WOMEN’S ADVISORY COMMITTEE FOR SUPPORT STAFF

WACSS Spring Forum

March 21, 2016
Who is WACSS?

The Women’s Advisory Committee for Support Staff (WACSS) is an organization that advises the Executive Vice President for Administrative Services about issues that primarily affect women support staff.
WACSS Mission Statement

The Women’s Advisory Committee for Support Staff supports a culture of equality, equity, engagement, and inclusion by providing a voice for women support staff at Michigan State University.
WACSS Values

- **Advocate:** Serve as a liaison to influence key decision making at MSU that affects women support staff.

- **Connectivity:** Unite women support staff and stakeholders through effective and innovative two-way communication.

- **Engage:** Maximize the involvement of women support staff and provide an opportunity to exchange information.

- **Staff Development:** Provide, promote, support, and encourage development opportunities for women support staff.
What is the role of WACSS?

• The committee’s role is to voice staff issues, specifically those that relate to women support staff.

• The committee’s goal is to share information and provide a channel of communication between the Executive Vice President for Administrative Services and support staff.

• Committee members represent support staff women from all employee groups across campus and at MSU’s off-campus locations in Michigan.
History of WACSS

• In 1972, a Women’s Advisory Council to the President was formed to promote exchange between administrators, faculty, staff, and students that was needed to advance the status of women at MSU.

• It was decided it would be more beneficial to have three separate committees for faculty (WACP), support staff (WACSS), and students (WACSAS).

• WACSS was officially formed in 1975 as WAFPO and has changed its name a few times.
History (Continued)

The name and acronym of this committee has changed a few times:

- **WACFPO** – Women’s Advisory Committee for Finance, Personnel, and Operations
- **WACFO** – Women’s Advisory Committee for Finance and Operations
- **WACSS** – Women’s Advisory Committee for Support Staff
What does WACSS do?

- Identifies areas where the university could improve responsiveness to concerns from women and other support staff, suggest solutions for perceived problems, and represent support staff perspectives in all areas of the university.

- Recommends policies, programs, or procedures that impact women support staff and other employees.
What does WACSS do? (Continued)

- Ensures a productive educational work environment (particularly in areas related to women's concerns), including general issues of campus climate and programs as they affect employees throughout MSU.
- Serves as liaison between support staff employees and university administration.
WACSS Subcommittees

- **Benefits / Work Climate / Health & Safety**
  Focuses on employee benefits, university composition and characteristics of the support staff workforce, and issues related to employee health and safety (personal and work-related).

- **Diversity / Pluralism / Inclusion**
  Identifies issues and monitors progress as it relates to women, women of color, lesbian, bisexual, and transgendered staff as well as women in under-represented occupations.

- **University Engagement and Membership**
  Works closely with committee sponsors in regards to joint initiatives, in addition to recruiting new members and ensures that the committee composition is diverse.

- **Training / Development / Communications**
  To encourage personal and professional enhancement of employees, organizes the annual spring forum and markets the committee.
Accomplishments

In 35 years......

1970’s:
• Green Light phone system
• Night bus service
• Jack Breslin Distinguished Staff Award
• Career Ladder Study
• Women’s uniform pants

1980’s:
• Child Care Study with CTU
• Two-way radios for custodians
• Noontime professional development trainings
• Advancement and promotions subcommittee
• Annual Spring Forum
Accomplishments (Continued)

1990’s:
• Survey of Safety Issues completed
• Women’s Self Defense Program began
• Color of Fear diversity promotion
• Liquid soap installed in all bathrooms

2000’s:
• Breastfeeding support program
• M.E.N.T.O.R.S. program
• Resource Fair added to Forum
• Computer Access Training (CAT) initiative
• Fall and Spring Campus Safety Tours
Accomplishments (Continued)

2000’s
• Participatory Management
• Inclusion of Labor Staff as Valued Members of the University Community
• Identification of employees working outside of their home units

2010’s
• Publication and enhanced awareness of MSU’s directory assistance number: 517-355-1855
• Enhanced technology and awareness for off-campus employees
2015-2016 Committee Members

Executive Committee
- Anne Stahl Chair (Police, FOP)
- Debby Mansel, Vice Chair (Al Dean Administration, APSA)
- Amanda VanKoevering, Secretary (Internal Audit, CTU)

Benefit / Work Climate / Health & Safety Subcommittee
- Jaclyn Sayen, Chair (RHS Planning and Projects Office, APSA)
- Camille Ash (Controller, APA)
- Julia McAnallen (Career Services and Placement, APA)

Diversity / Pluralism / Inclusion Subcommittee
- Terri Geiger, Chair (IPF Power and Water, 324)
- Cammy Nelson (Controller, CTU)
- Therese Nugent (IPF Landscape Services, 1585)
2015-2016 Committee Members

Training / Development / Communications Subcommittee
- Ninfa Caillouette, Chair (Office of Admissions, CTU)
- Stacey Patton (Vice President for Governmental Affairs, CTU)
- Sheryl Shay (IPF Metal Services, 999)
- Wendi Winston (Osteopathic Medicine – Detroit, CTU)

University Engagement and Membership Subcommittee
- Debby Mansel, Chair (Al Dean Administration, APSA)
- Tonya Jamison (Regulatory Affairs, APA)
- Karen “KJ” Johnson, (RHS Residence Education and Housing Services, 1585)
- Melissa Peek (IPF Elevator and Electronic Services, 999)
Ex-Officio Members

Satish Udpa, EVP for Administrative Services

Paulette Granberry Russell, Inclusion and Intercultural Initiatives

Sharon Butler, Human Resources

Lydia Weiss, Women’s Resource Center

Christine Carter, EVP for Administrative Services
Why be a WACSS member?

• Have the opportunity to provide feedback and support to university decision-makers.

• Develop valuable connections and resources with women in leadership roles across campus.

• Be a voice for the Women of MSU.
What is WACSS Looking for in a Member?

- A self-starter
- A leader, or a desire to be one
- Commitment to MSU staff and students
- Flexibility in schedule; ability to commit
Need more information?

• Visit the WACSS booth
• Visit www.wacss.msu.edu
• Contact WACSS Membership Chair: Debby Mansel
  mansel@msu.edu
  517-432-1809
Vision
MSU supports all of its employees to connect and navigate multiple roles throughout workplace, career and life transitions.

Mission
The WorkLife Office leads the community in partnership to create an inclusive, responsive work environment where all employees are respected and supported toward well-being in work and personal lives.

Values
Reflecting MSU's values of quality, inclusiveness and connectivity, the WorkLife Office strives for excellence, equity and synergy.
Michigan State University's health promotion program.

Encouraging faculty, staff, graduate student employees, retirees, and the spouses/partners of members of these groups to become engaged in Redefining the way you think about health. Read more...

Meet the Health4U Program Staff...

2015-2016 Health4U Program Schedule

The wait is over! Your 2015-2016 Health4U Program Guide is here. Favorite noontime classes are coming back for another year - along with a few new exciting offerings.

If you have any questions or concerns about our upcoming classes, or if you'd like to register right away, please let us know:
health4u@msu.edu or (517) 353-2596.

Recipe for Health

Prepare to Enjoy! March's Recipe for Health is "Thai Peanut Dipping Sauce." You can find a copy of the newsletter, along with our complete archive, here: Recipe for Health.

Watch this recipe prepared by Chef Kurt:
http://livestream.com/msualumni/PeanutButter

Breathe Easy
MSU's Nicotine Cessation Program

Want to quit smoking in 2015-2016?

Register to attend the next pre-enrollment Orientation for the Breathe Easy Nicotine Cessation Program. Do something terrific for yourself, your family, your friends, and MSU - we can help! For more information, or to register, email health4u@msu.edu or call 517-353-2596.

Breathe Easy is being offered through a partnership between Human Resources, Olin Health Center, and the Office of the University Physician Health Program.
Welcome to the Office of Institutional Equity at Michigan State University

MSU is committed to creating and maintaining an inclusive community in which students, faculty, and staff can work together in an atmosphere free from all forms of discrimination. MSU is strongly opposed to discrimination and harassment, and such behavior is prohibited by University policy.

OIE reviews concerns related to discrimination and harassment based on sex, gender, gender identity, race, national origin, religion, disability status, and any other protected categories under the University Anti-Discrimination Policy and Policy on Relationship Violence and Sexual Misconduct.

OIE accepts calls, emails, and walk-in reports regarding any matters related to discrimination, harassment, sexual misconduct, relationship violence, and stalking. OIE staff can help you file a report, investigate your report, and connect you with resources.

Michigan State University Anti-Harassment Statement

Michigan State University Notice of Nondiscrimination
MSU Human Resources is pleased to announce that a refreshed Enterprise Business Systems (EBS) portal will be delivered to the MSU community in summer 2016. The newly designed entry point to your EBS applications and systems has been built based on user feedback and testing. The new portal delivers updated technology and improved navigation. Learn more.

Guidance materials, video tutorials and other information will be posted on this website as they become available.

QUICK LINKS
- MSU Human Resources
- Technical Specifications

QUESTIONS?
HR Solutions Center:
517-353-4434

Email:
SolutionsCenter@hr.msu.edu
Faculty & Staff

How Can Faculty and Staff Help?

University students may experience a great deal of stress during the course of their academic experiences. While most students cope successfully with the challenges these years bring, some students find the various pressures of life unmanageable or unbearable. As faculty members, teaching assistants, and other staff, you may encounter distressed students in your office or your classrooms. Many of these students have not sought counseling and may be unaware of the services available to them. Your role could be a positive and crucial one in identifying students who are in distress and assisting them to find the resources available to help themselves. This website is intended to provide information for faculty and staff at Michigan State University.

Faculty & Staff Resources:

- MSU Mental Health Resources
- If you have a student in distress
- Information Especially for Residence Hall Staff
- How Faculty and Staff Can Receive Counseling
Office for Inclusion and Intercultural Initiatives

"Michigan State University is guided by values that are embedded in our rich heritage as a leading land-grant university and our current position as a world-grant institution among the best universities in the world. Foremost among our values is inclusion." (President's Statement on Diversity and Inclusion.) Read more →

Welcome to the Office for Inclusion and Intercultural Initiatives Web site. We serve as an institutional focal point for promoting inclusion and diversity at Michigan State University. In addition to providing leadership and support for university-wide initiatives on inclusive excellence, a staff of experts work diligently to facilitate and support a campus environment that provides students, faculty, and staff with opportunities for excellence.

What We Do Makes A Difference

The mission of the Office for Inclusion and Intercultural Initiatives (I-I) is to INFUSE MSU's core value of INCLUSIVITY into the MSU campus.

What We Believe

Advancing not only diversity — but also inclusion—requires commitment, leadership and the participation of the entire campus community. DIVERSITY is defined as the state or quality of being different and as individuals we are all uniquely different. To be an INCLUSIVE campus is to RESPECT and VALUE differences and to encourage and create opportunities to capitalize on those differences. A truly inclusive institution benefits all, both
Performance Excellence

Performance Excellence is the performance management process for MSU staff. Watch the video above to learn about the process and hear from MSU leaders and employees on why this process is important and beneficial to employee growth and organizational excellence.

"To ensure we are among the best, we must reach higher—taking every aspect of our game to a new level of performance in order to achieve the best for society and those we serve."

- Bolder By Design

New Performance Excellence Program Starts January 1, 2016

See the Phased Roll Out Guide for more information.

Performance Excellence is a performance management process designed to better meet the needs of individuals and the university, now and into the future.

At the core of this program is the recognition that if MSU is to continue to be a leading research university, we need talented staff who are continually developing their skills to meet the needs of a rapidly changing world. This cannot be an afterthought, but something that is planned and measured. Every staff member contributes something valuable to the overall success of MSU in our educational, research and outreach missions. And all staff members, no matter how skilled they are today, need to keep learning. Both supervisors and staff have a responsibility to participate and engage with this process.
MSU BOLDER IT
Learn the plans & strategic direction for MSU IT

We are beginning the process of becoming one IT at Michigan State University.

Bolder IT is MSU’s response to transforming information technology at Michigan State University. Bolder IT complements the university's Bolder by Design strategic plan.

Our focus is on how to best align MSU's technology personnel and dollars to the highest and best use. We are one institution, and all our technology is interconnected through servers and networks. We must invest in and operate all technology with MSU in mind.

MSU IT Transformation
In order to be Bolder, MSU needs to transform how it designs, plans, and manages technology across the university. Institutions with enabling, modern technology are best positioned to succeed.

MSU Bolder IT vision is three-pronged: Strengthen, Align, Innovate. Each prong is dependent upon the other two.

Our strategy is informed by campus input, analysis, and learning by new leadership. It has been refined and targeted through a comprehensive IT assessment, input from leadership including deans and other academic leaders, input from IT personnel in units, and the observations of the new CIO over 2014 and 2015.

Strengthen the Core