

VOLUME 14 ISSUE 4 • OCTOBER 2023

APSS NEWSLETTER

THE LATEST NEWS & UPDATES FROM GVSU'S APSS UNION & ITS MEMBERS

photo provided by Heidi Feldpausch

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MEMBER HIGHLIGHTS

BY JENNA BENCH

DEPT OF VISUAL AND MEDIA ARTS

Pumpkin Dump Cake (from The Country Cook)

Ingredients:

- 15 ounce can pumpkin puree (NOT pumpkin pie mix)
- 12 ounce can evaporated milk
- 3 large eggs
- 1 cup sugar
- 1 teaspoon ground cinnamon
- 1 box spice cake mix (any brand)
- 1 cup (2 sticks) unsalted butter, melted

Instructions:

- Preheat oven to 350F degrees. Spray a 9×13 baking dish with nonstick cooking spray.
- In a medium bowl, combine pumpkin puree, evaporated milk, eggs, sugar and cinnamon until well-combined. It will be very liquid-y.
- Pour this pumpkin mixture into the baking dish.
- Sprinkle dry cake mix on top of pumpkin mixture.
- Drizzle melted butter over the top.
- Bake for about 55-60 minutes.
- It might still be just a bit jiggly in the middle when done. It will continue to set up as it cools.
- Let it cool for at least 30 minutes before slicing and serving.
- Dollop each serving with a bit of whipped cream.
- Refrigerate any leftovers.

Nutrition: Calories: 483kcal | Carbohydrates: 56g | Protein: 7g | Fat: 26g | Saturated Fat: 13g | Cholesterol: 95mg | Sodium: 488mg | Potassium: 389mg | Fiber: 1g | Sugar: 42g | Vitamin A: 6165IU | Vitamin C: 2.6mg | Calcium: 192mg | Iron: 2.8mg

BY EMILY BROCK

UNIVERSITY DEVELOPMENT

I'd like to submit my fall recipe! It's a butternut squash and apple soup, perfect in the slow cooker or instant pot, but certainly can be done on the stove as well. It's like fall in a bowl! I usually serve it with a grilled ham and cheese sandwich on fancy bread. Yum!

[Creamy Butternut Squash Soup](#)

BY KIRSTEN RYDZEWSKI

DEPT OF HOSPITALITY & TOURISM MGT

This is not really a "fall" recipe but it is a good way to use up the last of the tomatoes from the farmers market and your garden. I have been making it for several years in August and September. It is courtesy of Bon Appetit magazine. The picture is of my own pie.

[Tomato & Cheddar Pie - 8 servings](#)





MEMBER HIGHLIGHTS

BY DENISE GROSS
KIRKHOF COLLEGE OF NURSING

I would like to share that I became a first time Grandmamma on St. Patrick's Day. I am completely in love with Jack. Taking care of him has been the highlight of my summer and and I'm sure I'll have a great fall too. I'm turning him into a GV Laker fan!



THANKS TO ALL OUR MEMBERS WHO OFFER SUBMISSIONS TO THE MONTHLY NEWSLETTER! AS ALWAYS, IF YOU HAVE ANY OTHER NEWS TO SHARE, PLEASE FEEL FREE TO SEND TO MEGAN KOEMAN-EDING. CONTINUE TO SHARE RETIREMENT OR JOB CHANGE ANNOUNCEMENTS.



UNION NEWS



BY SHAWN EVANS

APSS BARGAINING COMMITTEE CHAIR

I received a few questions from bargaining unit members and building representatives about annual wage increase letters.

Typically, these letters arrive in late September. I suspect we will have all received these letters by the time you read this newsletter.

The PSS annual wage increase is guided by the language at the bottom of p.35 in the contractual agreement between the APSS and GVSU: “*0-3% depending on AP/Faculty salary adjustment program. If it is at least 3%, then 3%. If AP/Faculty salary adjustment program is less than 3%, then that percentage is added to all steps. Step advancement occurs.” The average salary adjustment for AP/Faculty this year was 4.5%. Thus, PSS bargaining unit members will receive a 3% increase on each step effective October 1, 2023. It is important to note that step advancement occurs.

It is also important to understand that the wage table in the APSS contract is the wage table from October 1, 2021 – September 30, 2023. The 3% increase will be added to the appended wage table for October 1, 2022 – September 30, 2023. You may view our contractual agreement and all wage tables (including the new wage table effective October 1, 2023 – September 30, 2024) on HR’s website:

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

I have recently received other questions related to wage increases for the PSS bargaining unit from our members:

“Did the PSS accept the wage freeze when the University froze salaries in response to the covid-19 pandemic during 2020?”

Yes. If you recall, the APSS was faced with preparing for bargaining during the spring/summer of 2020. My friend and mentor, Coreen Bedford, had recently stepped down as Bargaining Chairperson and I was asked to lead during a time of turmoil. The pandemic was causing the University to consider aggressive cost saving measures including incentivized early retirement, the economy was being propped up by record federal stimulus packages, there was relatively new leadership installed at the University, and we were preparing to bargain in an unfamiliar virtual environment. As we began bargaining in 2020, it became clear that we would not be able to do this work in earnest. Still, the University had already announced a pay freeze for salaried employees, and we needed some resolution to the wage structure for the PSS bargaining unit during the same time frame.

We bargained a 1-year agreement that was a continuation of our previous contractual agreement (2017 – 2020), keeping PSS bargaining unit wages frozen in solidarity with GVSU’s salaried faculty and AP staff – step advancement still occurred. This tentative agreement was overwhelmingly ratified by Alliance membership. *Con’t on next page*



UNION NEWS

“Has the University approached the APSS to reopen our current contract to reconsider our wage increase since the average salary increase for AP/Faculty was 4.5%?”

No. As mentioned above, the current contractual language states that if the percentage increase of the salary adjustment program is above 3%, then the wage increase for our bargaining unit will be 3%. This is not grounds for a contract reopener since the language of the contractual agreement is being met.

“Are you aware that the thing that cost \$1 in January 2017 cost \$1.26 in August 2023 and that PSS wages have not kept pace?”

I am painfully aware of the impact of inflation on the buying power of the US dollar, and that our annual wage increases have not kept pace. Your APSS Bargaining Team is already beginning to collect data in preparation for returning to the bargaining table in 2025. We will be surveying membership as we get closer to bargaining to make sure that when we arrive at the table we are ready to represent your priorities through our collective work and with our collective voice.

I want to mention solidarity once more.

I think of workers at the UAW asking for a 46% pay increase over the course of their next contract (and some real steps toward unified pay/benefits for their youngest generation of workers). I think of the part-time UPS workers who successfully ratified an agreement in August 2023 with a 48% average wage increase over the next 5 years.

Or American Airlines pilots who also ratified an agreement in August 2023 with a 46% wage increase over the next 4 years. Or Delta pilots, or dockworkers, or nurses. The list of workers goes on and on, and the common lived experience has been that wages have not kept up with the cost of everything. Let's stand in solidarity with those willing to fight for just and equitable wages and benefits worthy of the work that we all do!

Please do not hesitate to connect with me if you have any questions, concerns, or a just a perspective that you want to share. I look forward to hearing from you!

On behalf of your APSS Bargaining Team,
sme

BY SHAWN EVANS & MICHELLE HOLSTEGE
APSS REPRESENTATIVES ON GVSU
BARGAINING COMMITTEE

Open enrollment for 2024 begins October 24, 2023 at 8:00 a.m. and closes on November 5, 2023 at 5:00 p.m. All employees are being asked to complete open enrollment this year, even if nothing is changing. Data from this year's open enrollment will be transferred into Workday.

There are no benefit plan changes to the High Deductible PPO Plan with Health Savings Account, Delta Dental, or Vision Plan for 2024.

Annual HSA contribution limits for 2024 are \$4,150 for single; \$8300 for family. There is an additional \$1,000 catch-up for those age 55 or older. The Flexible Spending Account (FSA) limit is \$3,200; the FSA limit for childcare remains \$5,000. *Con't on next page*



UNION NEWS

There are slight per pay period premium increases for the Standard PPO plan related to IRS increases for the out of pocket maximum:

- Single: \$4 increase per pay period
- Dual: \$8 increase per pay period
- Family: \$12.50 increase per pay period

Qualified life events can be changed in the e-benefits system outside of open enrollment within 30 days of the benefit change. Examples of qualified life events are change in marital status, birth/adoption, change in household member status, or change in status of dependent. Please remember that dependent children remain benefit eligible (both medical and dental) up to the last day of the month of their 26th birthday, or through age 27 if they are a full-time student.

Anytime events or HSA contribution changes can be made through the e-benefits system through December 23, 2023. These changes will be elected in Workday once it goes live on January 4, 2024.

Important: There will be benefit plan changes to the High Deductible PPO Plan with Health Savings Account for 2025. For calendar year 2025, the HD PPO w/HSA deductible limits will increase annually by \$250 for single coverage and \$500 for family coverage. We wanted to get this information to you with the open enrollment information in case this deductible change will impact changes that you may want to make for your HSA contribution amounts in 2024.

Please let us know if you have any questions or concerns. Sincerely,
Michelle Holstege and Shawn Evans

BY RAYSHENA WILSON
APSS MEMBERSHIP DIRECTOR

Please join us for the Alliance of Professional Support Staff Fall Luncheon on Thursday, October 19, 2023 from 12 noon to 1:30 p.m. in the Grand River Room (KC 2250). Take the time to see your friends, enjoy lunch and win prizes!

Request RSVP by Wednesday, October 11, 2023. Your [RSVP](#) is very important for the success of this event.

Friends, we look forward to seeing you soon!

Thank you!

APSS
AUTUMN
LUNCHEON

JOIN US FOR!
FUN, FOOD, AND FESTIVITIES
AWAIT!
OCT
THURSDAY **19** NOON - 1:30P
2023

KC 2250 GRAND RIVER ROOM
[REGISTER TODAY!](#)



WORKSHOPS

ROAD-TRIP TRAINING SERIES: MICROSOFT OUTLOOK

PRESENTED BY IT SEMINARS

Opportunities abound to learn more about the functionality of Microsoft Outlook to help improve your day-to-day work.

These training are intended for faculty/staff who have a basic understanding of Microsoft Office 365 applications for Windows PCs and need to know how to use Microsoft Outlook as an email client to organize, customize, and manage email communications, contacts, and tasks.

Version note: These trainings are split up based on Windows or MacOS. Please make sure to sign up for the correct training(s) that correspond with your operating system. The training will briefly highlight the discrepancies in the user interface between the desktop client and online web application (OWA).

Prerequisites: To ensure your success in this training, users should have a basic understanding of Microsoft Office 365 applications, including how to start and close both web and desktop applications, send and receive electronic communications, and navigate and manage basic filing and organization systems.

The training offerings are:

- Inbox and Task Organization in Outlook (Windows)
- Inbox and Account Customization in Outlook (Windows)
- Outlook Calendar Tips & Tricks (Windows)
- Outlook Basics for MacOS (Part 2)
- Microsoft Bookings Essentials (Pit-Stop Workshop)
- Email Management in Outlook (Windows)

These trainings are held both virtually and in-person throughout the months of September and October. Please visit [Sprout](#) to check them out and to sign up.

COURSEDOG 2024-2025 SCHEDULE TRAINING

PRESENTED BY REGISTRAR'S OFFICE

Training for department schedulers in Courshedog 2024-2025 schedule rounds.

Tuesday, October 3 · 8:30AM - 9:30AM · HHLC 205A
Wednesday, October 4 · 9:00AM - 10:00AM · DCIH 120
Wednesday, October 4 · 11:00AM - 12:00PM · DEV 204A
Friday, October 6 · 2:00PM - 3:00PM · MAK D2117





WORKSHOPS

INTERFAITH DIMENSIONS OF CAMPUS INCLUSION

PRESENTED BY INCLUSION AND 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 into 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 - Participants will be able to:

- Develop a greater understanding of Interfaith and Pluralism on campus.
- Better understand how religious / secular / spiritual identity impacts student experiences
- Gain knowledge of GV policies and resources for creating a healthy multi-faith campus environment.

Presenters:

- Zahabia Ahmed-Usmani (She/Her/Hers)
- Liz English (She/Her/Hers)

Wednesday, October 11 · 11:00AM - 12:00PM
· Virtual

ANTI-RACISM WHITE CONSCIOUSNESS COHORT

PRESENTED BY INCLUSION AND EQUITY

This is a 5-session learning cohort for white identifying faculty and staff at GVSU who are interested in learning about and developing anti-racist practices in their daily lives. Because the learning content is progressive from session to session, there is an expectation that participants will be able to attend every session. **All five sessions are virtual from 9:00AM - 11:00AM.**

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.

Learning Outcomes

- Deepen our self-reflective anti-racist practices.
- Understand white identity development.
- Examine how white supremacy culture, white privilege, and intersectionality impact one's relationship to social structures.
- Incorporate daily practice strategies to analyze and dismantle racially oppressive practices and systems.
- Integrate knowledge and practice in our understanding of agency to show up as learners, allies, and accomplices.

Presenters:

- Jon Jeffryes (He/Him/His)
- MJ Creutz (She/Her/Hers)

Thursday, October 12, October 26 · Virtual
Thursday, November 9, November 30 · Virtual
Thursday, December 14 · Virtual



WORKSHOPS

UNDERSTANDING THE AMERICANS WITH DISABILITIES ACT AS PART OF INCLUSION OF EQUITY

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. 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 - Participants will be able to:

- 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

Presenters:

- Kathleen VanderVeen, Ph.D. (She/her)
- Shontaye Witcher, Ph.D. (She/her)

Wednesday, October 18 · 1:00PM - 2:30PM · Virtual

ENVIRONMENTAL INJUSTICE AND ITS EFFECTS ON THE COMMUNITIES OF GRAND RAPIDS

PRESENTED BY INCLUSION AND EQUITY

The community of Grand Rapids is like no other local community. It holds important pieces of history for locals of all backgrounds. It also suffers from several forms of environmental injustice, such as vapor intrusion and access to fresh, safe, healthy, and affordable food. This talk addresses the issues of environmental injustice being endured by the people of Grand Rapids' most marginalized communities.

Learning Outcomes - Participants will be able to:

- Become aware of local occurrences of environmental injustice in the local Grand Rapids community
- Observe eyewitness accounts of the ongoing occurrence and community action
- Gain knowledge on how students get involved through activities and assignments
- Discuss how other individuals can gain more awareness and get involved

Presenters:

- Crystal Scott-Tunstall (She/Her/Hers)
- Wesley Watson (He/Him/His)
- Marshall Kilgore (He/Him/His)

Friday, October 20 · 1:00PM - 3:00PM · Virtual



WORKSHOPS

LGBTQ FOUNDATIONS, LEVEL 2: GENDER IDENTITY AND EXPRESSION

PRESENTED BY INCLUSION AND EQUITY

In the "Understanding Gender Identity and Expression" session, participants will embark on a comprehensive exploration of the intricate concepts surrounding gender diversity. Through guided discussions, personal narratives, and multimedia presentations, attendees will gain a deep understanding of the spectrum of gender identities beyond the binary. This session provides a safe space to address misconceptions, dismantle stereotypes, and cultivate empathy, fostering an environment where participants can advocate for and support individuals as they authentically express their gender identity.

Learning Outcomes - Participants will:

- Define and Differentiate Gender Identities: Participants will be able to articulate the differences between biological sex, gender identity, and gender expression, demonstrating a nuanced understanding of the various components that contribute to an individual's gender experience.
- Identify and Challenge Stereotypes: Attendees will be equipped to recognize and critically evaluate common stereotypes and misconceptions related to gender identity and expression, enabling them to contribute to a more inclusive and respectful discourse.
- Apply Empathetic Communication Skills: Participants will develop effective communication techniques that demonstrate sensitivity and respect when engaging with individuals of diverse gender identities, fostering an environment where authentic self-expression is valued and acknowledged.

- Discuss Intersectionality: Attendees will explore how gender identity intersects with other aspects of an individual's identity, such as race, ethnicity, socioeconomic status, and more, enhancing their comprehension of the complex interplay between multiple identities.
- Cultivate Inclusive Spaces: By the end of the session, participants will possess the skills to create safe and supportive environments where individuals can openly express their gender identity, promoting a culture of acceptance and inclusion within their communities.

Presenter:

- DL McKinney (they/them)

Thursday, October 26 · 12:00PM - 1:30PM · Virtual





WORKSHOPS

UNDERSTANDING & INTERRUPTING IMPLICIT BIAS 201

PRESENTED BY INCLUSION AND EQUITY

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 - Participants will be able to:

- 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

Presenters:

- Dr. Alisha Davis (She/Her/Hers)
- Callie Youngman (She/Her/Hers)

Friday, October 27 · 11:00AM - 12:30PM · 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

LET'S GET READY TO ROCK ENROLL: OPEN ENROLLMENT 2024

BY HUMAN RESOURCES

The 2024 annual Open Enrollment period will begin Tuesday, October 24 at 8 a.m. and close Wednesday, November 8 at 5 p.m. **With our upcoming transition from eBenefits to Workday effective January 1, we strongly encourage all GVSU faculty and staff to complete your 2024 Open Enrollment, even if you are not planning to make any changes to your benefit elections.** Completing your open enrollment will ensure that your beneficiary, dependent, and personal information is up-to-date and accurate and will transition into your Workday profile on January 1.

2024 Changes

- Review [faculty and staff per-pay-period premium contribution changes](#)
- Flexible Spending Account (FSA) contribution limits are increasing to \$3,200.
- Health Savings Account (HSA) contribution limits are increasing to \$4,150 for single, and \$8,300 for dual and family.

2025 Changes

- Please refer to the [Annual Benefits Update](#) that was distributed in April 2023.
- The High Deductible Health Plan (HDHP) deductible will be increasing to \$2,250 for single coverage and \$4,500 for dual and family coverage. The total max out-of-pocket charges will be \$2,500 for single coverage and \$5,000 for dual and family coverage.

Wellness Coaching

The Thrive at GVSU Wellness Coaching program will continue for the upcoming year! Benefit eligible faculty and staff and covered spouses/household members can opt-in to coaching during the 2024 Open Enrollment. If you participated in coaching last year, you will be able to engage with your same coach. Wellness coaching is voluntary, confidential and free, and you can earn \$100 for participating! Learn more about [wellness coaching](#).

FLU SHOT CLINICS ON CAMPUS

The Kirkhof College of Nursing will offer flu shot clinics on campus for students, faculty and staff. Flu shots are covered for benefit-eligible faculty, staff, spouses, household members, dependents and retirees. There will be no sign-ups for the flu shot clinics this year.

Walk-ins are welcome at the Family Health Center clinic in Grand Rapids during office hours. [More information](#) and the [flu shot form](#) can be found online.

2023 Flu Shot Clinic Schedule:

- October 3, 1-3 p.m., University Club (DeVos Center)
- October 11, 12-2 p.m., DCIH 104
- October 12, 12-2 p.m., Fieldhouse Hall of Fame Room
- October 16, 11 a.m. - 1 p.m., Kirkhof Center 2263
- October 19, 12-2 p.m., DeVos Center 119E
- October 20, 9-10 a.m., Muskegon Campus AWRI
- October 26, 11 a.m. - 1 p.m., Fieldhouse Hall of Fame Room



BENEFITS & WELLNESS

HELP REDEFINE WELLNESS AT GVSU: SURVEY & FOCUS GROUPS

BY HUMAN RESOURCES

Recreation & Wellness has partnered with colleagues in Student Affairs, Inclusion and Equity and Human Resources to assess the 8 dimensions of wellness definitions at GVSU. The hope is to collaboratively shape GVSU's Wellness Wheel model with input from students, faculty and staff.

- Faculty and Staff Focus Group: RecWell is hosting a [faculty/staff focus group](#) on 10/4 from 3-4pm to gain a deeper understanding of how individuals at GVSU define wellness while exploring the role of concepts like trauma, justice, and culture in our wellness framework.
- Faculty, Staff and Student Survey: Your input and perspectives are essential as we work to better define wellness on campus and, as such, we invite you to take a short survey (5-8 minutes) aimed at reshaping the definitions:

https://gvsu.co1.qualtrics.com/jfe/form/SV_eJqbXlnUqZ3MzGe. The survey will be open until 10/15.

Additionally, if you have students who work in your offices, please pass this along to them as well. There is a [student focus group](#) on 10/11 from 1-2pm and they are encouraged to fill out the survey as well.

We are so excited to have you be a part of this important conversation to create a more inclusive and representative wellness model for GVSU.

WALKTOBER: REGISTRATION REMAINS OPEN UNTIL OCTOBER 9!

BY HUMAN RESOURCES



Experience the joy of movement with this 31-day walking challenge!

- Track walking minutes or steps, and other activities online
- Compete within your department and with colleagues across campus
- Reach your goals and unlock awe-inspiring fall photos from all over the world
- Sample nutritious new recipes

Registration runs September 18-October 9. While the challenge runs October 2-November 1, you have until October 9 to register!

Register online at

www.gvsu.edu/hro/benefits/walktober



CAMPUS NEWS

FALL CAMPUS SAFETY NIGHT WALK

BY GVPD

The GVSU Public Safety team invites the campus community to join them on the annual fall semester Campus Safety Night Walk. The walk is an opportunity for the Public Safety team and GVSU students, faculty, and staff to review the campus safety strategy, identify emerging safety concerns, and understand the Public Safety team's multifaceted approach to maintaining a safe environment for all Lakers. The Night Walk allows the Public Safety team and members of the civilian campus community to see GVSU's campuses through each other's eyes, supporting better understanding of Public Safety's role at GVSU and developing connections between officers and the community they serve.

This year's Campus Safety Night Walks are co-sponsored by GVSU Public Safety and the Faculty Facilities Planning Advisory Committee. All GVSU students, faculty, and staff are welcome to attend. We ask that attendees register for one of five walks on the Allendale (Oct. 03, Oct. 16), Grand Rapids (Oct. 05, Oct. 18), and Health (Oct. 11) campuses. All walks will take place from 7:15 – 9:00 PM. The walks will begin with introductions and a briefing, followed by a guided tour of campus led by Public Safety officers. The walks will conclude with a group discussion about observations and emerging issues. Refreshments will be served.

Visit [Sprout](#) for more information and to register.

DOG NETWORK

BY HUMAN RESOURCES



The GVSU Dog Network provides an opportunity for dog lovers at GVSU to connect. Throughout the year, they will host pet-friendly gatherings and playdates off-campus, as well as virtual get togethers to share training tips and other resources.

October 7: At the kickoff event, meet fellow Laker pups and GVSU colleagues at the Grand Ravines Dog Park for a playdate, Biggby coffee, and swag!

October 27: Dress your dog in a costume for Howl-O-Ween at Farmhaus Cider Co. There will be a dog costume contest and beverages and Arcane Pizza available for purchase. The group will gather at the picnic tables outside; dogs must be leashed at all times and are not allowed in the taproom.

Visit [Sprout](#) for more information and to register.



CAMPUS NEWS

STUDENT EMPLOYEE OCCUPATIONAL WELLNESS

BY STUDENT EMPLOYMENT

Please share with your student employees! The Student Employment office will begin hosting trainings for student employees and they'll be able to sign up in Sprout. The first available training is **Student Employee Occupational Wellness**.

Feel free to send the following information to your student employees and direct them to [Sprout](#) for more information and to sign up.

When everything is a priority, your wellness is at risk. Join the Student Employment Office and Recreation & Wellness as we explore your occupational well-being. How can you balance your life as a student, friend, employee and more? We'll help you explore that elusive work-life balance! Topics will include how to be occupationally well, how to improve your occupational wellness, and setting appropriate boundaries as both a student and an employee.

Friday, October 13 · 11:00AM - 12:00PM · KC 2263

SPOOKY GAME NAME

BY LGBT FACULTY/STAFF ASSOCIATION

The LGBT Faculty/Staff Association will be hosting a Spooky Game Night on October 19th from 6-8 PM. Come join in for some fun and community! This event will be hosted in the Milton Ford LGBT Resource Center.

Visit [Sprout](#) for more information and to register.



BY IT SECURITY

Guarding Your Data: The Importance of Being Careful What You Share with AI

Artificial intelligence (AI) has become a hot topic recently. AI systems are now deeply embedded many technologies, from virtual assistants like Siri and Alexa to personalized recommendation algorithms on social media platforms. While these AI tools offer convenience and efficiency, there's a critical aspect we should all be mindful of: the information we share with AI.

While AI technology offers incredible benefits and convenience, it's essential to exercise caution and mindfulness when interacting with AI systems. Protect your privacy, be conscious of the information you share, and understand the ethical implications of your actions.



2023-2024 EXECUTIVE BOARD

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CAMPUS DATES
OCTOBER 22-24 - FALL BREAK

MEMBER DATES FOR OCTOBER BIRTHDAYS

14TH – VICTORIA STUBBS
16TH – ANGELA MUNFORD
21ST – SHERRI HALL

GVSU ANNIVERSARY

4TH – KATHY RICE
6TH – DAWN NAGELKIRK
10TH – TRACIE SAMDAL
12TH – ANGELA MUNFORD
21ST – CHRISTINE ADAMS
LORI O'BRADOVICH

WEDDING ANNIVERSARY

3RD – JULIE DEVECHT – 36YRS
19TH – JENNIFER GLAAB – 27YRS



UPCOMING ISSUE

SHARE YOUR HALLOWEEN COSTUMES FOR THE NOVEMBER NEWSLETTER!
EMAIL MEGAN BY 8:30AM ON WEDNESDAY, NOVEMBER 1

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