

**Work/Life Advisory Committee  
Summary Notes  
Meeting 10/29/2008**

**Members in attendance:** Matt Bumpus, Christian Busnardo, Peggy Collier, Danielle Engelhardt, Denise Faerber, Jamie Gaber, Stephanie Holbrook, Mark Holmgren, Vida Jones, Laura Kinslow, Brad Liebrecht, Jane Lotz-Drlik, Katherine Lovrich, Rebecca Mitchell (HRS Intern), Becky Morton, Teri Ockwell, Patti Petersen, Melissa Ray, Karen Weathermon, Zami Wilson

**Not attending:**

**Membership**

- 1 opening for A/P committee member
  - Announcement sent to WSU Announcements and APAC
  - Call sent to Tri-Cities for alternates

**Work/Life Month**

- Thank you to everyone who has assisted with Work/Life Month. Special thanks to Teri, Christian and Melissa.
- Results of Work/Life Month
  - More activity/questions on website than in the past
  - Many positive responses/a few constructive remarks for improvements to be made next year
  - Most effective Work/Life Month since the start of WLAC
  - Becky received information from Dr. Vicki Rackner of UW, School of Medicine regarding an Elder Care Conference
    - Dr. Rackner would be willing to present the conference in Pullman
    - WLAC could partner with UI to make this happen

**Meeting with Theresa Elliot-Cheslek, HRS Interim Director-Becky**

- Discussion of tuition waivers
- Child care referral service
  - The service would like to be a community referral system located centrally on campus. Jill Griffin will work with Student Affairs, Equity and Diversity.
- Discussion of Health/Wellness Initiatives
- Mentoring Program
  - Jill Griffin will provide information on the ADVANCE Program recently awarded to the university which has a mentoring module for science faculty.
  - HRS is drafting guidelines and may collaborate with the ADVANCE program.
- Performance Management Incentive Program for Civil Service Staff
  - Program would be funded by areas

- Option considered would include additional annual leave, other options may be considered after discussions with the Department of Personnel.
- Implementation of CS Advisory group
  - Will not happen at this point due to legal issues
  - Spring 2009-HRS will develop training specifically for CS employees
- There is no plan for WSU to close for extended periods of time during the holidays, but there has been examination of policies in other universities who do.
- When WLAC has funding needs we can do directly to Theresa at HRS

#### **Recap of Idaho state income tax deduction from payroll-Peggy**

- The Washington public school system does not provide this service
- 23% of WSU employees (Pullman campus) live in Idaho
- Suggestion for employees living in Idaho or Oregon and working in Washington: Employees could have a percentage of their salary automatically deducted at their banks to counteract this problem
- This tax issue is not mentioned in new employee orientation, payroll should be notified
- Peggy will write a proposal to include deduction of Idaho and Oregon income taxes when new IT system is in process

#### **Pesticide use on campus-Jamie**

- Jamie will follow up in the spring with a contact from sustainable agriculture

#### **Web Updates**

- Christian will update WLAC information and Melissa will update regional/urban information, but updates should be sent to both.

#### **National Work/Life Conference in Seattle-May**

- Becky would like to attend with HRS personnel

#### **Pac 10 Fitness Challenge/Recreation Center**

- President Floyd, Vice President Tate and Provost Bayly were invited
- Shirts were given to attendees
- The Rec Center will be starting a new program
  - They will visit a department on the lunch hour to give presentations on health, wellness and the services offered at the Rec Center
  - Faculty, staff and students in that area will then be given free passes for a week

#### **Self Defense Classes-Becky**

- Becky has been taking a five week self defense class and recommends it to all women on campus to feel more empowered to protect themselves as well as to build awareness of surroundings women are in.
- Undergrad female students can apply for grant funds to pay the fees in this class which are available through Brad Stewart at the Rec Center

- The Rec Center also provides self defense classes for men that focus on anger management

#### **Discussion of 4/10 hour days**

- More information is needed on HRS website

#### **APAC Updates- Denise**

- Next meeting will be broadcast from Spokane
- Work/Life article sent to APAC

#### **Other- Melissa**

- Melissa was asked about nursing rooms on campus
- There is no regulation to provide nursing rooms, but some colleges have done so

**Next Meeting – November 19, 2008**