

AP Committee Priorities 2025-26

Each year, the AP Committee surveys all administrative professionals at the university to determine areas of focus and advocacy. As the division of People, Equity, and Culture (PEC) considers changes to staff groups, total compensation, and professional development, we offer insight from our constituents about what they value and where they would like to see improvement. We will be prioritizing the areas identified by our constituents in this survey as we partner with PEC to provide input and feedback on the strategy.

Areas of satisfaction:

APs are largely happy with their **benefits**. 91.5% of respondents indicated satisfaction with their current benefits, with retirement contributions frequently identified as excellent. Flexibility and time off were also repeatedly highlighted as positives, and several respondents suggested enhancing leave accrual to include an additional week of vacation after a certain number of years of service.

APs are generally satisfied with their **learning opportunities**, with 77.7% of respondents indicating they have high-quality opportunities for professional development. Leading Lakers was repeatedly mentioned as being well-designed and useful. Qualitative responses also provide some opportunities for improvement, noting that professional development funding and time release for APs are inconsistent across divisions.

Areas for improvement:

Salary was the most common concern brought up in the survey. Slightly below half of all respondents (49.4%) are satisfied with their overall salaries. Comments identified both base salaries and compression as issues, along with pay inequity, and many respondents noted a desire for a separation between cost-of-living and merit increases.

Perceptions of **opportunities for advancement** are divided. 46.3% of respondents feel they have opportunities to advance their careers within their division or the institution at large, while 50.2% disagree. Response trends differ by division, indicating that the PEC strategy to create job architecture for all AP positions would be beneficial for the community.

Many respondents identified the **use of adjunct AP positions** as an area of inequity at the university. Comments note that the lack of time limits for these positions keeps employees from accessing full benefits and salary increases for many years, and differences in the hiring process can make it difficult for adjunct APs to move into full-time roles if the positions are converted.

APs expressed lower scores related to university leadership **supporting equity and inclusion matters** at the University, while expressing higher scores for their units. We plan to investigate further into these reports over the next year.

In summary, while APs are largely happy with their benefits and professional development opportunities, they identified salaries, employment groups, opportunities for advancement, and support for inclusion and equity work as areas for improvement. These will be our areas of focus for the year. Given the rapidly evolving landscape of higher education, we appreciate the opportunity to partner with PEC and university leadership to elevate the voices of administrative professionals and ensure APs continue to play an integral role in carrying out our mission.

AP Committee Priorities 2025-26

	Strongly Agree	Somewhat agree	Somewhat disagree	Strongly disagree	Not applicable
I understand GVSU's current initiatives and priorities.	28.76%	61.20%	8.03%	2.01%	0.00%
I understand how I fit into GVSU's current initiatives and priorities.	24.75%	55.85%	16.72%	2.68%	0.00%
GVSU's Senior Leadership Team communicates in a way that allows me to have input into the direction of the university.	18.39%	39.13%	28.76%	13.04%	0.67%
I feel recognized and appreciated by my department leadership.	44.71%	30.20%	17.25%	7.06%	0.78%
I feel recognized and appreciated by my divisional leadership.	23.14%	33.73%	27.84%	14.12%	1.18%
There are high quality opportunities for professional development.	33.09%	44.61%	18.22%	4.09%	0.00%
I am satisfied with my overall salary.	10.04%	39.38%	26.25%	24.32%	0.00%
I am satisfied with my benefits (healthcare, retirement, EAP, leave time, etc).	57.92%	33.59%	5.02%	3.47%	0.00%
I am satisfied with my work/life balance.	32.82%	44.02%	15.83%	7.34%	0.00%
I am satisfied that I have opportunities to advance my career within my division or at GVSU as a whole.	15.06%	31.27%	31.27%	18.92%	3.47%
I am satisfied that my salary is the same/more as my peers in market/industry.	6.95%	28.57%	31.66%	32.05%	0.77%

	Yes	No
I am aware of the GVSU Employee Core Competencies.	90.67%	9.33%

I feel supported _____ to take meaningful action toward addressing inequity and to increase inclusion for myself and others at GVSU.			
	Yes	Somewhat, not enough	Not at all
By my office/unit	77.04%	17.51%	5.45%
By my college/division	63.28%	32.03%	4.69%
By University Leadership	53.31%	34.63%	12.06%
Decisions made _____ reflect a commitment to inclusion and equity.			
By my office/unit	75.97%	18.99%	5.04%
By my college/division	64.20%	30.35%	5.45%
By University Leadership	57.36%	36.43%	5.43%
The culture of _____ feels inclusive and equitable.			
My office/unit	71.43%	22.78%	5.79%
My college/division	60.16%	33.98%	5.86%
University Leadership	51.78%	42.69%	5.53%

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Please indicate the impact of the resources, support, and opportunities listed below.			
	Very beneficial	Somewhat beneficial	Not beneficial
Clear career advancement and promotion pathways for AP staff.	76.69%	16.54%	6.77%
Support for work/life balance, such as flexible scheduling or remote work options.	80.83%	12.78%	6.39%
Training and professional development programs tailored to AP staff needs and roles.	62.55%	34.46%	3.00%
Mentorship programs that connect AP staff with experienced professionals within GVSU.	46.62%	40.60%	12.78%
Networking opportunities with other AP staff members or professionals in relevant industries.	47.74%	46.24%	6.02%
Support for work/life balance, such as flexible scheduling or remote work options.	80.83%	12.78%	6.39%
Technology and tools that enhance productivity and efficiency.	63.77%	30.94%	5.28%
Transparent and effective communication channels to ensure AP staff are informed about important updates and decisions within the university.	74.81%	21.80%	3.38%
Opportunities to engage in community service or volunteer activities that align with university values.	35.71%	51.50%	12.78%