

# HR Source

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## Paydays

Tuesday, July 10  
Wednesday, July 25

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## Sun Exposure and Heat Safety

Summer is here! For many, this is a season for outdoor excursions, projects, and family fun. It's important, however, to protect yourself and your family from overexposure to the sun and heat. Washington ranks among the states with the highest rates of skin cancer. Safeguard yourself and your family with the EAP "[Summer Safety Tip Sheet](#)" and [heat safety information](#) from the [National Weather Service](#).

## Suicide Awareness and Prevention

A recent *Washington Post* article confirms the increasing and devastating impact of suicide. Increases "across age, gender, race, and ethnicity" have been seen across the nation since 1996. Rural areas are particularly hard hit.

"Nearly 45,000 suicides occurred in the United States in 2016—more than twice the number of homicides—making it the 10th-leading cause of death. Among people ages 15 to 34, suicide is the second-leading cause of death" ([Suicide rates rise sharply across the United States, new report shows](#)," *Washington Post*, June 7, 2018).

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## Do You Need In-Home Caregivers Over the Summer?

Bright Horizons offers WSU employees a portal to find in-home caregiver services, including babysitters, full and part-time nannies, pet sitters, tutors, and individual senior caregivers.

WSU recognizes employees may have a need for these services due to being new to the area, or having changes in their family or home situations. It may be difficult to find individuals or facilities to provide these services or care.

In light of this identified need, WSU offers this benefit, which consists of a portal where local service providers can be found and hired to help with a variety of family needs. **WSU pays for your membership**, allowing free access to find the provider of your choice.

You can find a degree of assurance in the Bright Horizons programs, as background checks can be performed on the listed providers, and you are able to view feedback and reviews of customers who have used a specific caregiver.

You are responsible for all arrangements, including selecting providers and the cost of actual care. WSU does not endorse or recommend individual caregivers.



Please visit the Bright Horizons website at: <http://www.careadvantage.com/wsu> or the [WSU's Bright Horizons website](#) to learn more or to register for an account. Through Bright Horizons, you will create a profile by providing basic personal information and your WSU ID. After the account is created, the search for caregivers can begin!

Questions? Call Human Resource Services at 509-335-4521 or email [hrs@wsu.edu](mailto:hrs@wsu.edu).

### Modernization Initiative Updates

Visit [modernization.wsu.edu](http://modernization.wsu.edu) for updates on recent activities.

## Employee Assistance Program (EAP) Coverage, Regardless of Location

In recent years, the Washington State EAP has expanded its service coverage and improved efficiencies by contracting with local professionals for client assessment and short-term problem-solving. These local providers can also provide referral services.

**EAP services are confidential and free to employees.**

To learn about the Network Provider program or for additional information, visit [www.eap.wa.gov](http://www.eap.wa.gov). Questions? Please call 360-407-9490 or call 877-313-4455 toll-free. TDD users, please call via Washington Relay 711.





**Christopher Cree**

Photo by Jeff Dennison, WSU Tri-Cities  
Marketing and Communications

## Crimson Spirit Award

Christopher Cree, research development and grant administrator at WSU Tri-Cities, is the June 2018 Crimson Spirit honoree.

Mr. Cree's nominator says "During the four years that Christopher has worked on the Tri-Cities campus, he has consistently gone above and beyond to help faculty and staff develop competitive grant proposals." Mr. Cree knows exactly how to navigate the "often confusing rules, regulations, and processes that apply to grants and sponsored projects..... He consistently exemplifies a level of selflessness and a dedication to the concept of cooperation and teamwork that is unmatched."

Mr. Cree is recognized for his expertise and dedication, and for always going above and beyond the call of duty. His nominator concludes "Our campus relies on him heavily."

Visit [go.wsu.edu/CrimsonSpirit](http://go.wsu.edu/CrimsonSpirit) today, and nominate an exceptional WSU employee for this honor!

## New Quarter Century Club Members

The Quarter Century Club (QCC) recognizes WSU employees with 25 years of service. A list of the new 2018 QCC members can be reviewed [here](#). Please contact the Employee Recognition Program at [dawkins@wsu.edu](mailto:dawkins@wsu.edu) with updates or corrections to this roster.

## Suicide Awareness and Prevention,

*continued*

Resources for understanding suicide, helping those at risk, and advocating for suicide prevention are available from federal agencies including:

- [The National Institute of Mental Health](#)
- [Centers for Disease Control and Prevention](#), and
- [The Substance Abuse and Mental Health Services Administration](#).

Nonprofit organizations including the [Suicide Prevention Resource Center](#) and [American Foundation for Suicide Prevention](#) offer additional resources.

**Suicide  
Prevention  
Lifeline:**

**1-800-273-8255  
(-TALK)**

**If deaf or hard-  
of-hearing, call  
1-800-799-4889.**

## Orientation to the Employee Assistance Program (EAP)

A live webinar offered July 11, 9:00–10:00 a.m.

This presentation offers general information about the EAP and how to access no-charge, confidential services. These services are available to state employees and their family members and significant others. Click [here](#) to register. For a PDF overview of the EAP program, click [here](#).

## Featured Online Training

### The Building Blocks of Building Trust

Can I trust you? This is what others may ask, often silently, when they work and engage with you. It's also what you ask about another person. If you want people to trust you, a firm handshake and good eye contact are not enough. You have to build trust like a mason builds a wall—one stone at a time. To take this 30-minute course, click [here](#). This may require you to log into WSU's training website with your WSU network ID and password.

## Featured Online Book

### Future First: How Successful Leaders Turn Innovation Challenges into New Value Frontiers, by Alice Mann

Through real-life business examples ranging from Nike to Opower, this practical book sets out how to identify and adopt a leadership mindset that will help achieve lasting performance results. To read this online book, click [here](#). This may require you to log into WSU's training website with your WSU network ID and password.



## Pre-Retirement Seminar

July 26, 2018, 9:00–10:30 a.m.

Pre-retirement seminars are offered monthly in Pullman at Human Resource Services (French Administration, room 139).

Concurrent video-conferencing is available for other WSU locations. More information about retirement is available [here](#).

## Instructor-Led Trainings (ILTs)

*Click the links below for more information. This may require you to log in with your WSU network ID and password.*

### Academic and Event Scheduling Open Lab

(Pullman only)

Tuesdays, 10:00–11:00 a.m.

### Advisement Report and Graduations Processes Open Lab

(Pullman and via Skype)

Tuesdays, 10:00–11:00 a.m.

### PERMS Training

July 10, 9:00–10:30 a.m.

### Electronic Forms System Training

July 10, 9:30–11:00 a.m.

### Staff Recruitment: Outreach and Advertising

July 10, 1:30–3:00 p.m.

### Cultural Competency Training

July 11, 9:00 a.m. to noon

### Communicating for Results

July 12, 9:00–11:30 a.m.

### Graduate Assistantship Processing

July 18, 9:00–10:00 a.m.

### Whistleblower Act

July 19, 9:00–10:00 a.m.

### Keeping Up & Keeping Track

July 19, 1:00–3:00 p.m.

### Customer Service at WSU

July 24, 9:30–11:30 a.m.

### Paid Sick Leave

### Requirements Training

July 24, 2:00–3:30 p.m.

### Hostile Intruder Training

July 25, 1:30–3:00 p.m.

### Understanding the University Budget

July 26, 9:30–11:30 a.m.

## 2018 Governor's Walk for SmartHealth

This is a fun walking event led by Governor Inslee. You can earn 200 SmartHealth points when you join the walk virtually or on the Capitol Campus. The walk starts at 11:45 a.m. and runs for an hour. To learn more about SmartHealth, or to register for the walk, click [here](#).