

Welcome to Washington State University! WSU System Orientation

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Acknowledgement of America's First Peoples

Washington State University acknowledges that its locations statewide are on the homelands of Native peoples, who have lived in this region from time immemorial. Currently, there are 43 tribes, 36 of which are federally recognized, that share traditional homelands and waterways in what is now Washington state. Some of these are confederacies that represent multiple tribes and bands. The University expresses its deepest respect for and gratitude to these original caretakers of the region. As an academic community, we acknowledge our responsibility to establish and maintain relationships with these tribes and Native peoples, in support of tribal sovereignty and the inclusion of their voices in teaching, research, and programming. We also pledge that these relationships will consist of mutual trust, respect, and reciprocity.

Congratulations!

- Faculty
- Administrative Professional
- Civil Service



WSU



MODULES

WSU History & Leadership

Getting Started as an Employee

Professional Development, Policies & Employee Resources



WSU History & Leadership

WSU History

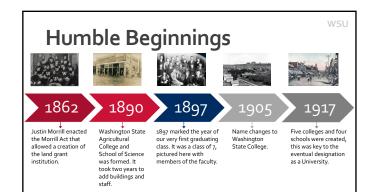
WSU Campus System

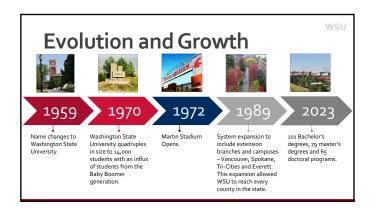
WSU Leadership

Strategic Plan, Mission & Values

Washington State University **History**



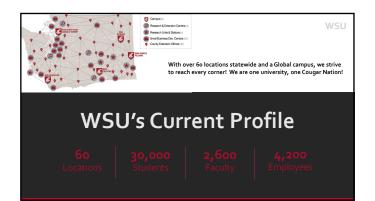






Washington State University Campus System





WSU Vancouver · 1989 · the Washington State Legislature formally established WSU Vancouver.



- 1997 The first commencement at the Salmon Creek site was held outdoors on campus.
- 2004 The School of Engineering and Computer Science became WSU Vancouver's first independently accredited school.
- 2014-2015 The Carson College of Business Center for Student Success opened and WSU Vancouver celebrated its 25th anniversary.
- 2018 Commencement was livestreamed for the first time.
- 2019 A rare corpse flower housed at WSU Vancouver bloomed for its first time.
- 2020-2022 WSU Vancouver strategically planned and executed during the Covid Pandemic and is now focused on bringing students and faculty back to the community.

WSU Tri-Cities



- 1946 Founded as a partnership between WSU, UW, and Oregon State University and known as General Electric School of Nuclear Engineering.
- 1968 became the Joint Center for Graduate Studies and the land we are currently on was donated by the Atomic Energy Commission.
- 1989 WSU Tri-Cities was singularly established as a WSU campus to focus on the land-grant mission of directly supporting and educating our regional community and beyond.
- 2007 -Opened its doors for Freshman.
- Representing Hanford by telling the story thru the Hanford History Project and partnering for in-depth examinations of worker experience.
- Leading research in Viticulture and Enology (wine science) fields.
- Leading educational research on how to support our current and future youth inside and outside the classroom, and how to best support English language learners.

WSU

WSU Spokane



- 1989 –Governor signs legislation creating WSU Spokane.
- 1990 First WSU Spokane Commencement.
- 1996 Phase One Classroom Building is dedicated; first new building on campus.
 2001 Jensen-Byrd Building is acquired.
- 2002 Health Science Building opens. College of Pharmacy moves the clinical education from Pullman to Spokane.
- 2006 Academic Center building opens. Sleep research laboratory opens.
- 2008 First-year medical degree education added to Spokane campus through University of Washington.
- 2009 College of Nursing building dedicated and College moves to campus from Fort George Wright Drive.
- 2010 WSU Board of Regents designate WSU Spokane the University's Health Sciences campus.
- 2017 Spokane Teaching Health Clinic opens on Campus

WSU Everett



- 2012 WSU's Snohomish County began offering classes for a Mechanical Engineering degree through the Everett University Center.
- 2015 Dignitaries in North Puget Sound broke ground on WSU Everett, across the street from the Everett Community College.
 2017 The newest of our campus system, Everett opened in June 2017, Hernolled a recorded 222 students for its Fall 2017 semester.
- students for its Fall 2017 semester.

 Today Programs WSU Everett foreshadows a new, innovative era in higher education. All degree options we offer, dovetail with community and workforce needs and are designed specifically for transfically for transfer students. From engineering to organic and sustainable agriculture, data analytics, obversecurity, business, and strategic communication, our programs are built to empower career-ready, citzen-ready graduates who will continue our community's growth.

WSU Global



WSU

- 1992 WSU offers distance degree completion programs.
- 1997 WSU offers first online course.
- 1998 WSU creates distance student government (now ASWSU Global).
- 2006 WSU Distance Degree Programs goes fully online.
- 2010 WSU accepts online Freshman.
- 2012 Global Campus becomes WSU's fifth campus.
- 2019 Global Campus' first Chancellor is appointed.
- Present WSU Global Camus is a national leader in online learning offering 21 undergraduate degrees and 13 graduate degrees.

Washington State University **Leadership**



WSU Leadership Collaborative

Kirk Schulz

11th President

- WSU Strategic Plan
- Core Values and broad mission of Washington State University



Office of the President–French Admin, Room 422

WSU System Campus Chancellors

Elizabeth S. Chilton Provost & Executive Vice President Chancellor, WSU Pullman Daryll DeWald Vice President of Health Sciences WSU Spokane Chancellor Mel Netzhammer

WSU System Campus Chancellors







Dr. Paul Pitre

Dr. Sandra Haynes WSU Tri-Cities Chancellor Vice President for Academic Outreach and Innovation WSU Global Campus Chancello

WSU Leadership Collaborative wsu





Theresa Elliot - Cheslek WSU Vice President and Chief Human Resource Officer WSU President and Chancellors Leadership Collaborative Mel Netzhammer, Paul Pitre, Avid Cillay, WSU President Kirk Schulz, Daryll DeWald, and Sandra Haynes

Washington State University Strategic Plan, Core Missions & Values



WSU Strategic Plan Washington State University will deepen and expand its impact by building on the strengths of each campus and location for a stronger Washington state and global community. Kirk Schulz - 11th President



Core Values

- Land grant ideals
- Community representing a "Cougar" spirit
- Integrity, trust, and respect
- Equity, diversity, inclusion, and belonging
- Global citizenship
- Freedom of expression
- Wellbeing







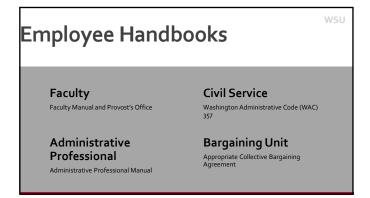
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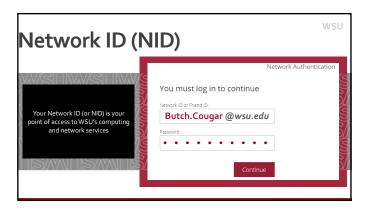
WSU Employee Information

WSU Modernization/Workday

WSU Employee Leave









Cougar Card

- Official University ID
- Building Access
- Library card
- Pullman/Spokane bus pass
- Discount at the Bookie
- Cougar CASH
- Payroll Deductible
- CougarCard Maxx
- WSU ID Number

Payroll Information

WSU

At WSU, we are on a ${\bf SEMI\text{-}monthly}$ lagged payroll leave period

Work on 1st-15th

Work on 16th—end of month

Paid on 25th of closest business day of the current month

Paid on the 10th or closest business day of the following month

Payroll Services Office–French Admin, Room 236

Payroll Information

- Pay Schedule
- Direct Deposit
- W-4 Employee Withholding
- Payslips
- Workday

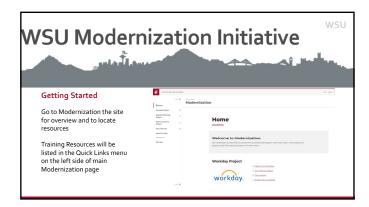


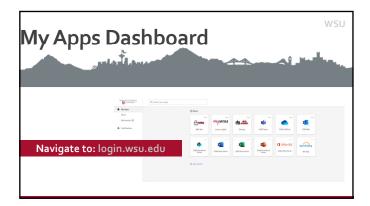
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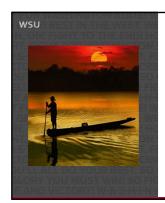






Washington State University Employee Leave





Annual Leave

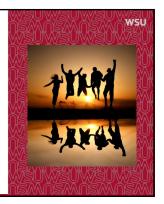
Faculty* and Administrative Professionals

- Full-time earn 16.67 hours per month
- Maximum accrual: 352 hours
- *Faculty appointments must be 12 month appointments

Annual Leave

Civil Service and Bargaining Unit

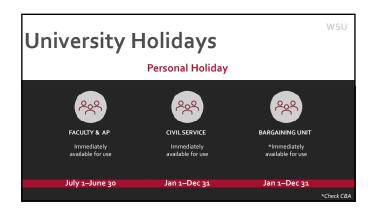
- Full-time earn 9.33 hours per month first year <u>(progressively</u> <u>increasing)</u>
- Maximum accrual: 240 hours (original hire date)

















Washington State University Professional Development & Training
WASHINGTON STATE





Professional Development

Directed Learning

- Discrimination, Sexual Harassment and Sexual Misconduct Prevention
- Ethics in Public Service
- Hazing Prevention
- Cyber Security

• Additional Courses

- Safety
- Procurement and Contracts





Washington State University **Employee Policies**



University Policies

WSU



Policies and Procedures



Safety Policies and

Procedures





Educational Policies and Procedures Executive Policies

Office of Procedures, Records and Form

State Ethics Law

- Conflicts of Interest
- Special Privileges
- Gifts are Restricted
- Political Activities
- State Resources
- De Minimis-Infrequent, occasional use
- Ignorance is not a defense





Whistleblower Act

- Provides a safe avenue for state employees to report suspected improper governmental action
- Makes retaliation against whistleblowers (and witnesses participating in an investigation) unlawful, and authorizes remedies for occurrence
- Report issues at sao.wa.gov

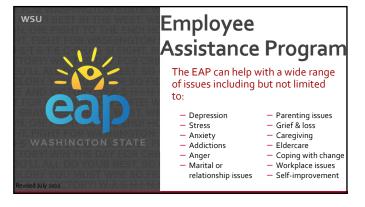
Public Records Act We are each creating University Records in the daily course of doing our jobs These records may be requested by a member of the public Office of Public Records-Info Tech Building, Room 3033



Washington State University **Employee Resources**



New Employee Resources Human Resource Services Office of the Provost Office of Compliance & Civil Rights Office of Internal Audit



Employee Assistance Program

The EAP provides confidential assistance in identifying, managing and resolving personal and work-related problems that may affect job performance or quality of life issues.

- Up to three free visits per issue followed by community referrals
 Appointments are considered to be time worked

- Supervisory approval for appointment times is required

 Actual visits are confidential





