



## HR Team Member

### Feature: Deb Sanders

Director of Staff Relations

**How long have you worked in HR at GV?**  
Three months!

**How do you support faculty and staff at GVSU in your role?** Being a champion of employee engagement while promoting positive and productive working engagements.



**What is your favorite quote?** People will forget what you said, people will forget what you did, but people will never forget how you made them feel.

-Maya Angelou

**If there was only one food you could eat for the rest of your life, what would it be and why?**  
Cheese. There are so many varieties to pick from and cheese can be a meal on its own, or added to a meal to make it exceptionally better.

**What energizes you?** Making a positive impact on someones day or situation.

**What is your favorite pastime?** Being out on a boat on a warm, sunny day.

**What is your favorite part about working at GVSU?** The collegiality and focus on a common goal, which I've experienced from the moment of my first interview.

**What is your "Laker Effect"?** Promoting an efficient and harmonious workplace so employees can focus on the students we are here to serve.

## Career Services for Faculty and Staff

Faculty and staff members are an integral part of making Grand Valley State University one of the most successful colleges in the Midwest. Grand Valley is known for its great talent and Human Resources wants to help you continually develop your skills, strengths and experiences in a way that encourages growth and opportunity. Did you know [GVSU has a Career Coach](#) and services dedicated to helping foster and grow your career? Services the Career Coach offers include:

- [Interviewing assistance](#)
- [Assessments](#)
- [Review of career portfolio, resume, CV and references](#)
- [Communities of Practice](#)
- [Tips and resources](#)

To learn more, contact:

**Kim Monaghan**

Human Resources Career Services for Faculty and Staff Consultant

616-331-2215

[HR\\_Career\\_Services@GVSU.edu](mailto:HR_Career_Services@GVSU.edu)

A number of additional professional development resources are available on the [Human Resources Professional Development web page](#).

## Benefits and Wellness

### Success Story: Kayla Cupples

After completing her master's degree in December 2019, Kayla Cupples—assistant director of marketing for Recreation & Wellness—has begun to re-focus on her personal wellbeing. With the pressure of school, her normal exercise routine began feeling like a chore, leaving her in rut. Kayla has since started to implement new ways to improve her physical, emotional, and mental wellness.



Staying active has always been a priority in Kayla's life. She used to play volleyball 2-3x per week, and while she still commits a big part of her exercising to that, she recently began mixing it up with Group Exercise classes through Recreation & Wellness, CKO Kickboxing, and yoga too. "I try to sweat at least once per day," Kayla says. To keep up with her active lifestyle, Kayla limits her intake of sugary drinks and focuses on drinking enough water throughout the day.

Though physical activity and nutrition are important to Kayla, wellness is about much more than that. In order to manage her mental health as well, she is working on being present in the moment and being more intentional about her screen time. Kayla plays a large role in the [Recreation & Wellness Unplugged campaign](#), and she says, "Unplugging has helped me to understand that technology negatively impacts my relationships, friendships, and connections with others, which are the most valuable parts of my life." For Kayla, unplugging looks like turning off her Fitbit notifications, putting away her phone in social situations, reading more books, and spending less time on social media.

**"Time seems to be a scarce resource these days, and spending less time on social media has freed up time to do so many other things that are valuable to me. I realized what an addiction it can be and how much I was comparing myself to others, which just added anxiety and pressure to be doing more and being something other than myself."**

Focusing on herself has helped Kayla feel more connected with others and grow her relationships. Her efforts have also allowed her to be more productive, both at work and at home, and have given her a greater sense of gratitude overall. Lately, her upcoming wedding has been a huge motivator, but she says staying motivated and positive is ultimately about balance. Kayla says she regularly balances things she enjoys, like pizza and tacos, with how much she's exercising.

**"There will always be days that you don't feel like yourself, lack motivation, want to watch movies and relax instead, and I think those days are just as important as the days you're dripping sweat for an hour."**

If you're looking to adopt a more balanced lifestyle, Kayla says it's important to "be true to yourself and find things you enjoy." She recommends starting with the resources offered at GVSU, and then branch out! Spending time away from technology—however that looks for you—is another great first step. "Part of 'unplugging' is balancing the time I spend on social media with time spent with others. Be present in the moment you're in and build deeper connections with those around you; those connections often help get you through the days you need someone to help motivate you."

## Unplugged 2020

Did you know? Americans spend an average of 7 hours per day on technology, which can be detrimental to both physical and mental health.

The [National Day of Unplugging](#) is March 6, so GVSU Recreation & Wellness invites you to unplug!

Unplugging looks different for everyone. If you're unsure where to start, begin by asking your students or colleagues to put their devices away during class or meetings (while you do the same), and encourage them to take notes on paper.



**unplugged**  
Feb 23 - Feb 29

### Unplug with Positive Organizations

Positive Organizations (PO) is joining the "Unplugged" campaign by hosting informal gatherings on both the Allendale and Pew campuses. Join us for the opportunity to connect with colleagues over coffee with no program or technology strings attached. PO offers opportunities to explore, share and develop a work environment where individuals thrive and the organization exceeds expectations. Give us a try during GVSU's Recreation & Wellness week to "unplug"!

#### Allendale Campus Unplug

Tuesday, February 25, from 4-5pm  
Kirkhof Center 1142

#### Pew Campus Unplug

Wednesday, February 26, from 8-9am  
DeVos 302-E

To learn more about Unplugged, visit the [Recreation & Wellness webpage](#) or [read about Unplugged from the NIRSA Region III](#) website.

## NEW CONVENIENCE CLINIC

SAME DAY SERVICES FOR GVSU STUDENTS AND STAFF  
LOCATED IN DOWNTOWN GRAND RAPIDS

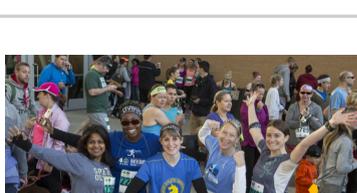


## Taking Care of Your Health Just Got Easier

The GVSU Family Health Center is now available for same day visits for all GVSU students, faculty and staff! These services are ideal for patients with minor illnesses/injuries who are unable to get in to see their usual primary care provider. All services are billed to patient insurance (most major insurances accepted). Patients are encouraged to call ahead to minimize wait times. [Learn more!](#)

## Riverbank Run Team Training

Up for a challenge? Join GVSU in participating in the Riverbank Run! [Register with GVSU](#) by searching "Grand Valley State University" and using the password *20raceteam*. Races range from a 5K walk, 5K run, 10K run, and of course, the BIG one, the 25K! You can choose whatever race best fits your fitness level.



Anyone and everyone is invited to join the team! By joining the GVSU team, you get a \$5 discount and the use of the Hospitality Suite located in the DeVos Center the day of the race.

There will be training sessions at the Kelly Family Sports Center every Tuesday beginning February 18th through April 28th from 12-1pm for anyone who is interested and is registered for the GVSU Riverbank Run Team. There will not be a sign-up on Sprout or any sort of structured class. Just come out and run!

If you are interested in training or if you have any questions, please contact Kay Hart at [hartkay@gvsu.edu](mailto:hartkay@gvsu.edu).

## Upcoming Events

### Optimizing Your Outlook

[February 4](#)

### How to Retire Happy

[February 6](#)

### Wellness Fair

[February 12](#)

### Interpersonal Communication

[February 13](#) & [February 18](#)

[View all upcoming events.](#)

Current Job Openings

1 Campus Drive  
1090 James H. Zumberge Hall  
Allendale, MI 49401

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