

## INTERESTED IN JOINING WACSS?



WACSS 2019-2020 Members

We'd love to consider you for a position with WACSS! Members are eligible for two consecutive two-year terms, with a service year beginning in July.

### Members of the Women's Advisory Committee for Support Staff:

- Have the opportunity to provide feedback and support to university decision-makers
- Develop valuable connections and resources with women in leadership roles across campus
- Act as a voice for the women of MSU

### What we're 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

### To apply:

A call for applications is typically made in early spring of each year as vacancies occur. Review our website and visit social media for more information. Questions about membership? Email us at [wacss@msu.edu](mailto:wacss@msu.edu).

## EX-OFFICIO AND LIAISON MEMBERS



**Samuel L. Stanley Jr., M.D.**  
*President*

**Paulette Granberry Russell**  
*Senior Advisor to the President and  
Director, Office of Inclusion and Intercultural Initiatives*

**Sharon Butler**  
*Associate Vice President, Human Resources*

**Barbara Roberts**  
*Executive Director, WorkLife Office*

**Christine Leese**  
*Chief of Staff, Office of the Executive Vice  
President for Administration*

## MICHIGAN STATE UNIVERSITY

📍 426 Auditorium Road, Room 412

☎ 517-355-5014

@ [wacss@msu.edu](mailto:wacss@msu.edu)

🌐 [wacss.msu.edu](http://wacss.msu.edu)

f [facebook.com/groups/msuwacss/](https://facebook.com/groups/msuwacss/)

📷 [instagram.com/msu.wacss/](https://instagram.com/msu.wacss/)

in [linkedin.com/company/msu-wacss/](https://linkedin.com/company/msu-wacss/)



## WOMEN'S ADVISORY COMMITTEE



FOR SUPPORT STAFF

**CONNECTING, EDUCATING,  
AND EMPOWERING MSU  
WOMEN SUPPORT STAFF**

[wacss.msu.edu](http://wacss.msu.edu)

# WACSS supports a culture of equality, equity, engagement, and inclusion by providing a voice for women support staff at Michigan State University.

The role of the Women's Advisory Committee for Support Staff (WACSS) is to provide the President with a wide range of views on issues that women support staff and other employees face at MSU. WACSS advises the President and has a responsibility to identify, recommend, ensure, alert, and serve.

- **Identify** areas in which the university could improve responsiveness to concerns from women support staff and other employees, and propose creative solutions.
- **Recommend** policies, programs or procedures that impact women support staff and other employees at the university.
- **Ensure** a productive and educational work environment and support an inclusive campus community.
- **Alert** the Administration and suggest solutions for problem areas related to women support staff and other employees at the university.
- **Serve** as liaison between MSU employees and the Administration..

We encourage you to reach out to members of the committee to discuss any concerns you may have.



WACSS has monthly meetings with its committee members and ex-officios. There are four subcommittees which focus on the following:

## Diversity / Pluralism / Inclusion

- Promote full participation and an environment of equality;
- address issues related to women in under represented occupations;
- maintain a community grounded in respect for all and appreciation of differences; and
- champion MSU initiatives that integrate and support inclusive representation in policies and practices.

## Training / Development / Communications

- Monitor and encourage personal and professional development;
- develop marketing and communication materials to effectively connect support staff to resources; and
- review and update WACSS website, media, and promotional materials for accuracy.

## Benefits / Work Climate / Health & Safety

- Remain engaged with Human Resources to obtain and share information, particularly relating to work employee benefits, including voluntary benefits;
- prioritize employee health and safety; and
- address work climate concerns across the university.

## Membership / University Engagement

- Recruit new WACSS members and maintain full committee representation, ensuring diverse representation of women support staff;
- work closely with committee sponsors in regards to joint initiatives; and
- promote and represent WACSS at various events.



The Women's Advisory Committee for Support Staff has been instrumental in the development and/or progress of critical initiatives and programs across campus, including:

- Establishing the annual Jack Breslin distinguished staff awards
- Creating dedicated private nursing space for mothers, resulting in a 2017 Silver Award to MSU by the Michigan Breastfeeding Network for being a breastfeeding friendly workplace
- Having a voice in MSU's Sexual Violence Advisory Subcommittee (WACSS has a standing appointment)
- Establishing supervisory training, mentoring programs, and recruitment material
- Sponsoring workshops such as the WACSS annual spring forum attended by 500+ women support staff
- Providing free emergency menstrual hygiene products to students in support of academic success
- Supporting flexible schedules, parental leave, diversity & inclusion initiatives, and engagement of off-campus employees
- Providing support and access to computers, specifically for those in custodial and maintenance positions
- Creation of the green light emergency phone system and contributions to other safety enhancements across campus
- Recommended the "green folder," a resource guide to help and support students, faculty, and staff