GRAND VALLEY STATE UNIVERSITY
ADMINISTRATIVE PROFESSIONALS COMMITTEE

AP Executive Committee
Meeting Minutes
October 22th, 2026

Welcome Holly Lorenz
Executive Committee Representative for KCON & CHP

Update on People Value Proposition Work
Natalie Trent, Director of Talent Management and Tara Bivens, Director of Total Rewards

- **UPDATE:** PEC is picking up the work, started 2 years ago, in describing and defining the "people value proposition" as well as the overall job architecture at the institution.
- PVP: the unique set of benefits, rewards, and experience that an organization gives to its employees in exchange for their skills, effort, and commitment.
- Job Architecture: The work involves analyzing responsibilities and scope of work associated with each role and assigning levels to those roles across divisions/departments. This classification will provide clarity around 1. The application process (you know what's expected of a person in this role), 2. The promotion opportunities within your role (you know what you need to gain/acquire to move around and up), and 3. The salary appropriate with that role (you know what you will be compensated).
    - Using Workday Drive to pull job descriptions from across the university – you can update/upload your job description on your Workday profile.
    - Using job descriptions, market data, and information provided by departments.
    - ***NOTE:*** *PEC is almost complete with the AP role and then moving into the Faculty role. No decisions have been made yet.*

Context	Questions Offered
DISCUSSION/FEEDBACK: Natalie and Tara led a discussion around the following questions (content from conversation was captured via their notes, absent of names, and will be incorporated into PEC work in aggregate).	• What aspects of working at GVSU are most important to you personally, and what motivates you to stay here? • What qualities do you value most in an employer? • What does GVSU currently do well in supporting employees and creating a positive workplace experience? • As an employer, where is GVSU's biggest opportunity

- **NEXT STEPS:** PEC is running a listening tour – they are soliciting invitations to join department meetings and responses via survey for the purpose of developing a nuanced understanding of GV employee sentiment and experience.

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Approval of Meeting Minutes (Voting Item)

- Minutes were approved: Jen motioned. Melanie seconded.

Awards Subcommittee Vacancy

- A new member was approved. This is a two-year term ending with the 2027-2028 academic year.

Subcommittee and Liaison Updates

- Awards - Jessica (no updates)
- Social Justice - Anna (no updates)
- Salary and Benefits - Katie
    - Overall, folks have shared positive feedback from the memo.
- Professional Development - Paul
    - AI Session will be on November 2nd. Available on the PD website and in Lakers Ready
    - Rescheduling PD events to be more inclusive to staff members at regional sites
    - Social Budget has been cut in half. We will need to petition for Social funding in July (this may impact other budget requests for committee - i.e. Awards)
    - Opening on the AP PD Subcommittee
- ***NOTE:*** *AP Committee should get together in Spring to develop an annual budget*
- University Academic Senate - Jamie
    - GVSU Online: A statement about GVSU Online will be published in Lakers Ready on Wednesday, October 28th.

AP Survey

- Timeline: Discussed and confirmed from last meeting
- Discussion of Memo to Dr. Shorty
    - **ACTION:** AP Committee will respond in Zoom Chat about the Update Memo. Folks will have until noon on Friday, October 23 to provide feedback/comments.

Looking Ahead

- November 5 EC Meeting - Survey discussion with Ben Walsh
- December 3 EC Meeting - Chief Lindstrom
- December 15 - Full AP Committee Meeting with President Mantella
    - Questions will be taken in advance via RSVP form, grouped and collated by subcommittees based on topic.

AP Executive Committee Membership

Name	Group	Expiration Term
Kyle Barnhart	Advancement, Omni	2027
Cassonya Carter	CHS, KCON	2027
Melanie Rabine-Johnson	CECI, PCE, CoC	2028
Susan Mendoza	Academic Affairs Student Support Units	2029
Jaime Guizor	PEC, Central Admin	2027
Vacant	BCOIS, CLAS	2029
Justin Melick	Information Technology	2027

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Justin Wickenheiser	University Relations	2028
Bri Slager	Student Affairs	2028
Heather Taylor	Finance & Administration	2027
Fran Golden	Enrollment Development	2028
Jen Torreano	SCB/University Libraries	2027
Ex-Officio		
Mary Albrecht	Provost Office Liaison	
Chris Grooms	Human Resources Liaison	
2026-27 Subcommittee Chairs (optional)		
Anna Davis	Social Justice Subcommittee Chair	
Jessica Fillmore	Awards Subcommittee Chair	
TBD	Salary & Benefits Subcommittee Chair	
Paul Cullen	Professional Development Subcommittee Chair	