

MONTHLY PUBLICATION FROM HUMAN RESOURCE SERVICES

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Paydays

Monday,
September 11

Monday,
September 25

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Department Chairs and Directors Workshop Series

Human Resource Services collaborates with the Office of the Provost to coordinate this annual series addressing such topics as faculty performance reviews, personnel issues, recruitment, leadership, and communication. Sessions offered during the 2017–2018 academic year will be videostreamed.

University Overview: Managing and Advancing Faculty

Tuesday, September 5, 2017 9:00 to 10:30 a.m.
Lighty 405, with videoconferencing

Presenter: Dan Bernardo

This workshop provides an overview of WSU's structure and academic policies. It also addresses faculty recruitment, mentoring, and retention efforts at WSU.

Dealing with Student and Parent Issues

Thursday, September 21, 2017 8:30 to 10:30 a.m.
French Administration 139, with videoconferencing

Presenters: Rochelle Dach, Edwin Hamada, Kathy MacKay, Matt Zimmerman

What do you do when a parent calls to talk about their student's grades? How do you respond when a student cries about class performance? Learn about WSU's student support resources and how to address student and parent concerns.

For more information, to register for these workshops, or to learn more about the workshops being presented October 2017 through April 2018, please [click here](#).



Mark your calendar!



Plan now for the home football game on Friday, September 29.

On Friday, September 29, Cougar football will play USC in a nationally televised game that kicks off at 7:30 p.m. in Martin Stadium. The Pullman campus will maintain regular operations, but faculty, staff, and administrators will be provided as much flexibility as possible.

Visit wsu.edu/Friday-football for the most up-to-date and complete information.

Benefits

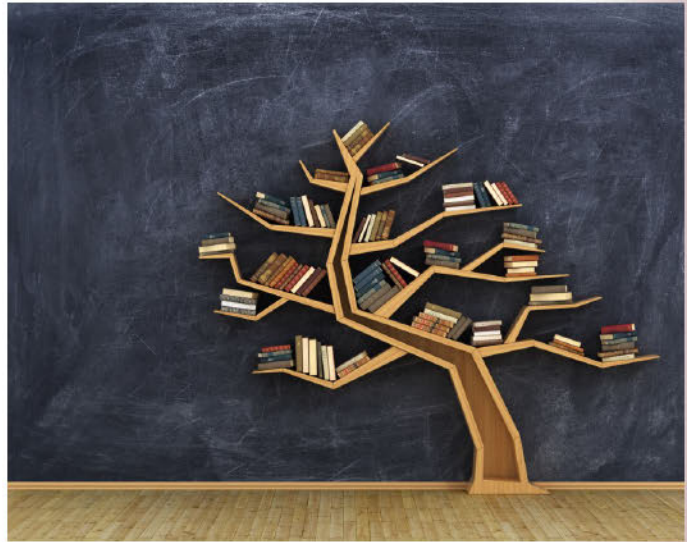
Important Benefit Deadlines for New Faculty

New, benefit-eligible faculty hired August 16 need to be aware of the following deadlines:

September 14: retirement election due

September 15: benefit/insurance paperwork due

Return **ALL** benefit election materials to HRS in French Administration 139 (Pullman), by fax to 509-335-1259, or as an attachment to hrr@wsu.edu.



If enrollment forms are not received by the dates listed above, employees will be enrolled into the default programs. Please contact HRS with any questions at 509-335-4521.

SmartHealth Deadline Approaching Soon

Don't forget! Most employee have through **September 30** to earn their Wellness Incentive for 2018. Being well pays. Depending on your health plan, you can receive a \$125 reduction in your deductible or a \$125 deposit into your Health Savings Account.

[SmartHealth](#) is Washington State's voluntary and confidential wellness program. Login to the SmartHealth portal at www.smarthealth.hca.wa.gov. The interactive website helps you improve your health and well-being, while having fun and connecting with others online.

Participating in activities will earn you points. Points earned between January 1, 2017, and September 30, 2017, are used to establish eligibility for the 2018 wellness incentive. Here are a few fun activities that will generate points:



Olympic National Park

Eat on the Edge: Ninety percent of the freshest, most nutritious foods are on the perimeter of your grocery store. So shop there at least once a week, filling your cart with fresh fruits and veggies, lean meats, dairy, and eggs—which lower your risk of heart disease, cancer, and type 2 diabetes—and earn 25 points per week.

Set Boundaries: Feel like everyone's problem is yours too? Setting boundaries can be tough, but it's a healthy thing you can do for yourself. So express your needs (and let others take care of their own) by setting boundaries—at work, at home, or both—on three separate occasions to earn 150 points.

TIAA-CREF Preretirement Seminar

September 26, 1:30 to 3:00 p.m.
French Administration 139



Flexible Learning with HRS' Skillsoft

Online training modules and ebooks that fit your schedule.

Featured Online Training

Preparing for a Difficult Conversation

This training series helps management-level learners prepare for a difficult conversation. What may initially be dreaded as an emotionally charged conversation can, in the end, become a fruitful and meaningful discussion.

To take the training, [click here](#).

School is Back in Session, Do You Need Childcare?

Bright Horizons—Care Advantage offers the following services through [Sittercity](#), an online portal:

- babysitters for after-school or last-minute needs, during school holidays, or if you have extended or nontraditional work hours;
- nannies, both full- and part-time;
- pet caregivers, dog walkers, and pet sitters; and
- caregivers who can assist with special needs, companion care, homework help, and even housekeeping.



Use Sittercity to find experienced caregivers who meet your needs and budget. **WSU pays for your membership**, allowing free access to find the provider of your choice.

The [Bright Horizons](#) program includes no-cost, basic background checks on caregivers. You can also view feedback and reviews. Once you choose a caregiver, you're responsible for the arrangements and cost of the actual care. Please note that WSU does not endorse or recommend individual caregivers.

Visit <https://www.sittercity.com/wsuv> to create your login and browse provider profiles. You can also visit www.careadvantage.com/wsuv for information on all the services WSU provides through Bright Horizons—Care Advantage.

Questions? Please contact Human Resource Services at 509-335-4521 or hrrs@wsu.edu.

Modernization Initiative Updates

Visit the Modernization Initiative website at modernization.wsu.edu for updates on recent activities. Be sure to click on the Communications link and logon using your WSU network ID and password for full details.

Instructor-Led Trainings

Click the links below for more information. You may need to first login with your WSU network ID.

[Research Administration: Introduction and Update](#)
9/1 9:00 to 11:00 a.m.

[Ally Training](#)
9/11 1:00 to 3:00 p.m.

[Successful Delegation](#)
9/13 9:00 to 11:00 a.m.

[Hostile Intruder Training](#)
9/20 9:00 to 10:30 a.m.

[Supervisor as Motivator](#)
9/21 9:30 to 11:00 a.m.

[Fiscal Audits and Internal Controls](#)
9/25 9:00 to 11:30 a.m.

[WSU Strategic Plan](#)
9/28 1:30 to 3:00 p.m.

Featured eBook

Personal Cybersecurity: How to Avoid and Recover from Cybercrime, by Marvin Waschke

This 2017 publication addresses the needs of individual users at work and at home.

The book offers an overview of the most prevalent cyber threats to individual users, then presents best defensive practices and state-of-the-art tools to resist cyberspace threats on a variety of devices.

To read the book, [click here](#).