

January 16, 2024 AP Executive Committee

Guest: VP Jenny Hall-Jones

Attendance: Dan Vainner, Jason Cronkrite, Derek Johnson, Michelle McCloud, Mike Przydzial, Mary Albrect, Shannon Dale, Hannah Schoenfeld, Justin Melick, VP Jenny Hall-Jones, Mike Stoll, Quincy Williams, Keigh-Cee Bell, Myesha Gholston, Chelsea Ridge, Bobby Nielsen.

Updates from Jenny Hall-Jones:

**Questions that you will ask yourself (include name):**

- As we continue to bring in record breaking classes of new students, how are we going to increase staff in student support services so those students have access to the resources they need to be successful? (Several programs like CARE, OSCCR, Black Excellence, Laker Familia, Student Veterans, and AAPI programming only have one full time permanent staff member... and AAPI's person is not full time). - Quincy

JHJ:

- A lot of our offices are single points of failure. Offices have one staff member.
  - We have done a lot of cross training. We don't love that.
- We are prioritizing paying the staff we have equitably if money remains.
- We have 20+ adjuncts, some had been adjuncts for 10+ years.
  - We prioritized transitioning adjuncts to full time AP.
- Our focus is on the morale and well being of the people we have.
- We've added a development committee within the division.
  - Fundraising approach.
  - Added a grant writer for non academic grants.

**Anonymous Questions:**

- Grand Valley has been very intentional in diversifying our student population. How is the Division of Student Affairs going to support these students intentionally? We have many students who have no place to turn when things are difficult (especially with finances) besides Replenish and the Dean of Students' Emergency Fund, which need more resources and financial backing.

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JHJ:

- Laker Familia, Black Excellence, Laker Excellence example.
  - We need to shift from the Phillip Todd as person that supports over 1,000 students of diversity a year.
- 20% racially diverse as a staff in her division
  - Goal to be 25% diverse by 2025.
- Link from JHJ:  
[https://rise.articulate.com/share/J9J-juOq1AmzkeUjG0Whw8BALhTmv0IU#/  
Division of student affairs strategy](https://rise.articulate.com/share/J9J-juOq1AmzkeUjG0Whw8BALhTmv0IU#/)

- With the downtown campus being classified as a food desert, how is the Division of Student Affairs addressing that concern?

JHJ:

- Laker food company doesn't report to Division of student affairs
- Food concern committee has been established.
  - Replenish work as well
- Up in the air

### Extra Questions:

Dan: Feels like there are less students downtown every year. How do you focus on two campuses?

JHJ:

- We're not focusing on the downtown campus.
- They have two counselors (Troy Farley) downtown.
- Most students are accessing mental health at Allendale campus.
- Presenting a housing plan this semester
  - Need to have more students downtown.
  - Was presented an idea to build a residence hall within the next 10 years.
  - Recommendation that the housing center shouldn't be built until the student center and other resources are created first.
- YMCA agreement coming to help with recreation.
  - YMCA talk is **confidential**.

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Jason: Staff of color is not retained as often. Is that part of the proposal?

JHJ:

- When we lose staff of color, the most common reason is the lack of advancement.
- Common complaint is the advancement of white women over people of color per JHJ.

Quincy: What is the rationale for an adjunct for 5-8 years, doing the job and making them go through an interview:

JHJ:

- Many adjuncts are added because they were friends with someone and didn't have to interview for their adjunct job.

Jason: Are the adjunct conversations happening at the SLT level?

JHJ:

- No, it comes up sometimes with Greg.
- JHJ gave examples of adjuncts that feel "less than" as employees.

Myesha: Want to go back to individuals of color comments. Adds that treatment of people of color is a big reason as well as promotion. Everyday living on campus.

Jason: Sense of belonging, our retention rates haven't been great. What's going on in that aspect?

JHJ:

- Lots of bubble communities with students.
- Hasn't heard from Donta on the recruitment issue.
- Staff has said it's harder to recruit.
- Students are engaging in the activities that leadership wants them to and consider valuable.
- Students need packs of 2s and 3s to attend.
  - Small educational programming is smaller than usual.
- GVSU 78% retention rate is Kick Ass

Michelle: With the centers moving to student affairs, are you anticipating a streamlined setup? Change to the current structure?

JHJ:

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- Wishlist would be to move Replenish out and create the full social justice center with representatives of each able to serve multiple or specific communities.

Quincy: How are you doing?

JHJ:

- I love my job. Great place to work. (Paraphrasing)