

Thursday, January 29, 9a-10:30a

JHZ 2012

Name	Group	Expiration Term
Kyle Barnhart	Central Admin/Development/I&E	2027
Cassonya Carter	CHS, KCON	2027
Melanie Rabine-Johnson	CECI, PCE, CoC	2028
Myesha Gholston	Academic Affairs Student Support Units	2026
Jaime Guizor	Finance & Admin	2027
Keigh-Cee Bell	BCOIS, CLAS	2026
Justin Melick	Information Technology	2027
Justin Wickenheiser	University Relations	2028
Bri Slager	Student Affairs	2028
Heather Taylor	Finance & Admin	2027
Fran Golden	Enrollment Development	2028
Jen Torreano	SCB/Library or University Relations	2027
Ex-Officio		
Mary Albrecht	Provost Office Liaison	
Tara Bivens	HR Liaison	
2025-26 Sub-Committee Chairs (optional)		
VACANT	Social Justice Sub-Committee Chair	
Kelley Senkowski	Awards Sub-Committee Chair	
Jon Dean	Salary & Benefits Sub-Committee Chair	
Paul Cullen	Professional Development Sub-Committee Chair	

Present in person

Present virtually

Discussion with Elissa Ortega-Schultz, Employee Ombuds

The original notes have been summarized and synthesized thematically to protect sensitive details discussed in the meeting. All personally identifiable information has been removed.

Disproportionate Use Reflects a Support Gap: AP Staff visit the Ombuds office at roughly twice the rate of Faculty and four times the rate of APSS, relative to their share of the employee population — and this pattern has held steady across at least two years. The likely driver is structural: unions and faculty governance provide formal advocacy and grievance mechanisms that AP Staff simply don't have. The AP Committee was identified as the right body to investigate this gap and potentially advocate for clearer policies or a neutral support/navigation resource for AP Staff.

- See [Office of the Employee Ombuds Reports](#)

Fear and Mistrust Undermine Reporting: A recurring tension throughout the meeting was the gap between what people want (to be "rescued") and what due process requires (a formal report to initiate action). People conflate notification with accusation, don't understand their own protections, and fear retaliation even where policy prohibits it. Informal interventions by VPs exist but are temporary and create anxiety when the situation resumes. The group recognized that fear is often mythology — and that creating clarity around process, protections, and definitions could reduce it.

- See [Reporting Incidents page](#)
- See Employee conduct policy ([SLT 3.3](#))
- See the [nonretaliation policy](#) (3.3.1)

Due Process Literacy is a Core Need: Much of the dysfunction traces back to people not understanding how reporting works, what rights all parties have, or what "discretionary" action actually means. The group identified education — whether through professional development, HR, or peer resources — as a foundational intervention.

Management Culture is a Root Cause: A significant portion of the discussion pointed to management style as an upstream problem. Control-oriented leadership creates environments where people don't feel safe raising concerns. New leaders disproportionately come from outside the institution, potentially bringing corporate norms that conflict with GVSU's culture. The group emphasized that mandatory leadership training, internal career pathways, and



accountability standards that include relational metrics (not just productivity) are essential levers (i.e. Leading Lakers).

Data and Accountability Structures Need Work: The institution lacks visibility into its own turnover trends — SLT doesn't receive a divisional breakdown of exits. The group identified a need for better data from Talent Management, a revamped exit/transfer interview process, and consideration of stay interviews and department-level climate studies. Without this data, interventions remain reactive.

Capacity Constraints Limit the Ombuds Office: The Ombuds office is booking a month out and lacks redundancy in staffing. The AP Committee was asked to consider whether it could play a triage or navigation role in the interim.

Meeting Minutes

- **Vote on the Minutes from 10-23**
 - Moved: Jamie
 - Second: Melanie
 - Approved
- **Sub-Committee and Representative Updates**
 - Social Justice - Keigh-Cee (Justin)
 - Justin met with them on Tuesday, working on filling the remaining two seats – he reached out to the waiting list
 - Awards – Kelley
 - Logistics are moving forward
 - Nominations are coming along and EMMA will be sending another update
 - Salary & Benefits – Jon
 - Justin checked in with Robert this week on topic of SLT “responses” to Memos (especially salary)
 - Proposed a special meeting with Robert, Salary & Benefit, & AP EC – where it’s discussed, multiple note-takers, and that’s the response
 - Professional Development – Paul
 - Over 100 people attended AI Navigator session
 - 02/25 3:00 – 4:00 Generations in the Workplace
 - March 18th: 3:00 – 4:30 Budget Literacy
 - Considering Seven Monks in GR for social
 - AALT - Keigh-Cee
 - Meet next week



- New Business
 - BoT February 6th: Justin will represent AP Committee on the topic of Endorsement of RHT
- Old Business
 - AP Forum Rethink – push to next meeting
 - [World Cafe Model](#)
 - Two separate events?
 - Adjunct AP recommendation feedback session
 - February 3 at 1 PM