



# Professional Staff Organization Of the University of Washington



# NEWS



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October 2003

## From the Chair

Welcome to a new academic year! The University of Washington is in the midst of substantial change, which will transform how business is done and impact our institution for years to come. Some of these changes/challenges include:

- State budgetary restrictions;
- Alterations to civil service rules revising bargaining with Contract Classified Staff;
- Increased opportunities for contracting with outside providers;
- Contract bargaining with Graduate Student Appointees;
- How programs are funded (state funding vs. fee-based), and/or presented (in-person, on-line, or a combination).

In this flurry of transformation in other sectors, Professional Staff may feel vulnerable and ignored—not an unreasonable reaction. As “at will” employees, policies regulating our employment are fundamentally different than those for faculty and other staff. A number of Professional Staff members have discussed pursuing enabling legislation to give us the authority to unionize if we so choose. This discussion continues while the PSO procures the opinions of Professional Staff members and collects procedural information.

PSO continues to be the means through which Professional Staff as a group, can play a part in University administration. Through our representation on Faculty Councils and Committees, we are active in reviewing issues and making policy. The Vice President for Human Resources frequently



## Professional Staff Organization ANNUAL FALL MEETING

Wednesday, November 5, 2003

HUB, Room 106B

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

Keynote Speaker  
**Kathleen Dwyer, Director of Benefits**  
“Benefits Update”

*See the flyer insert for further details*

solicits the PSO Board’s input on proposed policy changes. Executive Vice President, Weldon Ihrig, promotes meetings with the PSO officers to address our concerns.

We focus this year on improved visibility on campus, strengthened ties between Professional Staff on all three campuses, and reestablished contacts in the State Legislature. If you are interested in any of these areas, or if you have more ideas, we invite your participation in these efforts.

It is vital the PSO remain active in order to preserve its position. The members are key to maintaining the organization. If you have wondered how decisions are made or have ideas for how things could be done, I encourage you to serve as a PSO council representative or as a Board member. If you aren’t ready to make that commitment, consider serving as an alternate representative (attend council meetings if the PSO representative cannot) and/or attend regular Board meetings to become familiar with the people and issues.

If you haven’t already, sign up for the PSO list serve, which is a great way to keep informed about Professional Staff issues.

I know these are uneasy times for many of us—participating and becoming informed could be the best solution. I urge you to become active in the PSO.

*--Marilyn Gray, Chair*

### Read about us at:

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

### Contact Board Members at:

[psoboard@u.washington.edu](mailto:psoboard@u.washington.edu)

### Email List:

To subscribe or remove yourself from the PSO list, go to <http://mailman.u.washington.edu/mailman/listinfo/prostaff>



## Volunteer Opportunities



Are you not sure where to start, but want to get involved? Here are some of the opportunities currently available in the Professional Staff Organization:

**BOARD MEMBERS:** At this writing there are four openings on the Board. Three new positions were recently added, specifically representing the Bothell, Tacoma, and Seattle campuses.

**SCHOLARSHIP COMMITTEE:** Members review and award scholarship and professional development applications.

**LEGISLATIVE COMMITTEE:** This PSO committee has been dormant for a few years, but we would like to reactivate it. Please join us if you have experience in visiting our legislators in Olympia or would like to learn!

**OUTREACH COMMITTEE:** Also being reactivated, this PSO committee will explore and implement ways to advertise our organization to all professional staff. In addition, this group will work on building ties between staff at all three campuses.

**FACULTY COUNCILS:** These councils and committees are run through the Faculty Senate Office. PSO representatives on these councils can provide feedback from a staff point-of-view. Professional staff also have the opportunity to learn more about issues being discussed and decided.

To ensure representation at each meeting, we try to have both a regular PSO representative and an alternate (the alternate attends if the representative is unable). The time commitment for these councils varies, but is usually 2–4 hours per month. There are several councils in need of PSO representation and/or an alternate:

**At present, the following councils have neither PSO representatives nor alternates:** Faculty Council on Research, Faculty Council on Tri-Campus Policies, Faculty Council on University Facilities & Services, and Special Committee on Faculty Women.

**We have PSO representatives for these councils, but need alternates:** Faculty Council on Academic Standards, Faculty Council on Educational Outreach, Faculty Council on Educational Technology, Faculty Council on Faculty Affairs, Faculty Council on Instructional Quality, Faculty Council on Retirement, Insurance, & Benefits, Faculty Council on Student Affairs, Faculty Council on University Libraries, and Faculty Council on University Relations.

To give you a better sense of these councils, you'll find three council descriptions by former PSO representatives on the PSO website at <http://depts.washington.edu/psoweb/>.

Participating in PSO, by contributing on the Board through



the Councils and Committees, is a great way to meet other campus employees and gain a broader understanding of the University. We urge you to join us at any of the upcoming board meetings, held on the third Thursday of every month, usually on the UW campus in Gerberding 22.



### Special Note: Tacoma & Bothell Pro Staff

Recently, the number of Board members was increased to include representatives specifically for each campus (Bothell, Seattle, and Tacoma) and these positions are not yet filled. If you would like more information about becoming the PSO representative for your campus, please contact Marilyn Gray at [mgray@u.washington.edu](mailto:mgray@u.washington.edu).

Most meetings are held on the Seattle campus in Gerberding 22. For those who cannot make the commute, meetings will be teleconferenced. **Please note, the November 18, 2003, meeting will be held on the Bothell Campus** (location to be announced), and we hope to have a meeting on the Tacoma campus later in the year. All professional staff are urged to join us.

### Subscribe to the PSO List



Get up-to-date PSO information by subscribing to the PSO email list. To subscribe, go to the following website:

<http://mailman.u.washington.edu/mailman/listinfo/prostaff>

You can get more information about Mailman service on the UW Computing & Networking website (then follow the links to the Mailman web pages) at:

<http://www.washington.edu/computing/>

## Legislative Wrap-Up



On September 24, the PSO was pleased to welcome Dick Thompson, Director of Government Relations, to a brown bag gathering. Mr. Thompson, who represents the University in Olympia, provided us with an overview of the most recent legislative session.

The Capital Budget was once again a difficult struggle. To give a sense of scale, Thompson pointed out that in the 1980s the budget was roughly 150 million dollars, while in the 2001-03 biennium the capital budget was 60 million dollars (and 50 million was earmarked to a specific project).

*There were a number of higher education bills that passed this year. You can check them out on our website at <http://depts.washington.edu/psoweb/>.*

In 2003, due to the efforts of Former Governors Evans and Gardner, who proposed a change in the way debt limits are calculated, more money was available for capital projects. Unfortunately, most went to non-higher education projects; though the UW did receive 81 million for capital projects (most of which is for renovation of Johnson Hall. Of course, even within that good news there's a caveat: 17 million of the capital monies were moved from operating to capital).

The Operating Budget was a long, bitter fight, with 2.6 billion dollars having to be eliminated from the state budget. The biggest single cuts were taken in the Department of Social & Health Services and the Basic Health Plan. The UW took a \$42 million cut, and undergraduate tuition was increased 7% for each year of the biennium.

What will happen next? It is hard to say. But in the September forecast the State economic forecaster did not predict any additional reductions in revenue. If this happens, then there's a chance that budgets may not have to be cut next year. However, economic recovery is going slowly, and there is no telling what will happen, especially since this recovery is not following historical trends.

Tuition and enrollment issues will continue to be a source of tension between the Legislature and the UW. The per-student funding has been reduced over a number of years, which has squeezed the ability to provide quality education. Currently the UW receives \$5,000 less per student than does UC Berkeley, and \$2,600 less per student than the average of our peer institutions.

Thompson expects that in the next session there will probably be more on the Compact and on the Master Plan, the transfer policy with community colleges, and enrollment issues.

Dick Thompson has always been eager to meet with PSO to share information about legislative activities, and, as usual, at this meeting he provided a plethora of information. Mr. Thompson is retiring in January, and the Professional Staff Organization would like to thank him for his service to the state of Washington and to the University of Washington.

## 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/>.

## Professional Development Grant

This is a new program offered by the PSO. In addition to our scholarships, which provide grants to individuals, this program will provide grants to support classes, speakers, or programs offered by professional staff for professional staff. Requests for funding are being handled through the Scholarship Committee. If you would like to submit a request for funding or would like additional information, please contact the PSO Scholarship Committee, c/o Marianne Kaufman, [mkaufman@u.washington.edu](mailto:mkaufman@u.washington.edu).



### Parting Words



*"Have patience with all things, but chiefly have patience with yourself. Do not lose courage in considering your own imperfections, but instantly set about remedying them - every day begin the task anew."*

*--Saint Francis de Sales*



## 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, Ross McKenzie, Box 355726. 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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