

2022 AP Committee Survey Executive Summary

Administrative Professional (AP) staff at GVSU were surveyed in Fall 2022 with 344 respondents, representing 39% of AP staff. This is an increase from the 243 responses to the 2021 survey. For the first time, Adjunct AP staff were invited to take the survey this year; 26 responded. The intent of the survey was to measure job satisfaction as it relates to the following categories: inclusion and equity, recognition, communication, and compensation and benefits.

In general, AP staff strongly or somewhat agree that there is a commitment to inclusion and equity within their office (93%), college or division (91%), and across the university (88%). AP staff feel supported by colleagues in their office with 88% of respondents indicating they take the opportunity to elevate the accomplishments of others. However, AP staff feel a lack of recognition for the work they do (45% strongly or somewhat disagree that AP staff are recognized for their work). 52% of AP staff somewhat or strongly agree that GVSU leadership communicates with staff in a way that allows input into the direction of the university, however 22% strongly disagree. AP staff continue to desire transparency and to have input on university changes, particularly when decisions impact their role.

Of most notable concern, over half (51%) of AP staff that responded stated they were considering pursuing an external position in the next 12 months. When asked what GVSU could do differently to retain them as an employee, an overwhelming number of respondents (76%) indicated advancement and increased pay. While AP staff are highly satisfied with their benefits (90% strongly or somewhat agree), they are less satisfied with their overall compensation (55% strongly or somewhat agree but nearly 20% answering strongly disagree). Additionally, compensation was clearly identified in the awards and recognition questions, with it being listed as the most valuable form of recognition (32%) and best additional way to recognize AP (43%).