

VOLUME 15 ISSUE 7 • JANUARY 2025

# APSS NEWSLETTER

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

photo by Patty Kishman

## ISSUE FEATURES

### UPDATE FROM APSS BARGAINING TEAM

The APSS Bargaining Team will be reviewing survey results and will begin meeting weekly in January...  
*more on page 2*

### KAUFMAN INTERFAITH INSTITUTE EVENTS

Join the Kaufman Interfaith Institute for a sacred site visit and a multi-faith dinner in January...  
*more on page 6*

### REVEREND DR. MARTIN LUTHER KING JR. COMMEMORATION WEEK

View a list of events occurring during the Martin Luther King Jr. Commemoration Week...  
*more on page 9*

### HIGHLIGHTS

Holiday traditions and memories from break!  
*more on page 11*

## INSIDE:

### UNION NEWS

PAGE 2

### LEARNING OPPORTUNITIES

PAGE 3-6

### BENEFITS & WELLNESS

PAGE 7

### CAMPUS NEWS

PAGE 8-10

### HIGHLIGHTS

PAGE 11

### EXECUTIVE BOARD & BUILDING REPRESENTATIVES

PAGE 12



# UNION NEWS



## A MESSAGE FROM THE APSS BARGAINING TEAM

BY SHAWN EVANS, BARGAINING COMMITTEE CHAIR

The APSS Bargaining Team will be reviewing survey results and will begin meeting weekly in January. Thank you for taking the time to provide feedback. As previously mentioned, the work we do is on your behalf. Please feel free to connect with us at [apssbargaining@gmail.com](mailto:apssbargaining@gmail.com) if you have questions about bargaining – the work we do, why we do it, how we do it, when we do it, etc.

On behalf of your APSS Bargaining Team, wishing you all a happy new (bargaining) year!

sme

**The APSS Bargaining survey will close on Friday, January 10. If you have not yet completed the survey (available to paying, active members), please do so. If you have questions or did not receive the survey, please contact your building representative.**





# LEARNING OPPORTUNITES

## WINTER/SPRING EFFICIENCY365 TRAININGS BY IT TRAINING SPECIALIST STEPH BALASKAS

Now Available in Workday Learning:

### Quizzes and Surveys With Microsoft Forms

January 8, 1-230p

April 16, 1-230p

### Time-Saving Tips in Outlook

January 15, 1-2p

April 2, 1-2p

### Practical Ways To Enhance Your PowerPoint Presentation

January 29, 1-2p

March 26, 1-2p

### Microsoft Excel 101

February 5, 1-2p

May 7, 1-2p

### Getting Started With Microsoft Teams

February 19, 1-2p

May 14, 1-2p

### Microsoft Excel Formulas and Functions (part 1)

February 26, 1-2p

May 28, 1-2p

### Microsoft Excel Formulas and Functions (part 2)

March 12, 1-2p

June 11, 1-2p

### Microsoft Bookings Basics

March 19, 1-230p

April 30, 1-230p

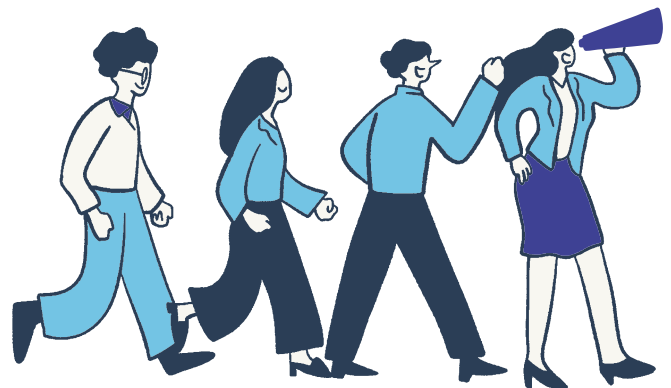
## “LEADING LAKERS: ACTIVATE” MARCH COHORT

*Submit Your Interest by January 31*

The next cohort of Leading Lakers: Activate will take place on Wednesday February 26, 2025 and March 5, 2025, on the Health Campus in DCIH, room 104. Pods will meet once a month from March-August 2025 based on their own availability. Participation in both days of programming, as well as the monthly accountability pods, is required for completion of the Activate program.

All regular, full-time employees (AP, PSS, Faculty, MGS, POAM, COAM, Security Staff) are eligible and encouraged to submit an interest form. The Activate program is open to any employee who has an interest in growing as a leader regardless of supervisory status.

Starting in 2025, Activate cohorts will be offered twice a year, and this cohort will be eligible to participate in the upcoming cohort of Leading Lakers: Accelerate, tier two in the program. To participate, [submit your interest for the upcoming cohort](#) of Activate by January 31. [Learn more about Leading Lakers.](#)







# LEARNING OPPORTUNITIES

## CAMPUS SAFETY TIPS: GVPD SERVICES BY GVPD

In addition to responding to emergency calls and patrolling roadways, GVPD is proud to provide safety-and-security-related services to members of the community.



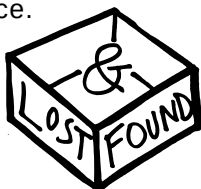
### Bike Registration

Registering a bicycle with GVPD gives the department a better chance to recover and return the bike in the event it is stolen or lost. Provide a detailed description of the bicycle by answering the questions at this [on GVPD's bike registration page](#) and GVPD will send a registration sticker in the mail.



### Fingerprinting

GVPD provides fingerprinting services at the Pew Grand Rapids Campus location. Fingerprinting services are provided to current GVSU students, faculty and staff for state or federal background checks for a fee. Fingerprinting is available [by appointment only](#), and appointments must be made at least one day in advance.



### Lost & Found

GVPD responds to reports of lost and found items valued at or above \$100. Lost items can be [reported lost](#) with GVPD regardless of the item's value. GVPD will hold items of value for six months before donating them to the GVSU Surplus Store or destroying them. Items of minor value will be held at the campus locations where they are found. Pick-up locations and other information can be found [on GVPD's lost and found page](#).



### Prescription Drop-Off Box

GVPD has prescription drop-off boxes at both its Allendale Campus and Pew Grand Rapids Campus locations. The drop boxes can be used to dispose of all medications, including controlled medicines. It is important to remove or black out any personal information on the medicine containers before dropping them off at the department. More information can be found [on the GVPD website](#).



### Ride-Along Program

GVPD's ride-along program is available to civilians to accompany a police officer while on duty. The program is currently available to registered GVSU students with an interest in criminal justice, an interest in a career in law enforcement or at the discretion of the Chief of Police. Students can apply at the [ride along information page on the GVPD website](#).



### Awareness Programs

GVPD provides programming to address a wide variety of age groups and life situations. The department provides specialized information depending on audience needs if given advance notice. Program requests should be made at least [two weeks in advance](#).

If you have questions about GVPD services, please email the Grand Valley Department of Public Safety at [gvpd@gvsu.edu](mailto:gvpd@gvsu.edu).



# LEARNING OPPORTUNITIES



## INTERFAITH DIMENSIONS OF CAMPUS INCLUSION BY I&E INSTITUTE

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

**Wednesday, January 15, 2025, 10A-11:30A  
Kirkhof Center 1142(Allendale Campus)**

[More Information and Registration](#)

## LGBTQ FOUNDATIONS, LEVEL IV: MAKE NOISE BY I&E INSTITUTE

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.

**Friday, January 10, 2025, 10A-12:30P  
Kirkhof Center Room TBD (Allendale Campus)**

[More Information and Registration](#)

## EXPRESSIVE ACTIVITY AT GVSU BY I&E INSTITUTE

This presentation will provide an overview on Expressive Activity at GVSU.

**Tuesday, January 21, 2025, 2P-3P  
Online (Zoom)**

[More Information and Registration](#)

## UNDERSTANDING THE TITLE IX & CIVIL RIGHTS PROCESS AT GVSU BY I&E INSTITUTE

In this session, participants will be given an overview of the Title IX and Civil Rights processes here at GVSU.

**Wednesday, January 22, 2025, 11A-12P  
Online (Zoom)**

[More Information and Registration](#)





# LEARNING OPPORTUNITIES

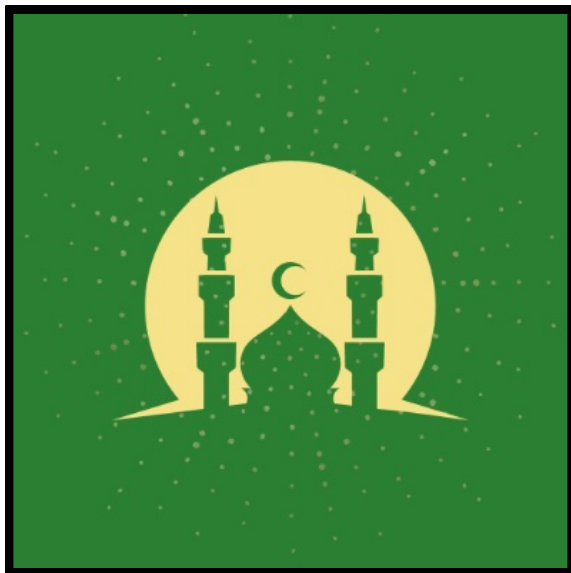
## SACRED SITE VISIT – MASJID AL-TAWHEED BY KAURMAN INTERFAITH INSTITUTE

The Kaufman Interfaith Institute is excited to offer several sacred site visits across the West Michigan area during the 2024-2025 school year.

For our January visit, our hosts will be the Masjid Al-Tawheed on **Tuesday, January 14 at 6:00pm**. The visit is free but registration is required to give appropriate notice to our hosts. [Register here.](#)

**Tuesday, January 14, 2025, 6P**

[More Information and Registration](#)



## KNOW YOUR NEIGHBOR: A MULTIFAITH DINNER AND TABLE TALK BY KAURMAN INTERFAITH INSTITUTE

Join us for a meal with meaning.

The Kaufman Interfaith Institute is hosting a chance to get to know some of our religiously and spiritually diverse neighbors where we can explore the importance of creating connections across our differences in worldview. The evening will consist of dinner over casual but intentional conversation, modeled by a panel made up of friends of the Kaufman Institute – folks in their 20s and 30s from different traditions and worldviews – who will share about their own religious/spiritual/secular journeys and lived experiences in the hopes of encouraging others in the space to do the same. This event of deep listening and dialogue is intended to highlight both similarities and differences of our experiences, and to get Lakers talking about this crucial and often underexplored aspect of identity.

The event is free to attend, but registration is required to ensure enough food for everyone in attendance!

**Tuesday, January 21, 2025, 7P-9P**  
[More Information and Registration](#)



# BENEFITS & WELLNESS

## WORKDAY VACATION REQUEST ENHANCEMENT

BY HUMAN RESOURCES

In January, we will be rolling out a new feature to enhance the vacation request process. Beginning January 6, employees will need to enter the specific timeframe or hour range for their time off, rather than just the total number of hours. This change will provide more detailed time tracking and help managers coordinate schedules with greater accuracy. As part of the update, a new Outlook integration will be available to seamlessly display vacation requests in your calendar, eliminating the need for manual entry. Please note this update only applies to vacation requests, not sick time or leaves of absence.

## TIRED MOMS CLUB

BY GVSU COUNSELING CENTER

The Tired Moms Club is a supportive and welcoming space for moms who are navigating the beautiful chaos of motherhood. The monthly meetups are a chance to take a breather, share a laugh, and connect with other moms who get it—because we all know the struggle is real. Whether you're juggling work, kids, or just trying to keep it all together, you're not alone. Join them for some much-needed camaraderie, encouragement, and the reminder that it's ok to be tired. We're in this together!

- For more information, contact Katrina Begrow ([begrowk@gvsu.edu](mailto:begrowk@gvsu.edu)).
- [Sign up to receive updates!](#)







# CAMPUS NEWS & EVENTS

## WINDOWS 11 UPGRADES BEGIN JANUARY 2025 BY IT OPERATIONS

In January 2025, GVSU Information Technology (IT) will begin migrating university-managed computers to Microsoft Windows 11, with the transition scheduled to conclude by August 2025. This upgrade is essential to maintain secure and reliable systems as Microsoft ends support for Windows 10 on October 14, 2025.

The migration will occur in phases, with faculty and staff able to choose a convenient time for their upgrade or follow their assigned schedule. To help you prepare, the [Windows 11 Roadmap for GVSU](#) outlines what to expect, the phased timeline, and key features of the new system.



## PROTECTING PII: WHY YOU SHOULD NEVER SEND SENSITIVE INFORMATION VIA EMAIL BY IT OPERATIONS

At Grand Valley State University, safeguarding Personally Identifiable Information (PII) is a critical component of maintaining the trust and safety of our campus community. Among the most sensitive pieces of PII are Social Security Numbers (SSNs), which, if compromised, can lead to identity theft and other forms of fraud. Yet, email—a convenient communication tool—remains a common weak link in protecting such information.

Here's why sending PII, especially SSNs, via email is risky and how you can prevent a security breach.

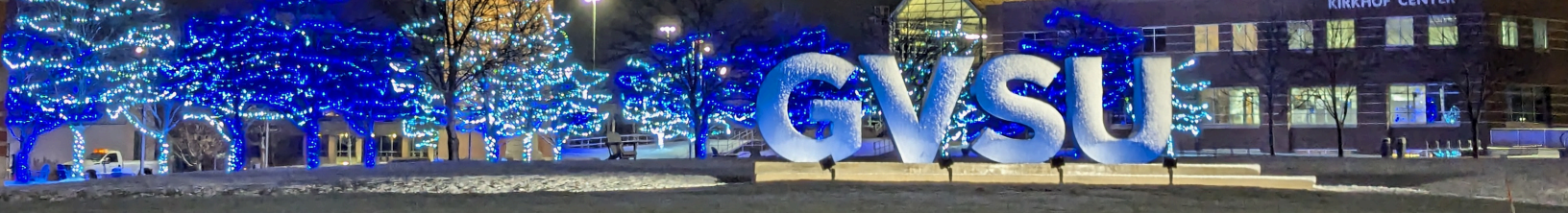
### Why Email Isn't Secure for PII:

1. **Lack of Encryption:** Email systems, by default, are insecure. This makes intercepted emails readable to bad actors during transmission.
2. **Phishing Threats:** Cybercriminals often impersonate trusted individuals, tricking recipients into sharing sensitive data via email. Responding to such requests can unintentionally expose confidential information.
3. **Email Attachments Aren't Safe:** Attachments containing SSNs or other PII are easily overlooked in terms of security. If sent to the wrong recipient or intercepted, they can be compromised.
4. **Human Error:** A simple typo in an email address could send sensitive data to the wrong person. Retrieving or undoing such a mistake is not possible.

### Best Practices for Handling PII:

- **Never Email PII, Including SSNs** Avoid including PII in the body of an email or as an attachment. This applies whether you're sending or responding to a message.
- **Use Secure File Sharing Platforms:** GVSU offers secure platforms such as Zoom, Microsoft Teams, and Microsoft OneDrive for sharing sensitive information. These systems use advanced encryption and access controls, ensuring that data is transmitted and stored safely.
- **Verify Requests for PII:** If you receive a request for PII, even from a familiar name, verify its authenticity by contacting the sender through a known, separate channel.
- **Mask SSNs When Possible:** If you must handle SSNs, only include the last four digits and use secure methods for transmitting or storing this information.
- **Shred Physical Copies and Delete Digital Records:** Don't keep records of PII longer than necessary. Shred physical copies securely and ensure digital files are deleted from all devices, including email accounts.





# CAMPUS NEWS & EVENTS

## Reverend Dr. Martin Luther King Jr. Commemoration Week January 20-25, 2025

### Monday, January 20

- 6 p.m.: Keynote presentation by LaTosha Brown, co-founder of Black Voters Matter, Fountain Street Church, 24 Fountain St. NE, Grand Rapids

### Tuesday, January 21

- 10 a.m.: Keynote presentation by LaTosha Brown, Kirkhof Center, Grand River Room

### Wednesday, January 22

- 4 p.m.: Silent march on Allendale Campus, led by keynote speaker Dar Mayweather, '07 and '09. *March will assemble at Zumberge Hall steps and proceed to Kirkhof Center*
- 4:30-6 p.m.: Keynote presentation by Dar Mayweather, '07 and '09, Kirkhof Center, Grand River Room

### Friday, January 24

- 4 p.m.: Keynote presentation by Joe Jones, presented by the Hauenstein Center for Presidential Studies, DeVos Center, Loosemore Auditorium, [RSVP here](#)

### Saturday, January 25

- 8 a.m.-2 p.m.: MLK Day of Service and Solidarity, presented by the Office of Student Life. More details are posted on this [Office of Student Life- Civic Engagement website](#).





# CAMPUS NEWS & EVENTS



## GVSU DETROIT SPORTS WEEKEND BY GVSU ALUMNI RELATIONS

Join fellow Lakers for a weekend of sports in Detroit! Cheer on the Pistons and Red Wings and score limited-edition, co-branded merch! Get a special GVSU discount with multiple seating options. The best part? Each ticket sold through this special package includes a donation to Grand Valley State University!

**January 11-12, 2025**

<https://www.gvsu.edu/alumni/detroit-sports-weekend-392.htm>



## SAWYERS DAY BY ATHLETICS

Join us for some faux-back fun Saturday, January 25th for the 7th annual Sawyers Day basketball games! Wear your best flannel and cheer on the Sawyers. Discounted beer garden vouchers and ticket packages are available for a limited time, get yours today!

**Saturday, January 25, 2025**

[Buy Your Sawyers Day Package](#)

## REMINDER FOR EVENTS WITH OPTION TO MAKE A GIFT BY UNIVERSITY DEVELOPMENT

If a department or club is planning an event where there is the option to make a gift to in addition to paying a registration fee or purchasing tickets, please encourage your supervisor to contact University Development via this request form.

### [Request Form - University Development](#)

A U-Dev team member will create your unique giving form within the context of the GVSU giving page to best serve your department's needs.

Any old giving form/link/QR code you were given by Development in the past is no longer accepting gifts. The conversion to Raiser's Edge was completed in September 2023 and best practice is to contact U-Dev to assure you have working links.

If you have any questions, please don't hesitate to contact Maggie Aceto, Gift Processing Assistant, at [acetom@gvsu.edu](mailto:acetom@gvsu.edu).







# HIGHLIGHTS

## HOLIDAY TRADITIONS

**Allison Bazaire**, College of Computing, and her family have a Christmas Eve tradition of starting a new book! “We usually take a trip to a local bookstore in the week leading up the 24th and look forward to that quiet night. This year, I started reading *The Hunter* by Tana French.”



**Hannah Noorman**, School of Engineering, shared, “My family celebrates Sinterklaas Day instead of Christmas because my mom is a Dutch immigrant. My siblings and I spend the night at our parents’ house and enjoy charcuterie and board games. My niece and nephew are seven and love the tradition of putting carrots in a wooden shoe for Sinterklaas’ horse, and our shoes by the fireplace before bed. I love being woken up by my niece and nephew’s shouts of “Sinterklaas came! The carrots are gone!” and seeing their smiling faces beaming over our shoes filled with Dropjes (black licorice), stropwafels (flat brown sugar syrup cookies), and marzipan. We all enjoy breakfast together and then open gifts. It’s my favorite celebration because of how happy the kids are and how much time I get to spend with my family!”

## NEW YEAR, NEW EXPERIENCES

**Kelli Dykstra**, Public Safety, took her sons to [Zoology](#) over the break. It’s a really cool indoor zoo with mostly reptiles and tarantulas. Some of them you can touch and/or hold (with a zookeeper’s help, of course!). Pictured below is her son, 6 years old, holding a 22lb Boa Constrictor named Beyoncé! He is very brave! Check out this hidden gem, located in the same plaza as the GVSU Surplus Store!





## 2024-2025 EXECUTIVE BOARD

### PRESIDENT

TAMI JOHN

### VICE-PRESIDENT

BRIAN DENUYL

### CHIEF ALLIANCE STEWARD

RHONDA LEMIEUX

### BUSINESS & FINANCE DIRECTOR

KATIE HAYNES

### INTERIM COMMUNICATIONS DIRECTOR

KELLI DYKSTRA

### MEMBERSHIP DIRECTOR

RAYSHENA WILSON

### SECRETARY

MICHELLE HOLSTEGE

## BUILDING REPRESENTATIVES

L. DETTLING

MAK

BARB ELLIS

KHS & LMP, STU 2ND & 3RD FLOORS

CHERYL BRONNER

STU 1ST FLOOR

KATE KNOPP

FH, MAN

VICKI WENGER

LOH, NMH

CHERYL KOTECKI

DEV 3RD-5TH FLOORS, SCB

NICOLE BROWER

LIB

RAYSHENA WILSON

DEP, DEV 1ST & 2ND FLOORS

JENNA BENCH

CAC, KC

IRINA GROUGAN

TC REGIONAL CENTER, HOLLAND, MUSKEGON

KATIE HAYNES

HHLC, HRY, PAD

TRACY LONDON

CON, HON, JHZ, LMH

DENISE GROSS

CHS, DCIH, RFH

MARISA VREDEVOOGD

ASH, AGS, LHH, LSH, PAC

BRIAN DENUYL

AH, CUB, SER

TREENA GILBERT

BIK, CEC, IDC, KEN, WAT

ASH GODIN

EC

### CAMPUS DATES

20TH - MARTIN LUTHER KING JR DAY,  
UNIVERSITY CLOSURE  
[GVSU.EDU/EVENTS](http://GVSU.EDU/EVENTS)

### BIRTHDAYS

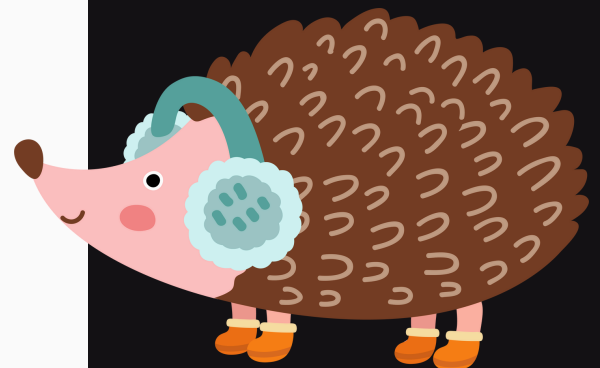
1ST - LUKE MADDEN  
3RD - SHELBY HARRISON  
9TH - DAMIAN MARTINEZ  
20TH - VICKI WENGER  
22ND - SHERYL NELSON  
22ND - HANNAH NOORMAN

### GVSU ANNIVERSARY

2ND - LOLITA SALINDONG  
2ND - LUKE MADDEN  
2ND - TAMI JOHN  
5TH - ANA VANBRAGT  
5TH - CRAIG HAMMERLIND  
7TH - JENNA BENCH  
12TH - ERICA BAKER-BRINGEDAHL  
26TH - TRACY MCLENITHAN  
MICHELLE HOLSTEGE

### WEDDING ANNIVERSARY

NONE



SHARE YOUR TIPS FOR SELF CARE OR A BOOK RECOMMENDATION FOR INCLUSION IN THE FEBRUARY NEWSLETTER!

THIS NEWSLETTER IS PUBLISHED MONTHLY. FOR SUBMISSION INFORMATION, CONTACT THE COMMUNICATIONS DIRECTOR.