



Professional Staff Organization Of the University of Washington

NEWS

Vol. 13 (2)

May 2002

From the Chairs

First of all, we would like to express our gratitude to all the PSO Board members that have served during our term as Co-Chairs of PSO. A big *Thank You* goes out to **Marge Baylor** who is stepping down after serving on the Board since its inception in 1990. Marge also served as a representative to the Faculty Council on Retirement and Benefits. Our appreciation also goes out to **Mary Kay Talbot** who has served on the Board and as Chair of the Scholarship Committee for many years, **Nancy Sherman** who has served as Secretary to the Board for many years, and to **Steve Graham** a former Chair of the PSO and a long-term representative of the PSO to the Salary Survey Committee. On behalf of the PSO, we would also like to thank all of you who have served on Faculty Councils and other University Committees.

At our Fall Meeting, members ratified the proposed amendments to the By-Laws. The Board size increased from 11 to 12 members in addition to the officers. We re-allocated the representatives of occupational areas on a proportional basis to better represent the current PSO population. Recently, we asked for volunteers to run for the 2002-2003 Board. Twelve very qualified members stepped forward. Please read about them in a related article. While we didn't get volunteers from all of the occupational areas, the By-Laws allow At-Large positions to be filled by members from other job designations if there are not enough candidates from a particular

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How To Contact Us

Read about us at:

<http://depts.washington.edu/psoweb/>

Contact Board Members at:

psoboard@u.washington.edu

Email List:

Get up-to-date PSO information by subscribing to the PROSTAFF email list. To subscribe, send the email message "subscribe prostaff yourname" to listproc@u.washington.edu. To remove yourself from the list, send the message "unsubscribe prostaff."



Professional Staff Organization ANNUAL SPRING MEETING

Monday, May 20, 2002

Walker Ames Room, Kane Hall

11:30 a.m. - 1:00 p.m.

Keynote Speaker

Professor Emeritus Jon Bridgman

**"Looking Back 100 Years:
The UW at the Turn of the Century"**

See the flyer insert for further details

Legislative Update

The dust of departing Representatives and Senators has barely settled and some bills are still awaiting review and signature by the Governor. And so, although all of the details of the State's, and therefore the University's, budget process are not yet complete, perhaps the best that can be said of the recent legislative session is, 'It could have been worse.' During this year's session, good news for the UW would have equated to a mere \$20 million budget reduction for the institution (based on the House budget) and a bad news scenario of a \$39 million cut (based on the Senate budget).

The overall projected budget shortfall represents, among other things, an \$18 million, or 5%, cut to the UW's FY 2002-2003 operating budget and a nearly \$6 million, or 2%, to the non-instructional services budget. These reductions may equate to staffing reductions through layoffs, a hiring freeze on nonessential position vacancies, reduction in University services and classes, increased benefits costs that are passed on to UW employees and no COLA state-funded salary increases. (While there is some discussion about funding for Pro staff through reclassifications and ingrade promotions, most departments with limited dollars will be

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occupational area. Elections of Board Members for the 2002-2003 year will be held electronically again this year. Please watch for a notice on prostaff for information on how to vote.

One of the major projects PSO has taken on this year was to investigate incorporating. Please see the related article in this newsletter. To that end, we are again asking you to vote at our Spring Meeting to allow us to make changes to the By-Laws in order to incorporate. One of the major changes suggested, by the attorney advising us in this process, is that the Board be allowed to amend the By-Laws, instead of requiring the membership to approve changes at annual meetings. This procedural change would not change member input or influence. The Board will continue its practice of soliciting member opinions and preferences before making changes.

Finally, we want to thank the PSO members for sharing their thoughts and concerns with us, for responding to our requests for policy reviews, and for giving us the opportunity to work with professional staff throughout campus this past year. It has been a pleasure working with all of you.

--Sharon Redeker & Sue Geier

PSO Board Elections

This year our election will be web-based. A notice about how to vote will be sent out to our prostaff email list. See "How to Contact Us" on front for more information about how to subscribe.

PSO Incorporation

For several years the PSO Board has discussed the possibility of incorporation to clarify our governance, reporting mechanisms and liability issues.

As the University deals with representation and collective bargaining on many levels, the PSO needs to be clear on its mission, and on its governance and processes. To that end, the Board has retained the services of an attorney to advise and assist us in three ways: 1) constructing the Articles of Incorporation; 2) aligning our By-Laws with the Articles of Incorporation; 3) setting up a permanent reporting process to meet both state and federal regulations.

The Board expects to present the Articles of Incorporation and Revised By-Laws for members to review by the end of the summer.

--Sharon Redeker

Further Legislative Insight

Dick Thompson, Director of Government Relations and legislative insider, will speak at the **PSO Brown Bag Meeting** on May 1, 2002, 12:00 p.m. -1:00 p.m. in Johnson Hall, Room 6.

Thompson will provide an overview of the recent legislative session and potential impacts to the institution and its employees. Be sure to attend what promises to be an eye-opening and lively discussion.

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unable to provide the necessary money.) Tuition-setting authority granted to the Board of Regents will offset only a small fraction of the University's budget cuts and cannot be viewed as a panacea for the State's unwillingness to adequately fund the institution at a level comparable to peer institutions. For instance, compared to the UW, UC/Berkeley receives \$5,000 more in state support for EACH of its students.

Perhaps the most problematic long-term issue professional staff will face is collective bargaining. During this session, the legislature passed collective bargaining enabling legislation for teaching assistants, research

assistants, and faculty. Classified staff already have such rights. This means the only campus employees not eligible to negotiate for their salaries, benefits, working conditions, etc. are the UW's 400 members of the librarian's association and the 4,500 members of the professional staff.

The PSO Board has been reluctant to enter into any type of union affiliation, believing, as it does, that current collaborative efforts on the part of the Board and the UW administration is better served through independent status. Yet, the issue of affiliation and collective bargaining now needs to be brought back to the table for discussion by the membership, in possible preparation for the 2003 legislative session. Watch for future comments from the PSO Board on the matter.

Finally, PSO's presence in Olympia and contacts with legislators over the past several years has served the membership, as well as the institution, in a very capable manner. If you have an interest in joining this group and making a positive impact on the working lives of professional staff, consider volunteering to assist in PSO's legislative efforts. The efforts are both gratifying and enlightening. Contact PSO Co-chair Sharon Redeker at sredeker@u... to volunteer or for more information.

--Bruce Bennett

PSO Board Spring Retreat

The Spring Retreat serves as a springboard for the PSO Board of Directors. During the meeting we set the agenda and goals for the year, and determine the priorities of items for discussion and action.

Are there Pro Staff issues you would like the PSO Board to consider? Please send your suggestions by Friday, May 31, 2002, to Ron Eng, PSO Board Vice-Chair at rceng@u.washington.edu.

2002 Pro Staff Salary Survey

UW Human Resources is currently conducting the biannual professional staff salary survey. They have again retained Towers Perrin (who conducted the 2000 survey) to conduct a cash compensation survey of selected benchmark positions, under the guidance of the Compensation Office and an Advisory Committee of Professional Staff employees. The PSO has had three representatives on this committee (**Steve Graham, Tiffany Cramer, and Katie Swanson**). The initial committee meeting was January 28, 2002, during which various committee members agreed to review the benchmark job group with regards to:

- The benchmark's match to current jobs
- Recommendations for additional benchmarks
- Recommendations for removal of benchmarks

This work was concluded in mid-March and the benchmarks finalized. Towers Perrin has also been provided with updated participant lists for the custom surveys to community colleges and peer universities. Preliminary data may become available this month, and the survey itself should be published by July 2002.

--Katie Swanson

Scholarship Program Update

The PSO Scholarship Committee is pleased to announce a new chairperson, **Trevor Baglien**. He is the Information Systems Manager for Intercollegiate Athletics. Thanks to Trevor for agreeing to help out in this important position.

The PSO established the Professional Development Scholarship program in August 1997. The first awards were made in Winter Quarter 1998. Since then, almost \$20,000 has been awarded to PSO members.

Funded through generous contributions from PSO members, the program provides the opportunity for PSO members to take advantage of training, classes, conferences, and other professional development activities. Scholarships provide funding when a professional staff employee's organization cannot (fully) afford to support these activities, and the employee incurs out-of-pocket expenses.

Applications are accepted on a quarterly basis, with a maximum award of \$250 per person per year (autumn quarter-summer quarter). The PSO Scholarship Committee evaluates the applications they receive and decisions are made approximately 4 weeks after each deadline. Complete details about the program and a downloadable application can be found on the PSO web site (found on page 1).

The scholarship committee is looking for new members. If you are interested in helping the PSO on this committee or would like more information, contact the chairperson, Trevor Baglien, at email: baglient@u... or campus mail: Box 354070, or check the PSO web site. The deadline for Summer quarter is Monday, May 6, 2002, followed by August 5, 2002, for Autumn quarter.

--Mary Kay Talbot

Upcoming Events

PSO Brown Bag Meeting

May 1, 12:00-1:00, Johnson Hall, Room 6

PSO Board Meeting

May 7, 11:30-12:30, Gerberding Hall, Room 26

Spring Social

May 20, 11:30-1:00, Walker Ames Room, Kane Hall

Meet the 2002-2003 Board Candidates

The slate of Officers for the 2002-2003 Board consists of: Chair, **Ron Eng**, Geology Collections Manager, Burke Museum of Natural History; Vice-chair, **Marilyn Gray**, Assistant to the Chair, Faculty Senate; Treasurer, **Ross McKenzie**, Senior Computer Specialist, College of Architecture and Urban Planning; Secretary, **Laurel Sercombe**, Archivist for the Ethnomusicology Program, School of Music.

Representing Academic Counselors/Continuing Education is **Carrie Perrin**, Academic Counselor, Psychology Department. Representing Assistants to Department Heads are: **Don Berg**, Academic Personnel Officer for the UW School of Nursing; **Jayne Muir**, Program Manager, Center for Nanotechnology, Dept. of Bioengineering; **Aaron Hoard**, Deputy Director, Office of Regional Affairs.

No representatives from Research/Engineers volunteered so those 3 slots will be filled with At-Large positions.

Tiffany Cramer, Director of Computing Services, School of Law will represent 1 of the Computer & Network slots, the remainder will be filled by an At-Large slot.

At-Large representatives will be: **Peggy Hartman**, Manager of Grants and Contracts, Applied Physics Laboratory; **Melissa Johnson**, Manager, Academic Affairs and Research Programs, School of Public Health and Community Medicine; **Elizabeth Pang**, Adviser, Student Activities Office; **Mary Pullen**, Assistant to the Dean, College of Arts and Sciences; **Sinh Simmons**, Grant and Contract Manager, Grant & Contract Services; **Rebecca McColl**, Research Manager, Child Health Institute, Departments of Pediatrics and Health Services; **Bridget A. D. Warbington**, Student Services Administrator, Information School.

--Sue Geier

Parting Words

"How wonderful it is that nobody need wait a single moment before starting to improve the world."

--Anne Frank



Contribution Agreement

Thank you for your interest in the payroll deduction contribution program. To participate in the program, you must be a permanent or temporary employee of the University of Washington and appointed as Professional Staff.

Please complete this form and mail to the PSO Treasurer, Marge Baylor, Box 353600. Lump sum contributions may also be mailed directly to the treasurer.

NAME	(LAST)	(FIRST)	(MI)	UW I.D. NUMBER
POSITION TITLE	DEPT. NAME		MAIL STOP	CAMPUS PHONE
TRANSACTION TYPE:	<input type="checkbox"/> BEGIN MY DEDUCTION	<input type="checkbox"/> CHANGE MY DEDUCTION	<input type="checkbox"/> STOP MY DEDUCTION	
AMOUNT OF DEDUCTION PER PAY PERIOD (See PSO brochure or website for suggested amount based on annual salary.)				
<input type="checkbox"/> \$1.50 (MIN)	<input type="checkbox"/> \$2.00	<input type="checkbox"/> \$2.50	<input type="checkbox"/> \$3.00	<input type="checkbox"/> \$3.50
<input type="checkbox"/> \$_____ OTHER (\$.50 INCREMENTS)				
SIGNATURE _____			DATE _____	
By my signature, I hereby request and authorize the University of Washington to deduct the amount specified from my salary. I understand this deduction will start on the first pay period after the authorization is processed and continue for the duration of my employment, unless I elect to change the deduction amount or stop the deduction by notifying the Professional Staff Organization in writing.				
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