

# HR Source

MONTHLY PUBLICATION FROM HUMAN RESOURCE SERVICES

## Preliminary 2016 Employee Engagement Survey Results are Now Available!

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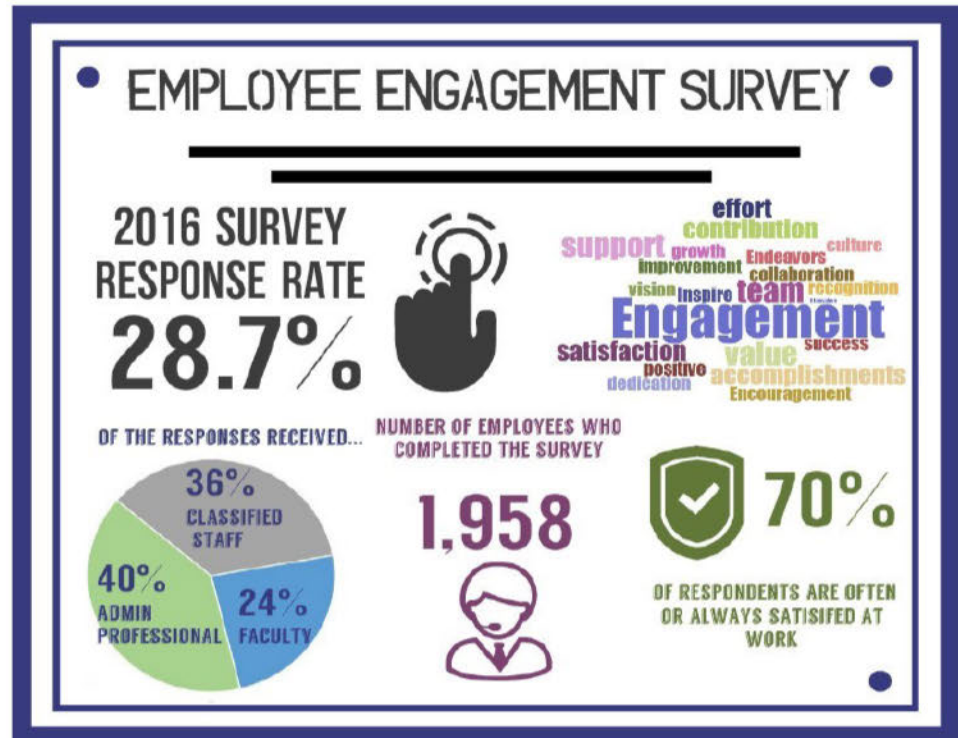
### UPCOMING TRAININGS

- Understanding Conflict**  
7/7/16  
9AM-11:30AM
- State Ethics**  
7/25/16  
10:15AM-11:45AM
- Whistleblower Act**  
7/25/16  
9AM-10AM

### JULY PAYDAYS

- Monday, July 11
- Monday, July 25

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The biennial Employee Engagement Survey was an opportunity for employees to provide feedback on the workplace. The information gathered from this survey will be used to evaluate perceptions of the workplace and identify areas where the university exceeds and where the university could improve.

The survey was sent on Monday, March 28, 2016 to all active faculty, administrative professional and classified staff. The survey response period was from March 28, 2016 to April 08, 2016. The survey was completed online by 1,958

employees resulting in a response rate of 28.7% which is slightly less than the response rate of 30.2% for the 2014 Employee Engagement Survey. Of responses received in 2016, 24% came from faculty, 40% from administrative professional, and 36% from classified staff.

Visit: <http://hrs.wsu.edu/2016-survey-results/> to view the Preliminary Survey Results.



## Pre-Retirement Seminars

There's nothing like late spring/early summer in the Northwest—the weather is warming up, the mountains are calling, the water is sparkling. It's a great time to be outdoors, to enjoy locally grown foods, and be grateful that we live in such a beautiful, wondrous place. SmartHealth is adding some new summer challenges beginning July 1, 2016. New challenges to help you enjoy the outdoors, eat healthy food, and increase your community involvement—all while making your well-being a priority.

- **Weed Your Garden:** Enjoy the beautiful summer outdoors while you tend to your garden at least five times. **(125 points)**
- **Mindful Eating:** Mindful eating is about bringing one's full attention to the process of eating – to all the tastes, smells, thoughts, and feelings that arise during a meal. **(up to 975 points)**
- **Attend a Community Event:** Attend an event in your community, maybe an outdoor concert, creek cleanup, or theatre production. **(75 points)**
- **Community Fitness Challenge:** Participate in any type of fitness event/walk/challenge in your community. For some suggestions of challenges visit the [Wellcoug Events](#) webpage. **(100 points)**

Please sign in to your SmartHealth wellness account at: [www.SmartHealth.hca.wa.gov](http://www.SmartHealth.hca.wa.gov) to begin tracking these activities, while also working towards earning your 2017 wellness incentive! For more information about the Wellness Incentive, please visit [hrs.wsu.edu/employees/wellcoug/smarthealth-wellness-incentive/](http://hrs.wsu.edu/employees/wellcoug/smarthealth-wellness-incentive/) or call HRS at 509-335-4521.

Now that summer is here, do you find yourself thinking about retiring? If so, please attend one of our pre-retirement seminars! HRS presents monthly seminars that go over items such as retirement eligibility, WSU retirement processes, retiree healthcare and Medicare, sick and annual leave payouts, retirement income and much more. We also talk about the voluntary investment plans, which can be tools to help you reach your retirement goals.

These seminars are available to all Department of Retirement Systems (PERS/TRS/LEOFF) and WSU Retirement Plan (WSURP) participants, and all sessions are available via video-conference. Upcoming sessions will be held on the dates and times below, in French Administration Room 139:

- July 7, 2016, 9:00am to 10:30am
- August 26, 2016 3:00pm to 4:30pm

Additional dates and materials used in these sessions are available on the [HRS website](#). For questions about these sessions, please contact Human Resource Services at 509-335-4521 or [hrs@wsu.edu](mailto:hrs@wsu.edu).



## Crimson Spirit | Customer Service

Washington State University is committed to providing students, parents, faculty and staff with positive customer service interactions. A number of customer service resources, including instructor led and online training options, sample position descriptions, respectful and inclusive terminology, and job posting language are available on the HRS website.

Please visit [hrs.wsu.edu/customer-service](http://hrs.wsu.edu/customer-service) for details.

Flexibility is defined as *the quality of bending without breaking*. If your shoes seem far away or you have trouble sitting on the floor with your legs straight out and not falling over backwards, it is likely time to take action.

### What does developing or maintaining flexibility do for you?

- **Improved Posture:** Improved muscular balance improves posture
- **Reduce Lower Back Pain:** Becoming more flexible in the hamstrings, hip flexors, quadriceps and other muscles can reduce the muscle tightening that causes pain.
- **Decreased Risk of Injury:** Flexibility can improve your range of motion, reducing injury risk and improving performance. Increased blood flow positively



impacts joint lubrication and reduces the risk of joint degeneration.

### July Featured Book

#### **Global Business Ethics: Responsible Decision Making in an International Context**

Taking a fresh look at one of the key foundations of business --the need to conduct business responsibly, sustainably, and within a sound ethical framework, this in-depth book is a guide for ethical decision making within the international business landscape.

To access the book click [HERE!](#)

- **Better Overall Health and Vitality:** Flexibility movement like Yoga can relax your muscles and your mind improving physical performance and state of mind.

Flexibility can be developed and maintained at any age.

The main reason we become less flexible as we age (referring to physical flexibility) is changes in connective tissue. We dehydrate to some extent. Stretching stimulates the production and retention of lubricants in the connective tissue fibers.

**Drink plenty of water (stay hydrated) and research a stretching or yoga routine that works for you. And try these [SmartHealth](#) activities:**

- **Heal Your Back** (75 points per week)
- **Get Moving** (75 points per week)

(credit: SmartHealth wellness tip of the month)