

# APSS NEWSLETTER

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

## IN THIS ISSUE:

<b>MEMBER SHARES</b>	<b>P. 1-4</b>
<b>UNION NEWS</b>	<b>P. 5-6</b>
<b>WORKSHOPS</b>	<b>P. 7-9</b>
<b>BENEFITS &amp; WELL</b>	<b>P. 10</b>
<b>CAMPUS NEWS</b>	<b>P. 11-13</b>
<b>DATES</b>	<b>P. 14</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)



## STUDENT EMPLOYEE APPRECIATION WEEK

### CALL FOR VOLUNTEERS!

The APSS Union will be hosting it's annual ice-cream social on Friday, April 14 from 1:00-3:00PM in front of the Clock Tower on Allendale's campus as part of Student Employee Appreciation Week. We'll be handing out individually packaged ice-cream bars and we'd love to have member volunteers!

**Please email Brian DenUyl ([denuylb@gvsu.edu](mailto:denuylb@gvsu.edu)) to volunteer!** Volunteer for 30 minutes, 1 hour, 2 hours, or the whole time slot! Whatever time you're able to give is wonderful in support of all our fantastic student employees across campus.

Please share the date/time/location with your student employees so they can stop by for a treat!

Thank you!

# MEMBER SHARES

## Jorden Couture - Buffalo Chicken Dip

### Ingredients:

- 2 lbs chicken breasts frozen
- 3/4 cup cottage cheese 2%
- 3/4 cup Greek yogurt plain, 2%
- 3/4 cup Hot Sauce Frank's Hot Sauce
- 1/2 tsp garlic powder
- 1/2 tsp onion powder
- 1/2 tsp dried dill
- 1/2 tsp dried parsley
- 1/4 tsp black pepper
- 2/3 cup cheddar cheese shredded (optional)

### Instant Pot Instructions:

1. Place your frozen chicken breasts into your Instant Pot single-layered. Cover with 1 cup of water or chicken broth.
2. Close and lock the lid, ensure the pressure valve is sealed—pressure Cook on high and set cook time for 12 minutes.
3. Blend cottage cheese, Greek yogurt, Franks hot sauce, garlic powder, onion powder, dried dill weed, dried parsley, and pepper together until smooth and creamy.
4. Allow your Instant Pot to release for 10 minutes naturally, then quick release the remaining pressure and remove the lid. Drain the liquid from your pot, using two forks or a hand mixer to shred your chicken.
5. Turn your Instant Pot to Sauté and stir in your yogurt and hot sauce mixture. Stir well and cook until the liquid begins to bubble. Then mix in your cheese (if using).
6. Optional: Transfer your dip to an oven safe dish and broil for 4-6 minutes until lightly browned. Remove dip from the oven and let it rest for 10-15 minutes.

### Stove/Oven Instructions:

1. Boil your chicken for 15-20 until internal temperature reaches 165°F. Drain all liquid from your pan and shred your chicken using two forks or a hand mixer.
2. Blend cottage cheese, Greek yogurt, Franks hot sauce, garlic powder, onion powder, dried dill weed, dried parsley, and pepper together until smooth and creamy.
3. Mix blended sauce into your chicken, and add cheddar cheese. Stir well and transfer to an oven safe dish.
4. Optional: Broil 4-6 minutes until lightly browned. Remove dip from the oven and let it rest for 10-15 minutes before serving.

### Crock Pot Instructions:

1. Place chicken breasts in a Crockpot and cook on high heat for 4 hours.
2. Once your chicken is fully cooked shred it with two forks or a hand mixer.
3. Next, blend cottage cheese, Greek yogurt, Franks hot sauce, garlic powder, onion powder, dried dill weed, dried parsley, and pepper together until smooth and creamy.
4. Stir yogurt mixture, and cheese into your chicken, and cook on low heat for 1.5 hours.
5. Optional: Place your Crockpot insert under your broiler for 4-6 minutes until lightly browned.

Serve with carrots, celery, cucumbers, stuffed inside a jalapeño or bell pepper, eat on a tortilla or in a pita. I often pair this with Panera Mac and Cheese and call it a meal.

Recipe courtesy of <https://mycrazygoodlife.com/healthy-buffalo-chicken-dip/>

## MEMBER SHARES, CON'T

**Brandie Bulthuis** - When I am working on myself by getting healthy, eating right goes hand in hand with exercising because they both play a part in keeping me accountable to the process. There are so many different things in my life that will play a part in how I decide to (or not to) eat healthy. My life is a bit chaotic and unscripted. I rarely say “no” to anyone which means that I will often let my schedule, my work or my family keep me from maintaining an organized life. Because of this, I need to set myself up for success and keep a kitchen that allows me to create a meal at all times. I keep a spice/baking cupboard stocked with favorites, Better Than Bullion broth and fresh herbs on hand. I like to keep my produce in mason jars for quick grabbing and because it keeps fresh for weeks. This is one of my favorite healthy recipes that is full of flavor!



### Hop Cat Kitchen Sink

#### Ingredients:

Dr. Praeger's Black Bean Quinoa Veggie Burgers  
 Spanish Rice  
 Amy's Organic Medium Chili  
 Avocado (ripe not soft)  
 Avocado ranch (smashed avocado, buttermilk ranch and a couple of those mild Taco Bell packets, you know when you go the drive through and they give you 112 of them?)  
 French's fried onion topping  
 Corn, black bean and tomato

#### Instructions:

1. Prepare the veggie burgers, chili and the rice as the package says.
2. Combine a can of corn and black beans and add diced Roma tomatoes
3. Make the avocado ranch
4. Then layer in a bowl: Spanish rice, veggie burger, chili, corn|black bean|tomatoes, then fried onions, top with avocado slices and drizzle the avo-ranch

## MEMBER SHARES, CON'T

**Charlyn Worthem** - I will be retiring at the end of this semester. My last work day is Friday, April 28th. I have been working with Grand Valley for 15 years and I have to say that it's the best company that I have worked for. Though I will miss being on the campus and seeing everyone, It will be so nice to not have to be on a schedule.

I'm looking forward to being able to visit my son, daughter-in-law and grandkids in Charlotte, NC. There are other things I am looking forward to do like some Event Planning. This is a passion of mine so I would like to concentrate on hopefully starting my own Event Planning Business.



**Connie Wiers** - I would like to share that I will be retiring on April 30, 2023. I began working on GVSU's Allendale campus 2000-2013 starting with ARAMARK as a front line worker, office admin and Catering Coordinator. And from 2013-2023 I've been with GVSU Division of Inclusion and Equity. I'm thankful for the opportunity to be a GVSU Laker and am excited to spend more time with family 😊



*Congratulations, Char and Connie!*

# UNION NEWS



**Shawn Evans** - I recently received an anonymous request to address the idea of term limits for APSS Officer positions in the next newsletter.

APSS Officer positions are not term limited because we have often struggled to find bargaining unit members who are willing to step up to do this work and nominate themselves or a colleague for these positions. While we do have a few officers who have been serving the union in their positions for quite some time, many of our current officers are new or newer. The term and title for each officer position is outlined in 4.01 of the APSS Constitution and By-laws. All officers are elected to a term of two years, with half of the positions up for election in even numbered years and the other half of the positions up for election during the odd numbered years. The opportunity to be considered for one of these roles in this year's election will have just passed at the time of publication of this newsletter, but all bargaining unit members interested in the work that the APSS does on your behalf are encouraged to submit a nomination for an officer position, attend monthly meetings regularly, consider being an association representative, participate on committees, and help with the planning and implementation of APSS events. There are many ways to get involved and support your local union!

## **APSS Bargaining Team Update**

We recently received an application from a bargaining unit member who is interested in further serving the Alliance in the capacity of APSS Bargaining Committee member. The application materials were received, reviewed, and I met with this member to discuss the work of contractual negotiations in more detail. Following this interview, I enthusiastically recommended to APSS Acting President, Tami John, that this application be considered by the APSS Executive Board at their next opportunity. I am happy to report that DeMarcus Turnbough was unanimously approved by the Executive Board to fill the vacancy on the APSS Bargaining Committee!

DeMarcus is a critical thinker who isn't afraid to speak his mind. He grew up in a union family – both his father and grandfather were heavily involved in their unions – and he understands the importance of the work of contractual negotiations. DeMarcus impressed me with his team-first perspective, and also demonstrated that he respects the confidential nature of the work that we do on your behalf before we arrive at the bargaining table, while negotiating at the table, and during the term of the contract that we helped negotiate. I'm excited to begin working with DeMarcus and the rest of the team in anticipation of our return to negotiations in 2025!

We do not currently have any vacancies on the APSS Bargaining Committee, but please do not hesitate to connect with me if you are interested in being considered to serve in this capacity should an opportunity emerge.

On behalf of your bargaining team: Tami John, Rhonda LeMieux, Michelle Holstege, DeMarcus Turnbough, Cheryl Fischer (ex officio advisor), and John Karafa (legal counsel),  
sme

# UNION NEWS, CON'T



## Election Time! Tuesday, April 18

Elections for President, Business and Financial Director, and Communications Director will take place on Tuesday, April 18. Our Union Secretary, Michelle Holstege, will email the secure link for voting, which will be open from 7:00AM to 11:59PM to accommodate all PSS shifts.

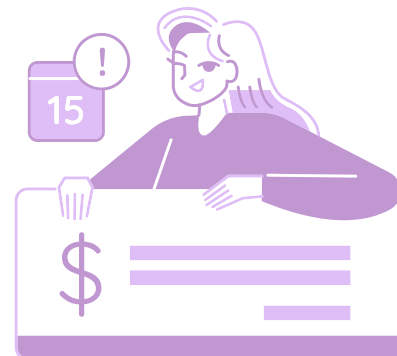
**Right-To-Work Repeal Information** - As a follow up to Shawn's previous information about Right-To-Work Repeal legislation from the February 2023 newsletter, we'd like to share additional information and a video created by Michigan State University's Labor Education Program, as part of their School of Human Resources and Labor Relations:

*Right-to-Work (RTW) legislation is generally considered harmful to unions. It was a shock to many of us when Michigan became an RTW state 10 years ago. Currently, with the change in political leadership in Lansing, Michigan is about to become the first state in over 50 years to repeal RTW legislation. The bills have passed both the House and Senate, and have been sent to Governor Whitmer. She is expected to sign them very soon.*

We've prepared a video to answer your questions about RTW, including exactly what it is and what the implications of the repeal are for unions. You can view it [here](#).

## Union Dues - Summer 2023 Schedule

Union dues will not be taken out of your paycheck for the months of June, July and August (payroll numbers 12 - 18). Dues deductions will start back up in September beginning with your 9/12/23 check (payroll number 19).



# Happy Spring, APSS Members!



# WORKSHOPS

## Blackboard Ultra Lunch-and-Learn Q&A Sessions

Presented by eLearning Technologies

To assist you with getting ready for Blackboard Ultra and to supplement other training opportunities, these Q&A sessions allow you to ask questions and get tips for organizing content, using the gradebook, discussions, announcements, etc. All webinars will begin at noon and run for 50 minutes. Stay for 5 minutes or 50. eLearning Technologies team members will be there to help. **Lots of offerings in the month of April! Please visit [Sprout](#) for the full listing of days/times.**

## Personal Professional Development Planning Workshop

Presented by Human Resources

Professional Development is an individual continuously evolving journey that is strongly self-driven. Career growth and development is more than just attending a conference or workshop. Activities that contribute to your personal professional development plan are tailored to your individual goals and targeted outcomes. Join us for this interactive workshop, where we will discuss the many opportunities for professional development and growth and help you work through meaningful activities to start developing your own personalized professional development plan. The session will also include a panel discussion, where we'll hear from campus colleagues about their personal professional development journeys to help inspire your own.

**Monday, April 3**

**2:00PM - 3:00PM**

**DEV 201A**

**Tuesday, April 11**

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

**Virtual**

## 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, April 5**

**9:30AM - 10:30AM**

**Virtual**

# WORKSHOPS, CON'T

## Responding to Distressed Colleagues

Presented by Human Resources

When help is needed most, what do you do?

The goal of this training – presented by Encompass, GVSU's Employee Assistance Program (EAP) – is to increase awareness, knowledge, and confidence in responding to crisis situations for colleagues both on- and off-campus. Participants in this workshop will:

- Review and learn how to use the GVSU Responding to Distressed Colleagues process map, a tool for faculty and staff.
- Engage in interactive crisis training scenarios where outreach to Encompass EAP or GVPD emergency services might be warranted.

**Wednesday, April 12**

**12:00PM - 1:30PM**

**Virtual**

## 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

**Monday, April 24**

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

**Virtual**

**Thursday, April 27**

**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.*



# 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

## Performance Evaluations Due April 28

Performance evaluations for yourself and employees must be completed by April 28. When rating yourself and employees, please refer to the [Performance Evaluation Rating Scale guide](#) for descriptions.

If you have any questions, please reach out to GV Performance Management at [perfmgmt@gvsu.edu](mailto:perfmgmt@gvsu.edu) or review the [Performance Management Toolkit](#).

### Timeline:

- March-April: Supervisor Completes Evaluation
- April: Supervisor/Employee Review Discussion
- April: Employee Acknowledges Evaluation
- April: Supervisor Reviews Final Acknowledgement
- April: Evaluation Complete (No later than 4/28/23)

## Wellbeats - Stress Less

Wellbeats is focusing on the topic of stress for the month of April. Be sure to check out their resources and maybe even participate in their [Stress Less program](#).

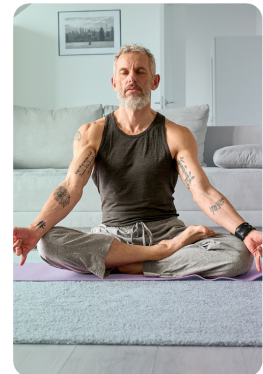


## Stress Less

Find Guided Support to Help You Manage Stress

Ease the feeling of overwhelm with this 14-day program designed to help you cope with stress. Our expert-led team of friendly instructors will guide you through effective techniques, exercises, and nutritional guidance to reduce stress levels and improve your everyday living.

No equipment needed (yoga mat/block optional).



Gentle Yoga  
28 mins | 4.7



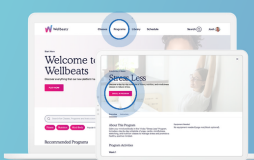
Cooking to Reduce Stress  
7 mins | 4.6



Breathing Challenge  
5 mins | 4.6




Strength & Cardio Circuit  
23 mins | 4.7



Join the Stress Less Program

Actual design and navigation may vary depending on your device.



[portal.wellbeats.com](https://portal.wellbeats.com)  
[support@wellbeats.com](mailto:support@wellbeats.com)

# CAMPUS NEWS AND EVENTS

## Queer Connections Celebration - LGBT Faculty Staff Association

Wednesday, April 26 - 6:00PM-8:00PM

Trail Point Brewing - Allendale, MI

Calling all mentors and mentees! We want to honor the commitment you made to mentorship this year. Join us at Trail Point Brewing to share in the celebration! Dinner and your first drink is on us. Register in [Sprout](#).

## Laker Open Houses - Admissions and Recruitment

The office of Admissions and Recruitment will be hosting **three** Laker Open Houses this coming April 7, 14, and 22! These Open Houses are intended for current high school sophomores and juniors.

## Information Technology Security Corner - Digital Copyright

Complying with digital copyright compliance involves following a set of rules and regulations designed to protect the intellectual property rights of creators and owners of digital content. Here are some steps you can take to comply with digital copyright laws:

**Obtain permission:** Always seek permission from the owner of digital content before using or sharing it. If you are not sure about the ownership of a particular piece of content, do not use it without permission.

**Give credit:** When using someone else's work, give them credit by citing the source. This is particularly important when using images or videos.

**Use licensed content:** Use licensed digital content from reputable sources that provide legal access to copyrighted materials. Avoid using pirated materials. GVSU identity information may be found here: <https://www.gvsu.edu/identity/>

**Avoid infringement:** Do not use copyrighted material without permission, even if you modify it. Do not use copyrighted material for commercial purposes without the owner's permission.

**Take-down requests:** If you receive a take-down request from a copyright owner, comply with it promptly. This may involve removing the infringing content or blocking access to it.

**Educate yourself:** Learn about the copyright laws in your country and stay updated on any changes. This will help you understand your rights and responsibilities as a content creator or user.

By following these steps, you can comply with digital copyright laws and protect the intellectual property rights of creators and owners of digital content.


# CAMPUS NEWS AND EVENTS, CON'T

## Lake Michigan Writing Project's Summer Writing Camps

2023

### SUMMER WRITING CAMPS

at GVSU



Give your future author, journalist, or poet the chance to explore the wonders of writing with some of West Michigan's finest teachers!

- For students entering grades 3 - 12
- In-person camps: Allendale, Grand Rapids, Holland and Allegan/Plainwell
- Dates: July and August 2023
- Most camps run Monday - Thursday, 8:30 a.m. - 12:30 p.m. or 9:00 a.m. - 1:00 p.m.
- \$150/student, scholarships available
- Write Your College Essay Workshop for rising seniors

**Learn more & register:**  
[gvsu.edu/lmwp](http://gvsu.edu/lmwp)




GRAND VALLEY  
STATE UNIVERSITY

Summer Writing Camps is an outreach effort of the Lake Michigan Writing Project to encourage and nurture young writers

2023


### Write Your College Essay Workshop



A workshop for high school students  
applying to college in the fall.

- August 7 - 10, 2023 - 1:00 p.m. - 4:00 p.m.
- \$200/student, scholarships available
- Designed for the Common App essay
- Facilitated in-person at the GVSU Pew Campus
- Limited spots available - sign up today!

**Learn more & register:**  
[gvsu.edu/lmwp](http://gvsu.edu/lmwp)



GRAND VALLEY  
STATE UNIVERSITY

Write Your College Essay Workshop is an outreach effort of the Lake Michigan Writing Project to encourage and nurture young writers

The Summer Writing Camps are for students entering grades 3-12 and cost \$150/student (scholarships available). The camps are in-person with offerings on the Allendale and Pew campus, along with locations in Holland and Allegan/Plainwell. The camps are in July and August with most running Monday-Thursday 8:30AM to 12:30PM or 9:00AM to 1:00PM.

The Write Your College Essay Workshop is facilitated in person on the Pew Campus from August 7 through August 10 from 1:00PM to 4:00PM. The cost is \$200/student (scholarships available) and the camp is designed for the Common App essay.

For more information and to register, visit [www.gvsu.edu/lmwp](http://www.gvsu.edu/lmwp).

# CAMPUS NEWS AND EVENTS, CON'T

## GVSU TRIO Upward Bound

The GVSU TRIO Upward Bound programs are looking forward to a fun filled summer residential program on the Allendale campus for our high school students this June and July. We are putting together supply bags to welcome our students to campus and are requesting your help with collecting some on-campus essentials!

Items that we are the most in need of are:

- Water Bottles
- Notebooks
- Pencils
- Pens
- Highlighters
- Umbrellas
- Sunglasses
- Hand Sanitizers
- Portable Chargers



If your department has any of these items to spare, or any other fun GV branded items, we would love to have them for our students. We tentatively plan to have 100 students participate, but welcome and are thankful for donations of any amount.

If you are able to contribute, please email Bonnie Jaracz ([peterbon@gvsu.edu](mailto:peterbon@gvsu.edu)) to arrange a pick up, or items can be sent inter-campus, attention to:

**Bonnie Jaracz**  
**TRIO Upward Bound**  
**366C DeVos**

We would like to have all items collected by the last week of May. Thank you for supporting our TRIO Upward Bound students!



*Grand Rapids group*



*Detroit group*

## 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

Classes End - April 22

Final Exams - April 24-29

Commencement - April 29

## UPCOMING ISSUE

Share your favorite outdoor spring activity plans for the May newsletter! Email Megan at edingme@gvsu.edu by 5:00PM on Wednesday, April 26.

## APRIL DATES

### BIRTHDAYS

9 - Leah Thomas

17 - Michele Holstege

21 - Tami John

### GVSU ANNIVERSARY

18 - Kellie Knight

### WEDDING ANNIVERSARY

5 - Sherri Nelson (15 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.