WACSS Spring Forum

March 26, 2018
THANK YOU!!!!!

to the Spring Forum Planning Committee
  Lisa Desprez
  Connie James
  Melissa Peek
  Amy Pinckney
  Wendi Winston

*Christine Carter (Advisor)*

for helping to make this year’s event a success.
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.
We find different ways to interact with people...
...and talk about the impact we have on others.
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 43 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
Accomplishments (Continued)

• Dependent care survey and proposals
• Campus safety survey
• University-wide mentoring initiative
• Workplace violence awareness and prevention strategies
• Sparty statue traffic area
• Communication between University employees and Executive Management
• Private space for nursing mothers in the workplace

In December 2017, MSU was honored with the Silver award for being a Breastfeeding Friendly Workplace by the Michigan Breastfeeding Network (MIBFN).
WACSS Current Initiatives

Educational assistance - marketing and education
(Benefit / Work Climate / Health & Safety subcommittee)

Increase minority representation in the workforce
(Diversity / Pluralism / Inclusion subcommittee)

Increase women representation in service maintenance/skilled trades positions
(Training / Development / Communications subcommittee)

Encouraging and enhancing two-way communication with women support staff and WACSS
(University Engagement and Membership)
2017-2018 Committee Members

Executive Committee

- Melissa Peek, Chair (IPF Elevator and Electronic Services, 999)
- Amy Pinckney, Vice Chair (Center For Global Connections, APA)
- Amanda Jones, Secretary (Sponsored Programs Admin, APA)

Benefit / Work Climate / Health & Safety Subcommittee

- Jaclyn Sayen, Chair (RHS Planning and Projects Office, APSA)
- Sherry Stevens (Theater, APA)
- Ninfa Caillouette (Office of Admissions, CTU)
- Barb Heyser (Laundry, CTU)

Diversity / Pluralism / Inclusion Subcommittee

- Jonne McCoy-White, Chair (Human Medicine – Flint, APA)
- Connie James (BEACON Center, APSA)
- Wendi Winston (Osteopathic Medicine – Detroit, CTU)
2017-2018 Committee Members

Training / Development / Communications Subcommittee
• Angela Resseguiie, Chair (COM Academic Programs, CTU)
• Elbony Hawkins (ANR Technology Services, APA)
• Lisa Desprez (IPF Sustainability, APA)
• Pam Hebeler (IPF Maint Serv Structural Area, 999)

University Engagement and Membership Subcommittee
• Jackie Vandenbosch, Chair (Presidents Office Operations, APSA)
• Deb Mansel (Arts & Letters Dean Administration, APSA)
• Terri Geiger (IPF Power and Water, 324)
Ex-Officio Members

Satish Udpa, EVP for Administrative Services

Paulette Granberry Russell, Inclusion and Intercultural Initiatives

Sharon Butler, Human Resources

Barbara Roberts, WorkLife Office

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
Together we work better, people make a difference

Who will? Spartans will!

Follow WACSS on Facebook @msuwacss
Need more information?

- Visit the WACSS booth at the front of the room
- Visit [www.wacss.msu.edu](http://www.wacss.msu.edu)
- Contact WACSS Membership Chair: Jackie Vandenbosch
  vande357@msu.edu
  517-432-8777
AGENDA

Achieve Growth! Personal Branding, Professional Development and Networking
Facilitated by Kristin St. Marie and Lydia Weiss

Welcome
- Melissa Peek, WACSS Chair
- Satish Udpa, Executive Vice President for Administrative Services
- June Youatt, Provost and Executive Vice President for Academic Affairs

Understanding Your Professional Brand
- Kristin St. Marie, Manager of Executive Development Programs and
- Lydia Weiss, Educational Program Coordinator for the Worklife Office

Developing your Elevator Speech & Utilizing it
- Susi Elkin, Director of the Broadcasting Services at WKAR

Learning Successful Networking Skills & Practicing them
- Mary Bowen, Assistant Director for Career Development, College of Law

Pulling it all Together to Shape Your Career Path
- Angela Hall, Associate Professor in HR and Labor Relations

Close/Giveaways

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LUNCH at COWLES HOUSE

April, 26, 2018