



Vice President of Student Affairs

Grand Valley State University (Grand Valley) invites applications, expressions of interest, and nominations of candidates in its search for its new Vice President of Student Affairs (VPSA). This inaugural VPSA position will report directly to the President and elevate student voices among the senior leadership team. As the landscape of student learners shifts, Grand Valley seeks an experienced practitioner of student affairs who can address all learners within a multi-campus environment while strengthening a learner-centered culture. The next VPSA will be proactive, creative, and devise strategies to facilitate strong bonds among students, divisional and college leaders, and faculty across the university to empower learners in their pursuits, professions and purpose. As a member of the executive leadership team, the VPSA will advocate for students, championing and determining the best programming and initiatives to address students' collective and diverse needs. The VPSA will be a fierce champion in advancing equity, understanding, and a lifetime of learning.

The VPSA will collaborate and work collectively with a variety of university leaders to build a more cohesive campus culture that supports residential, commuter, undergraduate, graduate, and lifelong learners. The VPSA will prioritize student mental health and well-being as well as uphold inclusion and equity as central components to the success of individual students and the University community.

GRAND VALLEY STATE UNIVERSITY: AN OVERVIEW

[Grand Valley State University](#) is a strong and vibrant public university with a clear, deeply-held, unwavering commitment to students and the community. *U.S. News & World Report* ranks it the #1 public regional university in Michigan and top in the Midwest. Grand Valley provides the opportunities of a large, complex university while retaining the personal atmosphere of a small, liberal arts college.

Grand Valley was founded in 1960 in response to the need for a public, four-year college in Michigan's second-largest metropolitan region. Grand Valley's creation was driven by local community leaders who recognized the value a university would bring to the area's citizens and economy, leveraging public/private partnerships to make it happen. Since its first year, when there were 226 students and 14 faculty members, Grand Valley has continued a trajectory of growth to become a comprehensive university with over 20,000 undergraduates, approximately 3,000 graduate students, and nearly 131,000 alumni. Grand Valley boasts 1,528 full- and part-time faculty members and over 2,000 staff members. Grand Valley has attracted students from every county in Michigan, 46 states, and 75 countries with its focus on liberal education and its student success.

Grand Valley's main campus in Allendale is situated three hours northeast of Chicago, and two and a half hours from Detroit. In addition to its main campus, the university has campuses in nearby Grand Rapids and regional centers in Holland, Detroit, Muskegon, Traverse City, and the Battle Creek Regional Outreach Center. With the Allendale Campus close to the shores of Lake Michigan and the downtown campuses in the heart of Grand Rapids, the university has experienced remarkable upward momentum during the last 20 years, including enrollment growth of more than 93 percent, substantial expansion of academic programs, and a four-million-square-foot expansion of facilities.

In 2021, Grand Valley **was** named a recipient of the Higher Education Excellence in Diversity (HEED) Award from Insight into Diversity, the oldest and largest diversity-focused publication in higher education. The award recognizes Grand Valley for its commitment to diversity and inclusion. Grand Valley received the inaugural Seal of Excellence for its commitment to Latinx students in 2019; consistently received the “Most LGBTQ Friendly Campus” in Michigan by Campus Pride, Inc.; and, has received the highest ranking of veteran-friendly schools by the Michigan Veterans Affairs Agency.

DEDICATION TO STUDENTS AND COMMUNITY

Grand Valley is dedicated to individual student success through excellent teaching, active scholarship, and public service. The university's liberal education foundation is inherent in all its undergraduate and graduate programs and emphasizes critical thinking, creative problem-solving, and cultural understanding, preparing students for life in a fast-changing world and acting as a talent engine for Michigan and beyond. In its learners and employees, Grand Valley values entrepreneurship, risk taking, and interdisciplinary collaboration that solves local, regional, and global problems and advances the common good.

REACH HIGHER 2025

Since Fall 2019, President Mantella has engaged internal and external stakeholders in Reach Higher Together; an effort to ensure Grand Valley draws on everyone's abilities, talents, and creativity to reach higher together and accelerate our bold vision to activate the full community to lead the change in the fast-changing world of education. Reach Higher Together engagement has transitioned into a currently active university strategy development process – [Reach Higher 2025](#) – which will result in proposed and refined mission, vision, and values statement, strategy, and key performance indicators in Fall 2021.

Under the sustained leadership of the Reach Higher 2025 Steering Committee, this effort has identified three university commitments that are under consideration by the university community:

An empowered educational experience: At Grand Valley, we help you develop your pathway and guide and support you in your choices. Your passion and curiosity spark our work, and we will learn from one another along the way. We'll help you personalize your approach to determining your educational purpose, should you want or need that. Then, we'll help you fulfill your dreams. It's your path, your purpose, and your mission.

A lifetime of learning: We integrate learning and experiences across your lifetime.

A culture of equity; We create transformative equity and a sense of belonging.

Reach Higher 2025 is Grand Valley's inclusive and iterative approach to establishing a new strategy to propel the university forward over the next four years. The university's current strategic plan will be wrapping up at the end of the 2020-21 academic year, and leadership is excited and ready to continue to chart a path with the entire community's involvement to guide innovative action and achieve impactful outcomes. In today's dynamic higher education environment, establishing a keen strategy is essential for positioning the university for now and the future. See www.gvsu.edu/reachhigher2025.

The university's current mission, vision, values, and strategic plan are available at www.gvsu.edu/mission.

ACADEMICS

Grand Valley's approach to teaching and learning integrates liberal and professional education in both disciplinary and interdisciplinary ways, and is directly relevant to the worlds learners Grand Valley will shape. It emphasizes critical thinking, creative problem-solving, and cultural understanding. It also

fosters a commitment to economic, social, and environmental sustainability and inclusive campus that values diversity. The average class size at Grand Valley is 26, allowing for more one- on-one interaction between professors and students. Grand Valley faculty members love to teach, and they believe that research mentoring is the greatest form of teaching. Through active, engaged scholarship in student-directed research projects, faculty members inspire students' passion for learning, self-discovery, and incorporating academics with professional work thus creating a more personal, interactive, and meaningful learning experience for students. Plus, the vast majority of classes are taught by faculty members, not teaching assistants or graduate assistants, ensuring first-rate learning opportunities. Grand Valley students have the opportunity and choice of over [96 undergraduate and 46 graduate degree programs](#) offered in seven colleges.

See all academic programs at <https://www.gvsu.edu/acad-index.htm>.

ACADEMIC UNITS

- [Brooks College of Interdisciplinary Studies](#)
- [College of Education and Community Innovation](#)
- [College of Health Professions](#)
- [College of Liberal Arts and Sciences](#)
- [Kirkhof College of Nursing](#)
- [The Padnos College of Engineering and Computing](#)
- [Seidman College of Business](#)
- [University Libraries](#)

ACCREDITATION

Grand Valley is accredited by the Higher Learning Commission (HLC), and underwent a successful comprehensive evaluation in November 2018. The HLC is a regional accreditation agency that accredits degree-granting institutions of higher education that are based in a 19-state region of the United States.

In addition to its accreditation, Grand Valley receives numerous awards and recognition for its outstanding service to its students and community. For recent awards and recognition, please click here: <https://www.gvsu.edu/identity/awards-and-recognitions-35.htm>

FACULTY

Grand Valley's 1,528 faculty members are teacher-scholars committed to teaching excellence and strong community partnerships. They involve their students in their active scholarship and service. Grand Valley faculty serve as learners' guides, commit their expertise, and enrich the learner network through an active community valuing the development and exchange of knowledge, ideas, and expressions.

As research mentors, faculty members introduce undergraduate students to inquiry within the disciplines and support their growth as scholars and researchers. Faculty enjoy Grand Valley's commitment to providing an inclusive learning environment in which all students can explore new directions, find their niches, and develop skills for active careers and lifelong learning.

STUDENT LIFE

Grand Valley enrolled more than 23,000 students from 46 states and 75 countries in Fall 2020. Women make up 62 percent, and students from underrepresented backgrounds (inclusive of international students) comprise 17 percent of the university's student population, including 350 international students that call Grand Valley home. First-generation students account for 38 percent of Grand Valley's enrollment 31 percent of students are Pell grant eligible.

Grand Valley offers over [300 student organizations](#), clubs, and groups, including 41 service and advocacy groups and 30 Greek fraternities and sororities.

[Study abroad](#) is encouraged for all students, and Grand Valley offers 4,000 study abroad opportunities. The university ranked 9th nationwide for study abroad participation in 2017, when 800 students participated. Additionally, the Padnos International Center was awarded the Excellence in Diversity & Inclusion in International Education award from *Diversity Abroad* for its successes increasing diversity in study abroad.

On campus, students stay busy with championship NCAA Division II athletics, vast recreational opportunities, intramural, and club sports options, performing and fine arts exhibitions and performances, and a wide variety of regular and special events throughout the year.

VARSITY ATHLETICS

[Grand Valley has 25 varsity NCAA Division II men's and women's athletic teams](#). Laker teams have won 20 national championships in seven men's and women's sports. Individually, Grand Valley teams have won 95 national championships. Grand Valley has won the NACDA Learfield Directors' Cup, awarded to the best overall athletic department in NCAA Division II, 12 times since 2003- 2004. Grand Valley has won more Directors' Cups than all other NCAA Division II schools combined.

Grand Valley competes in the Great Lakes Intercollegiate Athletic Conference (GLIAC). The university has won the GLIAC Presidents' Trophy for the best overall finish in GLIAC-sponsored sports every year since 1999-2000, and 24 times overall, more than any other GLIAC school.

Lubbers Stadium is home to the perennial powerhouse Lakers football team and regularly draws well over its 10,444-person official capacity, often topping 15,000 or more fans for each game. The Kelly Family Sports Center, named after former Grand Valley football coach Brian Kelly and his family, is a 138,000-square-foot turf field that includes a six-lane 300-meter track, classrooms, and bleacher seating and provides additional opportunities for students, teams, and academic programs.

CLUB SPORTS

Housed within the Division of Student Affairs' Recreation and Wellness department, Grand Valley offers over 50 club sports ranging from recreational to highly competitive. In fact, the Club Sport program also has a reputation of excellence with over 30 [national championships](#) and many more runners-up.

DIVISION OF STUDENT AFFAIRS

The [Division of Student Affairs \(DSA\)](#) helps students get the most out of their experience and achieve personal, educational, and career success. DSA is comprised of departments, programs, facilities, services, and staff who work within the Division of Academic and Student Affairs. DSA's mission places students at the center of their work, advocates for their well-being, and promotes positive and inclusive programs, services, and facilities.

DSA houses 10 departments focused on student excellence, with 125 plus professional and graduate staff supporting and connecting 23,000 plus students with various resources.

[Alcohol & Other Drugs Services](#) - Provides prevention, education, and recovery support to assist in establishing healthy choices related to alcohol and other drugs.

[Campus Health Center](#) - Provides convenient and quality care for injury, infections and illness, women's health, allergies, physicals, and more. It is operated by Metro Health University of Michigan.

[Children's Enrichment Center](#) - Serves Grand Valley and surrounding community families while educating children, families, and students to nurture habits of intellectual growth, curiosity, and a love for learning.

[Dean of Students Office](#) - Provides advocacy, programs and support, and represents the Division within and beyond Grand Valley.

[Housing & Residence Life](#) - Provides an option to live independently in a supported environment that promotes Community involvement and focuses on the growth and development of residents.

[Office of Student Conduct & Conflict Resolution](#) - Addresses student code issues while developing a greater sense of self-awareness and supporting paths to becoming engaged and productive citizens.

[Office of Student Life](#) - Empowers effective engagement with communities through inclusive and intentionally designed programs, services, and environments, including student organizations.

[Recreation & Wellness](#) - Offers diverse and inclusive fitness, wellness, outdoor, sports, and employment opportunities that inspire participation and promote health and wellbeing.

[Student Ombuds](#) - Provides a safe and private environment to discuss and process difficulties, receive guidance, and discuss other available resources.

[University Counseling Center](#) - Enhances healthy development through prevention and education psychological services, and consultation.

INCLUSION AND EQUITY

Grand Valley intends to be a national model for the creation of transformative equity and a robust sense of belonging in higher education. By implementing and innovating evidence-based best practices and responding to regional and national trends, Grand Valley seeks to contribute to the local and national discourse embracing its role as a leader in impatiently advancing equity. Grand Valley strives to ensure its community serves as a catalyst towards a more just and sustainable world -- both on campuses and beyond. All members of the community are expected to work to eliminate disparities and obstacles for student success, especially those that have historically been along the lines of race, gender, class, and social structures.

The Division of Student Affairs partners with the Division of Inclusion and Equity (I&E) and Division of Enrollment Development and Education Outreach (EDEO) to advance Grand Valley's [social justice framework for equity and inclusion](#). Grand Valley's commitment to education equity embeds responsibility across the university. It is expected that all functions and services within DSA will maintain an equity-minded foundation and be evaluated against related university outcomes.

In 2020, President Mantella formed a Network of Advisors for Racial Equity with representatives from faculty, staff, students, alumni, and senior administrators. The Network meets regularly to advance Grand Valley's Charge for Racial Equity and Inclusion, implementing actions to advance the [15-Point Charge for Racial Equity](#). I&E, and this network, has thus far created a focus for Grand Valley's work on inclusion and equity by committing to four areas: Access, Success & Equity; Inclusive Campus Culture; Teaching & Learning; Organizational & Leadership Development. DSA will be an important leader in advancing these commitments in its hiring and retention of staff, maintaining a healthy living and working environment, and ensuring all learners are served in ways that honor their diverse identities, and more.

ALUMNI

Grand Valley has over 130,000 alumni making a difference across the state, throughout the country, and around the world in fields as diverse and important as one would expect from a major regional university. Grand Valley alumni support current students and the university by providing internships, job opportunities, mentorships, and financial gifts and by being ambassadors for their alma mater.

Being a member of the Grand Valley State University Alumni Association is a free and automatic benefit of being a Grand Valley graduate. Thousands of alumni are actively involved through participation in events, clubs, chapters, volunteer opportunities, or membership on the Alumni Association Board or Young Alumni Council.

LOCATION

West Michigan is a great place to live and Grand Valley helps drive the region's and entire state's economic growth. West Michigan is a national leader in manufacturing, health care, and agriculture. The region also offers innovative careers in IT, finance, supply chain, marketing, construction, HR, and engineering. The Grand Valley community is helping advance all of these industries.

Grand Rapids, Michigan's second-largest city, offers all the amenities of a big city with a small-town feel. Allendale is located 25 minutes from the shores of Lake Michigan with its many beautiful beaches, lakeshore communities, and state and county parks.

The area offers outdoor recreation, arts and music, shopping, diverse museums and galleries, outstanding trail systems, professional and college sports, festivals, and famous craft breweries. Thousands attend ArtPrize, the world's largest open, independently organized international art competition, annually in Grand Rapids. A recent survey by *The Art Newspaper* showed Grand Rapids is on the list of the "most cultured" cities in the country, with people flocking to museums and other cultural attractions.

CAMPUSES

Grand Valley has full-service campuses in Allendale and Grand Rapids as well as regional centers in Holland, Detroit, Muskegon, Battle Creek and Traverse City.

The largely residential main campus in Allendale is located along the Grand River on 1,322 acres of beautifully wooded ravines. It incorporates a complete college experience, including the Mary Idema Pew Library Learning and Information Commons, the intellectual heart of campus and national model for 21st century learning.

Just 15 miles to the east of Allendale, the Robert C. Pew Grand Rapids Campus and the Health Campus are located in the heart of downtown. They provide an important link to the business, health, and cultural communities of Michigan's second-largest city.

Grand Valley is the region's leading provider of nursing and health care professionals. This commitment is demonstrated with facilities centrally located near major hospitals and medical research centers.

WGVU TV and WGVU AM and FM, licensed to Grand Valley, are in the top 40 national media market, affiliated with PBS and NPR. The stations operate from the Meijer Public Broadcast Center in Grand Rapids. The stations provide learning opportunities for students and are a valuable public service.

Grand Valley is part of a public transportation partnership that provides nearly 3 million rides between the two main campuses to faculty, staff, and students at no cost to them. The federally funded Laker Line began operating in 2020. It is faster, bigger, and more comfortable than the prior bus system and will create a more robust rapid transit network in the greater Grand Rapids community.

Grand Valley can house 6,400 students in a variety of on-campus living options in some of the newest housing in the state. Students may also choose to live in a number of living- learning communities built upon a specific theme, major, or area of interest.

[To view a video of the campus, click here.](#)

LEADERSHIP-PRESIDENT PHILOMENA V. MANTELLA

President Philomena V. Mantella began her tenure at Grand Valley State University in 2019. Her entrepreneurial disposition and her drive to expand access to the university quickly became evident. Mantella is the fifth president of Grand Valley, and she brings more than three decades of higher education experience to her role. She not only leads where she is, she develops transformational collaborations with other institutions. She strategically designs these partnerships to improve pathways for diverse learners across their lifetimes and to provide enterprises with talent. Collaborations across unique sectors mark her leadership style and her vision for education, and the role it plays in the health of communities. She is committed to ensuring institutional integrity and building consensus for the mission and the noble cause of education.

Mantella has worked at public and private institutions in New York, New Jersey, Michigan and Massachusetts. She has a Ph.D. in college and university administration from Michigan State University, and master's and bachelor's degrees from Syracuse University. Immediately prior to joining Grand Valley, she spent 18 years at Northeastern University as senior vice president of Enrollment and Student Life and the chief executive officer of the Lifelong Learning Network.

THE ROLE OF VICE PRESIDENT STUDENT AFFAIRS

As the chief student affairs officer, the Vice President of Student Affairs (VPSA) will report directly to the President. The VPSA is responsible for stewarding a diverse and vibrant Division of Student Affairs while also serving as a key member of Grand Valley's senior leadership team. The VPSA will provide leadership to recreation and wellness; health and counseling; housing and residential life; student rights and responsibilities; diversity, equity, inclusion, and anti-racism on campus; and student engagement activities. The VPSA will foster the ongoing development of an increasingly diverse community, wherein students are encouraged to be responsible citizen leaders, facilitators, and active participants in campus life. The VPSA must be an effective enterprise leader with opportunities to contribute to all parts of the university beyond student affairs. The VPSA will oversee a division of 87 full- and 36 part-time staff in the Student Affairs division and an operational budget of \$6 million. With the appointment of the next VPSA, the university will consider opportunities for further alignment of student services currently in other divisions.

OPPORTUNITIES & CHALLENGES

In addition to the above responsibilities, the VPSA will have the opportunity to address the following priorities:

Elevate the student voice: With this inaugural position reporting directly to the President, the VPSA will serve as a thought partner to the President and members of the senior leadership team. The VPSA will play a central role in Grand Valley's strategic discussions, approaching deliberations through the lens of students and the student experience and elevating the students' voice within the senior leadership team developing a learner-centered ethos and learner-empowered educational experience.

Champion Grand Valley's commitments to diversity, equity, inclusion (DEI): Bolstered by Grand Valley's commitment and support of campus-wide DEI strategic work, the VPSA will have the opportunity to bring DEI-related issues to the fore within all aspects of student life, leading conversations and implementing practices and policies to meet the needs of historically underserved students better. The VPSA will proactively engage students, listening to them and creating spaces and opportunities to collaborate with staff, faculty, and the broader Grand Valley community to meaningfully advance inclusion, equity, and social justice and address any systemic barriers to student retention and success.

Foster engagement and belonging among different student populations and across multiple campuses: As higher education shifts towards addressing the needs of non-traditional students, Grand Valley is embracing a learner model. The new VPSA will be charged with building an infrastructure that supports a diverse range of student needs, including residential, commuter, undergraduate, and graduate students across multiple campuses and locations. It will be crucial that the incoming VPSA think deeply about preserving the strong liberal arts culture and the strong sense of pride and tradition students have for Grand Valley while creating initiatives that foster connectivity and community with all learners.

Recruit, retain, and mentor a diverse, talented professional student affairs team: Coming out of a challenging year, tackling the pandemic, the next VPSA will need to uplift and support an incredibly dedicated Division of Student Affairs. This Division is eager to work closely with a student affairs practitioner and expert to further elevate and deepen connections among their respective areas. The VPSA will attract, support, and retain an outstanding divisional team that not only offers best-in-class programming but also reflects Grand Valley's values of diversity, equity, and inclusion. In addition, the VPSA will mentor and develop the student affairs divisional staff, providing opportunities for professional growth.

Enhance a culture of collaboration across divisions and campuses in support of student success: Adapting quickly to the challenges of the pandemic necessitated even stronger collaboration and transparency across Grand Valley, and those close working relationships must be continued and strengthened. The VPSA will develop strong partnerships with academic leadership as well as individual faculty to ensure that Grand Valley's historically strong connection between life inside and outside the classroom continues. In addition, the VPSA will be a flexible and creative thought partner to leaders within the Office of the Provost and Academic Affairs and each division across the institution: Enrollment Development and Educational Outreach; Finance and Administration; Inclusion & Equity; Information Technology; Legal, Compliance, and Risk Management; University Development; and University Relations in the shared project of building the best possible systems and policies for Grand Valley's students.

DESIRED ATTRIBUTES & QUALIFICATIONS

The ideal candidate will possess an advanced degree and have deep experience with implementing state-of-the-art student affairs strategies and initiatives. Ideal candidates will also demonstrate many of the following experiences and characteristics:

- An ability to lead, inspire, mentor, and retain staff within a complex university and welcome collaboration with a range of partners and constituencies to advance the overall student experience;
- Success in leading, communicating complex strategic initiatives, and translating high aspirations into achievable and measurable goals and accomplishments;
- Effective communication skills that place value on transparent and direct communication with all constituencies, including students, University leadership, and the broader Grand Valley community;
- Deep critical thinking skills, solid professional judgment, and integrity as part of the senior leadership team and as the leader of student affairs;
- An unyielding commitment to diversity, equity, and inclusion and a history of regular progress advancing these issues in a campus environment;
- Deep experience serving the unique needs of students from a range of socioeconomic, racial, sexual identity, and other backgrounds;
- Understanding of national best practices around important student issues in areas such as counseling and mental health, disability support services, social justice activism, and the relationship between student wellness and academic success, among others;
- Ability and experience overseeing student-centered programs and services;
- A facility with data and its value in determining strategy and allocating resources and an ability to manage large budgets, advocate for resources, and make strategic financial recommendations and decisions;
- Understanding of complex legal regulations that may impact student affairs decisions or approaches to addressing student concerns; A deep passion for student life and the holistic student experience;
- Compassion, empathy, resilience; and
- An ability to make connections and build relationships through great listening skills and a collaborative spirit.

PROCESS OF CANDIDACY

The search committee for Grand Valley's Vice President of Student Affairs will begin accepting nominations and reviewing applications immediately. Requested application materials include a letter of interest, curriculum vitae, and a professional reference list. References will not be called without explicit permission. Although applications will be welcomed until a the VPSA is selected, for best consideration, all candidates should submit materials by October 13th, 2021 date to the following address: GVSUVPSA@storbecksearch.com.

For more information about Grand Valley State University, please visit <https://www.gvsu.edu/>.

GVSU is being assisted in this search by [Storbeck Search](#). For additional information, please contact:



R. Thomas Fitch, Managing
Director
Julie E. Tea, Managing
Director
Amanda Bennett, Senior
Associate Storbeck Search

As adopted by the Board of Trustees, in [GVSU Board of Trustees Policy 1.4](#), Grand Valley State University is committed to inclusion and equity, and strives to establish a climate that welcomes and affirms the contributions of all students and employees. The university is guided by values for inclusiveness and community which are integral to our mission to educate students to shape their lives, their professions, and their societies, and to enrich the community through excellent teaching, active scholarship, and public service. The university strives to provide all members of its community an inclusive environment and equitable opportunities for success. The university is also committed to maintaining a climate conducive to an educational, living, and employment environment that is free from unlawful acts of harassment and discrimination, as well as those defined by this policy. All members of the community are expected to conduct themselves in a manner that does not infringe upon the rights of others. It is neither the purpose nor intent of this policy to infringe on the First Amendment or academic freedom as defined by the university. The university is an affirmative action, equal opportunity institution, consistent with its obligations as a federal contractor. It encourages diversity and provides equal opportunity in education, employment, all of its programs, and the use of its facilities. It is committed to protecting the constitutional and statutory civil rights of persons connected with the university. Members of the University community, including students, employees, faculty, staff, administrators, Board members, consultants, vendors, others engaged to do business with the university, candidates for employment or admissions, and visitors or guests have the right to be free from acts of harassment and discrimination, including sexual misconduct, as defined by this policy. In accordance with applicable federal and state law and this policy, acts of discrimination or harassment by members of the campus community are prohibited if they discriminate or harass on the basis of age, color, disability, familial status, height, marital status, national origin, political affiliation, race, religion, sex/gender (including gender identity and expression), sexual orientation, veteran or active-duty military status or weight. This includes inappropriate limitation of, access to, or participation in educational, employment, athletic, social, cultural, or other university programs and activities. The university will provide reasonable accommodations to qualified individuals with disabilities. Limitations are lawful if they are: directly related to a legitimate university purpose, required by law, or lawfully required by a grant or contract between the university and the state or federal government. For the purposes of this policy, sex-/gender-based harassment includes sexual misconduct, sexual assault, interpersonal or relationship violence, and stalking. See www.gvsu.edu/affirmative. [Include the following for job advertisements:] TDD Callers: Call Michigan Relay Center at 711 (in State) or 1-800-833-7833 (out of State).