

# Senior Leadership Team Meeting 2/15/2024

## AP Committee Focus

The AP Committee has dedicated its efforts to enhancing community building, communication, and staff development. Our focus on community building involves enhancing the onboarding experience for staff and fostering inter-divisional interactions through both formal and informal settings. Positive strides have been made in improving communication and visibility with institution leadership, and the committee actively seeks opportunities to serve as an information-sharing resource for both leaders and staff. Additionally, in our commitment to staff professional development, we are supportive of programs such as Leading Lakers and collaborate with our Professional Development Subcommittee to provide training opportunities.

## AP Survey Feedback

### ChatGPT's Executive Summary Summary

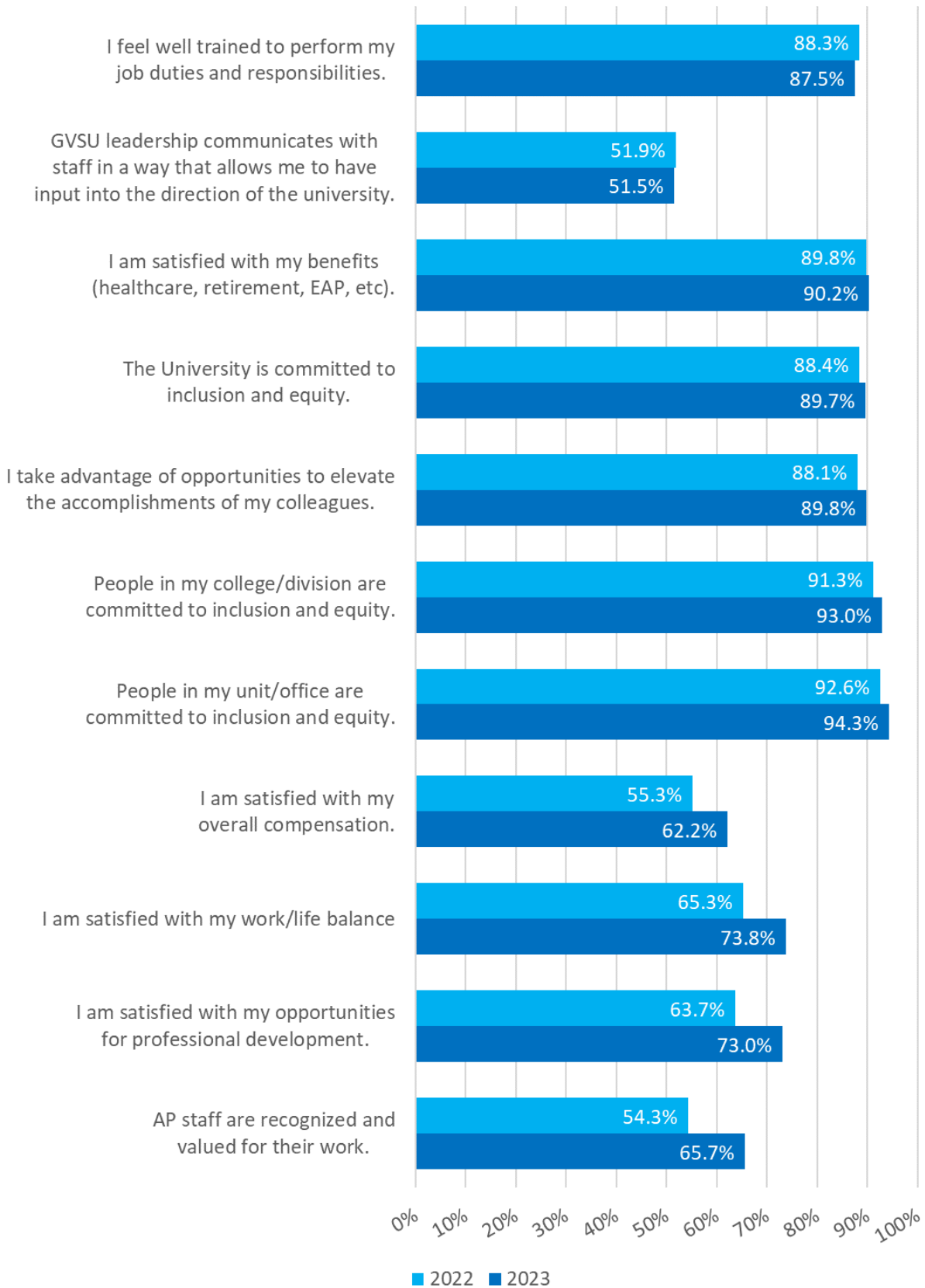
The 2023 AP staff survey saw increased participation with 382 responses. Overall, satisfaction with compensation and work/life balance improved, with 62% satisfied with compensation and 74% with work/life balance. However, understaffing concerns were noted. Satisfaction with benefits remained high at 90%. Areas of notable improvement included feeling recognized (54% to 65% agreement) and professional development opportunities (63% to 73% agreement). There's a strong perception of commitment to inclusion and equity (94% within office, 93% in college/division, 89% university-wide). 51% agreed GVSU leadership allows input into university direction, indicating an opportunity for better communication and inclusion of staff perspectives.

### AP Survey Opportunities for Improvement

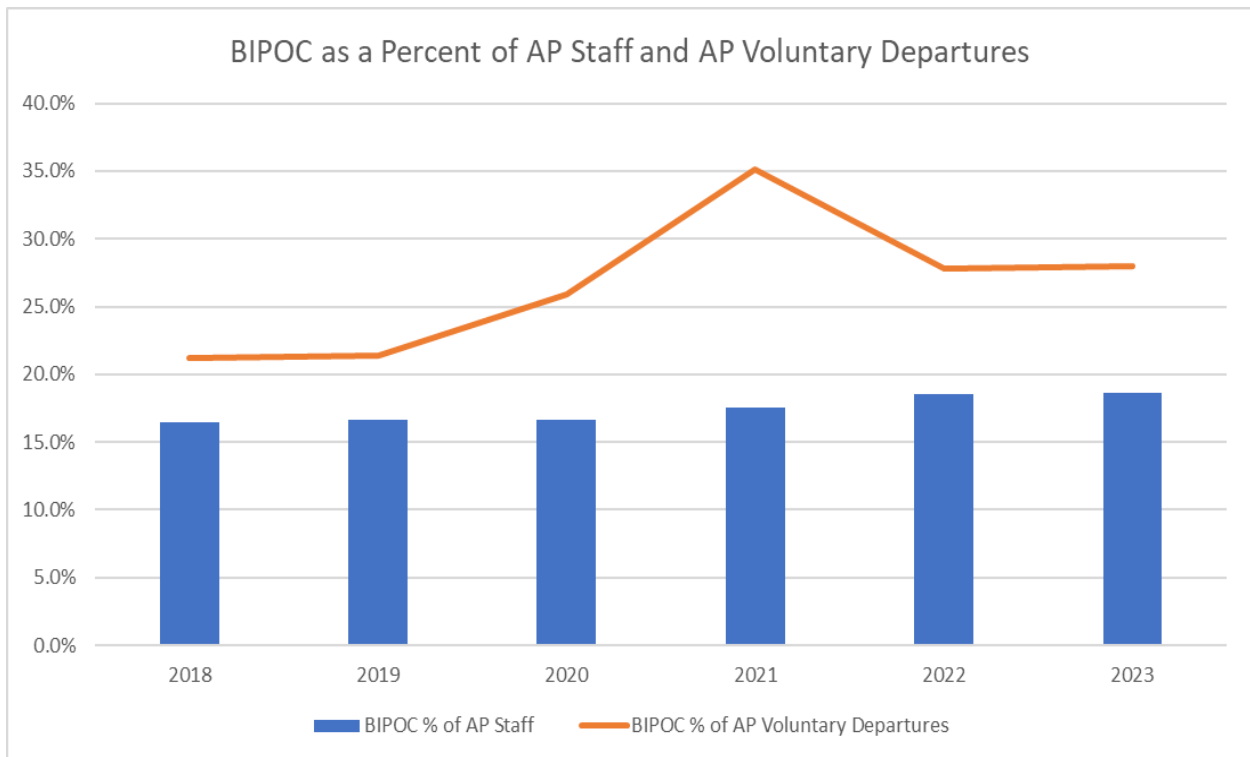
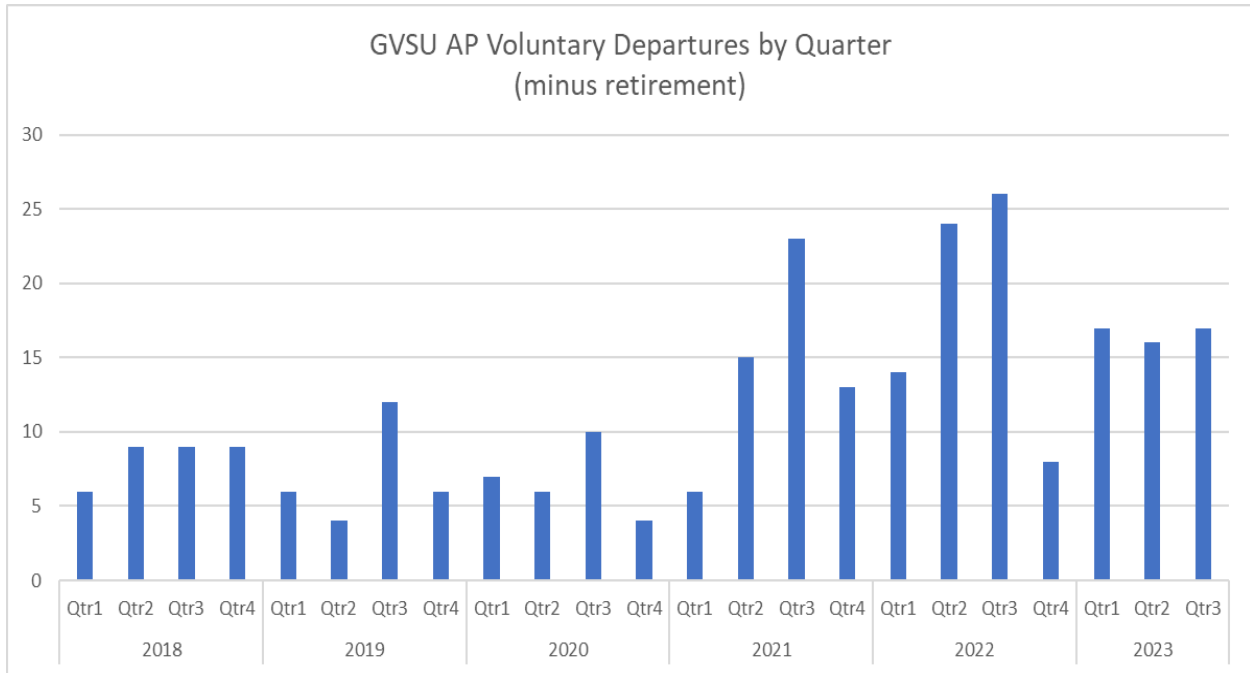
Through ongoing examination of AP Survey data, AP staff retention figures, and discussions with the Employee Ombud, it has become evident that collecting additional demographic data could be advantageous. The AP Executive Committee is dedicated to pinpointing opportunities for targeted outreach to assist populations with the most pronounced needs.

It is apparent that certain employee groups are experiencing elevated levels of stressors and inequities. Taking decisive action in these areas is crucial for enhancing the overall Laker experience for every member of the campus community. Moving forward, there will be a deliberate emphasis on soliciting feedback from these specific groups as part of our ongoing commitment to improvement.

## Year-To-Year AP Survey Data Percent that Agree or Strongly Agree



# HR Retention Data



The AP Executive Committee remains interested in de-identified exit survey data as we continue our work to support staff. We are hopeful that through our community building efforts we can improve staff belonging and networking across staff.

## Potential Opportunities

- The AP Executive Committee is exploring the establishment of an additional AP Forum for departments, committees, and affinity groups in the fall to further facilitate open communication and idea sharing.
- There would be benefits in considering future strategies for improving staff recognition, and developing avenues where staff awards receive acknowledgment from university leadership.
- Increasing leadership visibility in department-level meetings, demonstrating a commitment to meeting staff where they are may be an opportunity to provide better communication. Encouraging idea sharing and establishing a feedback loop are crucial for fostering a culture of collaboration and continuous improvement. Addressing communication gaps between senior leadership and frontline staff, especially in light of information overload from numerous newsletters, may prove useful.