



*Professional Staff Organization
Of the University of Washington*

NEWS

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May 2003

From the Chair

The state of our state economy is at best fragile. We hope that a turning point is imminent, and fear that it is not. All of us anxiously await the State FY 2003-2004 budget. Once again, expenditures will have to be significantly reduced to balance the decrease in revenue. The outlook is bleak. Where will the cuts be applied?

The UW Professional Staff has a significant role in running the university. All of us are committed to sustaining and nurturing the University. However, as professional staff, we are exempt from the provisions of the state civil service system. The employment status of the professional staff falls under the provisions of the UW Professional Staff Program. The program states:

“Professional staff serve solely at the will of the employing official. Professional staff do not serve a probationary period and do not attain permanent employment status. Professional staff appointments can be modified or ended for any reason that does not unlawfully discriminate against the employee, or violate public policy.”

During times of fiscal crisis at the University, we are concerned that cost-saving measures will fall disproportionately upon UW professional staff members. Whereas

Professional Staff Organization ANNUAL SPRING MEETING

Wednesday, May 21, 2003

Walker Ames Room, Kane Hall

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

**Keynote Speaker
Executive Vice President Weldon Ihrig
“Addressing the Challenges Posed by
Increasingly Limited State Funding”**

See the flyer insert for further details

termination of professional staff members can serve as a convenient means to facilitate a budget balancing process, dissolution of professional staff positions is in fact typically not cost-effective when considered in the long term. The professional staff is a key to maintaining the status of the University as a center of excellence.

What is the role of the Professional Staff Organization? The Professional Staff Organization was founded to represent the UW Professional Staff, which currently includes more than 5,500 staff members on the three university campuses. The PSO continues the effort to represent the professional staff, and to maintain the rights and privileges of the professional staff. As stated in the PSO Bylaws, the purpose of the organization is to:

1. Promote the exchange of ideas among professional staff, and between professional staff and the university community.
2. Foster the highest degree of professionalism for professional staff and raise the

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.”



standard of professionalism by encouraging professional development.

3. Represent the opinions and concerns of the UW professional staff.
4. Disseminate information to members of the Organization, the UW administration, and other individuals and entities, as appropriate.
5. Promote communication and pursue common interests among professional staff at the Seattle, Bothell, and Tacoma campuses and other higher education institutions in the State of Washington.

The importance of the PSO is magnified in a time of crisis such as the present. Now more than ever, it is important to have an organization that can present and foster a representative opinion. We are here to represent you.

As my term as PSO Chair winds down, I would like to thank everyone who has worked so diligently this year to further the cause of the UW professional staff and the PSO. These include the chairs and members of the five PSO committees, and those who served as PSO representatives on the various university committees and councils. Many of the PSO past-chairs remain very active with the Organization, and they are an invaluable resource, providing information and advice.

And lastly, I want to thank all the members of the 2002-2003 PSO Board of Directors. Thanks to all of you for your time, energy, commitment and enthusiasm!

-Ron Eng

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? If so, please send your suggestions by **Friday, May 30, 2003**, to Marilyn Gray, PSO Vice Chair, at mgray@u.washington.edu.



PSO Board Elections

The official ballot for the UW Professional Staff Organization Board of Directors is included in this issue of the newsletter. Please fill out the ballot and send it to PSO Secretary Laurel Sercombe, Box 353450. **Ballots must be received by May 30, 2003.**

Meet the Candidates

We have four new candidates for Board of Directors positions this year.

Nancy Bradshaw is the assistant to the chair of the Faculty Senate. Working closely with the faculty on similar issues, Nancy brings a unique perspective that will contribute to the welfare of the UW Professional Staff. During the legislative sessions she is privy to discussion of most higher education legislative issues; this could prove helpful to our organization. Nancy will be running for an At-Large position.

Matthew Campbell currently works as one of two Academic Counselors in the UW School of Art. Matthew came to the university in 1998 and worked in Admissions before moving to the School of Art in 2000. He holds a Master of Education degree from the UW Educational Leadership and Policy Studies program where he focused on human rights education and issues of access. Outside the UW, Matthew works as an advocate for human rights as the chair of Amnesty International Puget Sound. He also serves on several regional and national committees for Amnesty International and is currently a candidate for the Board of Directors for the USA section of the organization. Matthew is running for the Counseling/Continuing Education/Extension position.

Marianne Kaufmann is Clinic Manager of the Psychological Services and Training Center, and has been a member of the UW professional staff for over 5 years. She is a certified Professional of

Professional Development Scholarship

Funded through generous contributions from PSO members, the Professional Development Scholarship 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.



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.

Applications are accepted on a quarterly basis, with a maximum award of \$250 per person per year (autumn quarter through 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 at <http://depts.washington.edu/psoweb/>.

PSO BOARD ELECTIONS CONTINUED

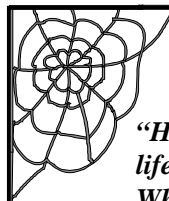
Human Resources. Marianne has watched much go on in the UW community over the years, and would now like to contribute more to PSO. As a Human Resources Professional with operations/management experience, Marianne feels that she has much to offer the professional community at the UW. Marianne is running for an At-Large position.

Douglas Mathews has worked at the UW for 20 years, the first 13 years as classified staff in the Department of Geology (Budget Coordinator, 7 years) and Environmental Health and Safety (Administrative Assistant to Director, 6 years), before taking his current position as Administrator to the School of Music (7 years). Douglas is a 1978 graduate from the UW with a BA in Business Administration, with concentrations in Personnel Administration and Accounting. Serving on the current A&S College Budget Advisory Committee has made Douglas realize even more how much we need to be involved with the on-going processes here at the UW, if we are to make any difference in the decision-making! Douglas is running for a Principal Assistants to Executive Heads/Managers position.

Members who have completed a one-year term and are running for re-election include, **Alicia Palacio**, Assistant to the Associate Vice President, Constituency Prog, Office of Development & Alumni Relations, and **Sinh Simmons**, Associate Director, Grant and Contract Services.

Current Board members that are running for Officer Positions are: Chair, **Marilyn Gray**, Assistant to the Dean, Student Affairs, Graduate School. Vice Chair, **Carrie Perrin**, Academic Counselor - Senior, Psychology. Treasurer, **Ross McKenzie**, Senior Computer Specialist, College of Architecture & Urban Planning. Secretary, **Laurel Sercombe**, Archivist, Ethnomusicology, School of Music.

Parting Words



"Humankind has not woven the web of life. We are but one thread within it. Whatever we do to the web, we do to ourselves. All things are bound together. All Things are connected."

--Chief Seattle