



Calendar

## [A Word from the APA President](#)

Why a union for me

**APA Executive Board**  
Location TBD  
May 10, 2022 | 2:00 pm

## [Sharing Ideas with other ESPs](#)

Sue Brandt presented for two sessions at the NEA ESP Conference

**APA Executive Board**  
Location TBD  
June 14, 2022 | 2:00 pm

## [A note from your DEI Committee](#)

Pronouns

## [Your Fellow APAs](#)

Meet Fellow APA member Becca Lorencz.

## [Area Representative \(AR\) Spotlight](#)

Please meet one of your APA ARs Elbony Hawkins

## [Calling for Advocates](#)

We want you as an Area Representative! Do you have what it takes?

## [Upcoming APA Events](#)

APA held events in the near future

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**A Word from the APA President**

Posted on April 28, 2022 by Darius Bradley

**Why a union is for me**

To all the unprofessional and threatening supervisors I have had in my long career, you helped me to understand why it was important to join a union. It was during those experiences that the lights slowly turned on. A friend of my father sat me down and asked if I was ready to finally listen. He was a union pipefitter. We did the same work but his was on a larger scale and for much better conditions and benefits. Within two weeks, I was talking to a union business agent who had me working the next week. Since that time my career path took me in and out of union positions. Every time I took a position out of a union, the same negative issues reappeared. My next career choice took that into account.

So now I recognize those who showed me why I should have been an active part of a union much earlier in my career path.

To the supervisor who suspended me for telling a client the truth, I learned why I should have been part of a union sooner.

To the supervisor who threatened to terminate me along with my family's health insurance because I asked questions, you taught me that my family is not fully protected unless I am an equal counterpart to the power of my employer. At that time, we had three family members with serious health issues.

To the supervisor who moved me off an active construction site because I expressed safety concerns, you taught me that without a union contract, there were no rules for my safety.

To the management team who constantly pulled me into conference rooms, levying a variety of threat against my career and especially my family's welfare, you taught me why it was a mistake to go into that room without an advocate.

To the supervisor who informed me that he "owns me" and I had no other options, you showed me that I need collective support of an organization for management to understand boundaries.

The next job was my first union position.

From this collection of management staff who tried to isolate me from support, I learned that my greatest power was to be an active part of something with enough power to push back. I imagine my union membership is similar to looking at the Hoover Dam. It does not seem to do much unless you understand what strength it has to hold back the torrents of water that could washing out everything downstream. Instead that threat is harnessed to become an equalizing force. The union positions I have held were side by side with my union family members. We

stood together and when we did, we could see the effect it had on our work environment. There was protection for us and our households. Deciding to be part of my union family is one of the most important choices I ever made.

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**Sharing Ideas With Other ESP's**

Posted on April 28, 2022 by Darius Bradley

**By Sue Brandt**

Within the NEA and MEA, the APA falls under the classification of ESP which stands for Education Support Professionals. Meaning those employees who are in a support role and not a teacher or faculty member. I had the opportunity to present two sessions at the NEA ESP Conference recently. Outside of my session it also was a wonderful chance to network with others who are in support roles and share similar experiences. While there may be geographical differences, the commonality of some of the challenges and successes we shared helped to spark new ideas and motivate us to work together in creating sustainable and inviting environments for employees to work and students to learn. Professional development training opportunities are available online through various webinars, virtual and in person conferences. For more NEA information go to <https://www.nea.org/professional-excellence> and for MEA <https://mea.org/professional-development/>.

I would encourage other Higher Education ESPs to consider submitting a proposal to present at conferences so that we continue to bring more Higher Ed voices into the room. To view the APA Conference Proposal Submission Protocol go to <https://msuapa.org/wp-content/uploads/2019/03/APA-Conference-Proposal-Submission-Protocol.pdf>.

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### **A note from our DEI Committee**

Posted on April 28, 2022 by Darius Bradley

#### **APA DEI Committee**

**By Jeremy Romel & Elbony Hawkins**

#### [Pronouns](#)

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## MSU Administrative Professional Association

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### Your Fellow APAs

Posted on April 28, 2022 by Darius Bradley

## Meet Fellow APA Member Becca Lorencz

By Gerlind Kiupel, Communication Committee Member



**1. What is your job title?**

Assistant Retail Manager for Spartan Spirit Shops

**2. How long have you been at MSU?**

10 years

**3. Have you been a member of the APA the whole time?**

For 8 of those years. As

soon as I was hired full time, I became a member.

**4. What department do you work in, and can you tell me a little bit about what you do?**

Auxiliary Sports Group which is a part of Student Life and Engagement. I am assistant store manager for Spartan Spirit Shop at MSU Union and Kellogg Center, and I run the website: spartanspiritshop.msu.edu- We handle retail needs for Spartan gear all over the world, and our Union location and website provide graduation regalia for bachelor, master, PhD, and doctoral candidates and faculty.

**5. What brought you to your job at MSU?**

My husband and I moved

to the area after graduating from Trine University, and after a year or so, I started working as a golf instructor and pro-shop attendant at Forest Akers Golf Courses. When the assistant manager position opened at Spartan Spirit Shop, I applied as my husband, and I were both hourly employees at that time.

**6. What do you enjoy most about working at MSU?**

I really enjoy working

with students and interacting with the public daily.

**7. What do you like to do when you are not at work?**

I like to watch movies

and TV shows, golf, and spend time with my family. I have a 4-year-old son Vance who keeps me on my toes

and my husband Alex who is also an MSU employee and APA member. I also love vacationing with family to Gulf Shores, AL every other year.

8. **In high school I was known for** golf and diving.
9. **People would be surprised to know I am skilled at** trivia games.
10. **I have 3 pets:** a shepherd mix named Goose, and 2 cats Putter and Chipp.
11. **I like ALL music.**
12. **My favorite area restaurant is** Leo's Lodge, **and my favorite dish is their** cheese bread!
13. **My hobbies include** golf, going to the beach, reading, and spending time with my family.
14. **My favorite junk food is** Hi- Chews **because** they don't stick to your teeth and come in all kinds of yummy flavors.

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## MSU Administrative Professional Association

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### Area Representative (AR) Spotlight

Posted on April 28, 2022 by Darius Bradley

## *Elbony Hawkins*

### By John Resotko, Communication Committee Member

1. **What is your job title?** *Administrative Business Manager*
2. **What area of campus (this refers to the area rep info on the APA website, like, East, South, North, etc.) building and department do you work in?** *I recently took a position that moved me to North campus. But I was initially on South campus serving the staff in ITS Application Services at 4000 Collins Road. Currently, I'm in the College of Natural Science and I support the ANR IT, ANR Communication & Marketing and ANR External Relations units.*
3. **How long have you been at MSU?** *15 years*
4. **How long have you been an Area Representative?** *1.5 years*
5. **Why is being a member of the Union important to you and what value does it bring?** *Being a member of the union is important because it provides me with support, representation and protection to sustain a comfortable work environment. This brings value to the MSU Community and helps support a diverse workforce bringing awareness to all people that represent MSU.*
6. **What words of advice do you have for the new hires at MSU?** *Join the union and take advantage of the resources provided by local AR's and Union Board members. This is a great way to learn about MSU and the policies, benefits and upcoming events.*
7. **What do you love about working at MSU?** *MSU is full of opportunity to reinvent yourself (career-wise). I've served on several Committees while at MSU. This has provided the opportunity to support the MSU community and contribute to improving work environments. I'm a MSU graduate and have a great appreciation for the MSU community.*
8. **What do you like to do when you are not at work?** *While away from work. I enjoy spending time with my family and friends. We spend our free time traveling, enjoying the outdoors and attending sport events.*

### Optional: Getting to know you.

People would be surprised to know I am skilled at DIY home renovation projects.

I have one pet. A Labrador Retriever named Bingo (my 5-year-old named him 😊!)

I like various types of music (R&B, rock, pop, neo-soul, Motown.... music and my favorite band is Frankie Beverly and Maze.



*The AR's are appointed by the Executive Board and their role is to assist with distributing APA materials and information and to serve as a resource for members. AR's are assigned to a geographic area of campus, so if there is not an AR in your immediate building, you can find one nearby. For a list of AR's go to <http://www.msuapa.org/about/area-representatives-2/>*

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### **Calling All Advocates – Area Representatives Needed**

Posted on April 28, 2022 by Darius Bradley

#### ***Check all the qualities you believe you possess:***

- You are good at your job & respected by your colleagues
- People ask for your advice
- You have a strong sense of justice & clear principles
- You are responsible
- You are honest
- You are compassionate
- You are a good listener
- You like solving problems as a team
- You put interests of the whole first, ahead of your individual concerns
- You respect group decisions
- You are knowledgeable about MSU and your contract
- You can stay cool under pressure
- You handle stress well

**If you checked 5 or more of the above, your APA Administrative Professional Association wants you!**

**For more information on how to get started as an Area Representative (AR), Contact: Pat Hampton at [phampton@msu.edu](mailto:phampton@msu.edu)**

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### **MSU APA Upcoming Events**

Posted on April 28, 2022 by Darius Bradley

#### **Tuesday, May 10th @ 2pm**

APA Executive Board Meeting (Zoom)

#### **Wednesday, May 18th @ 11am – 6pm**

APA Member Engagement Drive up Event

#### **Thursday, May 26th @ 12pm**

APA More you Know – How to Ask for a Raise

#### **Thursday, June 2nd @ Noon**

MEA/NEA Member Benefits Training

#### **Wednesday, June 22nd @ 12pm**

MEA Financial Services Retirement Training

#### **Tuesday, June 28th @ 12pm and at 5:30pm**

APA Town Hall Meeting (Zoom)

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