

**From:** [GVSU President](#)  
**To:** [Daniel Vainner](#); [Quincy Williams](#)  
**Cc:** [Jason Cronkrite](#); [Mychal Coleman](#); [Jesse Bernal](#)  
**Subject:** Response to AP Survey  
**Date:** Thursday, March 10, 2022 8:11:26 AM

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Dear Dan and Quincy,

At our previous two meetings, the Senior Leadership Team spent time reviewing and discussing the results of the Fall 2021 AP Staff Survey.

We were pleased to see that AP staff report high levels of satisfaction in their roles when interacting with students, and with university benefits. The data also indicate we have several opportunities, particularly, to ensure AP Staff feel more recognized for their efforts, to find ways to deepen engagement and improve communication, and to continue to review and ensure equitable salaries.

The past two years have certainly been challenging. We have faced personal challenges as we navigated COVID-19 and we have also faced challenges together as a Grand Valley community in order to provide the best educational experience – both in and outside the classroom – while being diligent to keep health and safety at the forefront of our decisions. The hard work and commitment of each of you as colleagues has not gone unnoticed. We are grateful for the AP staff, along with all faculty and staff, who have worked tirelessly in service to our community, our students, and your colleagues.

It is timely that you and other members of the AP Executive Committee will be joining President's Council on Friday. I have asked that we devote most of the meeting to listen and learn more about AP staff experiences but to also work together to identify strengths, opportunities, weaknesses and threats (SWOT exercise) for deeper and more meaningful engagement with AP staff and enhanced communication and engagement with Appointing Officers and the SLT.

The AP Committee serves as a representative body and I am counting on you to continue to share information and insights with me and the SLT, and, also to work with us to share information and insights with AP colleagues. I believe Friday's time together will be an important next step to strengthen towards these outcomes.

Thank you again for all the work you do to serve Grand Valley. I look forward to seeing you and many of our colleagues on Friday.

Sincerely,

Philomena V. Mantella  
President