



Performance Evaluation Plan April 23 Deadline

Timeline (Non-PSS employees):

Employee self-evaluation submissions should be complete. Supervisors can start their feedback evaluation once the self-evaluation is done and submitted by the employee.

Supervisor finalizes evaluation, including meeting with employee by April 23. A "Submit to HR button" on the portal will allow submission right to the personnel file once completed.

Timeline (PSS employees):

Supervisors and employees should have met to discuss the self-evaluation by the April 2 deadline. The employee being reviewed writes their comments in Section D and signs/dates the form.

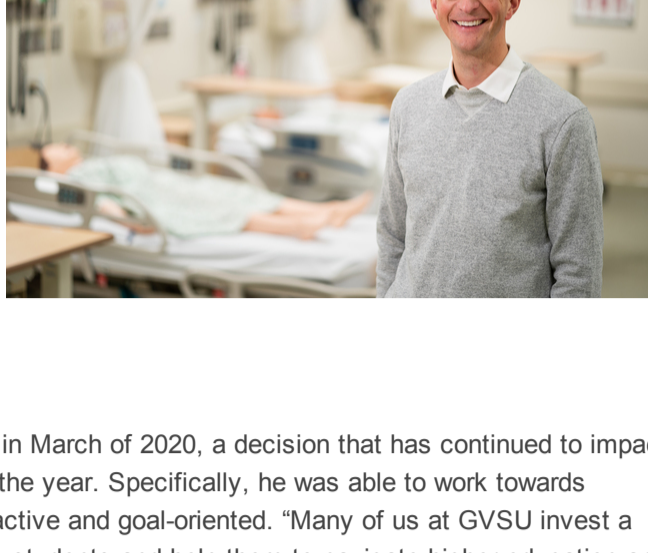
Supervisor signs/dates the form and scans, then sends and email to [GV Performance Management](#) by April 23.

[Visit the Performance Evaluation Plan Website](#)

Leading Laker:

Mike Stoll

During a year of constant change, the importance of routine and positivity is essential in maintaining good overall health and wellness. For Mike Stoll, an academic advisor in the Kirkhof College of Nursing, his health and wellness journey this past year has been successful through maintaining focus on his health goals with the help of a Priority Health wellness coach



Mike started seeing a [Priority Health coach](#) in March of 2020, a decision that has continued to impact his goals and health aspirations throughout the year. Specifically, he was able to work towards changes in his daily life that were more proactive and goal-oriented. "Many of us at GVSU invest a majority of our time and energy working with students and help them to navigate higher education and life challenges," he said. "I have found it extremely helpful to work with a coach to set my own goals that hold me accountable."

Another important aspect of his wellness process has revolved around purposeful planning in areas outside of diet and physical health. Mike said "Even if you feel physically healthy or have good habits, you might discover other areas of life that can improve with an intentional focus!" He stresses the importance of not being afraid to explore other areas of your life and improve with an intentional and consistent focus on your goals. Not only will it gradually improve your health but also your daily work and effectiveness. The goal to do a little better each day is a great way to stay focused, exercise, and improve your wellbeing..

As for Mike's day-to-day wellbeing journey, he focuses on running to stay on top of his overall health. "I look forward to getting out for a run during lunch 3-4 days each week and that has really helped my mental health and provided a necessary break during the workday."

In addition to physical exercise, it is also important to maintain a healthy and positive attitude. There are many ways to stay positive, but Mike has found a daily writing exercise to be most effective for him. "During 2020, I made it a habit to write down one highlight from each day and was successful in doing that for all 365 days!" he said. This practice helped him find positive aspects every day even during the challenges and trials of the past year. With a positive outlook and focus on making little improvements every day, improving your mental and physical health becomes more attainable through the ups and downs of life.

[Visit all GVSU Leading Laker features.](#)



New Community Resources Page

A new Community Resources page is available for all new and current employees to find a wide array of diverse/inclusive resources both at Grand Valley and in the West Michigan community. We want employees to be able to bring their authentic selves to our community and find belonging both inside and outside of the institution. We understand there are a multitude of resources available and not everything is listed. This will be a continually evolving resource for our Grand Valley community.

[Visit the new Community Resources Webpage](#)

GVSU Employee Benefit: National Center for Faculty Development and Diversity

Open to all GVSU faculty, staff and grad students, the National Center for Faculty Development and Diversity (NCFDD) is an independent professional development center that is 100% dedicated to helping faculty make successful transitions throughout their careers. NCFDD works with colleges, universities, organizations, and individuals to ensure faculty success.

Programs and services help faculty to:

- Increase writing productivity
- Establish and maintain work-life balance
- Create broad networks of collegial support on their campus, and develop a committed stance towards their institutional home

Offerings include:

- NCFDD Institutional Membership
- Signature Faculty Success Program (FSP)
- Campus Workshops
- For newly tenured faculty and FSP alumni, the Post-Tenure Pathfinders Program

[Learn more about your NCFDD benefits](#)

[Activate your GVSU membership](#)

Faculty and Staff Spring Virtual Resource Guide

Free workshops, webinars and resources are available to you as a GVSU employee and for family members as well. Click on the icons to easily search and customize your own plan for wellness with GVSU programs, services and events based on your specific wellness needs.

[Review the full online guide.](#)

Faculty and Staff Group Exercise

Spring/Summer 2021-May 3-August 27 (no classes week of July 5)

The wellness program will continue to offer virtual faculty and staff group exercise (via the Zoom platform) at no cost to participants for the spring and summer.

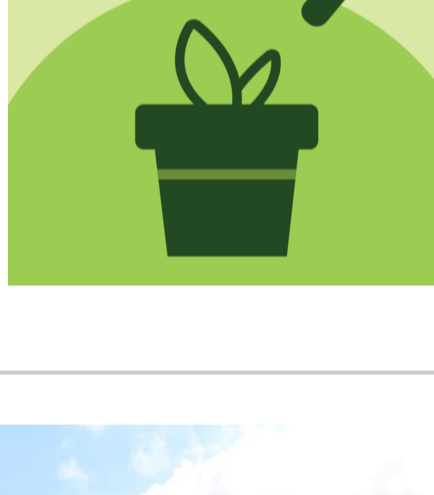
[View the spring and summer schedule.](#)

Encompass Scavenger Hunt

Are you looking to make the most of your employee assistance program, Encompass? From articles, webinars, and soft skills courses to crisis support, Encompass is here for you. You can sign up for an account today at [mylifeexpert.com](#) (company code: GVSUNI) and get started.

Want to earn prizes as you browse? This month's Encompass Virtual Scavenger hunt is a self-guided search for any tools or resources you think would help you thrive.

[Learn more and join in on the scavenger hunt here.](#)



GVSU Farmers Market Update

After thoughtful consideration, we regret to announce we will not be hosting the GVSU Farmers Market for the summer of 2021. Though we are confident we could safely operate a market following recommended safety protocols, we do recognize the reality of the lower population density on the Allendale Campus during the summer and hope for a full return of our typical campus population in person for the fall and the opportunity to offer a fall market to serve the GVSU community and support local vendors. We are happy to announce the [Sustainable Agriculture Project](#) will be up and running throughout the summer and will be selling items on their online store. Please stay tuned to the [Farmers Market website](#) and social media channels for continued updates and information.



Stay in touch with the Farmers Market on our [Facebook](#), [Instagram](#), and [Twitter](#)

HR Team Member Feature: Megan Bravo

Employment Services Manager

How do you support faculty and staff in your position? I support faculty and staff by providing training and guidance with employment services.



If you could eat just one food for the rest of your life which would you choose? Tacos. I can eat tacos for any meal.

What energizes you? At work, I love what I do and that's enough to energize me. At home, it's my family, specifically, my kids.

What's your favorite pastime? Playing board games with family and friends.

What's your favorite part about working at GVSU? Being a part of the Laker family. I am a graduate of GVSU and now I am able to give back to the community.

What is your "Laker Effect"? The ability to help our faculty and staff hire top talent, which impacts the lives of our students and our community.

Schedule Time for You in April

Wellness and self-care look different for everyone, but one thing is certain: you don't have to navigate this journey alone. This month's Schedule Time for You Calendar includes events, programs, and self-care ideas to help you feel supported in your wellness journey. Get ideas, connect to resources, and improve all eight dimensions of your wellness to help you thrive in April. [Check out an expanded view of the calendar here.](#)



April Upcoming Events

Young Professionals in Higher Education Women in Leadership

"Breakfast" Panel
[April 8th 8:30am-9:30am](#)

Managing Your Time While Working Remotely
[April 14th 1:30pm-2:30pm](#)

Lean-In 2.0 Professional Development & Things That Matter To Us
[April 15th 12:00pm](#)

W2W Attention to Detail: Financial Finishing Touches for Women
[April 15th 12:00pm](#)

Moms Network Virtual
[April 20th 12:00pm-1:00pm](#)

Caregiver Support Network Community Meeting
[April 21th 3:30pm-4:30pm](#)

Impact of COVID on Families and Work/Life Balance: Tips to Help You Navigate
[April 22 12:00pm-1:00pm](#)

[View all upcoming events](#)

[Current Job Openings](#)

