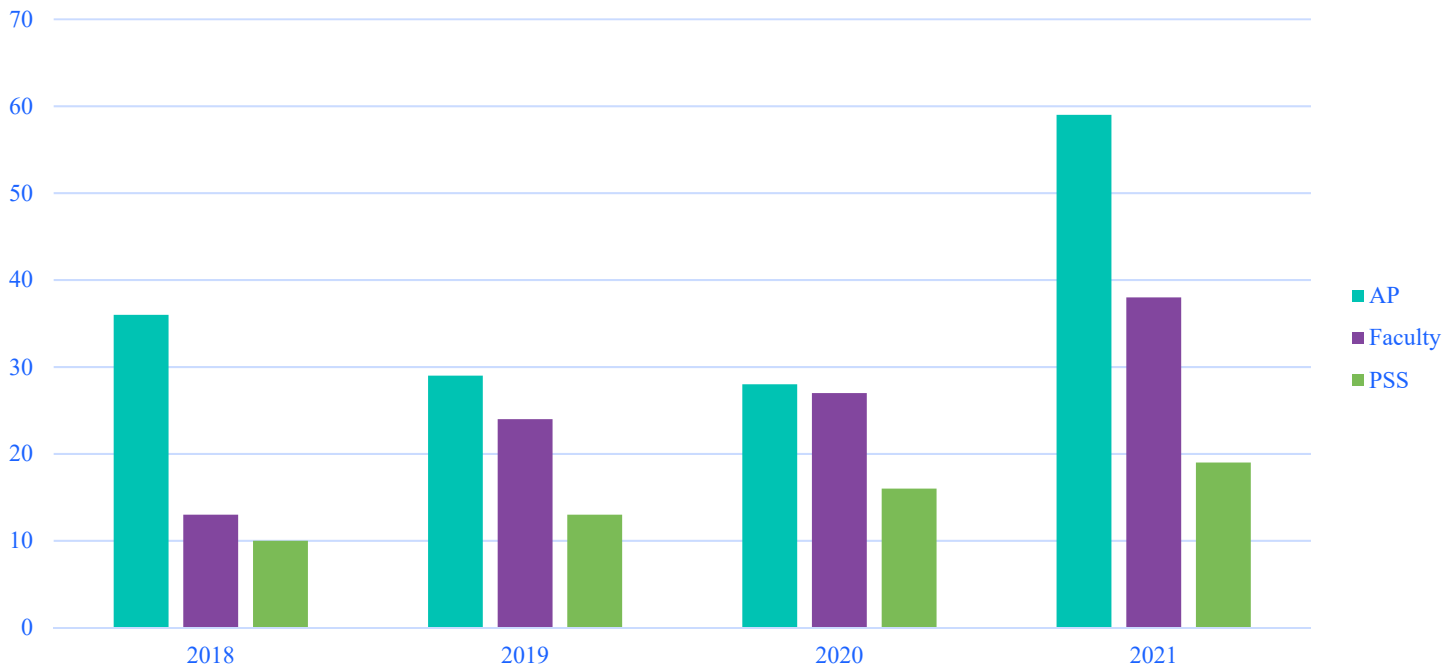
A CULTURE OF EDUCATIONAL EQUITY

<u>Select RH 2025 Strategy</u>	<u>AP Committee Advancement</u>
Removing systemic barriers to educational access, retention, and persistence.	AP are uniquely qualified to help address these barriers.
Developing and establishing university policies, practices, systems, and culture that demonstrate our institutional accountability to diversity, equity, inclusion, access, and total well-being for all community members.	AP will play a large part in establishing these, we will work to ensure the total well-being for the community members that they represent.
Recruiting, empowering, and retaining a diverse student body, faculty, and staff.	Retention, especially for our diverse staff members. Turnover is accelerating, at a higher rate among APs. What do we plan to do strategically to reduce the turnover?

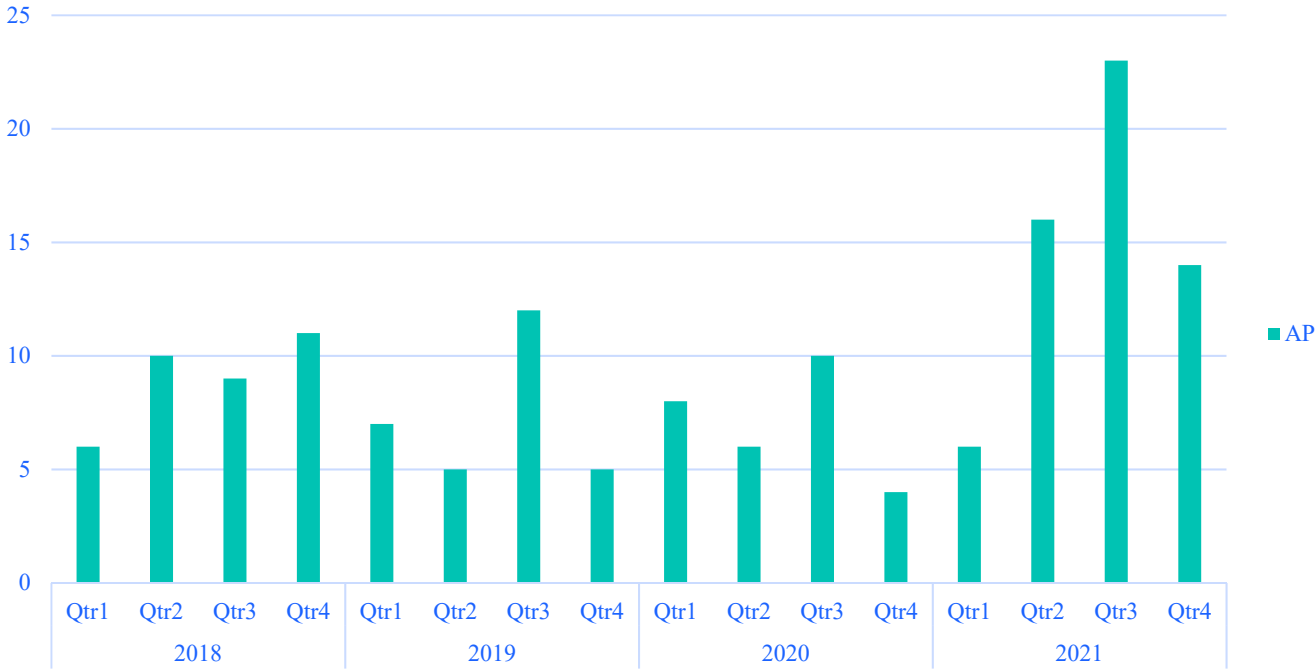
GV AP Voluntary Departures-Non-White (minus retirement)



GVSU Voluntary Departures by Employee Class (minus retirement)



GVSU AP Voluntary Departures by Quarter (minus retirement)





A CULTURE OF EDUCATIONAL EQUITY

Priorities

- Work with Human Resources to create an enhanced development program
- Advocate on behalf of AP Staff for the appropriate staffing and training

REQUESTS

- **Seat on President's Council**
- **Engage staff in decision-making processes**
- **Comprehensive exit surveys**
- **Professional Leadership Development**
- **Enhanced communication across AP staff and leadership**

