

VOLUME 17 ISSUE 4 • OCTOBER 2026

APSS NEWSLETTER

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

photo by Kendra Stanley-Mills

ISSUE FEATURES

REMINDER: APSS FALL LUNCHEON

Don't forget to join us for the APSS picnic themed luncheon!
more on page 2

PSS DEVELOPMENT COMMITTEE: NEW WEBSITE!

The PSS Development Committee has a new website!
gvsu.edu/pssdc. It's a central hub of content relevant for...
more on page 5

LGBTQ+ FSA CELEBRATES 20 YEARS

Join the LGBTQ+ FSA as they commemorate two decades of community, advocacy, and belonging...
more on page 7

HIGHLIGHTS

Back to school and reminiscing about the "wrecking ball"...
starting on page 11

INSIDE:

UNION NEWS

PAGE 2-3

LEARNING OPPORTUNITIES

PAGE 4

CAMPUS NEWS & EVENTS

PAGE 5-10

HIGHLIGHTS & RECOMMENDATIONS

PAGE 11-12

EXECUTIVE BOARD & BUILDING REPRESENTATIVES

PAGE 13

UNION NEWS



REMINDER: APSS FALL LUNCHEON

Don't forget to join your fellow APSS members at the Fall Picnic, next Thursday, October 15, 12:00 PM - 1:30 PM on the Valley Campus, Kirkhof Center Grand River Room.



PROFESSIONAL SUPPORT STAFF SCHOLARSHIP

Did you know you can donate directly to the PSS Scholarship fund?

Visit www.gvsu.edu/giving/givenow. From the "I want to support" menu, select the "Professional Support Staff (PSS) Scholarship Endowment.

The [PSS Scholarship](#) is available to children and grandchildren of current and retired PSS employees. The PSS employee may either be currently working and has completed a minimum of three continuous years by the application deadline, or a PSS employee who has retired from GVSU and is currently receiving GVSU retirement benefits. The applicant must be admitted as a degree seeking student to GVSU and plan to enroll as a full time student for both fall and winter semesters.

a little update

BUILDING REP UPDATES

Please note that there have been several building representative updates. See page 13 for building assignments. If you are unsure who your representative is or have any other questions, please contact Union leadership to confirm.

Thank you to L Dettling and Brian DenUyl for your service as building reps! Welcome to Joe Stoddard as a new building rep!

VOTING INFORMATION

Voting Release Time

Voting release time is only available for Presidential Elections. For primaries, early voting, local elections, mid-terms, etc., employees should utilize before/after work schedules, lunch hours, or vacation time, as needed.

Voting Information and Events

For more information on voting at GVSU, volunteer opportunities, and other civil engagement, visit www.gvsu.edu/vote.

For more information on voting in Michigan, including absentee ballots, voter registration, and polling locations, please visit mvic.sos.state.mi.us.



UNION NEWS



VACATION BANKS

If you will not be using all of your vacation hours prior to December, you can **donate hours** to APSS members who are short term or long term disability. This can be done anytime before December 1. Contact your building rep if you are interested.

EXERCISE RELEASE TIME

Exercise release time is a GVSU policy applicable to all faculty and staff (not specific to the APSS contract). [The full policy \(SLT 4.2\) can be viewed here.](#)



The policy states: "Upon supervisor approval, GVSU staff may utilize up to two (2) 30 minute time periods a week to allow time to freshen up from, or to prepare for, a fitness class or individual workout. Pending schedules and workload, up to two additional 30-minute time periods per week may be permitted. This time can be added to the beginning of the workday, added to the lunch period, or to the days end and is inclusive of travel time if needed (i.e. to the Field house or YMCA for a class). Days and times to utilize this policy may be determined with the help of a written agreement between the supervisor and staff member... The release time may be divided into time prior to or after the indicated workout period."

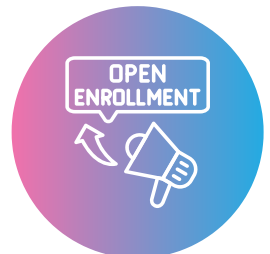
For information on how to enter exercise release time into Workday and for an optional written agreement template, [visit the Human Resources website.](#)

OPEN ENROLLMENT AND STATEMENT FROM UNION LEADERSHIP ON CHANGES TO BENEFITS

Open Enrollment will be coming **October 27 – November 11th**. The date is being adjusted by a week due to the implementation of Workday Student and the accessibility for staff during that timeframe.

Our medical benefits are currently not a bargained benefit at the university. Medical benefits are considered a "me too" and all employee groups have the same access to the medical coverage and the cost associated with those benefits.

We received an email from Dr. Shorty on July 16, which addressed the changes to the 2027 plan. The PSS representatives of the Benefit Committee have strongly voiced our concerns with the real-life struggle the addition of a premium would present to the hourly employee groups. Unfortunately, the direction from the university is to increase the cost share of medical insurance to the staff members to alleviate the budget impact as health care costs continue to rise at substantial levels. The addition of the premium and the change in the prescription coverage did allow the deductible to remain the same as the current year.



The Benefit Committee, which consists of representatives from every employee class at the University and the HR Benefits Team are currently in discussions about the direction of 2028. Those of us that represent hourly employees are very vocal about the potential challenges that our groups face.

The Benefit committee does make a recommendation, however, the ultimate decision is made by the SLT.

LEARNING OPPORTUNITIES

MI ACE WEBINAR OF THE EA PLAYBOOK: TOOLS, TIPS & BEST PRACTICES FOR EAS BY LGBTQ+ FSA

Friday, October 23, 12:00 PM - 1:00 PM
Virtual

India Hayes is an Executive Assistant to the Vice President for Student Life at the University of Michigan, bringing more than 10 years of experience providing executive-level support to senior leaders. In her current role, she provides high-level executive support and helps coordinate strategic priorities, executive communications, and key initiatives. India also supports the Michigan American Council on Education (MI-ACE) Women's Network Board, serving as executive support to the State Chair. Known for her proactive approach, strong organizational skills, and ability to build meaningful relationships across teams, India is passionate about professional growth, leadership, and excellence in executive support. She is currently pursuing a degree in Business Administration.



[Register here](#)

WEBINAR: MIDDLE MANAGERS: POWER VS. INFLUENCE BY ALUMNI RELATIONS

Wednesday, October 28, 12:00 PM - 1:00 PM
Virtual

Middle managers often sit in a role that is being squeezed from multiple directions. One of the most common challenges they face is the “power squeeze” — navigating expectations from senior leaders while also leading and supporting their teams. Power and leadership often go hand in hand, but power is most effective when used appropriately and with intention. This webinar will explore the difference between power and influence, how power dynamics show up in the workplace, and practical tools middle managers can use to navigate those dynamics more effectively. Participants will leave with a clearer understanding of how to lead through influence, build trust, and manage up, down, and across the organization.

Presenter
Rachael Tiesenga
Director of Workforce and Leadership Development
Southwest Michigan First

[Register here](#)

CAMPUS NEWS & EVENTS

PSS DEVELOPMENT COMMITTEE – NEW WEBSITE! BY PSS DEVELOPMENT COMMITTEE

The PSS Development Committee has a new website! gvsu.edu/pssdc. It's a central hub of content relevant for various PSS roles to easily find [university resources](#), [professional development opportunities](#) and our [committee initiatives](#). Review the [PSS Resource Recommendation List](#) to find various resources for PSS. If you have a resource to add, fill out [PSS Staff Resource Recommendation Form](#). We value any ideas and suggestions on how to make our website more useful for the PSS community, share with us on the [PSSDC Feedback Form](#).



2026 GVSU TECHNOLOGY SUMMIT BY IT

Tuesday, November 3, 8:30 AM - 4:00 PM

All GVSU staff, faculty and students are invited to the 2026 GV Technology Summit on November 3. This year's event will take place on the Valley Campus (Allendale) from 8:30 a.m. - 4:00 p.m. The event is free to attend but registration is needed. This university-wide celebration of technological innovation highlights the work of faculty, staff, and students who are transforming learning, teaching, research, and daily work across GVSU. Learn more about the event and register at www.gvsu.edu/it/summit. Registration closes October 16!

DOMESTIC VIOLENCE AWARENESS MONTH: IN THEIR SHOES – COMMUNITY EVENT

BY CENTER FOR HEALTH AND WELLBEING

Wednesday, October 14, 10:00 AM - 2:00 PM

YWCA - 25 Sheldon Ave SE, Grand Rapids, Frey Room 1st floor

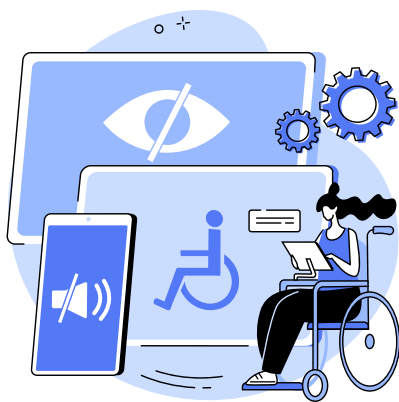
For Domestic Violence Awareness Month, we are proud to invite you to participate in In Their Shoes®: West Michigan, a new initiative developed by Dr. Belcher through the YWCA.

Inspired by the nationally recognized In Her Shoes® program from the Washington State Coalition Against Domestic Violence, this initiative takes a unique approach to domestic violence education. Instead of traditional training or presentations, this campaign focuses entirely on experiential learning.

FREE! No registration required - more information [here](#).



CAMPUS NEWS & EVENTS



FIX YOUR CONTENT DAY

BY STUDENT ACCESSIBILITY RESOURCES, ELEARNING TECHNOLOGIES, AND UNIVERSITY LIBRARIES

Drop in anytime on **October 23** from 11 a.m. to 1 p.m. to work alongside experts from Student Accessibility Resources, eLearning Technologies, and University Libraries on making digital content more accessible. Support will be available at all three campuses, with a virtual option also available.

Locations:

City Campuses: DCIH 2260 and SCB 2005

Valley Campus: KHS 4402

Please [register in advance](#) to help us plan staffing at your preferred location.

WHAT TYPES OF MICROSOFT TRAINING/CONTENT WOULD YOU LIKE TO SEE? BY IT E-LEARNING

Help shape the future of GVSU Microsoft e-learning and content by completing the following survey: [Microsoft 365 Professional Development & Training Survey – Fill out form](#)



ACADEMIC PARTICIPATION & TUITION REDUCTION FORMS AVAILABLE IN WORKDAY

BY HUMAN RESOURCES

Say goodbye to paper forms! You can now complete and submit your Academic Participation or Tuition Reduction requests within Workday. Enter your course information, complete the request, and submit it for manager approval.

This process applies to faculty and staff submitting requests for themselves, and for eligible dependents. To learn how to submit via Workday, follow the Help articles:

- [Submit an Academic Participation Request \(For Dependents\)](#)
- [Submit an Academic Participation Request \(For Non-Union Employees\)](#)
- [How to Submit an Academic Participation Request \(For Union Employees\)](#)
- [Approve Academic Participation Requests \(For Managers\)](#)

You can also enter your academic participation time into Workday. The Academic Participation configuration in Workday has been completed, and eligible employees can now request their Academic Participation hours directly through Workday. They will request like any other absence. If you notice anything that does not appear to be working as expected, please contact Payroll so they can review it and make any necessary corrections.

CAMPUS NEWS & EVENTS



LGBTQ+ FACULTY & STAFF ASSOCIATION 20TH ANNIVERSARY CELEBRATION BY LGBTQ+ FSA

Friday, October 16
4:00 PM - 6:00 PM
Grand River Room (Kirkhof Center - Valley Campus)

Join the LGBTQ+ FSA as we commemorate two decades of community, advocacy, and belonging at Grand Valley State University. Together, we'll celebrate our past, recognize our present, and envision the future of the LGBTQ+ FSA. The evening will feature storytelling, community connections, and light refreshments as we honor 20 years of partnership and growth.

[RSVP Here](#)



WORKDAY STUDENT LAUNCH EVENT AND UPCOMING KEY DATES BY IT

The Workday Student project is moving into an exciting new phase this fall and winter, with several key milestones ahead. Here are a couple of ways to be engaged with the project.

All GVSU faculty and staff are invited to join us on **October 13, 2026, from 1–2:30 p.m.** for the Workday Student Launch Event. Learn about upcoming activities that will impact faculty, staff, and students, and how the university community can prepare and stay engaged throughout the transition. The event will be held in the **Grand River Room**, available live via Zoom, and recorded for later viewing. [Register for the Workday Student Launch event.](#)

Visit the updated [Workday Student Key Dates webpage](#) for a quick, easy-to-reference view of upcoming important dates, project milestones, and key Workday Student activities. A few important dates to note:

- **10/9/26 - 10/22/26:** Hiring actions are unavailable in Workday for faculty, staff, and graduate assistant hires.
- **10/13/26 - 10/22/26:** Hiring actions are unavailable in Workday for student employee hires.
- **10/17/26 - 10/21/26:** Workday is periodically unavailable. Time entry and all other Workday tasks will not be able to be completed in Workday during these times:
 - Weekend of October 17, 18 (Saturday 10:00 a.m. – Sunday 11:00 p.m.)
 - Evenings of October 19, 20, 21 (5:00 p.m. – 6:00 a.m.)
- **10/26/26:** Workday Student functionality goes live in current Workday system – no action is needed.

CAMPUS NEWS & EVENTS

CIVIL DISCOURSE SYMPOSIUM: ETHICS & RESPONSIBILITY IN ONLINE SPACES BY PADNOS/SAROSIK CENTER FOR CIVIL DISCOURSE

Thursday, October 29, 6:00 PM - 8:00 PM
Seidman Center (Pew Campus)

What is our collective responsibility for how we talk to one another in this country? How much is public discourse influenced by our individual choices online? And in what ways might our online participation be influenced by algorithms and artificial intelligence?

At a time when digital platforms increasingly shape public discourse, the need to reflect on how to foster healthy dialogue has never been more urgent. The 12th annual Padnos/Sarosik Civil Discourse Symposium, Ethics and Responsibility in Online Spaces, invites us to reflect upon ways public discourse is shaped by how we each participate online, and how our critical engagement with digital technologies can help us resist these influences.

Please join us for a community conversation about the civic role of digital literacy skills as an ethical practice and responsibility to foster constructive discourse. Hosted in partnership with Digital Studies. This event is free and open to the public.

[Find more information and RSVP here.](#)

ETHICS & RESPONSIBILITY IN ONLINE SPACES

In partnership with Digital Studies

? What is our collective responsibility for how we talk to one another in this country? How much is public discourse influenced by our individual choices online? And in what ways might algorithms and artificial intelligence influence our online participation?

Join us for our annual Padnos/Sarosik Civil Discourse Symposium, Ethics and Responsibility in Online Spaces. It invites us to reflect on how public discourse is shaped by our individual participation online, and how our critical engagement with digital technologies can help us resist these influences.

Thursday
October 29, 2026
6:00pm to 8:30pm
L. William Seidman Center
50 Front Ave, Grand Rapids 49504
Refreshments Served
INT 100/201 Approved

12TH ANNUAL CIVIL DISCOURSE SYMPOSIUM
SCAN QR CODE TO REGISTER

For more information email:
civildiscourse@gvsu.edu

PADNOS/SAROSIK CENTER FOR CIVIL DISCOURSE
GRAND VALLEY STATE UNIVERSITY

DIGITAL LITERACY FOR ALL





FLORES Y CULTURA: A HISPANIC HERITAGE MONTH CELEBRATION

BY PEOPLE EQUITY & CULTURE & THE OFFICE OF MULTICULTURAL AFFAIRS

Thursday, October 15
12:30 PM - 2:30 PM
Pere Marquette (Kirkhof Center - Valley Campus)

Inspired in part by Colombia's *Feria de las Flores* (Festival of Flowers), the celebration will mark the end of Hispanic Heritage Month and highlight the diversity within Hispanic and Latine/Latinx American cultures. Stop by to help create a collective GVSU silleta (floral display) and connect over popular Colombian street foods and snacks

[Find more information here.](#)

CAMPUS NEWS & EVENTS

LAKER FOOD CO – FALL FEST

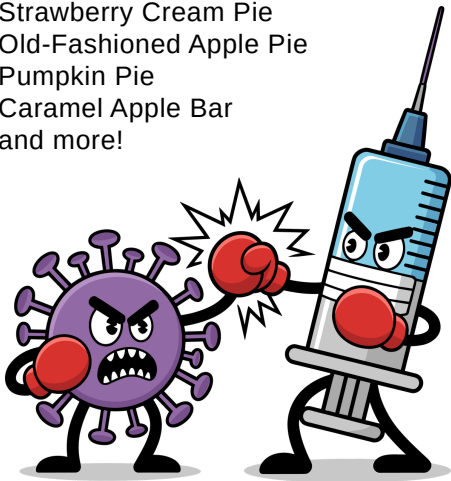
BY LAKER FOOD CO

Thursday, October 29, 11:00 AM - 1:30 PM
Laker Club - Valley Campus

Faculty and Staff are invited to celebrate Fall Fest! All you care to eat - \$10 per person.
Thursday, October 29, 11am – 1:30pm

Menu:

Brown Sugar Glazed Ham
Hearty Mashed Potatoes & Gravy
Roasted Butternut Squash
Roasted Root Vegetables
Vegan Pumpkin-Curry Vegetable Sauté
Pumpkin Hummus
Beet Hummus
Oreo Cream Pie
Strawberry Cream Pie
Old-Fashioned Apple Pie
Pumpkin Pie
Caramel Apple Bar
and more!



FLU VACCINE CLINICS

BY CENTER FOR HEALTH AND WELLBEING

Flu vaccine clinics are underway on campus. There are a few dates left on the Valley and Pew Campuses if you are interested:

- October 12, 11 a.m.–1 p.m. — Kirkhof Center, Pere Marquette Room 2204
- October 19, 11 a.m.–1 p.m. — Kirkhof Center, Pere Marquette Room 2204
- October 22, 11 a.m.–1 p.m. — DeVos Center, Room 107C

[Find more information and sign up here.](#)

LEADERSHIP ROUNDTABLE: LUNCH, LAUGH, LEAD

BY HUMAN RESOURCES

October 21, 12:00 - 1:00 PM, Kirkhof Center 2270 (Valley Campus)

Bring your lunch and join colleagues for an interactive workshop exploring the role of humor and joy in the workplace. We'll look at what research tells us about laughter, stress reduction, psychological safety, and team effectiveness, and examine how appropriate humor and positive emotions can strengthen relationships and workplace culture.

[Register via Workday Learning](#)





CAMPUS NEWS & EVENTS



LAKER VILLAGE TRICK OR TREAT

BY GVSU HOUSING

Thursday, October 29

Laker Village - participating residences.

Bring your family and little Lakers to safely trick or treat within Laker Village student residences (no cars!). Start out at the Community Building - participating residences will be marked with a sign. Look out for additional information on time (it has started at 6:00 PM in the past)

TRUNK OR TREAT

BY GVSU UNIVERSITY CLUB

Friday, October 30

Meadows Clubhouse Parking Lot

5:30 - 7:00 PM

Didn't get enough treats at the Laker Village event? Bring your family and little Lakers the following day to trick or treat at the trunk or treat hosted by the University Club! GVSU Departments can also host a trunk - contact the University Club for more details.

LAKER CLUB TALK FEATURING DANIEL LINDSTROM

BY GVSU OFFICE OF THE PRESIDENT

Tuesday, November 10, 4:00 PM

Laker Club, Valley Campus

The Currency of Trust: What 22 Years in the FBI Taught Me About Leadership, Community, and Living with Integrity

Drawing on more than two decades in the FBI and now serving as GVSU's Director of Public Safety and Chief of Police, Daniel will share how trust is built, tested, and sustained through everyday decisions. Through personal stories and leadership lessons, he'll explore why integrity, service, and shared responsibility are the foundation of strong organizations and thriving communities

[RSVP by November 2](#)



HIGHLIGHTS



Sheryl Nelson, Conference and Event Planning. "My daughter, McKenna, is starting her senior year at Rockford High School!"



Jenna Bench, Department of Visual & Media Arts. "It's an exciting Back-to-School season in our family! We have a senior, a freshman, a fifth grader, a Spartan, and a Wolverine. Pictured are the kids who are still at home and allow Mom to take the obligatory First Day photo. Also... Go Green!"



Nicole Kirk, Registrar's Office. "Back to school, here we go! Reese is rocking 4th grade at Rosewood, Sutton is off to 2nd grade at Wilderness Academy, and Maisie is officially starting year 6 of being the best couch potato."

HIGHLIGHTS

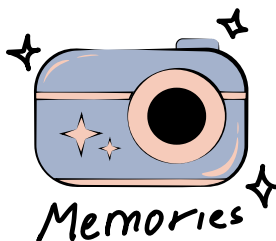


Susan Weise, CLAS Dean's Office. "See attached. Not sure if I ever sent you these, but this was like, 2013ish right when "Wrecking Ball" by Miley Cyrus had come out and the pendulum outside of Padnos was still swingable. My friend Karen went to GVSU, so we were walking around campus. I googled and the song came out August 25, 2013, and they had to remove the pendulum in mid-September that year. LOL

Relevant GVNext article:
<https://www.gvsu.edu/gvnext/2013/pendulum-art-piece-removed-for-safety-reasons-6622.htm>



Kelli Dykstra, Public Safety. "As the author of this newsletter, of course when Susan sent me these photos, I HAD to dig out mine from 2006! My friends and I did a photoshoot around campus and set up a timer on the camera to take this photo 😊. I'm sure I have photos of myself on the ball as a kid too, as we used to ride our bikes to GVSU and riding on the 'ball' was always part of those trips. I don't think it was dubbed the 'wrecking ball' until Miley Cyrus' music video came out! Sorry to all my Facilities colleagues!"



2026-2027 EXECUTIVE BOARD

PRESIDENT

TAMI JOHN

VICE-PRESIDENT

DENISE GROSS

CHIEF ALLIANCE STEWARD

RHONDA LEMIEUX

BUSINESS & FINANCE DIRECTOR

KATIE HAYNES

COMMUNICATIONS DIRECTOR

KELLI DYKSTRA

MEMBERSHIP DIRECTOR

RAYSHENA WILSON

SECRETARY

MICHELLE HOLSTEGE

BUILDING REPRESENTATIVES

JOE STODDARD

MAK & KLC

BARB ELLIS

KHS & LMP, MAN

CHERYL BRONNER

STU 3RD FLOOR

KATE KNOPP

FH, STU 1ST & 2ND FLOORS

VICKI WENGER

LOH, LHH, LSH, PAC, NHM, AGS,
CAMPUS HEALTH CENTER

ASH GODIN

DEV 3RD-5TH FLOORS, SCB

NICOLE BROWER

LIB

JENNA BENCH

CAC, KC, ASH, PAD, HR, HHLC

IRINA GROUGAN

TC REGIONAL CENTER, BATTLE
CREEK CENTER, MUSKEGON

KATIE HAYNES

HHLC, HRY, PAD

TRACY LONDON

CON, HON, JHZ, LMH

PASQUALINA FIRE

CHS, DCIH, RFH

MARISA NAYLOR

SER, CUB, AH

TREENA GILBERT

BIK, CEC, IDC, KEN, WAT

RAYSHENA WILSON

DEP, DEV 1ST & 2ND FLOORS

CAMPUS DATES GVSU.EDU/EVENTS

BIRTHDAYS

SEPTEMBER:

1ST - AMANDA READER
1ST - SUSAN DIX
2ND - TERRI KENNEY
6TH - HEIDI FELDPAUSCH
15TH - MICHELLE HODDE
15TH - SHELLY MICH
20TH - CELESTE LAREAU
23RD - SUSAN WEISE
27TH - JULIE CARBINE

OCTOBER

1ST - LAUREN HOLT
3RD - JENNIFER GARCIA
14TH - VICTORIA STUBBS
16TH - ANGELA MUNFORD
21ST - SHERRI HALL
30TH - KATE KNOPP

GVSU ANNIVERSARY

SEPTEMBER

3RD - MICHELLE HODDE
18TH - SAMANTHA BROWNLEE
19TH - SUSAN WEISE
21ST - KATE KNOPP
23RD - KAITLYN REED
26TH - ALLISON BAZAIRE
29TH - GABRIELLE MAY
LEAH THOMAS

OCTOBER

4TH - KATHY RICE
10TH - TRACIE SAMDAL
11TH - JAY ZINK
12TH - ANGELA MUNFORD
19TH - JENNIFER GARCIA
21ST - CHRISTINE ADAMS
LORI O'BRADOVICH

WEDDING ANNIVERSARY

SEPTEMBER

5TH - KAITLYN REED
8TH - ABBY MCCLURE & JOSEPH STODDARD
11TH - CARRIE SHOUP
14TH - PAT COX
18TH - KELLI DYKSTRA
21ST - JALYN KAMP
23RD - ANNA VANBRAGT

OCTOBER

19TH - JENNIFER GLAAB

SHARE SOMETHING YOU COLLECT FOR THE
NOVEMBER NEWSLETTER!

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

