

PSO News

May, 1998
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Message from the Chair

Well, my year as chair of the PSO is drawing to a close. It's been a real privilege to hold this office during 1997-98 and I want to express my gratitude to all of the members of the PSO Board with whom I have worked over the past year. They are an outstanding group of individuals, all with talent, enthusiasm and drive. I could never have done my job without their wisdom and experience to guide me.

I want to give special mention to several of the new board members; Fred Nick, who has been very active on the new salary survey committee; Jim Mock, who has worked hard to improve our email and internet presence. And Danya Tomlinson, who has chaired our new scholarship committee. All deserve a hearty vote of thanks from of us.

I hope you realize just what a great organization you have in the PSO. It is active, productive, and respected both at UW and in Olympia, and has produced positive results for its membership and as well as the University. The organization continues to produce those same results today in ways both obvious and unseen by its membership. I am proud to have been a member of the Board and will continue to support its efforts in the years to come. I encourage all of you to volunteer to help out with some facet of the Board's ongoing projects. PSO can always use the varied talents its members. The work is fascinating and will provide you new perspectives and new opportunities to develop contacts throughout the University; all the while giving you an great education in how decisions are made and things get done around here.

We are still awaiting the results of the 1998 salary survey, which is due out during the summer. Fred Nick, in particular, has been hard at work with the committee on some of the statistical measures used in the study. Johnson & Lindstrand, the consultants hired to coordinate the survey, have been very receptive to some of the suggestions we have made for improving the vigor and sensitivity of the measures that are being used. Now we wait and see how it all turns out.

There is other news on the salary front. The Administration has been working on a six-year proposal for salary increases, to be submitted to Olympia for the 1999-2001 biennium. The idea is to take a more gradual approach to salary improvement and not to ask for increases that are unrealistic under the constraints of Proposition 601. At the same time, some proposals may be submitted for supplemental pools of money to address special issues, such as market pressures on computer technical positions or reclassification actions which are needed but for which departments do not have adequate funds. I have copies of the new proposals if you're interested in seeing them. E-mail me at graham@u.washington.edu.

State legislators enacted a new version of the state ethics guidelines. This latest version is scheduled to be posted to the Computing & Communications web page in the near future. The older version can be found at http://www.washington.edu/tech_home/html/wac292.html

In many respects, the revised statute appears to be a substantial improvement over the previous one. However, there are still some concerns about unreasonable restrictions on the use of University equipment. By way of example, the new statute seems to indicate that personal use of e-mail is sometimes okay, but, the Internet cannot be used. As e-mail travels on the Internet, this restriction seems to be a conundrum of sorts. We are awaiting further developments and will be actively commenting on new revisions to the statute as they are developed.

Beginning in July, PSO Vice Chair, Debbie Prince, will assume the position of Chair and I will join the ranks of the chairs emeritus. My major responsibility as the immediate Past Chair is the recruitment and nomination of PSO members for Board positions and offices during the 1999-2000 academic year. I encourage each of you to seriously consider serving in some capacity in this organization. It is in your best interest and the learning experience is great. I can testify to that personally.

I hope to see you at future meetings and wish all of you a good summer.

Steve Graham
Chair, PSO

PSO Elections

Included in this newsletter is your ballot for the 1997-98 PSO Officers and board members. They will represent you and your interests in discussions on campus and with legislators.

Simply returning the ballot is a measure of your support for what PSO has accomplished: greater visibility for professional staff on campus, including representation on search committees and task forces; greater visibility in Olympia; and an array of programs and seminars for professional advancement and recognition.

A contribution form is also included to help you ensure that the PSO continues to work on your behalf.

Researchers/Engineers and the PSO

Researchers and Engineers are a sizable part of the Professional Staff. Each year the PSO elects new representatives to its Board of Directors and each year the nominations committee struggles to find Researchers and Engineers interested in serving. As a Research Scientist and a two-term member of the Board, my PSO experience has been a valuable one, and I encourage other Researchers and Engineers to serve on the PSO board. You will find the experience will serve you well in your own work. The time commitment is modest; Board meetings take place twice a month during lunch hour.

The majority of funding for Researchers and Engineers comes from "soft money;" grants and contracts with specific objectives. While achieving research objectives may seem tangential to the University's educational mission (and vice versa), our research helps educate UW students, and most research is directed by UW faculty. Seeing the "big picture" of how the University functions (it is complicated!) has helped me understand how decisions are made and long-term plans developed within my home department.

At the national level, political processes fund research efforts, and many of us find it necessary to advocate for funding of essential research and educational efforts. Similarly, cost-of-living or merit raises for professional staff are funded through acts of the state legislature. Serving on the PSO Board will help you learn how to optimize your effect on the political process.

The most important benefit of serving on the PSO Board is meeting and becoming acquainted with many other PSO staffers. The professional staff encompasses all kinds of expertise, and by broadening contacts, you will augment and extend your problem-solving skills.

If you are a Researcher or Engineer; I recommend that you get involved with the PSO for purely selfish reasons. Don't be shy!

Ruth Ludwin,
Geophysics

PSO Elections

The following eleven individuals have volunteered to serve on the 1998-99 PSO Board:

Arni H. Litt

Title and position: Research Scientist III, Zoology

Years in current position: 12

Years in pro staff: 12

Years at University: 29

I am the current Treasurer of the PSO and have served on the Board since 1993 in various positions, e.g. as Representative of the Research Scientists, as Secretary, as Treasurer, and as a member of the Bylaws and Membership Committee. I continue to be impressed by the progress the PSO has made to educate the public and legislature about who the Professional Staff employees are and to improve the relationship of the Professional Staff with the Administration of the University.

As the PSO continues to grow in stature within the University, the responsibilities of the Treasurer also grow. As Treasurer for 1998-99, I will continue to keep precise accounts of PSO's spending and funds, monitor the spending of the various committees, and work toward 100% active membership in PSO through increased contributions and participation by all Professional Staff employees.

James B. (Jim) Mock

Current Position and Unit: Computer Support Services Manager, College of Engineering

Years in Current Position: 17

Years as Professional Staff: 17

Years at the UW: 17

I wish to continue to serve on the PSO Board to contribute to the enhancement of communications between members of the Professional Staff and between the Professional Staff and the University Administration. Communication is the key to deciding the issues of most importance to the professional staff and presenting their views to the administration. During my time on the Board, we have endeavored to increase access to the Board members through use of electronic mailing lists and increased development of our web page on the internet. Continuing discussions on the issues of equitable pay, professional development, and training can only benefit from the distribution of the elements of the discussions and acquisition of responses from the professional staff at large. I encourage every professional staff employee to share their views with the PSO Board so that we can represent the broadest possible spectrum of constituents.

Debbie Prince

Current Position and Unit: Academic Counselor, Undergraduate Advising Center

Years in Current Position: 14

Years as Professional Staff: 14

Years at the UW: 14

The Professional Staff Organization has come to be a recognized voice for the professional staff at the UW. Having served on the PSO Board for three years, as a PSO committee chair for an additional three years, and on numerous University-wide staff issues committees, I am aware of the gains we have made and some areas that still require our efforts. I am very impressed with the expertise of the current board members. It would be an honor to serve as the next chair of the Professional Staff Organization and its 3,300 members.

Nancy J. Sherman

Current Position And Unit: Research Administrator, Ocean Physics Department, Applied Physics Laboratory

Years In Current Position: 9
Years As Professional Staff: 9
Years At The UW: 19

I have served in the position of Secretary on the PSO Board for the last two years and hope to continue for another year. I contribute my time and efforts because its my gain to be among those who are drawn to serve on the Board, typically professional staff who are dynamic, knowledgeable and interested in keeping this University a great place to work. My strength as an administrator is in my dedication to communicating and the role of Board Secretary lends me another outlet.

Brian Geppert

Current Position and Unit: Research Engineer 2, Department of Aeronautics & Astronautics

Years in Current Position: 4
Years as Professional Staff: 4
Years at the UW: 8

I have always been interested and involved in public service, dating back to 6th grade. I would like to help make the world a better place to be - starting with my work place.

As a graduate ('94) of the UW, I can bring a fresh perspective to the Board. However, my best asset is that I am constantly looking for ways to improve things. As Operations Manager of the manager of the UW Aero Lab, I have learned the value of listening and would be eager to hear from my research scientist colleagues and bring their issues to the Board.

Lastly, I have a strong sense of fairness and will see to it that staff are treated fairly and that their interests are well represented.

Suzan Huney

Current Position and Unit: Administrator, Polar Science Center, Applied Physics Lab

Years in Current Position: 8
Years as Professional Staff: 8
Years at the UW: 25

I benefit from the activities and accomplishments of the PSO; for example: the awards and recognition program (I had the pleasure of nominating an outstanding colleague), PSO's effective and strong representation in decision-making groups and advisory bodies at the UW, and representation in Olympia to our legislators.

I would enjoy the opportunity to actively contribute to the PSO. I have a strong interest in diversity issues, opportunities for women, and salary equity.

My work for the Polar Science Center involves grant and contract management, financial management, personnel, space, salary administration, and providing strong administrative support to our principal investigators and professional staff members. I am a member of the APL Administrative Committee (one of two at-large members of the Director's advisory group), Chair the APL Diversity Committee, and serve as treasurer of the Seattle Chapter, Society of Research Administrators.

Fred Nick

Current Position and Unit: Center for Social Science Computation and Research, Director

Years in Current Position: 16
Years as Professional Staff: 16
Years at the UW: 23 as staff; 6 more as a student

I have worked at the UW as a student employee, a Classified Staff member and a long time Professional Staff member. I am intensively interested in encouraging changes to the salary surveys and the merit increase system to make them as fair and accurate as possible. I am a present member of the 1998 Salary Survey Committee and the PSO Board Merit Review Committee.

Charles Packard

Current Position and Unit: Policy Development Analyst, Budget Office

Years in Current Position: 15

Years as Professional Staff: 2

Years at UW: 15

I want to improve the PSO in three areas.

First, we need to do a better job of informing the professional staff of issues being considered by the board and getting input/involvement from more members. We can do that by working to increase the number of subscribers to the Prostaff e-mail list. We should actively contact staff and ask them to become subscribers and dues-paying members. We also need to provide more information about issues via e-mail list. I am working now to accomplish this goal.

Second, PSO needs to formulate positions on pay and other economic issues. We can't be content to say more is better. We need to have positions on the way pay raises are distributed, the performance evaluation system, the action to be taken when pay raises don't keep up with inflation, and the erosion of health benefits. We need to improve the job security of the professional staff. I am serving on a PSO committee that is exploring some of those issues.

Third, PSO needs to replace begging with bargaining. In the early years, PSO made significant gains for members by begging and lobbying the administration. I think to make further significant gains we will need to be in a position to bargain.

Stephen Reynolds

Current Position and Unit: Senior Oceanographer, Applied Physics Laboratory

Years in Current Position: 3

Years as Professional Staff: 14

Years at The UW: 22

The PSO Board represents the views of Professional Staff: a diverse group that includes research engineers and scientists. Successful research projects depend upon the presence at the University of talented researchers and support staff and engineers. Many of the same reasons that cause research faculty to leave for positions at other universities, also cause staff to leave our community: the physical and intellectual environment for conducting research, state requirements and oversight, comparable salaries and benefits as well as professional development opportunities. The PSO Board has successfully represented our views while supporting the mission of the University. I hope to support this fine tradition as well as bring the (some say peculiar!) perspective of a staff research scientist.

Karen Schmitt

Current Position and Unit: Manager of Education Initiatives (CE Specialist 5), College of Ocean and Fishery Sciences

Years in Current Position: 1

Years as Professional Staff: 6

Years at the UW: 6

PSO has benefited me in many ways while I've been a professional staff member. I would welcome the

opportunity to serve the PSO with a term on the Board because I would like to become involved in a way that can help benefit others in the future. Within the College of Ocean and Fishery Sciences I work on a variety of educational initiatives with continuing education and outreach components, including the new PRISM UIF-funded program. With the growth of educational technology resources on campus and the shift in society to lifelong learning, it is a very exciting time for people working in continuing education. Having held several professional staff positions at UW, I feel that I have a good perspective on the range of issues that face the PSO and that I can effectively represent continuing education as a member of the board.

Mary Kay Talbot

Current Position and Unit: Senior Oceanographer, School of Oceanography

Years in Current Position: 13

Years as Professional Staff: 20

Years at the UW: 24 (includes the first 4 years as an undergraduate student)

I have spent the last several years observing with great admiration the work accomplished by the PSO on our behalf. I feel that it is now time for me to support these efforts and hopefully make a contribution of my own. The role of the PSO is important not only to us as an employee group, but also to the University as a whole.

I have extensive experience in laboratory and field research, and administrative functions such as grant management and personnel issues. I have also been involved in teaching both graduate and undergraduate students. This unique perspective I can provide as a former student, a researcher and an instructor will allow me to serve as an effective representative of and for the PSO.

RECLASSIFICATION REVISITED

There is a proposal now being considered which would include additional funding in the UW's 1999-2001 budget proposal for the reclassification of staff in departments that do not have adequate funding to pay for the reclassifications. The PSO Board has discussed this particular issue for quite some time as this specific problem has been often reported by the membership. However, it has been difficult to get good information on how extensive the problem really is.

The Board would like to gather some informal, anecdotal data on situations within the University where this reclassification/inadequate funding problem exists. If you are in a professional staff position that has not been reclassified recently, and which you feel needs to be reclassified, please let us know. Send your e-mail comments to graham@u.washington.edu, telling us something about your position, why you think it needs to be reclassified, and why it is not happening. The Board is particularly interested in hearing about situations where people have been discouraged from their reclassification efforts on the basis of available funding. I will collect the information and summarize it for the Board. The final report will also serve as a topics of discussion in our meetings with the UW executive vice president, Weldon Ihrig, and his staff. Your identity will not be revealed unless you give specific permissions for us to do so. Please send your comments and anecdotes to me by June 19.

Steve Graham

Professional Staff Personnel Program document now on the Web

The Office of Compensation and Professional Staff Programs is pleased to announce that the Professional Staff Personnel Program document is now on the Web. Currently, this document is linked to the Personnel Services page (in the "New to the Web" section) at the following URL: <http://www.washington.edu/admin/personnel/>

You may not want to bookmark this document yet as we expect its location will change in the future as additional items are added to the Web; we will announce such a change when it happens.

—*Office of Compensation and Professional Staff Programs*

Professional Staff Facts and Figures

Here are some updated numbers on the composition of the UW Professional Staff. As of March, 1998, there were 3,254 professional staff working at the UW:

Executive Heads 3%
Senior Computer Specialists 12%
Counseling & Student Services 13%
Researchers & Engineers 29%
Administrators/Managers 37%
Other 6%

During 1997:

760 (23%) Professional staff position vacancies were filled

757 (23%) Professional staff positions were reviewed

Review of a Professional staff position entails filling out the 10-page "Position Description" form. While the number of vacancies filled and the number of positions reviewed are similar, they actually represent two distinct processes which partially overlap. Many currently filled positions, and some vacant positions, were reviewed.

PSO Scholarship Program

The PSO launched its scholarship program in the 1998 Winter Quarter. Four \$250 scholarships were awarded to the following professional staff members to assist them with their career enhancement:

Devon Brewer, Research Scientist, Alcohol & Drug Abuse Institute, attended the 12th World AIDS Conference in Geneva to present his AIDS research findings.

Margaret Frazier, Human Resource Coordinator/Administrative Specialist, College of Education, enrolled in UW Extension Certificate Program in Human Resource Management to provide formal training to her position.

Vicki Good, Clinical Nurse Educator, Harborview Medical Center, to assist with tuition for Seattle Pacific University coursework towards her Masters of Science degree.

Franz Hernandez, Senior Computer Specialist, Harborview Medical Center, for advanced computer training.

Spring Quarter 1998 brought a larger pool of applicants for the scholarships, and we were fortunate to have the funds available to provide seven worthy professional staff members with awards. Those individuals are:

Brian Donnebrink, Decision Support Analyst, UWMC, Financial Planning & Management Information, to sign up for the GSPA Midcareer MPA Program.

Chancy Grace, Coordinator for Community Relations, Experimental Education Unit, for courses in strategic marketing in Human Services sponsored by the School of Social Work Continuing Education Program.

Andrea Rose Levents, Public Information Specialist, UW Training & Development, coursework in GSPA.

Danielle Sanine Miller, Systems Programmer, Molecular and Cellular Biology Program, to attend The Interworks '98 Conference - a conference of tutorials and talks given by HP computing professionals.

J. Anand Subramony, Research Scientist, Chemistry, to attend American Crystallographic Association annual meeting.

Catherine H. Tangen, Research Scientist III, CHS, Biostatistics, to attend American Statistical Association meeting to present current research from dissertation and meet with other women researchers.

Sally Weatherford, Resource Coordinator, Psychology, enrolled in certificate program for "C" programming through UW Extension.

Rae Wu, Research Consultant, Epidemiology, refresher courses on English grammar and spelling sponsored by Training and Development.

The PSO Board is pleased to have had the opportunity to provide these scholarships to professional staff members who might otherwise not have had the funding available through their departments to enhance their career development.

We look forward to continuing this scholarship program and invite your participation. For more information, you can [check the PSO website](#).

Danya Tomlinson
Committee Chair

