



AP Committee Meeting
Guest: President Mantella, VP Bernal and VP Shorty
December 18th
KC 2270

Attendees:

- | | |
|-------------------|--------------------------|
| • Ben Rhodes | • Karen Ingle |
| • Bobby Nielson | • Katie Perschbacher |
| • Bri Slager | • Keigh-Cee Bell |
| • Casonya Carter | • Kyle Barnhardt |
| • Chris Cirefice | • Leda Evans |
| • Dan Vainner | • Mary Albright |
| • Dani Lauer | • Meagan Treadway |
| • Erica Herwig | • Melanie Rabine-Johnson |
| • Eric Bellmore | • Mike Przydzial |
| • Fran Golden | • Natalie Trent |
| • Johanna Swanson | • Paul Cullen |
| • Heather Taylor | • Steph Balaskas |
| • Jason Cronkite | • Susan Mendoza |
| • Jen Torrreano | • Tara Bivens |
| • Jeremy Paul | |
| • Joy Gianakura | |

Guests:

- President Mantella
- VP Shorty
- VP Bernal

In person
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In person

Introductions

Q&A

- What are you most proud of?
 - Our community and conversation around the sacred commitment to the goals of GVSU
 - Reach Higher 2025 – 3 commitments still resonate
 - Discussed equity regardless of political environment



- ___ Discussed Value for Education
- ___ With respect to AP Committee – reinforcing Dr Shorty will be liaison and recognizing our institutional commitment to the Division and his role
- **What can the AP committee do to support the university?**
 - Continue to offer insights, questions and ideas.
 - Format feedback (suggestion) using the idea of “therefore”. Ex: I (the AP Committee) believe there should be more professional development “**therefore**” we’re presenting this list of suggestions and/or goals (including “why”)
 - Actionable suggestions are stronger than conceptual requests that require interpretation
- **The majority of us are aligned on “Mission”, but the actual initiatives and programs aren’t clear to the person on the ground. So, there’s a lack of clarity on how we should interact with those.**
 - Noted that Communication is a significant area of Attention, and they do hear the community’s frustration
 - Noted the impact of organizational structures on how communication is delivered (or not) and how understanding is created (or not)
 - Communication needs to be thoughtfully delivered through all levels of the organization – messages need to be brought up and down
 - Appointing officers and other managers are accountable to cascade information throughout their structure. Ensure stakeholders have access to the information flowing out, and that they (stakeholders) have an advocate in communication back up.
- **Multiple questions about Siloes and Organizational Structure?**
 - Acknowledged the complexity
 - When possible, collaborate outside of organizational structures to create momentum (ex: AP committee ideas, or job-specific strategies that have cross-departmental impact, etc)
 - If you’re experiencing things like inappropriate coaching, retribution, retaliation, etc – those do not align with the university culture. Your HR Generalist can help or recommend resources. If not HR, keep elevating (ex: ombud, office of general counsel, office of civil rights, etc.)
 - Manager Development initiatives are imminent – decrease friction
- **Multiple questions about Resources (positions and financial)**
 - Acknowledged that, realistically, *new* resources might not be available to address new ideas.
 - Therefore, statements can help prioritize when new resources are required



- Creative ideas for implementing within a limited resource environment – improve efficiencies, redesign processes, grants, collaborations, etc
- **Multiple questions about Professional Development**
 - Commitment to increasing professional development- programs like Leading Lakers
 - Each Division should have individualized plans as well
- **A recent survey shows that more employees are dissatisfied with compensation than satisfied. Comments?**
 - The university will be developing and then articulating a Compensation Philosophy, but compensation decisions may be subject to variation within Divisions or other structures
- **What can you say that can provide a feeling of safety in these turbulent times?**
 - Acknowledge political uncertainty but our Values and Commitments aren't flexible and are supported by the Board
 - Leadership will create communication portals to share what we "know" even if/when things are uncertain or changing
 - Leadership will strive to clarify "why" moving forward