

VOLUME 14 ISSUE 9 • MARCH 2024

APSS NEWSLETTER

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

photo by Terri Kenney

ISSUE FEATURES

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As you may have heard, one of our APSS Bargaining Team members, DeMarcus Turnbough, has recently accepted an EAP position within Information Technology.

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MEMBER NEWS

BY ALEX BULTMAN
UNIVERSITY LIBRARIES

This photo is from this past Christmas at my parents'. My golden retriever, Daisy, decided that my parents' dog, Sadie, had a big enough bed for both of them to share. Sadie wasn't quite convinced.



BY MEGAN KOEMAN-EDING
INFORMATION TECHNOLOGY

Charlotte, our Texas Heeler, just loves having her picture taken all the time (not!) 📸



BY ANNE KAMSTRA
REGISTRAR'S OFFICE



This is my 8-year-old dog Blu, part Pittie, part German Shepherd. Her mom was found on the streets of Detroit and rescued. Blu is my constant companion following me around the house everywhere I go and keeping a watchful eye. Since she was younger we would go on runs together, but as she's getting older and has an on and off bum leg 2 ½ miles is about the longest I dare take her. We also go for hikes, our favorite being Saugatuck Dunes. Being the mix she is, loyalty and protection are a given. I love how when we are together she always watches our surroundings. One time I took her on a summer hike to watch the sunset on the beach. On the hike back it was dark. There was a man hiking back behind us. She was vigilant about watching him and protecting me. I don't know what I would do without her.

MEMBER NEWS

BY DIANA BRIGGS
OCCUPATIONAL SCIENCE & THERAPY



Here's our dog, Sherman. He is a Corgi, Bassett, Jack Russell mix. His legs are so short that we have to shovel paths in our yard for him in the winter. It makes for awesome entertainment when he gets the zoomies!

BY CHRISTINE ADAMS
REGISTRAR'S OFFICE

I have changed positions from Gift Processing Assistant in University Development to Simulation Assistant at the Simulation Center.



Here is Archie! He was a previous GVSU dog on campus training as a Leader Dog for the Blind and has now been adopted by our family. He loves his bunnies and elephants, sleeping, kids, howling to squeaky toys and food.



MEMBER NEWS

BY JENNA BENCH

VISUAL AND MEDIA ARTS

We recently adopted our newest family member, a one-year-old, Lionhead/English Spot rabbit named Cracker Jack aka “Jack-Jack”! Prior to adoption he was named after the famous caramel popcorn snack, and we loved that, so we chose not to change it. His nickname “Jack-Jack” was however given by our kids in honor of the youngest sibling from the Disney Incredibles family. Jack-Jack had spent the majority of his first year of life in a pet store for sale and after visiting a few times and seeing that he was still there without a family we took the leap and brought him home! Rabbits have HUGE personalities and Jack-Jack does not disappoint in that department. It’s taken a few months, but he is also learning how to be a better snuggler and loves when we put our foreheads to his. Recently he started learning new tricks, comes to us calling his name, and loves his basket of toys. His favorite treats are dehydrated bananas and gets very excited when given fresh spinach and cilantro!



BY ANGEL KROPP

STUDENT EMPLOYMENT

I volunteer at Crash's Landing, which is located just down the hill from Grand Valley. When my Big Kitty passed away near Halloween of 2022, I was ready to take a break from pet ownership for a while. That lasted about six months! Jitterbug immediately stole my heart when he arrived at Crash's, but it took a little longer to convince my partner that we needed another cat. He was Jitterbug at the shelter and has remained Jitterbug (or Bug) ever since. This is the picture I took the day I brought him home. He settled in quickly!

MEMBER NEWS

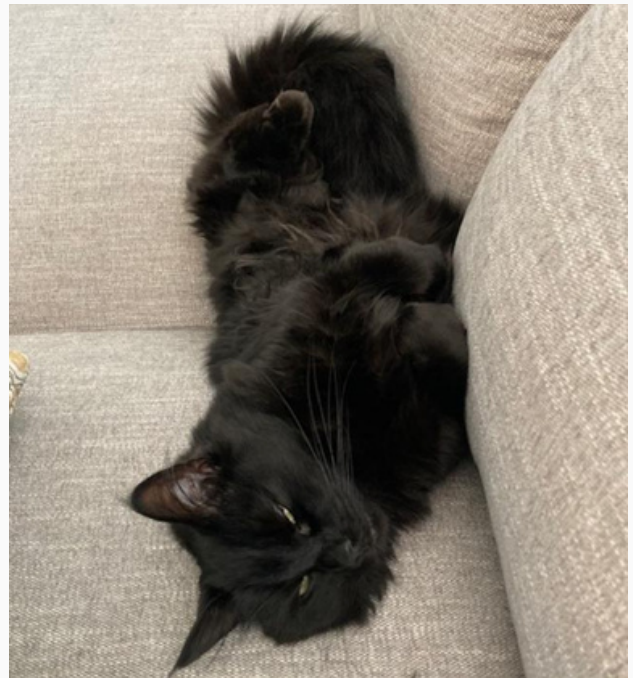
BY KATIE HAYNES
BIOMEDICAL SCIENCES

Here are a few of my babies, Bae and Benny



BY KIM REEVES-JORGENSEN
REGISTRAR'S OFFICE

Here are two photos of my cat, Greta. Although my husband and I are childfree, Greta is our baby. She loves snuggling, chasing the laser, napping in the sunshine, and really enjoys fresh catnip out of our



MEMBER NEWS

BY MARIA PALACIO

SEIDMAN COLLEGE OF BUSINESS DEAN'S
OFFICE

This is Enzo! He is 2 and half years old! He loves to lay belly up all day every day!



BY ANA VANBRAGT

MATH DEPARTMENT

She's our grand-dog and she brings smiles to everyone around her! She's a sweetie who likes to share your food, play tug, give kisses and snuggle on the couch. When she's ready for bed, she puts her paw on your arm to let you know she wants to go under the blankets where she sleeps at your feet. In true grandparent fashion, she visits our house, we spoil her rotten, then we get to send her home to mom and dad!



MEMBER NEWS

BY EMMA PLUMMER

COLLEGE OF HEALTH PROFESSIONS STUDENT SERVICES

I changed positions from CLAS Advising to the CHP Student Services Office Coordinator 😊

Here are pictures of my parent's dog, Doctor Pinch. Doctor Pinch is an 11-year-old full-bred Pomeranian. My parents rescued him when he was about 1 and named him after Doctor Pinch from Shakespeare's Comedy of Errors.

Doctor Pinch is incredibly cute and when he gets his summer haircut, he resembles a teddy bear. But beware...Doctor Pinch does not like to be touched and has bitten many people. His adorable-ness is very tempting, but many have walked away with battle scars from Doctor Pinch. He loves to go on walks, lay in his bed and stare at you with evil in his eyes, and lay in the sunshine outside. Despite his mean-streak, we all love Doctor Pinch!



BY LORI CHRISTOPHER

SEIDMAN COLLEGE OF BUSINESS DEAN'S OFFICE

Here are my two kitties, Gracie (has the white) and Lucy. They are siblings that I adopted almost 6 years ago from an animal shelter and they couldn't be better cats. Gracie is my "very" needy cat. Lots of lap time and petting. Lucy is my adventurous one and always getting into things, although she needs her lap time too. Sometimes both need lap time at the same time. Ha.

MEMBER NEWS



BY MARISA VREDEVOOGD
GVPD

This handsome boy is Trig. AKA Trigger, Tig Tig, Tiggyboy, Tiggy, or Fluff. He's our families 70 lb. Sheep-a-doodle. Although he's 70 lbs., Trig loves to take a seat on the couch like a typical human would. He sings along (or howls in annoyance – we have yet to figure out which) to the Happy Birthday song, the Wheels on the Bus, and anything Bebe Rexha. He is a very gentle dog who loves to be spoiled with attention and will happily start herding you if you don't give it to him.



THANKS TO ALL THOSE WHO SHARED PICTURES OF THEIR PETS!

NATIONAL PET DAY IS APRIL 11!

UNION NEWS



OPENING ON APSS BARGAINING COMMITTEE

BY SHAWN EVANS, BARGAINING COM. CHAIR

As you may have heard, one of our APSS Bargaining Team members, DeMarcus Turnbough, has recently accepted an EAP position within Information Technology. I was able to connect with DeMarcus as he was considering departure from the bargaining unit and I encouraged him to do what is best professionally for him and his family. I am saddened that we will not have DeMarcus on our team as we approach Bargaining 2025. We have a great deal of work in front of us, this year and next, and although DeMarcus was new to our bargaining team, I was already impressed with his understanding of this work, the perspective that he provided to our conversations, and his willingness to dive into this work on behalf of the APSS.

Please let me know if you are interested in consideration for the vacancy on the Bargaining Team. There is a brief application/interview process which will need to be completed for consideration by the APSS Executive Board prior to appointment. More information about the selection process can be found [here](#) – Section 6.03: Bargaining Committee.

The APSS Bargaining Team will be working on designing a pulse survey to inform our initial assessment of potential interests from your experiences, insights, and feedback. This will be made available in fall 2024, and I will speak to this and the team's process of analysis and preparation for bargaining at the 2024 APSS Fall Luncheon. Please provide feedback as you are comfortable in that survey. You are also always welcome to provide direct feedback to the APSS Bargaining Team through apssbargaining@gmail.com, or through a direct email to any Bargaining Team members.

On behalf of the APSS Bargaining Team,
sme

UNION NEWS

WELCOME OUR NEWEST BUILDING REP, TREENA GILBERT!

BUILDING REP FOR BIK, CEC, IDC, KEN, WAT

This March is my two year anniversary with Grand Valley! I work on the Communications team in University Development and help manage appeals, event materials, and any other materials that go out to donors. It's different every day and I really love it. I'm excited for the opportunity to be a building rep and get to know some of my fellow PSS across the PEW campus.

This past fall, I started classes to get my Masters in Philanthropy and Nonprofit Leadership. I haven't been in a classroom in 13 years, so I'm taking it nice and easy as I adjust to being a student again! I also love all animals and have spent a lot of the past decade running a side pet sitting business.

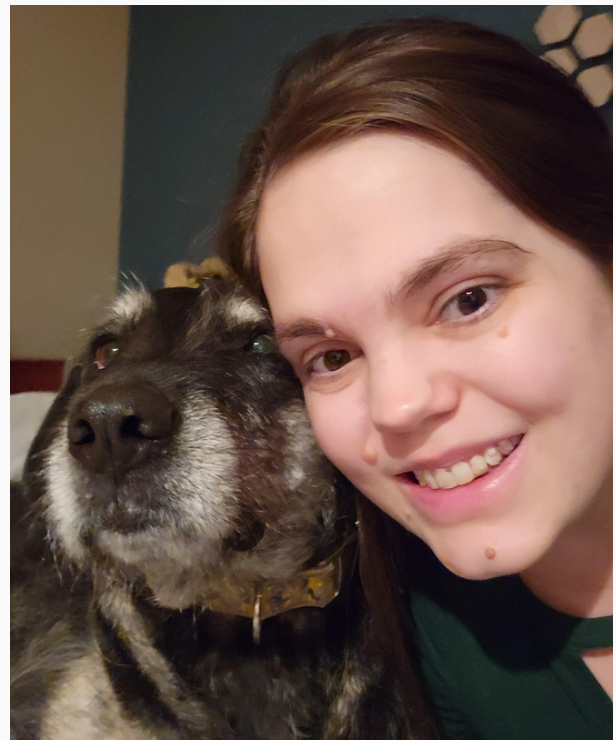
In my "free time", I like to read, spend quality time with friends and family, go to concerts and Broadway Grand Rapids shows, and try to find new ways to keep my life organized.



Enjoying the Florida sun



Our "Under The Sea" Decorations from last Student Appreciation Week



Me with Callie, one of my best pet sitting friends

WORKSHOPS

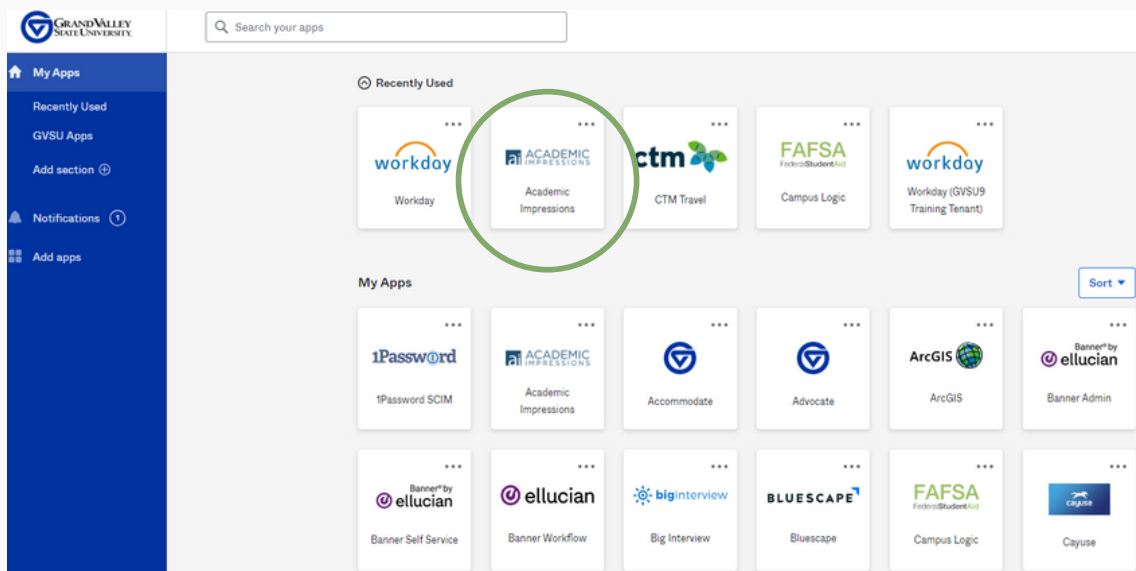
WORKDAY TRAININGS CONTINUE! PRESENTED BY THE WORKDAY TEAM

Additional Workday trainings will continue to be posted in [Sprout](#)! Many of the trainings now offer a self-paced option as well if that better fits your schedule. Lots of information is available on Sprout as well as the [Workday Training page](#).

Financial Reports and Requests Part 1 along with Financial Report Office Hours are available in Sprout! Part 1 will include how to run/filter reports (and other tips), correct worktags on invoice/expense adjustments, and make requests for other journal entries. Part 2 will be offered beginning in March and will include payroll accounting adjustments, costing allocations, and requesting new worktags.

ACADEMIC IMPRESSIONS

Academic Impressions is a new web-based learning resource with 100+ hours of on-demand content and a robust schedule of live opportunities. There's something for every member of our campus community available entirely for free. Visit www.academicimpressions.com/gvsu and enter your GVSU single sign-on network credentials to view and access all of Academic Impressions' learning opportunities. Or visit your my.gvsu.edu dashboard and click on Academic Impressions within your apps.



You can also contact our account manager, Breanne Holloway, by submitting a message or sending an email to breanne@academicimpressions.com. Breanne can do everything from providing 1/1 assistance with accessing your account to creating a personalized training plan that meets the needs of your role and aspirations. We're committed to making Academic Impressions easy to access, relevant to your professional goals, and impactful for our students and colleagues.



WORKSHOPS

UNDERSTANDING THE INTERNATIONAL STUDENT EXPERIENCE

PRESENTED BY INCLUSION & EQUITY

This session is a 2 hour zoom workshop and breakout session. The presentation will focus on the international student experience at GVSU from the point of recruitment to graduation and beyond. You'll hear from a current international student at GVSU as well as two staff members that work closely with our international student population. During the workshop, there will be time for open dialogue and discussion.

Learning Outcomes:

- Gain a deeper understanding of the various hurdles and challenges that international students must navigate prior to, during, and following their studies
- Reflect on how they as individuals (or their unit) can better support international students at GVSU
- Develop greater empathy for international students by hearing from a current international student at GVSU

Presenters:

- Rachel Salinas (She/Her/Hers)
- Chris Hendree (He/Him/His)
- Esther Muchai (She/Her/Hers)

Tuesday, March 12 · 9:30AM - 11:30AM · Virtual · currently has a waitlist

MOTIVATIONAL INTERVIEWING: SUPPORTING STUDENTS OF CONCERN

PRESENTED BY CARE TEAM

The Dean of Students Office and the University Counseling Center have partnered together to provide a training that focuses on how to engage in conversation with students in distress and how to refer them for support on campus. In this training, participants will learn how to recognize signs that students may be distressed. The training will also provide ways in which faculty and staff can reach out and offer support to students. The training will also cover what happens once a student is referred for support.

Presenters:

- Emily First

Thursday, March 14 · 10:00AM - 12:00PM · Virtual

Thursday, April 11 · 1:00PM - 3:00PM · Pew (room TBD)





WORKSHOPS

LGBTQ FOUNDATIONS, LEVEL IV: MAKE NOISE

PRESENTED BY LGBT RESOURCE CENTER

In the "Make NOISE" session, participants will focus on developing strategic action plans to integrate LGBTQIA+ inclusion into their leadership practices. Through interactive activities and case studies, attendees will learn how to create comprehensive organizational policies, foster a culture of open communication, and implement initiatives that champion diversity and acceptance. By equipping leaders with actionable strategies, this session empowers them to drive transformative change, elevate inclusivity as a core value, and ensure that LGBTQIA+ individuals are safe, valued, respected, and empowered within their organizations.

Learning Outcomes

- Use N.O.I.S.E as a planning analysis tool to determine what's working within institutionalized systems and how things can be improved.
- Foster Allyship and Advocacy: Attendees will acquire the skills to actively champion LGBTQIA+ rights, serve as allies, and advocate for change within their professional spheres, fostering a more supportive environment for LGBTQIA+ individuals.
- Lead Inclusively: Through case studies and interactive exercises, participants will cultivate leadership strategies that celebrate diversity, address bias, and create an environment where all team members are empowered to bring their authentic selves to the workplace.

- Promote Education and Awareness: By the end of the session, participants will be equipped to initiate educational initiatives and awareness campaigns about LGBTQIA+ issues, driving meaningful change and fostering a culture of empathy and understanding.
- Measure Progress and Impact: Attendees will learn how to measure the impact of their inclusive leadership efforts, using qualitative and quantitative methods to track changes in organizational culture, employee engagement, and overall LGBTQIA+ inclusion.

Presenter:

DL McKinney, (they/them)

Friday, March 15 · 9:30AM - 1:00PM · KC 2266





WORKSHOPS

UNDERSTANDING & INTERRUPTING IMPLICIT BIAS 201

PRESENTED BY INCLUSION & 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:

- 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, March 22 · 11:00AM - 12:30PM · Virtual

EMAIL COMMUNICATION STYLES ACROSS CULTURES

PRESENTED BY INCLUSION & EQUITY

During this 1.5 hour zoom presentation, attendees will look through the lens of culture to help advance their ability to communicate more effectively across culture, and in this case, by email! We will apply several cultural models/ theories and use them to understand where we might make improvements when we are using a written form of communication.

We will begin with a warm-up discussion, followed by examples of e-mail miscommunication. The presenters will share information on low-context vs. high-context cultures, equality and hierarchy, and direct vs. indirect communication styles. Attendees will engage in a break out session where they will read various e-mail scenarios and discuss the role of core cultural values.

Learning Outcomes

- Gain a greater awareness of the role of cultural values in their written communication.
- Learn to consider core cultural values when communicating with others.
- Receive e-mail communication tips to help avoid miscommunication.

Presenters:

- Rachel Salinas (She/Her/Hers)
- Mary Upton

Tuesday, March 26 · 9:30AM - 11:00AM · Virtual



WORKSHOPS

ENGAGING IN DEEP DIALOGUE FOR SHARED UNDERSTANDING PRESENTED BY INCLUSION & EQUITY

This interactive workshop will offer emotionally intelligent approaches to and strategies for fostering deep dialogue. Participants will learn about empathetic listening, the role of emotions in dialogue, how to reframe conversations for shared understanding, and how to create boundaries for constructive dialogue. Grounded in the idea of calling one another in with compassion and a commitment to learning, the workshop will reflect participants' questions and curiosities. Participants will engage in small group work for applied learning and community building.

Learning Outcomes:

- Move from waiting to speak into stances of deep listening
- Understand the role of emotions in dialogue
- Develop strategies to fostering active, healthy engagement in dialogue

Presenters:

- Annie Bélanger (She/Her/Hers)
- Lisa M. Perhamus (She/Her/Hers)

Wednesday, March 27 · 2:00PM - 4:30PM · KC 2259

**DON'T FORGET TO
CHECK [SPROUT](#)
THROUGHOUT THE
MONTH FOR
ADDITIONAL
CLASSES THAT
MAY BE ADDED
AFTER THE
PUBLICATION OF
THIS NEWSLETTER.**



BENEFITS & WELLNESS

MARCH IS NATIONAL NUTRITION MONTH

National Nutrition Month, recognized in March each year, focuses on learning how to make informed food choices and developing nutritious eating habits! This March, expand your knowledge by attending GVSU's Nutrition & Gut Health Seminar or engaging in a Wellbeats program!

NUTRITION & GUT HEALTH SEMINAR BY HUMAN RESOURCES

It's time to go with your gut! The connection between our gut and brain speaks volumes about our overall well-being. A better functioning system starts with the microbes in the gut and reaches to the immune, muscle and nerve cells. Join us for a conversation with Wendy Brookhouse, registered dietitian (RD), to find out how to nourish your gut, prevent destruction of healthy gut bacteria and fuel your body. Learn tips to incorporate high fiber, delicious and nutritious foods through a plant-forward diet. Our gut reaction: you'll be glad you did. [Register online.](#)



NUTRITION WITH WELLBEATS BY HUMAN RESOURCES

Supportive Foods (Wellbeats Program)

2-week program; enroll anytime!

We know that food feeds and fuels us beyond just fulfilling hunger or cravings - nutrients in what we eat, drink and add to our foods (such as herbs and spices) can improve countless aspects of our lives. This program looks at foods (and associated nutrients) that support our health. It will provide specific food examples and recipes to incorporate into your daily meal routine. [Enroll in Supportive Foods.](#)

Food & Mood (Wellbeats Program)

2-week program; enroll anytime!

Whether you're experiencing the blues or in need of a pick-me-up, food can be powerful way to improve your mood and energy. This program is led by functional nutritionists and chefs and is for anyone looking for ways to eat healthier and feel happier. [Enroll in Food & Mood.](#)

Nourish Your Everyday (Wellbeats Program)

2-week program; enroll anytime!

Not sure how to cook nutritious meals? Struggling with eating "the right" foods? No matter where you are, this 2-week plan is a quick way to learn the basics of healthy eating and nutrition. [Enroll in Nourish Your Everyday.](#)



CAMPUS NEWS

STUDENT EMPLOYEE TRAININGS IN SPROUT

BY STUDENT EMPLOYMENT

Don't forget the Student Employment office is hosting trainings for student employees throughout the academic year!

Direct your student employees to [Sprout](#) for more information and for them to sign up.

Student Employee Inclusive Training is held virtually on Wednesday, March 27 from 2:00PM-3:00PM.

Student Employee Occupational Wellness is on Tuesday, April 2 from 11:00AM-12:00PM in STU 106.

UPCOMING BLOOD DRIVES

BY OFFICE OF STUDENT LIFE

Check out [opportunities to donate blood](#) on campus coming up in March and April!

The American Red Cross is hosting blood drives on March 29 and April 4 from 11:30AM-5:00PM in KC 2215/16.

The Jaden Blake Memorial Blood Drive will be on April 16 from 10:00AM-3:00PM and on April 17 from 8:00AM-1:00PM. Both dates will be in Pere Marquette in KC.

MOM NETWORK

BY HR – NETWORK COMMUNITIES

The GVSU Mom Network is a warm and inclusive community for moms from all walks of life. Our monthly gatherings provide a precious opportunity for you to take off your professional hat and connect with other moms who understand the unique joys and challenges of balancing work and family life. We can't wait to meet you and embark on this wonderful journey of motherhood together. Learn more about the [Mom Network](#) and visit [Sprout](#) to register.

Wednesday, March 13 · 12:00PM - 1:00PM · ALL campus, room TBD

SANDWICH GENERATION NETWORK

BY HR – NETWORK COMMUNITIES

The "sandwich generation" can be defined as a generation of caregivers who are responsible for caring for multiple generations, often their own children and aging parents. If you are a part of this generation, you're not alone. Meet with the Sandwich Generation Network to connect with fellow GVSU faculty and staff members about your unique experiences and share resources. Visit [Sprout](#) to register.

Thursday, March 14 · 12:00PM - 1:00PM · Virtual

CAMPUS NEWS

SAVE THE DATE!

BY PSS DEVELOPMENT COMMITTEE & HR

Save the date for the annual PSS Appreciation luncheon on Tuesday, April 16 from 12:00PM-1:30PM in the Grand River Room (KC).

The PSS Development Committee will send out emails with RSVP information. Be on the lookout for those emails.

-Susan Sigler, PSS Development Committee Chair



GVSU SERVICE AWARDS CELEBRATION

BY HUMAN RESOURCES



You're invited to share warm wishes and congratulations with [colleagues who will be receiving a Service Award](#) on March 12! Please share a favorite memory, achievement, or positive comment about your GVSU colleagues receiving Service Awards recognition. Your thoughtful words will be featured on a slide show during the ceremony and posted online after the event. [Submit your congratulations](#) by Tuesday, March 5, at noon. To support your colleagues by attending the virtual celebration, [RSVP online](#) to gain access to the Service Awards livestream on March 12.

CAMPUS NEWS

SOCIAL MEDIA SAFETY BY IT SECURITY

Julie accepts all connection requests. She recently connected with her CEO and has been sharing proprietary information using private messages. Oh no! Julie is the victim of a fake profile, which bad guys use to gain information and harm organisations.



- Don't blindly accept connection requests.
- Don't assume the connection is real.
- Don't use social media to send sensitive information.
- If a request seems suspicious, verify by contacting the person directly.
- Periodically review and remove unnecessary connections.

Mark recently live-streamed a party from the office. Oh no! He never adjusted the security settings and ended up broadcasting proprietary information to the entire world. Also, since geotagging was still on, the bad guys know the time and location of his every picture and post and can easily target him.



- Don't assume that default security settings protect you.
- Don't give away sensitive or confidential information.
- Review and update security and privacy settings quarterly.
- Turn off geotagging to keep location information private.
- Only share with intended viewers.

2023-2024 EXECUTIVE BOARD

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MARISA VREDEVOOGD

ASH, AGS, LHH, LSH,
PAC

BRIAN DENUYL

AH, CUB, SER

TREENA GILBERT

BIK, CEC, IDC, KEN, WAT

CAMPUS DATES

MARCH 3-10: SPRING BREAK

DON'T FORGET TO SPRING FORWARD
ON MARCH 10!

BIRTHDAYS

4TH - SANDRA MATTHEWS

13TH - JAY ZINK

18TH - ROBYN TOTH

19TH - JENNIFER GLAAB

31ST - MEGHAN PRINDLE

GVSU ANNIVERSARY

6TH - DENISE GROSS

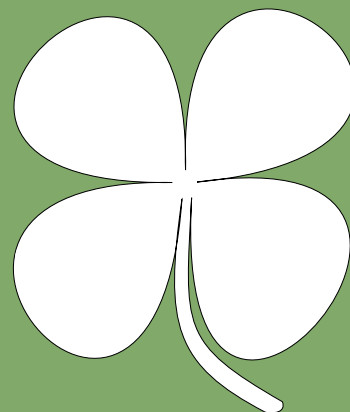
9TH - CHERILYN DENOMME

18TH - SHELLY MICHIO

19TH - MEGAN KOEMAN-EDING

WEDDING ANNIVERSARY

NONE



SHARE YOUR FAVORITE BOOK OR
BOOK RECOMMENDATIONS FOR THE
APRIL NEWSLETTER! EMAIL MEGAN BY
5PM ON MARCH 26TH.

THIS NEWSLETTER IS PUBLISHED
MONTHLY. FOR SUBMISSION
INFORMATION, CONTACT MEGAN
KOEMAN-EDING AT
EDINGME@GVSU.EDU.