Navigating Your Job Satisfaction

We hope your semester is going smoothly. Please be sure to visit the Staff Senate website for information about your Senators. Let us know how we can help. We look forward to hearing from you!

Upcoming Events

Homecoming Parade
October 25, 2013 | 6:15 p.m.
Downtown Sylva

Celebrate! A Free Belly-Dancing Workshop
October 29, 2013 | 7:00 p.m.
Grand Room (3rd Floor UC)

Employee Appreciation Day

The 2013 Employee Appreciation Day was a success! As always, we enjoy being on the concourse, meeting our fellow employees and spreading the word about what the Staff Senate is all about! We had some wonderful giveaways this year! We would like to thank all of the vendors that donated items and to recognize our winners:

- 2 $25 coupons to Claymates – Martha Carpenter & Carrie Croom
- 2 $15 coupons for Rick's Car Wash – Sarah Speed & Homer Harris
- 2 shirts from Catamount Clothing and Gifts – Bill Hutchings & Kelly Berding
- 2 goodie bags from the CRC – Jackie Robertson & Josie Bewsey
- 2 $15 gift cards to Signature Brew – Debbie Hyatt & Patti Johnson
- 2 $10 gift cards to Bogart’s of Sylva – Joel Marchesoni & Kathy Boland
- 1 $20 gift card to Papou’s wine shop – Nolan Goubeaux
- 4 $25 gift cards to Ryan’s – Sharon Dole, Marjorie Eyre, Nathan Rhinehart & Beth Breedlove

Each year, the Staff Senate collects food for the Community Table of Sylva at Employee Appreciation Day. This year, the response from our fellow WCU employees was fantastic! With your help, we collected over 253 pounds of food! This is more than double what we collected last year! The best part is that your donations were in direct response to the Community Table's top five needs! Here is a breakdown of what was collected: 14 individual personal care items, 19.5 lbs of dry goods (rice and beans), 68.81 lbs of canned tuna and chicken, 19.95 lbs of mac and cheese, 47.71 lbs of canned fruit, 33.08 lbs of canned soups, 14.56 lbs of canned veggies and 50 lbs of peanut butter! We would also like to thank everyone who donated to our Staff Senate Scholarship fund, as we raised $105.39 for this important project.

Contact Us!

If you have an article, announcement or suggestion relating to this newsletter, contact Staff Senate at staffsenate@wcu.edu to have it included.
UPCOMING TRAINING OPPORTUNITIES

October brings several opportunities for training and development, courtesy of the Office of Human Resources. Here is a list of upcoming events and be sure to visit their training webpage for information and registration:

• 10/8 Employee Basic Training
  Camp 139 | 8:15 a.m.–12 p.m.

• 10/15 New Hire Benefit Orientation
  Camp 139 | 8:15 a.m.–12 p.m.

• 10/15 Diversity – Henry Wong
  KA 136 | 3–4:30 p.m.

• 10/22 Retirement (TSERS)
  HFR 101 | 9–11 a.m.

• 10/29 Retirement (ORP)
  HFR 101 | 9 a.m.–10 a.m.

• 10/29 Records Management
  HFR 101 | 2–3 p.m.

In addition to these training sessions, HR offers Personal Development workshops sponsored by ComPsych, WCU’s EAP partner. Click here to find out more about the October events listed below and to register.

• 10/10 Balancing Work and Life

• 10/24 Effective Communication

STATE EMPLOYEES COMBINED CAMPAIGN

Your participation will make a difference! Please consider making a contribution to an organization of your choice during this year’s State Employees Combined Campaign, which runs through Nov. 8. For more information, please speak with your unit’s solicitor, visit secc.wcu.edu or email ajbeavers@wcu.edu.

SOUND OFF!

Assuming there is always room for improvement, which one of these things would increase your job satisfaction the most? Click here to share your ideas!

HEALTH CARE REMINDER

There are numerous (and new) options to your health care. Please click here for information about changes to the State Health Plan. Open Enrollment will take place October 1–October 31, 2013.

OMBUDS

The ombuds is a newly created pilot program at WCU established to assist faculty, staff, and administration in resolving disputes and preventing future conflicts. The ombuds* is an “independent resource for problem resolution [who] works to ensure that members of the university community are treated equitably and fairly.”

Jayne Zanglein serves as the ombuds for the university. To schedule a private meeting, call her at 828.331.0866 (cell) or 828.227.7191 (office). Her office is in Forsyth 202.

An ombuds is independent, impartial, informal and confidential. For clarity on confidentiality check out the full article at the Staff Senate website. Issues appropriate for the ombuds office include:

• Interpersonal conflicts
• Departmental conflicts
• Complaints of unfair treatment or harassment
• Other workplace grievances or misunderstandings.

The ombuds is not a substitute for the formal grievance and hearing procedures already in place. Faculty and staff are encouraged to contact the ombuds for assistance before the situation escalates to the point where formal action is appropriate.

The creation of the office of the ombuds gives the WCU employee community the opportunity to transform the work environment and make significant cultural changes.

The WCU ombuds will report to the provost (without identifying complainants by name or department) trends within the university that need to be addressed, policies that need clarification, and workshops for supervisors on recurring themes.

If you think you may have a good reason to talk with the WCU ombuds, make contact today!

*The term “ombuds” is derived from the Swedish word for “representative.” Perhaps a better translation is “intermediary” or “facilitator.” In Sweden, a neutral ombuds addressed personal grievances raised by citizens against the government.