



HR Source

MONTHLY PUBLICATION FROM HUMAN RESOURCE SERVICES

WASHINGTON STATE UNIVERSITY
Human Resource Services*Celebrating our*
**100th
Issue!**

Our 100th Issue!

Human Resource Services is celebrating a momentous milestone, our 100th issue of HR Source! We've been bringing you 8 years' worth of important higher education topics such as policy and law updates, best practices and insights, employee engagement, professional development

opportunities, diversity and inclusion, departmental reminders and so much more. It has been our honor to inform and engage you over the years!

Our content has been curated to cater to the challenges and opportunities you face in your day-to-day roles

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WORKDAY

Workday Feature Release Next Month

Workday delivers two Feature Releases per year, which include system improvements, new features, and bug fixes. The next Feature Release takes place September 8-9, 2023.

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BENEFITS

National Wellness Month

August is National Wellness Month! This is a great time to identify your wellness priorities for the upcoming academic year, [prepare to make changes](#), and set a rhythm before the semester starts. Here are a few

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Quarter Century Club Breakfast

You are invited to attend the 90th annual Quarter Century Club event in Pullman, WA. The event is open to the public and the celebration recognizes WSU employees who have reached the impressive

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Women's Equality Day

June 4, 1919 marks a historic day in American history when the 19th amendment to the Constitution was passed guaranteeing all American women the right to vote. To honor this day, the U.S. Congress designated August 26th as Women's

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Nominate for Crimson Spirit!

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



Paydays

Thursday, August 10
Friday, August 25





LEARNING OPPORTUNITIES

WSU Staff Mentoring and Professional Development Program

Applications are now being accepted for the WSU Staff Mentoring Program through September 15, 2023! The program has been updated to include more facilitated opportunities for mentors and mentees and a continued partnership with Kathleen Cowin, Ed.D. an Associate Professor (Career Track) of Education Leadership at WSU Tri-Cities.

Custom Journey Updates

Summer is a busy time for Learning and Organizational Development as we coordinate and plan for the year ahead by scheduling courses and



learning programs. The Fall 2023 schedule is available for the [WSU Supervisor Training Series](#) and the [Research Administration Series](#)! Dates and times for the [Community and Equity Certificate Program](#) are coming soon. If there are sessions

you need to register for, please click the notification bell to be notified when new sessions are added with a link to register.

2023 Employee Engagement Survey

The detailed report for the 2023 Employee Engagement Survey is now available for review. Employee engagement surveys are essential tools for organizations to assess and understand the level of engagement and satisfaction among their employees, and we appreciate your interest in reviewing the data. The full report is available on the [Employee Engagement website](#).

Empower Lives by Inspiring Wellness

National Wellness Month is a dedicat-

ed time to prioritize and promote holistic well-being across various aspects of life. It serves as a reminder to individuals and com-

munities to focus on self-care, healthy habits, and overall wellness. It's a time to cultivate healthy lifestyles, explore different wellness practices, and raise awareness about the importance of self-care. Here are some ways you can participate:

- Practice mindfulness to reduce stress and promote mental clarity.
- Engage in physical activity to boost your fitness, improve mood, and overall health.
- Prioritize self-care by setting aside time for activities that nourish your mind, body, or soul.
- Connect with nature. Go for a hike, a picnic in the park, or enjoy a peaceful walk.
- Explore healthy eating. Experiment with new recipes, incorporate more fruits and vegetables into your diet, and make informed choices about what you consume.
- Cultivate positive relationships. Positive relationships contribute to overall well-being and provide a support system in times of turbulence.
- Learn something new. Stimulate your mind and promote personal growth.
- Unplug and disconnect. Spend time without screens, engage in face-to-face interactions, and enjoy moments of solitude or quiet reflection.

Channels:

- [Mental Well-Being](#)
- [Physical Well-Being](#)
- [Financial Well-Being](#)

Content Credit: Ariana McDonnell, Learning and Organizational Development Analyst



Quarter Century Club

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milestone of 25 years of service. This is a great opportunity to recognize these individuals for their valuable contributions to WSU and to congratulate them on their induction into the Quarter Century Club. We hope you can join us to recognize the [2023 Quarter Century Club honorees](#).

General attendee registration for the Quarter Century Club Celebration on Thursday, October 5, 2023, is now available. Registration is \$18.95 per person and includes a buffet-style breakfast. The M.G. Carrey Senior Ballroom doors located

within the Compton Union Building (CUB) will open at 9:00 AM and the program will begin at 10:00 AM.

If you would like to attend, please [register](#) by Tuesday, September 19, 2023.

We hope to see you on October 5, 2023.

Please contact hrs.employee@wsu.edu or (509) 335-5098 for questions. ■

Content Credit: Lexie Murray, Employee Recognition Assistant



Modernization

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[Learn more about what's coming](#), and visit the [Feature Release Hub](#) in the coming weeks for more updates.

Register now for the Elevating Cougs conference

[Registration is now live](#) for the Elevating Cougs conference, which will be held virtually October 19 & 20, 2023. Learn more about the conference, register, and explore tracks and sessions on the [Elevating Cougs website](#).

Prepare for October Mass Salary Increase blackout dates

HRS will process a [Mass Salary Increase](#) for Administrative Professional and Faculty employees, effective October 1, 2023. Departments are encouraged to prepare for these blackout dates by reviewing the [October 2023 HCM Mass Action Timelines and Operations reference guide](#).

New guide on Time Entry Codes

We've created a [new reference guide](#) providing information about Time Entry Codes available to WSU employees on the Time Entry Calendar in Workday. ■

Content Credit: Emily Akin, Change Management Communications Coordinator

Women's Equality Day

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Equality Day.

Even though Women's Equality Day commemorates the passing of the 19th Amendment, it also reminds us of women's continuing efforts towards full equality. While this is a US event, every global workplace should honor this occasion to show their support towards women.

Here are some ways to celebrate Women's Equality Day:

- Educate yourself to learn about the challenges women face and the importance of gender equality.
- Speak up against discriminatory language, behavior, or practices that reinforce harmful gender norms.
- Participate in a women's mentoring program.
- Support women-owned businesses.
- Share what Women's Equality Day means to you on social media.

Education and awareness are powerful ways to celebrate Women's Equality Day.

- WATCH: [Expert Insights on Women in Leadership](#)
- READ: [Fearless and Free: How Smart Women Pivot and Relaunch their Careers](#)
- LISTEN: [Invisible Women: Data Bias in a World Designed for Men](#) ■

Content Credit: Ariana McDonnell, Learning and Organizational Development Analyst



BENEFITS

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suggestions and tools that can help you prepare.

- [Engage with SmartHealth](#): Take the Wellbeing Assessment to identify areas of strength and improvement, then choose activities to challenge yourself. Eligible employees can even earn a \$125 incentive by participating!
- [Connect with the Employee Assistance Program \(EAP\)](#): EAP is here to help with anything you're struggling with, whether personal or work related. Browse webinars, resource guides, and more on the [Work/Life Webpage](#), or complete a referral request form to [connect with a counselor](#). (Access code: WSU)
- See if you qualify for the [Diabetes Prevention Program](#): Lifestyle changes can have a significant impact on your risk of developing type 2 diabetes, and help is available! PEBB medical plans cover the cost of this program in full for all medical plan subscribers and dependents 18+; [take the screener](#) to see if you are eligible.

- Make an attempt at [Tobacco Cessation](#): Every try counts! Living tobacco free helps you breathe easier, feel better, and have more energy to do what you enjoy. Learn about the tobacco cessation assistance provided by your medical plan, including counseling, nicotine replacement therapy, and wellness coaching.
- Beginning October 1, 2023, the voluntary Deferred Compensation Plan (DCP) will be offering a post-tax contribution option, referred to as a Roth DCP, in addition to their current pre-tax contribution option. [Learn more!](#)
- [Good news for DCP and PERS 3 and TRS 3 participants](#) – the investment fees for these accounts have been reduced, lowering the amount these participants pay towards fees.
- The [DRS Retirement Outlook Summer 2023 newsletter](#) is also available, providing information on DRS website top searches, 2023 legislative and legislative updates.
- Reminder: [New Employee Benefit Orientations](#) are now offered as an on-demand session via Percipio. Starting in August, the AP and Faculty New Employee Retirement Orientation will also be available on-demand, with the Civil Service Retirement Orientation going



online mid-August/early September. The 31-day enrollment deadlines are still applicable, so be sure to encourage new employees to participate in these Percipio orientations!

Be sure to visit the [Wellcoug webpage](#) often for updates, new offerings, and resources to help you care for yourself and others!

If you have any questions on Wellness, Benefits or Retirement topics referenced in the newsletter, contact HRS Benefits at 509-335-4521 or hrs.benefits@wsu.edu. ■

Content Credit: Maria Royall, Benefits and Wellbeing Program Analyst

Ann Monroe, Director, HRS Benefits

100th Issue!

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and we are proud to provide you with valuable resources to inform and support you. Just as the WSU landscape has evolved, so has our newsletter; we are committed to staying at the forefront of changes

that affect you in your roles, and the WSU community as a whole. Thank you readers, and thank you to our content contributors who provide the content for our newsletter and share their expertise. If you'd like to take a trip down memory lane, please check out our

[very first issue published in March of 2015](#). ■

Content Credit: Ariana McDonnell, Learning and Organizational Development Analyst

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