



## University Cancellation/Closure/Remote Policy

The need to work and attend classes remotely due to the COVID-19 virus has altered the way Grand Valley will operate during severe weather and other incidents that would have closed the university or canceled classes in the past.

To reflect this, the cancellation/closure/remote policy has changed. The Senior Leadership Team approved the policy update in December.

The updated policy now includes details on four classifications of operation: open, remote, classes canceled or closed. Greg Sanial, vice president for Finance and Administration, said the university will now shift to remote status for weather-related reasons.

When Grand Valley shifts to remote or closes, due to a significant event, Sanial said essential personnel are expected to report. Essential personnel are designated staff members from these departments: Department of Public Safety, Facilities Services, Athletic & Recreation Facilities, Food Service, Housing, Information Technology, Library, Facility Services Grand Rapids and Regional Campuses, and WGVSU Public Media.

There are options for staff members during remote work days due to poor weather conditions: working remote, taking vacation, electing to go unpaid, still reporting to work location as campus will be open. Many employees will easily be able to shift to remote work, but some will not.

All employees should consult their unit heads or appointing officers about their work status when the university operations are designated to be "remote."

A [webpage](#) has been created for faculty members that provides guidance for course delivery during cancellation/closure/remote status. [Inclement weather FAQs](#) are posted on the Payroll website.

[Review the Cancellation/Closure/Remote policy](#)

## Leading Laker:

### Hannah Pankratz

Visiting professor of Geology Pankratz had a busy year in 2020. Teaching non-major geology courses virtually while preparing to defend her dissertation, she found herself struggling at times. Because of this, [Pankratz decided to schedule a meeting with a Priority Health wellness coach](#).

Working with a coach, Hannah learned how to set more manageable goals for herself, which eventually helped her successfully defend her dissertation.



Before meeting with her wellness coach, Pankratz struggled with time management. Commuting an hour each day to campus, she often felt she was always on the move with no time for herself. "I remember my first call with my coach. I was on Grand Valley's downtown campus and I was such a mess—just driving all the time and no sleep," Pankratz said. "I found myself really struggling with time management and orienting my goals, and so I decided to reach out as it seemed like a great resource."

Pankratz now regularly meets with her wellness coach via phone and finds that working through her goals with an unbiased person is a great way to help her stay on track with all she wants to accomplish. She found that her coach helped her to break down loftier tasks into more manageable smaller goals. Those smaller goals, Pankratz said, were incredibly valuable for helping her stay positive, "Even if this is just a minor thing I accomplished, I accomplished it! Having those small goals every day really helps you get through the day, through the week, and through the long year."

Outside of her work with her wellness coach, Pankratz has been trying to stay positive through her work with students and through relationships with friends and family. "I'm generally an optimistic person, but it's been a very difficult year for optimism," Pankratz said. "It sounds cliché, but I've been focusing on enjoying the little things, like taking the time to watch a funny movie with my family or having a happy hour via Skype with my friends. Still having that human connection without being there in person is really vital."

Overall, Pankratz has found that working with her wellness coach has allowed her to take actionable steps towards her life goals while also feeling less anxious and stressed. Pankratz said, "I'm really grateful for finding my wellness coach. I would definitely encourage faculty and staff to try it out, even if they only have a small goal they want to accomplish."

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

## Faculty and Staff Winter 2021 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](#)

## WHAT'S NEW?

### New Health Savings Account Provider

GVSU's current Health Savings Account (HSA) provider, United Bank, has informed us that they will soon be partnering with HealthEquity Inc, a non-bank HSA custodian, for Health Savings Accounts. As a result, your United Bank HSA will be automatically transferred to the HealthEquity HSA platform on January 28, 2021. While we are disappointed with United Bank's short notice and general timing, we are committed to working with HealthEquity to move through a successful transition.



This transfer will happen automatically, and if you elected to contribute to your HSA, payroll deductions will continue into the HealthEquity account. There is no action needed by you for the transfer itself or to continue your payroll deductions.

For more information about the transfer, visit <https://www2.healthequity.com/ubm/members/>

### New Priority Health ID Cards

A reminder to be on the lookout for new Priority Health ID cards in the mail. GVSU members have already started receiving the new cards which reflect unlimited access to Cigna's out of Michigan network.



[Details regarding the Priority Health + Cigna alliance.](#)

### New Online Background Check Process for GVSU Volunteers

When hiring volunteers to assist with university operated programs, faculty and staff must now submit background checks via a new online system.

[Login to the new system](#)

[Tutorial on how to complete the background check online form](#)



## Listen.Talk.Resolve

### GVSU's Conflict Resolution Process

The potential for conflict always exists and as a GVSU employee, a number of resources and options are available to approach resolving the situation. Explore effective tools for dealing with conflict, including conversation with a neutral party, facilitated meetings, mediation and more on the Conflict Resolution Process website.

[Visit the Conflict Resolution Process Website](#)

## HR Team Member Feature:

### Lisa Berry

#### HR Employment Coordinator

**How do you help support faculty and staff at GVSU in your role?** I'm a part of the Employment team that assists departments with their hiring processes.



**What is your favorite quote?** I can do all things with Christ that strengthens me!!

**If there was only one food you could eat for the rest of your life, what would it be?** Red Vine licorice!

**What energizes you?** My family.

**What is your favorite pastime?** Shopping.

**What is your favorite part of working at GVSU?** I love that GVSU is community and family-oriented.

**What is your "Laker Effect"?** My Laker Effect is supporting my team/department as we help to support and make GV better as a whole during this time.

## Schedule Time for You January: Renewal, Energy, & Healthy Habits

Looking to implement new healthy habits this January?

Try out some of the activities found on the January Schedule Time for You Calendar. Whether you try one or try them all, there are plenty of activities and resources included to help you improve all eight dimensions of your wellness. [Click here for an expanded view of the calendar.](#)



## Upcoming Events

### Faculty/Staff Group Exercise Winter Session Begins

[January 4th](#)

### Lean-In 2.0 Meeting

[January 21st 12:00pm](#)

### Mom's Network Virtual

[January 26th 12:00pm-1:00pm](#)

### Elder Care Support: Network Community

[January 27th 3:30pm-4:30pm](#)

### GVSU Faculty and Staff River Bank Run Sign Up

[May 8th -- Join our team!](#)

[View all upcoming events](#)

[Current Job Openings](#)

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