

APSS NEWSLETTER

The latest news & updates from GVSU's APSS Union & its Members

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2022-2023 EXECUTIVE BOARD

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This newsletter is published monthly. For submission information contact

Megan Koeman-Eding at
edingme@gvsu.edu.



Visit our website:

apssgvsu.org



MEMBER SHARES

Luke Madden – Apple Brownies (a fall recipe my mom used to make when I was a kid)

Ingredients

- 1 ½ sticks butter or margarine
- 2 cups brown sugar
- 2 eggs
- 1 tsp vanilla
- 2 cups sifted flour
- ½ tsp salt
- 2 tsp baking powder
- 1 cup chopped apples (Granny Smith work best)
- ½ cup chopped nuts (optional)

Instructions

Mix ingredients in order; add to a greased 9x13 pan, sprinkle with cinnamon and white sugar on top; bake for 30-35 minutes at 350 degrees. Enjoy!

MEMBER SHARES

Jenna Stehouwer - Pumpkin Spice Muffins

Prep Time 15 min, Cook Time 15 min, Total Time 30 min

Servings 18

Ingredients

- 1 cup canola oil
- 2 cups granulated sugar
- 2 teaspoons vanilla
- 3 large eggs
- 2 cups solid pack pumpkin
- 3 cups all-purpose flour
- 1 teaspoon salt
- 1 teaspoon baking soda
- 2 teaspoons baking powder
- 2 teaspoons cinnamon
- 1 teaspoon pumpkin pie spice

Instructions

1. Preheat the oven to 375 degrees.
2. Mix together the oil, sugar, eggs, vanilla and pumpkin in a bowl. Set aside.
3. In a separate bowl, mix together the flour, salt, baking soda, baking powder, cinnamon and pumpkin pie spice.
4. Add the wet ingredients to the dry ingredients and mix just until combined.
5. Spray muffin pans with cooking spray. Spoon the batter into muffin pans.
6. Bake the muffins for 18-22 minutes, until the muffins have risen and a toothpick inserted in the center comes out clean.
7. Allow the muffins to cool in the pan for 10 minutes, then remove them to a wire rack to cool completely.
8. Once the muffins are cool, use a sifting spoon to sift powdered sugar over top.

Nutrition

Calories: 253 cal | Carbohydrates: 50g | Protein: 3g | Fat: 4g | Saturated Fat: 1g | Cholesterol: 36mg | Sodium: 221mg | Potassium: 138mg | Fiber: 1g | Sugar: 30g | Vitamin A: 4340IU | Vitamin C: 1.2mg | Calcium: 38mg | Iron: 1.7mg

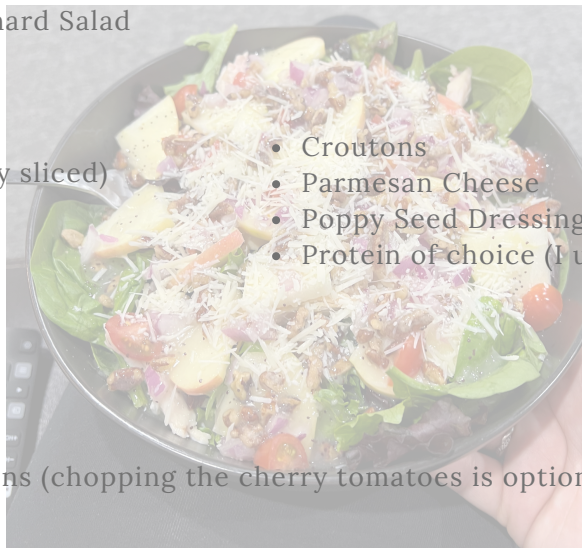
Celeste Lareau - Apple Orchard Salad

Ingredients

- Mixed Greens
- Honeycrisp Apples (thinly sliced)
- Dried Cranberries
- Cherry Tomatoes
- Red Onions
- Pecans
- Croutons
- Parmesan Cheese
- Poppy Seed Dressing
- Protein of choice (I usually use grilled chicken!)

Instructions

1. Wash all produce.
2. Slice apples and red onions (chopping the cherry tomatoes is optional).
3. Build the salad!



MEMBER SHARES, CON'T

Megan Koeman-Eding - Cabbage soup with ground beef - a low-carb staple, especially as the weather cools!

Ingredients

- 28-ounce can diced tomatoes
- 1 pound ground beef
- 5 cups chopped green cabbage
- 5 cups beef stock
- 1 cup riced cauliflower
- 1/2 cup diced carrots
- 1.5 teaspoons table salt
- 1 teaspoon dried oregano
- 1 teaspoon ground thyme
- 2 tablespoons chopped fresh parsley

Instructions

1. Brown beef. Add beef and carrots to large pot over medium-high heat. Cook until browned.
2. Add everything else. Keeping everything in pot, add tomatoes (including liquid in the can), cabbage, beef stock, cauliflower, salt, oregano, and thyme. Stir everything together for a minute.
3. Simmer soup. Increase heat and bring to simmer. Cover, then decrease heat to medium-low to maintain simmer. Simmer until cabbage is tender, usually about 30 minutes.
4. Serve. Uncover and stir. Top with parsley and serve!

Nutrition - Serving Size 1.3 cups

Calories: 160 | Carbohydrates: 8g | Fiber: 2g | Protein: 13g | Fat: 7g | Saturated Fat: 3g | Cholesterol: 38mg | Sodium: 1080mg | Sugar: 5g

Ana Vanbragt - Pumpkin Blueberry Streusel Muffins

Ingredients

- 2 ½ cups flour
- 2 cups granulated sugar
- 1 Tablespoon pumpkin pie spice
- 1 teaspoon baking soda
- ½ teaspoon salt
- 1 ¼ cups canned pumpkin
- 2 large eggs
- ¼ cup vegetable oil
- 1 cup fresh or frozen blueberries

Instructions:

Preheat oven to 350 degrees. Grease or paper-line 24 muffin cups. Combine flour, sugar, pumpkin pie spice, baking soda and salt in large bowl. Combine pumpkin, eggs and oil in medium bowl. Stir wet ingredients into dry ingredients until just moistened. Gently fold in blueberries. Spoon into prepared muffin cups.

For streusel topping, combine sugar, flour and cinnamon together and cut in butter until mixture is crumbly. Sprinkle topping over each muffin.

Bake for 28-30 minutes or until toothpick comes out clean. Remove to wire rack to cool slightly. Best when served warm!



UNION NEWS



SAVE THE DATE for the APSS Fall Luncheon!
Thursday, November 17 12:00PM-1:30PM
Grand River Room - KC



Save the date

APSS FALL LUNCHEON
THURSDAY, NOVEMBER 17, 2022
NOON - 1:30 P.M.

FORMAL INVITATION TO FOLLOW



We hope to see you there!

UNION NEWS, CON'T



Thanks to all those who came out to our APSS Open House, thank you!



Remarks by Tami John - Acting President

"I appreciate all that have come out today. With a lot of new members, my goal is to provide more clarity to our Union.

To our Building Reps - Thank you for taking the time to attend our monthly meetings, assist in relaying information to members or back to an e-board member, and just being there when our members need you.

To Shawn Evans, Bargaining Chair - Sean truly listens to our members and bring our needs forward. His knowledge of the contract and the history of our Union is something to truly be admired. Thank you!

Special thanks to Megan Koeman-Eding and Denise Gross for planning this open house - from the invites to ordering the food, to making sure everything was setup before the event and most importantly - my chocolate fix for the day. Thank you!

And last, to our members - Thank you for entrusting the board members and myself to be the representatives of our Union at GVSU. For our longtime members, thank you for your many years of support and dedication. And to our recent hires, which are many - thank you for having the confidence and trust to join our Union.

I hope today gave you all a little reprieve from the work day."

**Tami introduced all Building Reps and the Executive Board. For a list and photos, please visit www.apssgvsu.org and click on Building Representatives or Offices and Committees for the complete lists.



UNION NEWS, CON'T



APSS Contractual Considerations - Appendix A: Wages

Shawn Evans - The wage table for all bargaining unit members can be found on page 35 of our collective bargaining agreement with GVSU. This wage table is effective from October 1, 2021 – September 30, 2022. **On October 1, 2022, the wage table listed on page 35 of the contract will no longer be effective.**

There is very important contractual language at the bottom of page 35 that outlines our wage schedules for 2022, 2023, and 2024, effective October 1 of each of these years. According to Deborah Sanders, Director of Staff Relations and Compensation, the average of the AP/Faculty salary adjustment program for 2022-23 was 3% - this is the same percentage increase that PSS employees will receive beginning October 1, 2022. Step advancement will occur on the same date. Step advancement includes previous medical and dental offsets and what we used to know as development pay in previous contracts. I'll provide some specific examples below, and I am always available for questions from PSS employees about what each individual's wage increase should look like according to our contractual terms, but here's a side by side comparison of last year's wage table, and the PSS wage table effective October 1, 2022:

APSS wage increase October 1, 2022

10/1/2021 - 10/1/2022

CLERICAL

| Step | C1 | C2 | C3 | C4 | C5 |
|-------|-------|-------|-------|-------|-------|
| 1 | 15.74 | 16.81 | 17.86 | 20.17 | 22.15 |
| 2 | 16.56 | 17.66 | 18.75 | 21.25 | 23.3 |
| 3 | 17.49 | 18.75 | 19.99 | 22.52 | 24.66 |
| 4 | 19.54 | 20.87 | 22.22 | 24.92 | 27.44 |
| 5-9 | 20.03 | 21.39 | 22.78 | 25.54 | 28.13 |
| 10-15 | 21.13 | 22.57 | 24.03 | 26.94 | 29.68 |
| 16+ | 21.55 | 23.02 | 24.51 | 27.48 | 30.27 |

10/1/2022 - 10/1/2023

CLERICAL

| Step | C1 | C2 | C3 | C4 | C5 |
|-------|-------|-------|-------|-------|-------|
| 1 | 16.21 | 17.31 | 18.40 | 20.78 | 22.81 |
| 2 | 17.06 | 18.19 | 19.31 | 21.89 | 24.00 |
| 3 | 18.01 | 19.31 | 20.59 | 23.20 | 25.40 |
| 4 | 20.13 | 21.50 | 22.89 | 25.67 | 28.26 |
| 5-9 | 20.63 | 22.03 | 23.46 | 26.31 | 28.97 |
| 10-15 | 21.76 | 23.25 | 24.75 | 27.75 | 30.57 |
| 16+ | 22.20 | 23.71 | 25.25 | 28.30 | 31.18 |

TECHNICAL

| Step | T1 | T2 | T3 | T4 |
|-------|-------|-------|-------|-------|
| 1 | 18.32 | 19.87 | 21.71 | 23.53 |
| 2 | 19.37 | 20.93 | 22.8 | 24.66 |
| 3 | 19.99 | 21.56 | 23.43 | 25.47 |
| 4 | 22.05 | 24.04 | 26.09 | 28.24 |
| 5-9 | 22.6 | 24.64 | 26.74 | 28.95 |
| 10-15 | 23.84 | 26 | 28.21 | 30.54 |
| 16+ | 24.32 | 26.52 | 28.77 | 31.15 |

TECHNICAL

| Step | T1 | T2 | T3 | T4 |
|-------|-------|-------|-------|-------|
| 1 | 18.87 | 20.47 | 22.36 | 24.24 |
| 2 | 19.95 | 21.56 | 23.48 | 25.40 |
| 3 | 20.59 | 22.21 | 24.13 | 26.23 |
| 4 | 22.71 | 24.76 | 26.87 | 29.09 |
| 5-9 | 23.28 | 25.38 | 27.54 | 29.82 |
| 10-15 | 24.56 | 26.78 | 29.06 | 31.46 |
| 16+ | 25.05 | 27.32 | 29.63 | 32.08 |

ENGINEERING

| Step | E1 | E2 | E3 | E4 |
|-------|-------|-------|-------|-------|
| 1 | 27.05 | 29.34 | 31.27 | 33.86 |
| 2 | 28.45 | 30.95 | 32.99 | 35.61 |
| 3 | 30.05 | 32.62 | 34.78 | 37.61 |
| 4 | 31.64 | 34.29 | 36.56 | 39.6 |
| 5-9 | 32.43 | 35.15 | 37.47 | 40.59 |
| 10-15 | 34.21 | 37.08 | 39.53 | 42.82 |
| 16+ | 34.89 | 37.82 | 40.32 | 43.68 |

ENGINEERING

| Step | E1 | E2 | E3 | E4 |
|-------|-------|-------|-------|-------|
| 1 | 27.86 | 30.22 | 32.21 | 34.88 |
| 2 | 29.30 | 31.88 | 33.98 | 36.68 |
| 3 | 30.95 | 33.60 | 35.82 | 38.74 |
| 4 | 32.59 | 35.32 | 37.66 | 40.79 |
| 5-9 | 33.40 | 36.20 | 38.59 | 41.81 |
| 10-15 | 35.24 | 38.19 | 40.72 | 44.10 |
| 16+ | 35.94 | 38.95 | 41.53 | 44.99 |

UNION NEWS, CON'T



APSS Contractual Considerations - Appendix A: Wages Con't

I do realize that this is a bit confusing, but it remains much more straightforward than the 12 pages of wage scales from our previous collective bargaining agreement. The wage scale on the right is not listed in our contractual agreement because we cannot know what the average of the AP/Faculty salary adjustment program will be until after the Board of Trustees meets each year in June. Nevertheless, the tables on the right will be our wage scale effective October 1, 2022. If next year's AP/Faculty salary adjustment program is an average of 3%, the wage scale effective on October 1, 2023 will be the tables on the right, multiplied by 1.03. Step advancement will occur, and I will write a very similar newsletter article next September to try to explain our wage scale, step advancement, and how increases to the wage scale work each year. The PSS wage scale effective October 1, 2022 – September 30, 2023 is also posted to the HR website:

<https://www.gvsu.edu/hro/union-contracts-9.htm>.

It is simplest to think about the steps as consecutive years of service in a bargaining unit position from the step at which you were hired for your current position. For example, if you were a E3 at step 4, you will be a E3 at step 5-9 (year 5). If you were a C5 at step 16+, you will remain a C5 at step 16+. If you were a T3 at step 5-9 (year 9, that is, you were hired prior to October 1, 2014 but not prior to October 1, 2013), you will move to step 10-15. If you were a C4 at step 10-15 (year 13), you will remain at step 10-15 (but move to year 14). Clear as mud, I know. Again – please let me know if you have any questions or concerns – I would be happy to work with you on any specific questions about what your compensation will look like effective October 1, 2022.

I look forward to your questions, comments, feedback.

Sincerely,
sme

HR WORKSHOPS

Register today for these workshops in [Sprout!](#)

Purchasing Card Policies, Procedures, & Reconciliation Within Concur

Presented by Business & Finance

This training is designed for faculty and staff who have a GVSU Purchasing Card. This training will go over Purchasing Card Policies, Procedures and Reconciliation within Concur. An overview of how to reconcile Purchasing Card transactions in Concur will take place at the end of the training. This training will only cover the Purchasing Card piece of Concur.

Please visit our website for more resources <https://www.gvsu.edu/purchasing/pcard-program-training-240.htm>

| | | |
|-----------------------|------------------|---------|
| Wednesday, October 5 | 9:30AM - 10:30AM | Virtual |
| Wednesday, November 2 | 9:30AM - 10:30AM | Virtual |
| Wednesday, December 7 | 9:30AM - 10:30AM | Virtual |

Speak Up! Campus Climate Concerns (I&E)

Presented by Inclusion and Equity

Education on understanding intolerance and why it is important to address climate, retention, overall satisfaction. Campus specific data will be presented that highlights the need for education around bias, reporting campus climate concerns and understanding the impact of microaggressions.

| | | |
|---------------------|-------------------|---------|
| Thursday, October 6 | 11:00AM - 12:30PM | KC 2266 |
|---------------------|-------------------|---------|

Banner & OnBase Finance Users Trainings

Presented by Business & Finance, Erica Herwig

This training is designed for faculty and staff who are responsible for processing invoices, transfer requests, check requests and other Finance OnBase functions, and who are responsible for management and oversight of departmental budgets using Banner. This is a hands-on training, so please ensure that prior to the training, you have access to both OnBase and Banner, with permissions to view and work with the FOAP's you will be managing. This will be a virtual training, but I do have a Binder you will need. Please reach out to me to arrange pickup or mailing of the binder.

| | | |
|----------------------|------------------|---------|
| Tuesday, October 11 | 9:00AM - 11:00AM | Virtual |
| Tuesday, November 8 | 9:00AM - 11:00AM | Virtual |
| Tuesday, December 13 | 9:00AM - 11:00AM | Virtual |

HR WORKSHOPS, CON'T

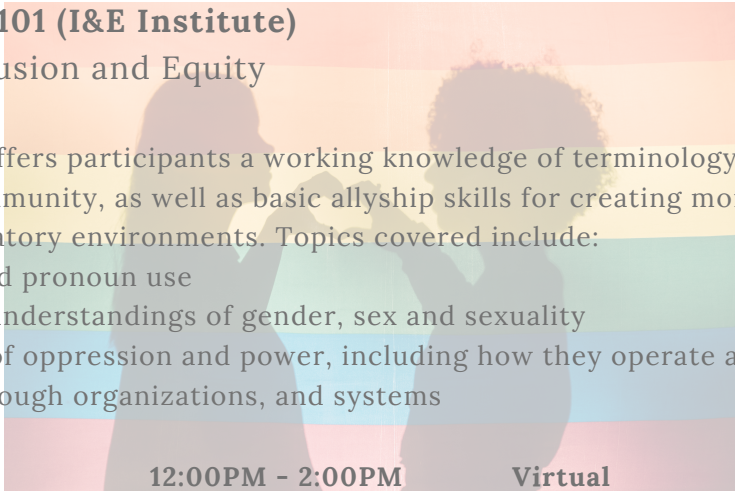
Register today for these workshops in [Sprout!](#)

Queer and Trans 101 (I&E Institute)

Presented by Inclusion and Equity

This learning space offers participants a working knowledge of terminology and concepts related to the LGBTQIA+ community, as well as basic allyship skills for creating more inclusive, affirming, and celebratory environments. Topics covered include:

- Inclusive name and pronoun use
- Creating greater understandings of gender, sex and sexuality
- The implications of oppression and power, including how they operate as systems in our personal lives, through organizations, and systems



| | | |
|-----------------------------|-------------------------|----------------|
| Tuesday, October 25 | 12:00PM - 2:00PM | Virtual |
| Tuesday, November 29 | 12:00PM - 2:00PM | KC 2266 |

Anti-Racism White Consciousness Cohort

Presented by Inclusion and Equity

Systems of oppression and white privilege are often invisible to those that benefit from them. For this reason, it is especially important for those that identify as white to intentionally engage in anti-white supremacy work -- to better identify their own behaviors, to understand the systems at play, and to learn how to deepen personal and institutional anti-racism commitments.

| | | |
|----------------------------|--------------------------|----------------|
| Friday, October 28 | 10:00AM - 12:00PM | Virtual |
| Friday, November 4 | 10:00AM - 12:00PM | Virtual |
| Friday, November 18 | 10:00AM - 12:00PM | Virtual |
| Friday, December 2 | 10:00AM - 12:00PM | Virtual |
| Friday, December 9 | 10:00AM - 12:00PM | Virtual |



HR WORKSHOPS, CON'T

Register today for these workshops in [Sprout!](#)

Concur Trainings

Concur Travel and Expense Training

Presented by Business & Finance, Erica Herwig

This is an overview of requesting travel, booking travel, setting up a travel profile, and creating expense reports.

| | | |
|-----------------------|-------------------|---------|
| Thursday, October 13 | 10:00AM - 11:30AM | Virtual |
| Thursday, November 10 | 10:00AM - 11:30AM | Virtual |
| Thursday, December 8 | 10:00AM - 11:30AM | Virtual |

Concur Approval Training

Presented by Business & Finance, Erica Herwig

This is an overview of the approval process for both delegates and approvers.

| | | |
|------------------------|-------------------|---------|
| Wednesday, October 19 | 11:00AM - 12:00PM | Virtual |
| Wednesday, November 16 | 11:00AM - 12:00PM | Virtual |
| Wednesday, December 9 | 11:00AM - 12:00PM | Virtual |

Don't forget to check [Sprout](#) throughout the month for additional classes that may be added after the publication of this newsletter.

BENEFITS & WELLNESS

Holiday/Campus Closure Calendar Updates From HR's 9/8/22 email

Extended Campus Closures

This year, the university will be closed an extra day for Thanksgiving break and two extra days for winter break. This will be mirrored for 2023. Our hope is for you to have additional time to rest and connect with family and friends.

2022/2023 Added Dates

- Thanksgiving Break: Wednesday, November 23
- Winter Break: Thursday, December 22 & Tuesday, January 3

2023/2024 Added Dates

- Thanksgiving Break: Wednesday, November 22
- Winter Break: Friday, December 22 & Tuesday, January 2

Program Details

- If employees are required to work during these closure days, they will be paid in accordance with the following:
 - [APSS](#) - 12.1.1 Work on a Holiday / Closure / Floating Holiday
 - [EAP](#) - BOT 4.5.3 Holidays / Closure / Floating Holiday
 - [MGS](#) - 12.1.4 Work on a Holiday / Closure / Floating Holiday
 - [POAM & COAM](#) - 12.1.2 Work on a Holiday / Closure / Floating Holiday
- Essential employees will not be defined differently for this program.
- This does not extend vacation balances or last day of pay for any employees that depart from GVSU.
- This change does not apply to the maximum hours that are payable upon separation from the university.

For Ultratime

- Report observed holidays using HOL code in Ultratime
- Report campus closure days using HFL code in Ultratime

Walk With Us This Walktober October 3 - November 2

Walktober starts now! Start logging your activity by [signing up for Walktober](#) individually, or with a team. Walktober is open to all eligible faculty, staff, and household members of all fitness levels. Already signed up? Don't forget connect your device to track activity, or begin logging manually.

BENEFITS & WELLNESS, CON'T

2023 Open Enrollment

October 25 - November 9

It's that time of year again to review your benefit options for 2023 and make adjustments for the upcoming year. Start [reviewing your benefits options now](#) to be prepared to enroll in your benefits on October 25.

One-on-one appointments will be available to help you through this process. Please contact your [HR Business Partner](#) to schedule.

Thrive at GVSU (Revived) Is Coming Soon

During Open Enrollment, you will have the option to opt-in to [Thrive at GVSU](#) 2023! You asked and we listened—we will be partnering with a Michigan-based organization of wellness experts to revive our wellness coaching program for the upcoming year. Opt-in to receive free and confidential support on your goals from a local coach, and earn \$100! Stay tuned for more details.

Frightening Fact

52% of people do not have a named beneficiary. What happens to your savings if something happens to you? Make sure you get to decide by declaring your beneficiary today by logging into your [NetBenefits account](#).



CAMPUS NEWS

New "Classrooms" Website

[The Academic Space Committee](#) announces the launch of the new [Classrooms website](#). The site features a page for each classroom, laboratory, and other learning space on campus, with information such as seating capacity and room type; kinds of seating and mobility; availability of technology, power, and hearing loops; floor plans; and photographs of each room. On the site, users can search by building and a variety of attributes.

Note: to report information that is incorrect and needs to be updated, there is a link on the site. However, we are still wrapping up adding photographs to the site.

Bowling Night! Hosted by LGBT Faculty Staff Association

Thursday, October 27 6:00PM-8:00PM

Wenger's Bowling Alley

Let's get together and throw some balls around! Join us, even if you despise bowling, for some fun and fellowship. Games and shoes are on us!

Register in Sprout!

Wenger's Bowling Alley - 629 Leonard St NW



From the IT Security Team: What is LastPass?

LastPass is a secure password manager that stores all of your usernames and passwords in one safe place, called a vault. Your vault is your central hub of all stored data. After you save a password to your Vault, LastPass always remembers it for you. When you need to log in to a website, LastPass enters your username and password for you!

A password manager does many other things, including: **Creating new passwords for you; Showing how strong your passwords are; Storing information such as PIN codes and membership IDs; Sharing passwords with others; Filling out addresses and credit card forms**

As a password manager, LastPass will help you in your day-to-day work while improving the overall security of your online life. Key benefits of using LastPass include: **Convenience – No more forgotten or mistyped password; Time saved – Instantly log in to websites; Stronger security – Long passwords that you don't have to remember**

If you don't already have an account, you can get started by requesting one here: <https://services.gvsu.edu/TDClient/60/Portal/Requests/ServiceDet?ID=1228>

2022-2023 BUILDING REPS

| | |
|--|---------------|
| CHERYL BRONNER | X13327 |
| STU, 1ST FLOOR | |
| TAMI JOHN | X12350 |
| CAC & KC | |
| BARB ELLIS | X18611 |
| KHS & LMP, STU 2ND & 3RD | |
| LINDSEY BURNS | X12186 |
| MAK & NLC | |
| DEB ROTMAN | X12297 |
| AGS, LHH, LSH, & PAC | |
| TRACY LONDON | X12252 |
| CON, HON, JHZ, LMH | |
| KATIE HAYNES | X13006 |
| HHLC, HRY, LIB, & PAD | |
| JOYCE SULLIVAN | X13730 |
| ASH | |
| SHELBY HARRISON | X16025 |
| EC, IDC, KEN | |
| RAYSHENA WILSON | X17130 |
| DEP, DEV 1ST & 2ND FLOORS | |
| VICKI WENGER | X13898 |
| LOH, NMH | |
| IRINA GROUGAN | X17606 |
| TC REGIONAL CENTER, HOLLAND, & MUSKEGON | |
| BRIAN DENUYL | X12025 |
| AH, CUB, SER | |
| KATE KNOPP | X12685 |
| FH, MAN | |
| DENISE GROSS | X15922 |
| CHS, DCIH, & RFH | |
| TINE LEE | X17352 |
| BIK, CEC, DEV FLOORS 3-5, SCB | |

MEMBER RELATIONS TEAM

| | |
|-----------------------|---------------|
| RHONDA LEMIEUX | X12557 |
| CHAIR | |
| NICOLE BROWER | X18894 |

IMPORTANT DATES

Fall Break (no classes) - October 23-25

UPCOMING ISSUE

Share your fall decor/Halloween photos! Share with me by noon on Tuesday, November 1 to edingme@gvsu.edu. The newsletter will come out a day late to give people time to share. Thanks!

OCTOBER DATES

BIRTHDAYS

14 - Victoria Stubbs
16 - Angela Munford
21 - Sherri Hall

GVSU ANNIVERSARY

4 - Kathy Rice (18 yrs!)
6 - Dawn Nagelkirk
10 - Tracie Samdal
11 - Jay Zink
12 - Angela Munford
12 - Deb Rotman (30 yrs!)
21 - Christine Adams
Lori O'Bradovich

WEDDING ANNIVERSARY

2 - Jennifer Stamate - Carey
3 - Julie DeVecht (35 yrs)
10 - Maria Jaramillo-Gonzalez
(35 yrs)
19 - Jennifer Glaab (26 yrs)

If you would like your birthday, GVSU anniversary, wedding anniversary, job change, and/or retirement notice published in the newsletter, or if you have suggestions for an upcoming issue, email **Megan Koeman-Eding** at edingme@gvsu.edu.