

# APSS NEWSLETTER

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

## IN THIS ISSUE:

<b>MEMBER SHARES</b>	<b>P. 1-8</b>
<b>UNION NEWS</b>	<b>P. 9-10</b>
<b>WORKSHOPS</b>	<b>P. 11-15</b>
<b>BENEFITS &amp; WELL</b>	<b>P. 16</b>
<b>CAMPUS NEWS</b>	<b>P. 17-18</b>
<b>DATES</b>	<b>P. 19</b>

## 2022-2023 EXECUTIVE BOARD

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This newsletter is published monthly. For submission information contact **Megan Koeman-Eding** at [edingme@gvsu.edu](mailto:edingme@gvsu.edu).



Visit our website:

[apssgvsu.org](http://apssgvsu.org)

## PSS Pets



## MEMBER SHARES

**Elizabeth Dickerson** - Here is a picture of my two dogs, Piper and Maple. We road tripped with them out to Acadia National Park this summer for a week of camping and hiking. They are extremely active and love hunting and the outdoors!



## MEMBER SHARES, CON'T

**Katie Haynes** - My crazy babies, Bae and Benny. These two love to keep me on my toes, but also are big snuggle bugs with me and each other!



Bae



Benny

**Lauren Fodor** - This is Achilles, who I rescued 8 years ago. He still has all the energy of a puppy and enjoys just about any kind of activity.



**Allison Bazaire** - I've attached a photo of Jack the cat. He wandered into my mother-and-law's yard last fall and decided to stick around (most likely a barn cat who abandoned his duties). We made sure he did not belong to any of the surrounding neighbors before we took him in! He now leads a very cushy indoor life.



## MEMBER SHARES, CON'T

**Christine Adams** - Some of you may remember Archie that was a Leader Dog for the Blind in training at Eberhard Center. If not, you might remember seeing him in the GV magazine featured with Koda as the dogs of campus last year. He spent 4 days a week at our office and I was so blessed to be able to apply to adopt him if he got 'career changed' as they call it. Archie went back to Leader Dog last June 2022 for his 2nd year of training. Ellie Ohm in IT was his trainer for Leader Dog. Our office has been very empty since Archie left. We didn't think we were going to get him as I was told they usually get career changed 4-8 weeks after going in if they are going to. Lucky for us, we got the call that he was losing weight and had kennel stress. Two days later on October 1st I went and picked him up. He has been a wonderful addition to our family and is learning how to be a "dog".

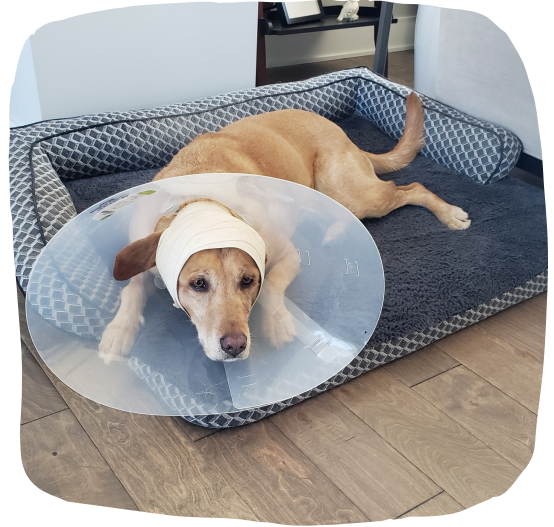


**Gabriella Barajas** - These are my two cats, Teddy (brown) and Duncan (orange) and they have been best friends since they were babies. I like to take them on walks outside and dress them up in costumes. I even got a cat stroller for them to go on longer walks. They are two fearless little dudes and my best friends!



## MEMBER SHARES, CON'T

**Brian DenUyl** - Here is a picture of our dog Ruby. This is right after she chased a rabbit into a briar patch and injured her ear. She was not very happy about having to wear a cone for three weeks. She's a Fox Red Lab who loves water and tracking/retrieving.



**Kyra VanOost** - Here is a picture of my puppy Kenobi. His birthday is on March 2nd, and he'll be two! 😊 One of the first things he learned was how to play hide and seek.

So far, he only knows how to do the seeking, but he can find us anywhere in the house 😊

**Holl Miller** - Here is Aubrey, my family's rescued Chocolate lab/pit mix. She is 7 years old and is bilingual! I taught her Mandarin Chinese (my second language) as a puppy, and she knows on average 25+ words and phrases in Mandarin Chinese and some words in a Chinese dialect. 😊 She would've made a great therapy dog, but she loves to play with her balls more. Aubrey is the type of dog who is a homebody but loves everyone who comes over to visit.



## MEMBER SHARES, CON'T

**Dayna Smith** - Piccolo (dark tortie) and Daisy (light tortie) were both adopted at different times during lockdown. Piccolo is about 6 years old, super tiny, and is a special needs cat. She has no teeth and few chronic health issues. I adopted her based on how sad she looked in her adoption photo. Piccolo's very quiet. When she does meow, it sounds like a whisper. She loves lap time, soft food, and sleeping under my covers at night. Daisy is not quite 2 years old and is bigger than her sister. She loves playing fetch, enjoys bird watching, and stashing toys under the oven and refrigerator.



**Cindy Warner** - Here is a picture of my Golden Doodle Bailey. She loves watching TV. Her favorite shows are YouTube Dog TV and the Puppy Bowl! She especially likes watching wild animals such as deer, apes, and elephants!



**Megan Koeman-Eding** - Charlotte is our rescue we adopted when we lived in New Mexico. She's a Texas Heeler, which is Australian Cattle dog and Australian Shepherd. She's a high-energy velcro dog who loves to pose for the camera!



## MEMBER SHARES, CON'T

**Amalia Vargas** - This is Fabio my bearded dragon with my cat Baby. I never imagined or considered owning a lizard. Fabio wasn't being cared for by his previous owners and was in pretty bad living conditions. It was heartbreaking to see, and I asked if I could take him (with the intention of rehoming him), and his owner was happy to let him go. They told me that he was mean and unsocial. I never found this to be true. He was a bit prickly at first (pun intended), but he and I bonded very quickly, and he softened right up. He just needed some attention and love. I knew pretty quickly that he was going to stay with me. It's been about 5 years now since I brought him home. He loves cuddling under the blankets with me while I watch a movie, eating big salads, and swimming in his little pool.



**Erica Baker-Bringedahl** - My family has the honor of having Tucker in our lives! He came to us from Unleashed Love Pet Rescue in spring of 2021 and has taken over our hearts. My husband was hesitant to take on the responsibility of a dog but became best friends with Tucker very quickly. Tucker fits into all our lives just perfectly by cuddling with me in the bed while I watch a movie or read, going on runs with my husband, wrestling and playing with our boys, and lots of snuggles all around. We couldn't have asked for a more friendly, perfect pet!



## MEMBER SHARES, CON'T

**Cassandra Hinzman** - Jake is my grumpy old cat. He is 17 years old. I have had him since he was a kitten. I have had him longer than I have had my kids. He loves to jump on counters and sing the Opera at all hours of the day and night. Lovey is 8 years old. She is sweet and a very loving cat. Although she can get very territorial around feeding time. They are both rescue animals that are from the community I live in. I took them both in and cared for them. They have been a loving part of my family since.



*National Pet Day is April 11!*

*Thank you to all our members  
who shared pictures and stories  
of their furry loved ones!*

## MEMBER SHARES, CON'T

**Sherry Bouwman** - I would like to share that I will be retiring on March 31 after nearly 47 years at Grand Valley. I worked one year in Records (1976-77), seven years at WGVU (1977-1984), seven years at the Computer Center (1984-1992), for a little over a year at Annis Water Resources Institute (1992-1993), and I've been at UComm since 1993. I've been very blessed and leave with a heart filled with gratitude!



*Congratulations, Sherry!*  
*47 years!*





# UNION NEWS



**Shawn Evans** - Ask me anything (about our contractual language)!

I didn't do a very good job planning to write something interesting about specific contractual language for this month's newsletter and am hoping to use this space to solicit comments, questions, or concerns about contractual language that you would like me to address either individually or in an upcoming newsletter. It is common for many of us to have a question about a particular aspect of contractual language and I often go straight to the contract when someone asks me a question pertaining to the conditions of our employment. It has been my experience that if one person has a question about contractual language, or a particular situation at work, that someone else has a similar question or experience. So, for this month, please ask me anything about the contract. I'll respond to your question, but will also consider further elaboration in future newsletter articles.

On behalf of your bargaining team, I look forward to hearing from you!  
sme



**If you move, don't forget to update your address with the University and with the APSS Membership Director!**

This is especially important for those about to retire. If you're retiring and moving, please make sure to update Rayshena Wilson with your new address.

# UNION NEWS, CON'T



## APSS Union Elections

**Thinking about getting involved with the APSS Union? Our nominations for President, Business & Finance Director, and Communications Director will begin the 2nd full week of March.**

### President

The duties of the President are to preside at all membership meetings of the APSS Union, to preserve order during deliberations, to be Chairperson of the Executive Board, to be ex officio member of all committees except where prohibited by the Constitution, to execute the policies of the APSS Union, to transact such business as may of right pertain to the office of President, to be the official spokesperson for the APSS Union in all its external relations and may authorize counsel or other agents of the APSS Union to speak for the Union in her/his place or stead. The President shall submit to each regular meeting of the membership and of the Executive Board a report of her/his official acts and doings between meetings. The President meets regularly with representatives of GVSU Human Resources to discuss and ameliorate issues raised by members and to maintain an open and constructive dialog while maintaining confidentiality.

### Business & Finance Director

The Union Business and Financial Director shall act under the direction of the President and the Executive Board and shall receive and receipt all monies of the Union. The Union Business and Financial Director shall deposit all money so received in the name of the Union in a bank or institutions authorized by the Executive Board and money so deposited shall be withdrawn only by check. The Union Business and Financial Director shall sign only such checks and authorize transactions as are required by the Constitution, or are authorized by the membership or the Executive Board. The Union Business and Financial Director shall make monthly reports to the Executive Board and shall submit all books and papers to the accountant upon direction of the Executive Board. The President will verify the account balances to be correct on a monthly basis. The Union Business and Financial Director shall notify the Executive Board when anyone becomes delinquent for a period of 30 days in payment of dues or service fees to the Union and shall seek payment from the delinquent employee. The Union Business and Financial Director shall cause to be prepared and submitted any financial reports and audits required by law, after which the President will review and approve.

### Communications Director

The Communications Director shall act under the direction of the President and the Executive Board and hold the responsibilities of communicating with membership through the web, e-mail, or other forms of communication as directed.

**If you have questions on any position, please contact our Interim President, Tami John via email: [johnt@gvsu.edu](mailto:johnt@gvsu.edu).**

# WORKSHOPS

## Blackboard Ultra Essentials

Presented by eLearning Technologies



Blackboard Ultra will be implemented for all courses at GVSU in spring/summer 2023. Many training opportunities are in place (see Blackboard Ultra Build-a-thon and Blackboard Ultra Lunch-and-Learn). This webinar is recommended for faculty/staff, who are comfortable learning new applications on their own and want to learn the most commonly used features of Blackboard Ultra.

After completing this webinar, the user will be able to:

- Access Blackboard and make their Ultra course available to their students
- Upload, edit or delete files in their Blackboard Ultra course
- Create and understand the differences between a folder or a learning module
- Organize content within a folder or a learning module
- Add an external web link in their Blackboard Ultra course
- Add a mash-up or other multimedia content (YouTube, Panopto video, etc.)
- Create an online assignment
- Access the gradebook and have a basic understanding of how to navigate it, as well as grade an online assignment

<b>Wednesday, March 1</b>	<b>11:00AM - 12:00PM</b>	<b>Virtual</b>
<b>Friday, March 17</b>	<b>11:00AM - 12:00PM</b>	<b>Virtual</b>
<b>Wednesday, March 29</b>	<b>11:00AM - 12:00PM</b>	<b>Virtual</b>

## 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>



<b>Wednesday, March 1</b>	<b>9:30AM - 10:30AM</b>	<b>Virtual</b>
<b>Wednesday, April 5</b>	<b>9:30AM - 10:30AM</b>	<b>Virtual</b>

# WORKSHOPS, CON'T

## Koru Mindfulness for GVSU Faculty/Staff

Koru Mindfulness is a secular mindfulness training curriculum developed at Duke University. As evident by the name of the text (The Mindful Twenty-Something), this program was originally intended for emerging adults, but it has been effectively taught to people of all ages. The 4-week course includes instruction and experiential practice with a variety of basic mindfulness skills.



<b>Thursday, March 2</b>	<b>9:30AM - 11:00AM</b>	<b>KC 1247</b>
<b>Thursday, March 9</b>	<b>9:30AM - 11:00AM</b>	<b>KC 1247</b>
<b>Thursday, March 16</b>	<b>9:30AM - 11:00AM</b>	<b>KC 1247</b>
<b>Thursday, March 23</b>	<b>9:30AM - 11:00AM</b>	<b>KC 1247</b>

## Interfaith Dimensions on Campus

Presented by Inclusion & Equity

Two trends have significantly increased America’s religious diversity in recent decades. The first is increased immigration by religious minorities such as Buddhists, Hindus, Muslims, and Sikhs. The second, is widespread disaffiliation from organized religion, especially among the Millennials and Gen Z. The trends are also evident on Grand Valley's Campus. As we seek to advance an inclusive campus climate, the religious, secular, and spiritual dimensions of faculty, staff, and students must be taken in to consideration. This session will present a framework for interfaith considerations on campus, the relationship between worldview, culture, and other aspects of student identity, and resources for ensuring positive and inclusive spaces in your spheres of influence.

### Learning Outcomes

- A working understanding of Interfaith and Pluralism on campus
- A greater understanding of how religious / secular / spiritual identity impacts student experience
- Knowledge of Policies and Resources for creating a healthy multi-faith campus environment

### Presenters:

Kyle Kooyers, Associate Director, Kaufman Interfaith Institute (he, him)  
 Zahabia Ahmed-Usmani, Program Manager, Kaufman Interfaith Institute (she, her)

<b>Thursday, March 2</b>	<b>2:00PM - 3:00PM</b>	<b>Virtual</b>
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# WORKSHOPS, CON'T

## Moving Past 101: Social Health Disparities & Equity for Queer & Trans Individuals

Presented by Inclusion and Equity

### \*Bring your own lunch\*

LGBTQIA+ rights: We've come a long way – but we've still got a long way to go. Even with advancements in the world that make spaces safe and affirming for queer and trans folks, there are still the alarming facts that a disproportionate amount of queer and trans people have acts of violence against them, are isolated, and unable to be their authentic selves. This training steps deeper into understanding how bias and oppression play a role in harmful outcomes for LGBTQIA+ individuals and challenge attendees to actively advocate for others. Attendees will leave with a better understanding of what are the issues in our communities today and how to move past complacency and be stronger allies and advocates.

### Learning Outcomes

- Further understand the concepts of power, privilege, and oppression
- Learn about social and health disparities in and out of the LGBTQIA+ community
- Understand bias and learn ways to mitigate it with group activities and engagement
- Learn ways to activate as an ally and advocate for others

### Presenter(s):

DL McKinney, Director Milton E. Ford LGBT Resource Center (they/them/theirs)

Wednesday, March 8

11:00AM - 1:30PM

KC 2270

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

# WORKSHOPS, CON'T

## Understanding & Interrupting Implicit Bias 201

Presented by Inclusion and Equity

**LUNCH & LEARN:** This intermediate-level training builds upon previous implicit bias and microaggressions workshops. During this training, a review of previously learned concepts will occur as participants delve deeper into practical applications centered around implicit bias and microaggressions. Facilitators will engage learners through dialogue, application, and critical reflection, founded on the principles of building individual and group efficacy. Additionally, tools will be provided to assist in mitigating implicit bias and microaggressions. Growth will be assessed via pre- and post-test assessments; this tier-two programming fits within the larger scope of ongoing social justice trainings.

### Learning Outcomes

- Analyze implicit/unconscious bias and examine how it informs individual, organizational and systemic actions and impact
- Evaluate the use of differentiated and individualized tools in the process of interrupting personal and organizational biases
- Implement strategic frameworks to counteract harmful and/or unhelpful biases

**Monday, March 20**

**11:00AM - 12:30PM**

**Virtual**

## Understanding the Americans with Disabilities Act as Part of I&E

Presented by Inclusion and Equity

In an inclusive environment, it is important to understand leading practices concerning communication and accommodation of individuals with disabilities. During this interactive session, participants will briefly review the nuts and bolts of the Americans with Disabilities Act, explore the process for a disability-related accommodation request, and examine inclusive language and conduct for non-disabled allies to implement in everyday life. This session will also look at GVSU's own model and partnership between its Human Resources Office and Division of Inclusion and Equity. Then we will explore and discuss, through case studies, the recent trends in accommodation requests, pre and post pandemic, for employees in higher education and other industries.

### Learning Outcomes

- Understand the impact of language as it pertains to the topic of disability
- Recall and implement leading practices for communicating with individuals with disabilities
- Identify and implement ways to be a better ally for individuals with disabilities, including those who are accompanied by service animals
- Learn about GVSU's disability accommodation process
- Learn about the Americans with Disabilities Act

**Monday, March 20**

**11:00AM - 12:30PM**

**Virtual**

# WORKSHOPS, CON'T

# LEADERSHIP



## Leadership IQ classes

Leadership IQ offers 40 online on-demand e-learning training courses, covering the most critical leadership skills. While some aspects of the courses have a business focus, the leadership concepts discussed easily apply in a higher education environment. Each 60-minute program is engaging, enlightening and gives leaders instant access to answer the most pressing leadership challenges. Watch a leadership seminar right on your computer. You never have to leave your office. They're available 24/7 anywhere with an internet connection.

**To be recognized as having completed Leadership IQ programs, the entire video and related quiz must be completed.**

To Set Up Your Leadership IQ Account:

- Go to: <https://gvsu-leadershipiq.talentlms.com>
- Select the "Create an Account" option found next to the "Login" button
- Fill in the user information fields
- Bookmark the page for continued training.

If you need help logging in, please contact Jill Sutherland, Director of Client Services at 800-814-7859 (toll-free) or [jill@leadershipiq.com](mailto:jill@leadershipiq.com).

For questions about Leadership IQ, related programs and how it can enhance your career, please contact Human Resources at [hro@gvsu.edu](mailto:hro@gvsu.edu) or (616) 331-2215.

- [Leadership IQ Login](#)
- [Course List](#)
- [Course Descriptions](#)

Visit <https://www.gvsu.edu/hro/leadership-iq-155.htm> for information and to sign up!

# BENEFITS & WELLNESS

## HR Launches Talent Management Unit

During a Town Hall on February 15, Human Resources launched their Talent Management unit and introduced new employee core competencies. Learn more about [talent management](#) and [what the core competencies mean for you as an employee](#).



## National Nutrition Month

In honor of March being National Nutrition Month, we're highlighting a few Wellbeats programs to help you nourish your mind and body.

### Nourish Your Everyday

Not sure how to cook nutritious meals? Struggling with eating “the right” foods? No matter where you are, this 2-week challenge is a quick way to learn the basics of healthy eating and nutrition.

[Join the challenge.](#)

### 10 Easy Snacks for On-the-Go

Heading out the door? Don't leave the house without one of these healthy, grab-and-go snacks. Whether at work or traveling, these top 10 healthy snacks are perfect for keeping you nourished and energized whenever hunger strikes. [Watch this 5-minute class.](#)



**Wellbeats™**



# CAMPUS NEWS AND EVENTS

## The Dads Network

Thursday, March 2 - 12:00PM-1:00PM

KC - TBD

The Dads Network is a space for fathers and caretakers who are employed at GVSU to connect and share resources. We each have our own set of stressors and programs to deal with on a daily basis, and that can be overwhelming (to say the least). But when you attend the Dads Network, one thing becomes incredibly clear: you are not alone and many of us are handling similar issues. Join fellow GVSU dads, grandfathers and caretakers for interesting, lively, and humorous discussions around being a father. Register in Sprout!



## Information Technology Security Corner

In today's digital age, social media has become an integral part of our lives. However, the more we use social media, the more we put ourselves at risk of cyber threats. It is essential to take steps to secure our social media accounts to protect our personal information and avoid becoming a victim of online scams. Here are some tips on how to be secure with your social media accounts:

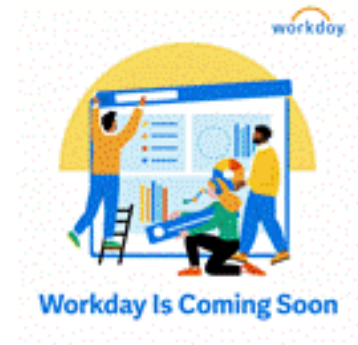
- **Create Strong Passwords:** Always use strong and unique passwords that are difficult to guess. Avoid using easily identifiable information such as your name, date of birth, or phone number.
- **Enable Two-Factor Authentication:** Two-factor authentication provides an extra layer of security to your social media accounts. It requires you to enter a code sent to your phone or email, along with your password, to log in.
- **Be Cautious of Links and Attachments:** Avoid clicking on suspicious links or downloading attachments from unknown sources. These may contain malware that can compromise your social media accounts.
- **Keep Your Privacy Settings Updated:** Review your privacy settings regularly and ensure that you are comfortable with the information you are sharing. Limit access to your personal information to only those people you trust.
- **Be Mindful of What You Post:** Be careful of what you post on your social media accounts, including your personal information, location, and photos. Avoid oversharing information that could be used against you by cybercriminals.
- **Stay Up to Date:** Keep your social media apps and operating system updated with the latest security patches and upgrades. This helps to prevent security vulnerabilities that can be exploited by hackers.

Being secure with your social media accounts requires vigilance and caution. By implementing these tips, you can help protect your personal information and avoid falling victim to cyber threats.

# CAMPUS NEWS AND EVENTS, CON'T

## Stay up-to-date on Workday

The Project Management Office will be sending out a monthly Workday @ GVSU newsletter. They invite you to read through the newsletters but also to visit the [Workday website](#) to learn more about the platform, its impact, benefits, and up-to-date information.



**From the PSS Development Committee:  
Save the date for the PSS Appreciation Luncheon  
Tuesday, May 30 - 12:00PM-1:30PM  
KC 2250**

More details to follow from the PSS Development Committee.



2022-2023  
BUILDING REPS

**CHERYL BRONNER** X13327  
STU, 1ST FLOOR

**JENNA STEHOUWER** X12566  
CAC & KC

**BARB ELLIS** X18611  
KHS & LMP, STU 2ND & 3RD

**DEMARCUS TURNBOUGH** X12116  
MAK & MAN

**TRACY LONDON** X12252  
CON, HON, JHZ, LMH

**KATIE HAYNES** X13006  
HHLC, HRY, LIB, & PAD

**MARISA VREDEVOOGD** X13729  
ASH, AGS, LHH, LSH, & PAC

**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

**DENISE GROSS** X15922  
CHS, DCIH, & RFH

**TINA LEE** X17352  
BIK, CEC, DEV FLOORS 3-5,  
SCB

MEMBER RELATIONS  
TEAM

**RHONDA LEMIEUX** X12557  
CHAIR

**NICOLE BROWER** X18894

## IMPORTANT DATES

Spring Break - March 5-12

Daylight Savings begins - March 12

Spring Equinox - March 20

## UPCOMING ISSUE

Since March is Nutrition Month, let's share some healthy recipes for spring! Share with Megan by 5:00PM on Tuesday, March 28 to edingme@gvsu.edu.

## MARCH DATES

### BIRTHDAYS

4 - Sandra Matthews

7 - Charlyn Worthem

8 - Jessica Carey

13 - Jay Zink

18 - Robyn Toth

19 - Jennifer Glaab

31 - Meghan Pringle

### WEDDING ANNIVERSARY

None!

### GVSU ANNIVERSARY

6 - Denise Gross

9 - Cherilyn Denomme

18 - Shelly Micho

19 - Megan Koeman-Eding



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.