

# AP COMMITTEE

## AP January Staff Spotlight: Ryan Smitt Grover

Each month, the AP Awards Committee recognizes an AP staff member who was nominated for an AP award in 2020 and shapes GVSU through their work. For January 2022, we are honored to showcase Ryan Smitt.

Ryan Smitt was nominated for the innovation award in 2020. Ryan works as an accountant in the Business and Finance Department. Ryan's nomination was based on his initiative to redesign the bank reconciliation process that eliminated using an unstable database technology and reduced the man-hours to complete the monthly bank reconciliation. Letters of support stated that Ryan stepped into a newly created role and has been working to transform its manual processes to bring simplicity and efficiency to his department. He was able to take a manual reconciliation that took multiple hours each week and transform it, cutting hours of work and freeing up resources to be used in other capacities. Stacy Lefevre, assistant controller in the Controller's Office in the Department of Business and Finance, nominated Ryan and noted that: "Ryan finds innovative ways to improve processes and make more efficient the work in the Business and Finance office. He has made several other suggestions that are currently under consideration for process innovations that will have a favorable impact on the entire University. Ryan has always been a positive reflection of the Business and Finance Office." Erica Herwig, assistant controller in the Controller's Office, wrote in her letter of support that "I can always count on Ryan to have fresh new ideas when approaching a task."

## Senior Leadership Team Conversations: President

### Mantella

As a part of upcoming AP newsletters, the AP committee would like to highlight the conversations we are having with the GVSU Senior Leadership Team. To start off this series, below are the highlights from our recent meeting with President Mantella.

Q. The number of new initiatives and immediate priority of all of them makes it difficult to manage and execute at the highest level. Can you provide clarity on what the expected outcomes are on the initiatives and realistic timelines would be?

A. There is understanding that a lot is happening but it would be unexpected if that were to slow down. Grand Valley is a place where we continue our mission to support students. Of course, we will need to prioritize and ensure resources are available as we identify priorities. We have to have the right strategies aligned with Reach Higher 2025 and must continue to develop a growth mindset.

Q. Students choose GVSU largely because of its reputation of having small class sizes and personalized instruction. With a push for more online classes, what would you propose that we can hold on to those attributes?

A. This is not viewed as a juxtaposition of those attributes. We have learned through the pandemic that students and faculty want flexibility and providing various options for course modality provides some flexibility. However, we must maintain quality as we open new options and ask ourselves – what are the online assets that translate best and deliver the same or better quality experiences? Factually though, while we may currently have a number of online classes, we have very few programs fully online. Research and trends are showing that we will continue to live in a hybrid world moving forward.

Q. There is building talk of athletics going to NCAA Division I. Can you please expand on this?

A. The challenge is that NCAA Division II has changed dramatically over the last 10 years. There are only 5 schools of our size left in DII nationally, other schools are all smaller. It is difficult to get other schools to join our conference, the GLIAC, because of the size of GVSU and Wayne. We are currently doing a landscape review but also are actively trying to recruit schools to the GLIAC, of which President Mantella will be chair of next year. We don't necessarily want to make a change but the challenges are real in Division II and we have looked deeply into it. We want to have a full accounting of the landscape and be prepared for what is best for GV.

## AP Awards Nominations

AP Awards nominations are open until February 25 at 5pm. Please consider nominating an individual or a team for one of six awards. More [information on how to nominate can be found on the AP website](#).

- AP Achievement Award
- Commitment to Diversity Award
- Commitment to Students Award
- Innovation Award
- Outstanding Team Project Award
- Service to Community Award

## AP Committee Votes to Approve Reach Higher 2025

After taking feedback from AP over the past few months, including a presentation by the Reach Higher 2025 steering committee that was open to all AP staff, the AP Executive Committee voted to support the current (January 2022) version of the draft values, mission, vision, and strategic themes of Reach Higher 2025. The memo that was sent to the RH 2025 steering committee [can be found on the AP website](#).

## New Human Resources Business Partners Now Live

On February 1st, the Human Resource Office will transition to a new model of partnering with our customers. What does this mean for GVSU employees?

The HR Generalist Model means employees are assigned, based on their department/area, to a specific Human Resources Business Partner. For HR needs, from benefits to employment, your specific HR partner or generalist is your HR contact.

Specific department partners and information is available on the [Human Resources website](#).

### Town Hall January 19

Employees had the opportunity to meet the new HR Business Partner Team and ask the HR staff and Vice President for Finance and Administration questions during a Human Resources Virtual Town Hall on January 19. [View the recording here](#).

Passcode: dS61C1zS

### HR Representatives Available on Pew Campus

Representatives from the HR team currently have a presence on Pew Campus through the end of February (and will evaluate if additional presence is needed thereafter). They are available to assist with new hire paperwork including I-9s, oaths and payroll forms, as well as any of your general needs. Stop by DeVos 315-1C or [schedule an appointment](#).

### Thrive @ GVSU Wellness Program: Coaches reaching out this month

The Virgin Pulse coaching team will be reaching out in February to those who signed up during 2022 Open Enrollment. Priority Health has partnered with [Virgin Pulse](#) to provide a larger coaching service team. What does this mean? The new partnership will allow for the same level of coaching quality and standards plus more coaches. This provides the opportunity for increased capacity, breadth and depth of knowledge and demographics among the coaches to serve GVSU faculty, staff and partners. The Thrive @ GVSU program format and rewards have not changed. Members will continue to have the opportunity to connect with certified wellness coaches to set and reach wellness goals.

HR @ GV recognizes the relationships between previous Priority Health coaches and members are strong, though have confidence and can assure our members that the coaching team with Virgin Pulse will provide equal service and results.

[Visit the Thrive @ GVSU Wellness Program webpage](#)

## AP Committee Openings

Group 1: Social Justice Sub-Committee

Group 5: Professional Development Sub-Committee

If you are interested in filling one of these positions please reach out to your group representative on the AP executive committee. To find which group you are in visit the [AP Committee website](#).

## December Executive Meeting Summary

### Officer/Liaison Reports

Interim Chair- Dan

- Next meeting: AP Executive Committee with Chris Plouf
  - Will have an email conversation about the topic or questions for Chris.
- Jason is taking over the website for Dan now that he's interim chair

Vice-Chair: Quincy

- Provost Search: Hope candidates will be announced by mid-January

### AP Subcommittee Liaison Reports

Awards, Richard Freehafer- No updates (Richard not present)

PD Liaison, Greg Wilson - Have not been meeting and the chair is no longer with the subcommittee. Greg will work with the group to help get a new chair put in place

SJ Liaison, Kate Stoetznner – First initiative will be a book club. Announcement placed in the upcoming newsletter

Reach Higher 2025, Mike Stoll- Will return to us in January to review revisions. Updates on the RH2025 website. Scheduled an AP wide zoom session to get input from all AP on RH2025

S&B Liaison, John Offerman – Met on Nov. 19th. Had discussions around childcare compared to other universities

UAS Liaison, Sarah Wheeler – Lots of discussions around RH 2025. Seems to be more support for the wording this year around. Enrollment is currently 4% down for winter but no concern from Provost's Office at the moment. Discussions around covid contingency plans due to variants but no plans to adjust at the moment. Will continue as is. Discussions around previous experience being able to turn into credit

### Ad Hoc Member Reports

Human Resources- Mychal Coleman

- No Updates

Provost Office- Mary Albrecht

- Commencement help needed

### Old Business

Working Groups-

- Survey Team- Dan Vainner, Jason Durham, Mike Stoll, Justin Melick, Jason Cronkite
- Communication Team- Dan Vainner, Jason Cronkite, Justin Melick, Mike Stoll, Sara Wheeler
- Group Designations for new Departments- Dan Vainner, Justin Melick, Jason Cronkite, Greg Wilson

### New Business

AP survey executive summary and data analysis

- Distributed to AP
- Who else to send this to? What asks come out of it?

[Group Representation](#) | [gvsu.edu/ap](#) | [apcommittee@gvsu.edu](#)

1 Campus Drive

Allendale, MI 49401

Share this: [Twitter](#) [Facebook](#) [LinkedIn](#)

[Unsubscribe](#) from future emails.

[Subscribe](#) to our email list.