



HR Source

MONTHLY PUBLICATION FROM HUMAN RESOURCE SERVICES



Work/Life Balance Survey Results

In April, Human Resource Services distributed a survey to employees which included 10 multiple choice questions as well as a section where respondents can offer their own ideas for improving work-life balance. Over 2,000 faculty and staff provided feedback and over 1,100 provided

comments. In addition to continuing the no-standing meetings on Friday, the university encourages units to keep meetings under an hour and to continue supporting flexible and hybrid work schedules. Read more on the [Human Resources website](#). ■

WORKDAY

Workday Feature Release coming Sept. 10

Workday delivers two mandatory updates, called Feature Releases, per year. The next Feature Release is scheduled for September 10.

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BENEFITS

Suicide Awareness Month

Mental health conditions, suicidal thoughts, and circumstantial crises can affect anyone, regardless of age, gender, or background. Do you know what to do if you or someone you know is facing a crisis? The [EAP September newsletter](#) provides information on

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Inclement Weather

Fall and winter are just around the corner! The following personnel processes will help you stay prepared:

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Nominate for Crimson Spirit!

[Find more info on the HRS website.](#)



Paydays

Friday, September 9
Monday, September 26





LEARNING OPPORTUNITIES

Percipio Updates

LOD is working with Skillsoft to resolve issues with reconciling attendance, closing out courses and online course functionality. We thank you for your continued patience and support as we focus our efforts on solving these issues. For more information, [please visit our website](#).

We are excited to share there are a number of Community and Equity

courses scheduled for the fall. These wonderful courses are part of the Community and Equity Certificate Program, now set up as a [Percipio Journey](#)! A Journey is a structured learning path and keeps you working toward an overall goal, helping you to achieve your career aspirations.

Each stage takes you step-by-step through a diverse set of topic areas. As you move along the path, each journey builds upon your current knowledge allowing you to broaden and strength-



en your skills.

[Learn more about Percipio and access links to our FAQs, and the Knowledge Base](#) on our website.

Workday Feature Release

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Feature Releases may include:

- New features
- Enhancements to existing features, including user interface improvements
- New web services or updates to existing web services
- Bug fixes

Visit the [Feature Release Hub](#) on

the Modernization website for updates and details about what's changing.

On the date of a Feature Release, Workday will be unavailable for a period of hours, usually overnight. You can view the hours Workday will be unavailable on the [Workday Maintenance Schedule page](#). ■





BENEFITS

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prevention skills, reducing danger, next steps, and more. [Suicide prevention resources](#) are also available through the Employee Assistance Program and on the [WSU Wellness Mental Health Services website](#).

In the event of an immediate or life-threatening crisis, call or text 988 to reach the national [988 Suicide & Crisis Lifeline](#).

Pre-Retirement Seminars

If you are considering retiring in the coming months, join a Pre-Re-

tirement Seminar! Held monthly, these seminars cover retiree insurance, medicare and social security, VEBA and leave payouts, retirement income/supplementation, and more. Sessions are split out by retirement plan; upcoming sessions and Zoom info can be found on the [Retirement Information page](#).

Take charge of your wellness with SmartHealth!

[SmartHealth](#) is Washington State's voluntary and confidential wellness program, available for all benefit-eligible employees to participate. Medical plan subscribers are eligible to earn a

Wellness Incentive in the amount of \$125, either as a reduction in your deductible or a deposit into your HSA (depending on which plan you enroll in for 2023). Points must be earned by November 30 to qualify, so head over now and get going!

Voluntary Retirement

Are you looking to increase your retirement savings? Pay increases are a great opportunity to set more aside for your future with [Voluntary Retirement Plans](#) through TIAA and DRS. ■

Inclement Weather

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Resources for information regarding personnel processes during times of inclement weather and/or

periods of suspended operations are available via the [Inclement Weather webpage](#).

Please review the relevant Business Policies and Procedures (BPPM) (BPPMs [50.40](#), [60.40](#), [60.56](#), and [60.57](#)) and plan and prepare for how your campus, area or department will address inclement weather and suspended operations. Additional inclement weather resources:

WSU Alerts

[Pullman Alerts](#)

[Spokane Alerts](#)

[Vancouver Alerts](#)

[Tri-Cities Alerts](#)

[Everett Alerts](#). ■

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