

GRAND VALLEY STATE UNIVERSITY HUMAN RESOURCES

BENEFITS & WELLNESS

PROFESSIONAL DEVELOPMENT

CONFLICT RESOLUTION

CAREER SERVICES

COMPENSATION & EMPLOYMENT



Happy New Year!

Welcome to 2020

Hello, GVSU! Welcome to 2020. Human Resources is here to help you make the most of the new year. From personal wellness to career resources, the best in class benefits, and a dedicated team of HR professionals, the HR team is committed to making GVSU a great place to work.

I invite you to [visit our website](#) to learn more about the resources available to you as faculty and staff members at our university.

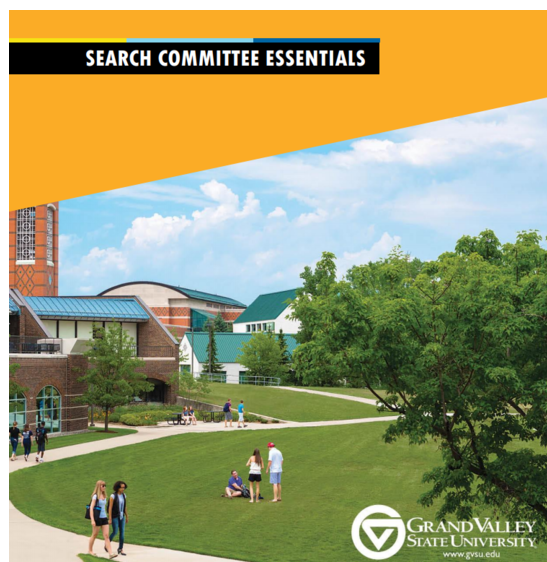


Happy New Year!
Maureen

New Search Committee Essentials Guide

The GVSU Search Committee Essentials Guide provides the what, why, when and how around key topics related to the search process. Faculty and staff who serve as search committee chairs are encouraged to register for the new search committee chair training which highlights the Search Committee Essentials Guide. [Review the guide online.](#)

View [upcoming trainings](#).



Professional Development: Workshops and Trainings

Looking to develop your professional and personal skills as an employee or supervisor? A number of trainings and workshops facilitated by GVSU's team of Human Resources experts are available to you as a GVSU employee at no cost. For detailed program descriptions and to register, please visit gvsu.edu/sprout.

PROFESSIONAL DEVELOPMENT WORKSHOPS AND TRAINING OPPORTUNITIES WIN 2020		
Jan 7: KC 2263 1-3PM Jan 14: TBD DEV 1-3PM	The System is Not Broken	D. Hollowell & Belando Thompson Jones Inclusion and Equity
Jan 15: KC 1104 8:30-9:30AM Jan 16: DEV 302E 8:30-9:30AM	Search Chair Training	Megan Bravo GVSU HR
Feb 4: KC 2204 8:30-11:30AM Feb 4: EC 201-203 1:30-4:30PM	Optimizing Your MS Outlook: Time, Project, People and Email Management for Busy Outlook Users	Randy Dean Team Manager and Technology Expert
Feb 4: KC 2263 1-3PM Feb 11: Pew TBD 1-3PM	Shifting the Narrative	D. Hollowell Inclusion and Equity
Feb 13: KC 2270 8:30-11:30AM Mar 26: SCB 1008A 8:30-10:30AM	Interpersonal Communication "Interpersonal Communication Coaching and Consulting"	Eliav Solazar GVSU HR
Mar 10: DEV 302E 8:30-11:30AM	Emotional Strength Training	Eliav Solazar GVSU HR
Mar 10: KC 2263 1-3PM Mar 17: Pew TBD 1-3PM	Understanding the Cycle of Socialization	D. Hollowell & Belando Thompson Jones Inclusion and Equity
Mar 19: Allendale 1-3PM Mar 26: Pew 1-3PM	Navigating Spaces	D. Hollowell & Belando Thompson Jones Inclusion and Equity
Mar 25: KC 2204 9:10-10AM Mar 25: 1-2:30PM in DEV Business Architecture	College Customer Service	Andy Masters Author
Apr 1: KC 2215/2216 1-3PM Apr 8: Pew TBD 1-3PM	Storytelling for Social Justice	D. Hollowell & Belando Thompson Jones Inclusion and Equity
Apr 22: DEV 303C 12-12:45PM	Leadership IQ Lunch & Learn	Kim Moraghan & Natalie Teet, HR

*For Past Participants of Interpersonal Communication Workshops



Benefits & Wellness Success Story: Megan Bravo

Megan Bravo, employment specialist in GVSU's Human Resources department, started working with a [Priority Health wellness coach](#) to help with her workout routine, but ended up finding so much more. Now, Megan can talk to her coach about anything, from workout motivation, to stress management and what's going on in her everyday life. "Our conversations aren't about weight or about how I look, it's more about like, am I stressed out, how are the kids doing in school, how do I feel as a parent?" she said.



Megan said that her coach has allowed her to be more confident about herself physically and mentally, and has worked to help her overcome a lot of anxiety that day-to-day life can bring. She said, "I used to be really into this idea that I have to be a specific weight or I have to look or feel a certain way, but through talking to a coach I found out I don't have to look or feel a certain way as long as I'm happy."

Having a coach for Megan is more than someone motivating her to be healthier, it's a sounding board to help her make healthier decisions and inspire real life change. "Sometimes I talk myself into things just by talking to her," Megan said about her coach's motivations. "As we're talking, it will make me realize that I actually had an idea in the back of my head and it just didn't come out until I started talking to someone about it." Megan also noted that the [THRIVE @ GVSU](#) program is available to spouses, too, and her husband also enjoys engaging with a coach. "Even though we support each other, it's different having someone who doesn't live with you every day to have those conversations," she said.

Megan noted, however, that even with a coach, wellness is still a journey with ups and downs, and it's important to try to stay positive even when you slip up. Still, Megan is incredibly enthusiastic about the positive effects coaching has had on her life.

If you're looking to make changes in your mental or physical health, sometimes the best step is to look for others for help. "Start by reaching out to someone," Megan said. "The Priority Health wellness coaches are a great place to start, but even if it isn't a coach, find somebody to talk to that can help point you in the right direction."

THRIVE @ GVSU

It's not too late to enroll!

Can't remember the last time you had a good night's sleep? Are work distractions causing you to turn to fast food rather than to plan healthy meals? Do aches and pains keep you off the treadmill? We all face challenges in our day-to-day lives that can wear us down. We've all been there. Wellness coaches can help everyone – not because something is wrong, but because feeling well feels right.

THRIVE @ GVSU is a voluntary, confidential and free program:

- Trained coaches from Priority Health provide a confidential sounding board for a variety of physical, emotional, social, and other hurdles and help you reach goals.
- The three-month program is open to all medical benefit eligible faculty and staff and covered spouses/household members.
- Investing in your wellness helps improve your life now and in the future.
- Health screenings are not required to participate in this free, three-month program and you can earn \$100 just for participating!

To learn more and enroll, visit www.gvsu.edu/hro/benefitswellness/thrive.



GVSU's Employee Assistance Program

Faculty and staff also have access to [ENCOMPASS](#), a third-party employee assistance program that offers 24/7 crisis support, consultation, and coaching. Faculty and staff have seven free sessions as a GVSU benefit.

[Review your complete list of ENCOMPASS benefits](#) including mental health counseling, work/life resources, personal assistants, medical advocacy and financial/legal resources.

Learn how ENCOMPASS is [changing the game in employee wellness](#) with My Life Expert!

For more information, visit [ENCOMPASS](#) (www.encompass.us.com, password: gvsuni) or call 800-788-8630.

Spectrum Health NOW

Need care right now? As a PriorityHealth member, you can get care from the comfort of your cubicle, classroom or couch! Spectrum Health Now (previously MedNow) provides you with access to 24/7 virtual care. [Download the Spectrum Health Now app](#) today!



Upcoming Events

Faculty and Staff Group Exercise Session I Begins

[January 6](#)

The System is Not Broken

[January 7 and 14](#)

Search Chair Essentials

[January 15 and 16](#)

New Staff Orientation

[January 31](#)

[View all upcoming events.](#)

[Current Job Openings](#)

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