

2008 Professional Staff Survey

1) Were you aware of the Professional Staff Organization (PSO)?

Yes	744	97%
No	23	3%
No answer	0	

2) Did you know that you and all professional staff are automatically members of the Professional Staff Organization?

Yes	595	77.5%
No	168	22.0%
No answer	4	.5%

Note, everyone that said no to question one, also said no to question two.

3) The PSO holds two membership meetings for professional staff each year, one in autumn quarter and one in spring quarter with invited speakers of interest to the campus community. Were you aware of the annual meetings?

Yes	586	76.4%
No	180	23.5%
No answer	1	.1%

4) Have you attended any of the annual meetings?

Yes	159	20.7%
No	597	77.8%
No answer	11	1.4%

If you have attended any of the annual meetings, what did you think worked well and what did you think could use improvement? If not, why not?

This will take time to compile.

5) The PSO presents several brown bag lunch events during the year. The goals of the brown bag lunch series include informing professional staff on university issues of interest and providing professional development opportunities. Were you aware of the brown bag lunch series?

Yes	589	76.8%
No	171	22.3%
No answer	7	1.0%

Have you attended any of the brown bag lunches?

Yes	132	17.2%
No	628	81.8%
No answer	7	1.0%

6) If you have attended any of the brown bag lunches, what did you think worked well and what did you think could use improvement? If not, why not?

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7) The PSO's board communicates with members through monthly e-mail updates, a biannual newsletter, and a website.

Do you read the newsletter?

Yes	523	68.2%
No	234	30.5%
No answer	10	1.3%

Have you visited the web site?

Yes	306	39.9%
No	443	57.8%
No answer	18	2.3%

8) Is the amount and types of communication that the PSO Board uses about issues and events of interest...

Too Little	89	11.6%
About Right	581	75.7%
Too Much	37	4.8%
No answer	60	7.8%

9) Since its formation in 1990, PSO has worked on a number of issues on the behalf of professional staff. Most recently, PSO worked with HR on the revision of the professional staff program and the staff salary survey, and hosted brown bag events on issues such as work-related stress.

Please rank each of the following issues/activities on which you think the PSO Board should focus or issues that are of concern to you.

	Highest priority	High priority	Priority	Low priority	Not an issue for staff	No answer
Job salary equity across departments and colleges	239	218	180	77	17	36
Performance management and evaluation	81	251	285	95	14	41
Health benefits	172	284	185	81	15	30
Retirement benefits	186	292	164	74	12	39
Advancement opportunity	180	310	174	62	9	32
Transportation issues	59	166	235	231	35	41
Annual and Sick Leave donation policy	28	71	242	341	42	43
Environmental issues, e.g., recycling, green campus, etc.	57	159	255	204	59	33
Enhancing UW mediation efforts for professional staff grievances	75	189	278	154	27	44
Professional development activities for professional staff	154	259	238	74	15	27
Mentoring for staff and faculty new to management positions	136	239	238	106	17	31
Meet and greet opportunities for new and continuing staff	65	149	235	248	29	41

10) Indicate any other issues or activities that you think the PSO should prioritize or engage in, as well as how highly you rate it (or them).

This will take time to compile.

11) The PSO supports professional development by making awards of up to \$350 available to individuals to pursue professional development opportunities each year.

Were you aware of PSO professional development scholarships?

Yes	336	43.8%
No	425	55.4%
No answer	6	.7%

12) Were you aware of PSO professional development scholarships?

This will take time to compile.

13) Please indicate which PSO activities you value and think should be continued or expanded (mark all that apply):

	Continue	Expand	No answer
Annual Meetings	572	33	162
Brown bag speaker series	486	126	155
Newsletter	579	51	137
Periodic e-mails on items of broad interest to PSO membership	578	83	106
Scholarships for professional development	469	192	106

14) If needed, describe other issues or actions that should be a priority for the PSO Board.

This will take time to compile.

15) All PSO activities, including the annual meeting, brown bag lunches, web site updates, newsletter costs and operating expenses are paid for by member donations through payroll deduction.

Were you aware that all Professional Staff activities are funded entirely by member donations?

Yes	190	24.8%
No	571	74.4%
No answer	6	.7%

16) If you have not contributed to the PSO, why not?

No answer	123	16%
Was not aware that PSO's funding was from donations only	407	53%
Cannot afford	80	10%
Don't see value	94	12%
Other (51 include responses why)	63	8%

17) Do you have other comments either about activities of the PSO or issues relevant for UW professional staff?

This will take time to compile.

18) Which professional staff classification (exemption criteria) applies best to your position (select only one):

Confidential assistants to presidents or vice presidents.	13	1.7%
Executive heads of major administrative or academic units	51	6.6%
Principal assistants to executive heads	84	10.9%
Counseling of students	62	8.0%
Continuing education	17	2.2%
Research	156	20.3%
Graphic Arts and Publications	12	1.5%
Program direction/control	117	15.3%
Institutional Policy	9	1.1%
Human resources (Personnel)	29	3.8%
Legislative relations	0	0.0%
Public information	43	5.6%
Development	25	3.3%
Senior computing systems and network programming	102	13.3%
Internal audits and investigation	9	1.2%
No answer	38	4.9%

19) How long have you worked at the university?

Less than 3 year	106	13.8%
3-7 years	197	25.7%
7-10 years	133	17.3%
10-15 years	113	14.7%
More than 15 years	216	28.2%
No answer	2	.3%