



*Professional Staff Organization  
Of the University of Washington*

# NEWS

Vol. 15 (2)

May 2004

## From the Chair

In 1990, the Professional Staff Organization was established in response to a budgetary and salary crises, and has been an effective voice for professional staff for the last 14 years. The PSO is now at a point where we need to clarify our direction, and so the Board is beginning the process of developing a strategic plan. We expect this will be a touchstone to lead us in the coming years.

As part of this process, we will, of course, want to know what the membership wants, so we plan to do some kind of survey of membership. This will probably take place during the summer, and I encourage you to respond. Our goal is to meet your needs, so please tell us what you think.

Another project that is underway is a review of the Professional Staff Program. As you know, this program includes the policies and procedures that govern professional staff employment. The PSO Board is working with Human Resources to review the program and make changes where appropriate.

If you haven't already responded and you know of parts of the policy that are problematic or need revising, please contact me at: [megray@u.washington.edu](mailto:megray@u.washington.edu). Please be specific about the problem and (if you have suggestions) ways that it might be improved. We are not able to deal with individual problems – we are looking at the general policy. This is an opportunity to make the plan a better fit for employees and administration. Your assistance with this project will be greatly appreciated.

I'm not sure any chair feels that he/she was able to accomplish as much as was hoped, but as my term as PSO

## Professional Staff Organization ANNUAL SPRING MEETING

Wednesday, May 19, 2004



**Kane Hall  
Walker-Ames Room  
11:30 a.m. - 1:00 p.m.**



**Keynote Speaker:  
Patti Carson  
Vice President for Human Resources**

*See the flyer insert for further details*

chair comes to a close, I am gratified to reflect on some of what we did this year:

- ♦ I was able to represent professional staff on an interview panel for the finalists for the position of Vice President for Human Resources. As you know, Patti Carson was hired. The PSO Board leadership met with her and we expect to continue our productive working relationship with her and her staff.
- ♦ We held Board meetings at the Bothell and Tacoma Campuses. It was a pleasure to meet our colleagues at the two campuses. The give-and-take provided valuable information. (Not the least of which is talk of a PSO sponsored professional staff "visit" to the Tacoma campus in August where we can tour the campus, meet each other, and then visit museums and galleries in the area! Watch the pro staff email list for more information.)
- ♦ The chair and vice chair had the opportunity to meet with incoming President Mark Emmert shortly after his appointment was announced. We took the opportunity to introduce the PSO and talk with him about issues pertaining to staff and about higher education in general. We wish him all the best in his tenure.

As you know, nothing would happen without the contributions from many PSO members. There are so many staff who participated this year, and I'd like to thank them all.

**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>



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Among those who were instrumental in helping PSO this year: Carrie Perrin, Ross McKenzie, Laurel Sercombe, Ron Eng, Alicia Palacio, Bobbe Miller-Murray, Bridget Warbington, Sinh Simmons, Melissa Johnson, Marianne Kaufmann,

Robert Corbett, Nancy Bradshaw, Doug Mathews, Jayne Muir, Cris Mesling, Ginger McMahon, Colleen Deal, Merrelli Munk, Mariko Navin, Kay Pilcher, Michelle Trudeau, Suzette Ashby-Larrabee, Christene James, Don Whitney, Brian Geppert, David Sayers, Jeanette Mills, Anita Whitney, Mary Fetterly, Vincent Lau, Suzanne St. Peter, Katie Swanson, Ann Bannerman, Meera Roy, Kimberly Mishra and Bob Roseth.

In this newsletter you will find the ballot for election of board members. Please take the time to vote. Also, please take note that the **PSO Spring Meeting** will be held on **Wednesday, May 19, 11:30 a.m. to 1:00 p.m.** in the Walker-Ames room in Kane Hall. We are delighted that Vice President for Human Resources **Patti Carson** will be our speaker. She has tremendous energy and a vision for the future of HR at the UW. You won't want to miss hearing her. Please plan to attend.

-- Marilyn Gray

## News Briefs



The PSO Board approved to pay for parking for those staff who work away from the Seattle campus while they attend the coming Spring Meeting on **Wednesday, May 19, 2004**. This offer is for a trial period. Prior approval is required. For additional information and/or approval, please contact **Marilyn Gray** at **206-543-9054** or **megray@u.washington.edu**.

Get up-to-date PSO information by subscribing to the PSO email list. To subscribe, go to **<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/>**.

## Meet the Candidates

The official ballot for the UW PSO Board of Directors is included in this issue of *PSO News*. Please take a few minutes to complete the ballot and send it to PSO Secretary **Laurel Sercombe** at **Box 353450**. Ballots must be received by **May 28, 2004**. Following are details about the candidates running for the various open positions.

### **Board of Directors Candidates:**

**SUZETTE ASHBY-LARRABEE** currently works in Management Accounting and Analysis, and has been at the University of Washington since 1995. Her current position provides oversight to ensure compliance with federal government requirements for grants and contracts. Suzette is running for an At-Large position.

**ROBERT CORBETT** is Coordinator of New Programs for the Office of the Provost. Robert is running for the Secretary position.

**JUDITH YARROW** has served as an editor at the School of Public Health and Community Medicine since 2001, and has an extensive background in communications and public relations which will be an asset to the Board. She has come to see the importance of the professional staff for the smooth working of the university and the success of its research programs. Judith is interested in serving on the Board as a way to participate in keeping the UW a great place to work. She is not located on a campus



proper, so she will bring that perspective to the board. She is also a poet, novelist, and gardener and is a long-time Seattle resident (except for a four-year break when she lived and worked in Tokyo, Japan). Judith is running for an At-Large position.

**SUZANNE ST. PETER** is a Project Manager in the School of Social Work and is a member of the PSO Scholarship Committee. Suzanne is running for a Research/Engineering position.

**MARK SCHOEN**, Assistant Director of Finance for the Department of Student Activities and Union Facilities, has been at the UW since 1989. He is a CPA, and oversees the financial activities of the student unions and student organizations. Mark is running for the board in part because he says, "Many people have worked hard to make our lives as professional staff members at the university more meaningful and fulfilling. I decided to run for the PSO board as way of repaying in part what I believe I owe to them." He has served on the President's Staff Forum and is currently treasurer of the Maple Leaf Community Council. He is running for an At-Large position.

### **Members Running for Re-Election**

**CRIS MESLING**, Assistant to the Dean in The Information School, was appointed to fill an unexpired term. She is now running for a full two-year term. Here is her statement

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as to why she would like to continue on the board: “. . . because I want to see the board grow into a stronger organization. Professional staff are a diverse group representing a variety of professional positions on three campuses. With the incoming university president, we are poised to move forward and become a stronger presence on all UW campuses and in the broader university community. I would like to be a part of this presence and continue to represent all professional staff.” Cris is in a Principal Assistant to a Head/Manager position.

**MELISSA JOHNSON**, Manager of Academic and Research Programs in the School of Public Health and Community Medicine, has completed a two-year term and is running for a second term. Her statement as to why she wants to continue to serve on the Board: “I am active in PSO because I believe that it is important to be a member of an organization whose mission is to advocate for, inform, and support my fellow professional staff at the UW. As a group, the staff contributes an enormous amount to furthering the goals of the UW, teaching, research, and

service. And we do so with excellence. Often I have heard that it is the staff that acts as the glue that holds the organization together. I have been a PSO board member for two years. If re-elected to a second term I am looking forward to participating in the upcoming PSO Board’s strategic planning process slated to begin this summer. This is a great opportunity to help shape the organization’s goals for the future as the University faces a time of great change and fiscal challenges.” Melissa fills an At-Large position.

#### **Board Members Running for Officer Positions:**

**CARRIE PERRIN**, Academic Counselor - Senior, Psychology, is running for Chair.

**ALICIA PALACIO**, Assistant to the Associate VP, Constituency Program, Office of Development & Alumni Relations, is running for Vice Chair.

**ROSS MCKENZIE**, Senior Computer Specialist, College of Architecture & Urban Planning, is running for Treasurer.

-- Marilyn Gray

## **iSchool Kicks-off Unique Plan for Tuition Exempt Employees**

**I**ncreasingly, with tighter budgets and decreased legislative support for developing graduate programs, new evening and professional degree programs at the University of Washington are fee-based and self-supporting. This means that University of Washington staff and faculty are not eligible to use their tuition exemption benefits for these programs.

The Information School (iSchool) of the UW took this into consideration when their popular evening Master of Library and Information Science (MLIS) became a fee-based program two years ago. As the only institution in the Northwest offering graduate studies in library and information science, the iSchool brainstormed ways to continue offering an opportunity for UW staff and faculty to use their tuition exemption benefit if they were admitted into the MLIS program. The outcome was the development of the first part-time day offering of the MLIS program for eligible tuition-exempt employees.

The part-time MLIS day option offers two degree plans exclusively focused on enabling eligible state and UW tuition-exempt employees to complete the program in a unique combination of day and distance course delivery modes. This program has been carefully developed to enable tuition-exempt students to take courses part-time



and, with thorough planning, be able to complete the degree in three academic years or less with a minimum impact on the traditional 8 to 5 work schedule.

The Information School’s unique blend of both day and distance MLIS offerings to create a part-time version of a typically full-time program is a distinctive approach to tackling the issue of fee-based education for UW and state employees.

The iSchool recognizes the value of bringing education and new skills directly into the workplace. UW employees are encouraged to apply for consideration of admission in the day program now that the evening MLIS program has transitioned to a fee-based funding model, with future applicants either opting for the distance or day MLIS program options.

The part-time tuition-exempt MLIS program admits students once annually. Applications for Autumn 2004 enrollment was January 15, 2004. Those employees interested in applying for admissions consideration in Autumn 2005 are encouraged to contact the MLIS Student Services Administrator, DJ Miller, for additional information at [mrmiller@u.washington.edu](mailto:mrmiller@u.washington.edu) or to attend an information session. More information about information sessions can be found on-line at: <http://www.ischool.washington.edu/programs/mlis/infosessions.aspx>.

--Bridget Doyle Warbington



*“Hold fast to dreams, for if dreams die, life is a broken winged bird that cannot fly.”*

--Langston Hughes



## 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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