



## A Message from HR and I&E Leadership

Faculty and Staff,

Our nation and community are hurting. In particular, our Black community is hurting. It's a hurt that many of us cannot comprehend. It's a hurt about more than Minneapolis police officers and George Floyd; it's racialized trauma that is generations old perpetuated by systemic and institutionalized racism. While many colleagues are having feelings of exhaustion and desperation, Grand Valley must be a community that cares for one another. Today, let's work extra hard to show that care – particularly to our Black students, faculty and staff. Care can take many forms, including:

- Acknowledging that something is happening in our society and community and that our Black faculty, staff, and students are likely hurting.
- Showing compassion and care by:
  - Reaching out to our Black staff and colleagues to check-in – email, text, a phone call.
  - Being gracious and flexible with employees of color who may need time and space.
  - Not expecting a response to any outreach – just reach out.
- Educating yourself about institutional and structural racism, particularly the history of racism in our own community.
- Thinking about the work you do for us at GVSU and how it can more directly address issues of race and inequity.
- Seeking out the training that helps you better understand your own biases and ways to better serve colleagues and students of color. Check out [gvsu.edu/inclusion/antiracism](https://gvsu.edu/inclusion/antiracism) for resources and trainings.
- Digging deeper when you see students of color at risk or colleagues of color struggling to belong, advocating harder for them, and letting them know it matters to you that they are part of GVSU.

To our Black colleagues: We see you. We hear you. Grand Valley is Grand Valley only because of you.

Sincerely,

Maureen Walsh, Associate Vice President for Human Resources

Jesse Bernal, Associate Vice President for Inclusion and Equity

## Lakers Return to the Workplace

### New Lakers Returning to the Workplace Webpage

As we begin the transition to return to the workplace beginning June 22, staffing and services of the university will be conducted in a deliberate method to ensure safety of the entire community.

To prepare for the initial transition, university leadership has developed a six-week ramp-up plan for returning safely to the workplace. Appointing officers have been briefed on the ramp-up period and are creating work plans for their areas. A new webpage, [Lakers Returning to the Workplace](#), is now available for faculty and staff, which offers guiding principles, resources and FAQs to help keep you safe and informed. Know that you will continue to receive information and support along the way as this is an ever evolving and dynamic time.

As we return to the workplace, all employees are expected to:

- Consult with your supervisor to understand your work schedule, work expectations, the needs of your area, and to discuss your personal circumstances.
- Complete a [self-assessment](#) before coming to campus. Do not come to campus if you are ill or have symptoms of COVID-19.
- Review [Campus Cleaning and Safety Protocols](#).
- Review [CDC guidelines](#) to protect yourself and others.
- Review information on [Lakers Together Standing Apart](#) to understand what we can all do to protect each other.

As a reminder, our [emotional health resources](#) are available to help you process as we continue to move forward to the next normal.

[Visit the Lakers Returning to the Workplace Webpage](#)

## Voluntary Temporary Furlough Program

Grand Valley State University is offering a voluntary temporary unpaid furlough program. This program's earliest start date is 6/21/2020 and the latest end date is 8/20/2020.

This voluntary program is for any regular full or part-time staff with appointing officer approval. Selected volunteers for the temporary unpaid furlough opportunity will be completely relieved of work duties for the time they are on furlough while maintaining access to university benefits and remaining a university employee.

[Learn more about the Voluntary Temporary Furlough Program](#)

## New Voluntary Retirement Incentive Program (VRIP)

The university has announced a voluntary retirement incentive for faculty and staff who have reached 62 years of age and have served GVSU for 10 or more years. More information can be found on the [GVSU Voluntary Early Retirement Incentive Program](#) webpage.

## Guidance on Leave Options for Employees Who are Sick or Primary Caregivers

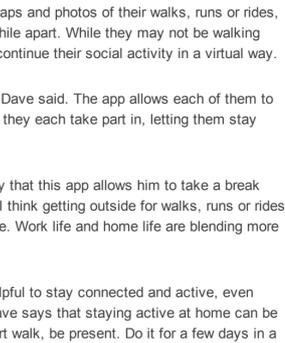
The Department of Labor enacted the Families First Coronavirus Response Act (FFCRA). This act is meant to assist faculty and staff during COVID-19 by providing additional leave options. These new options are effective April 1, 2020 through Dec. 31, 2020. Options include:

1. Emergency Family and Medical Leave Act (EFMLA)
2. Emergency Paid Sick Leave (EPSL)

To learn more about the leave options, please visit the the FFCRA webpage at [gvsu.edu/hro/FFCRA](https://gvsu.edu/hro/FFCRA).

## Leading Lakers: Institutional Marketing

While we may not be together on campus, there is still a lot we can do as a GVSU community to stay connected and active. We reached out to Dave Poortvliet, associate director of web application development in Institutional Marketing, about the steps Institutional Marketing have been taking to keep in touch while staying active at home.



According to Dave, during a normal semester Institutional Marketing would often take walks around campus together as a group, so when the stay at home order began, it was important for them to figure out a way to continue this social activity from their homes. They set up a club on [Strava.com](#) that allowed them to track their activities and sync their walks and exercises together. The group uses Strava's app to share maps and photos of their walks, runs or rides, making exercise more of a social activity, even while apart. While they may not be walking together in person anymore, they found a way to continue their social activity in a virtual way.

"I think it's brought several of us closer together," Dave said. The app allows each of them to share kudos and comments for different activities they each take part in, letting them stay positive about each other's physical activities.

In addition to this, Dave really appreciates the way that this app allows him to take a break during a busy day and do something for himself. "I think getting outside for walks, runs or rides is a needed mental break when working from home. Work life and home life are blending more than ever, so it's important to take breaks."

In these challenging times, it can be incredibly helpful to stay connected and active, even virtually. Either way, when it comes down to it, Dave says that staying active at home can be just as simple as this: "Take a break, go for a short walk, be present. Do it for a few days in a row. Pay attention to how you feel, if it makes you feel better, do it more."

Check out [virtual physical activity opportunities through GVSU](#).

## Recognize a Leading Laker!

Like Dave and the Institutional Marketing team, faculty and staff throughout the community have demonstrated their dedication to staying well, staying strong, and staying together during this time. If you know of any GVSU faculty, staff, groups of faculty/staff, or entire departments who you believe are serving as role models – or as we like to call them, Leading Lakers – please recognize them by completing a [short online form](#) or by emailing [benefitsandwellness@gvsu.edu](mailto:benefitsandwellness@gvsu.edu).

## Updates from the Benefits & Wellness Team

### Now Live: GVSU Retirement Plan Enhancements Provided by Fidelity

As of Monday, June 1, 2020, Fidelity Investments® now supports the enrollment process and provides ongoing recordkeeping services to all GVSU Retirement Plan participants, regardless of your chosen investment service provider. Your current plan investment options and accounts with Fidelity and TIAA have remained unchanged. [Learn more](#) about the changes and how this affects you. Visit the new [GVSU Retirement Planning Website](#) to set up, monitor, and manage your retirement account.

### THRIVE @ GVSU June 30 Deadline

GVSU has collaborated with Priority Health to offer health and wellness coaching for its members through the [Thrive @ GVSU](#) yearly program. As the transition back to the workplace begins, consider virtual health coaching to help you reach your goals! You'll work with your personal coach for a health and well-being plan that's best for you.

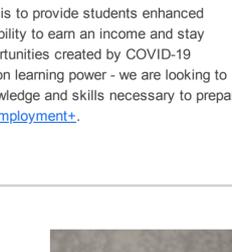


The deadline will be here before you know it! Be sure to **join by June 30** to be qualified for the **\$100 reward** and make significant strides in your wellness journey for an improved life now and in the future with Thrive @ GVSU.

Interested in more programs through Priority Health? [Download this helpful checklist](#).

### Michigan No-Fault Auto Insurance Reform

The Michigan No-Fault Auto Insurance law will be changing on July 1, 2020. However, GVSU will continue to exclude coverage for claims related to auto accidents. When renewing your auto insurance, GVSU recommends that you continue with the unlimited PIP protection. To learn more, view the [infographic](#) or visit the [Benefits & Wellness Coordination of Coverage page](#).



## Support for Students

### Learn How to Promote Student Wellbeing at GVSU

As faculty and staff, you play an important role in promoting student health and well-being. To create a campus environment that positively promotes student well-being, the entire campus community need to be involved. Read more about your role and how to create a learning environment that supports students—before, during class and outside of class—in the [Promoting Student Well-being at GVSU brochure](#).



### New! Student Employment+

The "+" is all about experiential learning. The goal of SE+ is to provide students enhanced experiential learning opportunities, while giving them the ability to earn an income and stay enrolled. It helps to fill the gap in available internship opportunities created by COVID-19 limitations. Since we know that intentional work can take on learning power - we are looking to design more opportunities for students to develop the knowledge and skills necessary to prepare them for both life and career. [Learn more about Student Employment+](#).

## HR Team Member Feature:

### Dave Smith

Director of Total Rewards

How long have you worked in HR at Grand Valley? 14 years.

How do you help support faculty and staff at GVSU in your role? By keeping them (and their families) well so that they can bring their best to the university.

What is your favorite quote? The Golden Rule - treat others as you would like them to treat you.

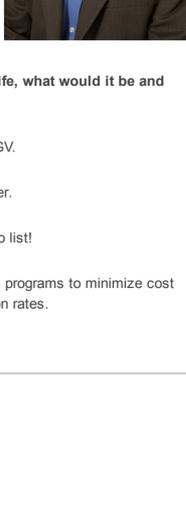
If there was only one food you could eat for the rest of your life, what would it be and why? Pan fried lake perch because it tastes good.

What energizes you? Watching the culture of wellness grow at GV.

What is your favorite pastime? A kayak float down a scenic river.

What's your favorite part about working at GVSU? Too many to list!

What is your "Laker Effect"? Managing our benefit and wellness programs to minimize cost and maximize value so that we can maintain our reasonable tuition rates.



## Upcoming Events

### Your Personal Wellness Resolution

[June 10, 11:30am-1:00pm](#)

### Understanding and Appreciating Generational Differences

[June 10, 12:00-1:00pm](#)

\*For access, log in at [MyLifeExpert.com](#)

### Emotional Strength and Support Two-Part Series

[June 10 and 17, 9:00am](#)

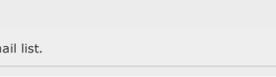
[June 18 and 25, 4:00pm](#)

[View all upcoming events.](#)

[Current Job Openings](#)

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