



AP Executive Committee Meeting  
Guest: Dr Robert Shorty  
Friday, September 12th, 3p-4:30p  
JHZ 3<sup>rd</sup> floor

## Attendees & Introductions

Name	Group	Expiration Term
Kyle Barnhart	Central Admin/Development/I&E	2027
Cassonya Carter	CHS, KCON	2027
Melanie Rabine-Johnson	CECI, PCEC	2028
Myesha Gholston	Academic Affairs Student Support Units	2026
Jaime Guizor	Finance & Admin	2027
Michelle McCloud	BCOIS, CLAS	2026
Justin Melick	Information Technology	2027
Bri Slager	Student Affairs	2028
Justin Wickenheiser	University Relations	2028
Heather Taylor	Finance & Admin	2027
Fran Golden	Enrollment Development	2028
Jen Torreano	SCB/Library or University Relations	2027
<b>Ex-Officio</b>		
Mary Albrecht	Provost Office Liaison	
Tara Bivens	HR Liaison	
<b>2024-25 Sub-Committee Chairs (optional)</b>		
Keigh-Cee Bell	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	

Member present in person

Member present virtually

**Prior Meeting Minutes:** Approve to post on website: Moved by Kelly & Second by Jaime

- [June Planning Meeting 6-18](#)
- [Full AP Committee Meeting 7-22](#)

**AP Survey Summary** Approve that it can be sent to Dr Shorty: Moved by Heather & Second by C.C.

- Reviewed & Discussed
- Request for an acknowledgement that this has been received and understood

These minutes are not a transcription. Please contact the AP Executive Committee President or Secretary if the interpretation represented in these minutes require clarification or correction.

## Discussion with Dr Shorty

- **Dr Shorty Introduction**
  - \_\_\_Appreciates framing these discussions as a dialogue
- **Regarding the Compensation & Job Description review project PEC is undertaking – could you share where we are in the process, what level of involvement the GVSU community (and the AP committee) will have, how long it will take, and your position on resulting compression issues?**
  - RS asked the group to share their understanding of these questions to ensure that his messaging has been clear. Committee members' responses included:
    - Working on updating compensation philosophy
    - Tiering job levels to create promotional pathways
    - 18 to 24 months
    - Work has already started
    - Salary reviews are happening and ongoing
  - Acknowledged accurate understanding
  - PEC has also been reviewing historical decision-making to clarify the current state on different categories
  - Goal: understand if pay is equitable both internally & externally by creating pathways to understanding
  - Project Timeline for AP workforce project (which can change)
    - First Phase: raw data expected during this fall semester
    - Second Phase:
      - Comp study will take time due to complexities stemming from the lack of existing job architecture
      - Important to utilize valid and reliable comparisons, both internal & external
  - Then
    - If the study shows significant issues, HR will work collaboratively and strategically within the university to address those furthest outside of alignment first
  - Currently: Decisions and strategies are a result of the data results, and it's too early to announce anything at this phase
- **Will PSS salaries be considered with respect to compression?**
  - Yes, with clarification on the differences between Total Reward opportunities

- **Is regional Cost of Living part of the analysis?**
  - Insofar as it influences the external marketplace analysis
  - However, COL is not an independent or standalone data point in wage studies
- **Is consideration given to employees who are also alumni, many of whom have student loan debt?**
  - AP Committee Opportunity – share ideas for Total Reward options!
    - Ex: could we choose debt repayment as an option when retirement funding isn't as urgent? (hypothetically)
    - What other options can we support or suggest?
- **How are we defining the marketplace?**
  - The final report will be transparent, showing both the market comparisons and methodology
  - Some examples are likely to be: Michigan Publics, like-sized institutions throughout the US, and aggregated data to create the median/baseline
- **It's important for people to feel heard, with some kind of recourse. For example, comparing our titles – how do you know what I do?**
  - Clarification - the project is analyzing job duties, **not** job titles – there's too much variability in titles
- **What about Managers? There are inequities/variability in too many places. Examples: availability of job pathways for continued growth, or compensation structures, or one-time pay, or recognition of longevity. Also, when new managers come in significant disruptions can occur**
  - Validating the experience is real
  - The university is structured to have decentralization between Divisions (and some departments). However, we can create a more centralized Manager Development program
    - Centralized onboarding opportunities for new managers at hire & promotion
    - Training on merit, accountability, conduct, etc
  - In the meantime:
    - Utilize institutional resources for specific issues: HR Business Partners (in the moment) and/or OCRTIX office.

- Notify your HR Business Partner if your job description and job duties aren't congruent
  
- **Have we thought about different programs to support individuals who are struggling on their salaries?**
  - AP Committee Opportunity – help create ideas and send them to PEC for consideration
  
- **Can we drive consistency between faculty compensation and AP?**
  - Higher Ed institutions are, by design, structured to provide Faculty prerogatives to manage many things for themselves.
  - The current Provost is very open to creating strong inter-divisional relationships (including finding areas of consistency in creating processes) while always maintaining Academics' rights
  
- **Can you explain the 5% budget project? How will you continue to advocate for equitable treatment of staff?**
  - This is a Budget Exercise, not a targeted Budget Cut
  - In the future, these types of exercises will occur on a more regular cadence, as a standard practice undertaken by healthy organizations; they're not a one-off sign of a problem
  
- **Does this mean there's going to be a RIF?**
  - The budget exercise does not mean that there's going to be a RIF
  - Budget exercises can help us identify cost-saving options previously not considered
  - Of course, we're impacted by the landscapes of the Federal & State governments, and the Higher Ed landscape, but we're managing those headwinds well (right now)
  
- **SLT should know that employees are very concerned**
  - Understood and thank you