

Communique

Professional Staff Organization

University of Washington

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

STAFF PASSIONS FUEL LASTING SUPPORT FOR STUDENTS



More than 75 current and retired staff members have helped make the Faculty-Staff-Retiree Campaign for Students a runaway success. In less than two years, staff, faculty, and retirees have taken advantage of this dollar-for-dollar matching initiative to increase endowed support for students at the University by more than \$5 million (gifts + University match).

Staff have directed about one third of their gifts to scholarships for undergraduates, another third to graduate fellowships and professional scholarships, and the remainder to student support funds. The people and purposes staff choose to honor with their endowments are as varied as their professional roles and our students' educational interests. To date, staff have established endowed fellowships and scholarships to provide tuition

support for students studying in fields as varied as Czech, oncology, and ceramics.

Staff also have endowed funds to help students participate in a host of educational activities—conferences, internships, research, clubs, service projects, competitions, international experiences, and design-build projects. To pay forward support that made a difference in their own access to educational opportunity, many staff are choosing to make their funds need-based. What's more, all funds established through the Faculty-Staff-Retiree Campaign for Students will support students in perpetuity.

Because contributors to this campaign have five years to complete their gift (monthly pledge payments total a little less than the cost of parking in the central garage for a \$5,000 commitment), most funds will start distributing awards to students a few years from now. And when they do, support for students in departments and programs across our three campuses will be enlivened with the stories and values of the people who are at the University today.

To learn more, visit: http://uwfoundation.org/home/staff_stu_camp.asp, or contact Kim Johnson-Bogart, kbogart@u.washington.edu, 206-221-4337.



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CHAIR'S MESSAGE



Dear Colleagues,

The 2006-07 year has been a busy one for PSO. This year we committed to presenting several brown bag sessions in addition to our two annual meetings. As a result, we have hosted Vice President of Human Resources Mindy Kornberg twice, once in December to speak to professional staff about her vision for the work-life quality at the university, and again in March on a panel to discuss the aims of the next stage of the LCVI. We also hosted a well-received presentation on managing stress by organizational consultant Clive Shearer. We hope to increase the number and scope of such sessions.

Because of our strengthened partnership with Human Resources, PSO expanded the opportunities for professional staff to become involved in the working of the university. We provided representatives to the LCVI child-care taskforce and the recognition taskforce as well as to benefits and salaries review committee and the landscape review committee. Your enthusiastic interest in participating on university committees also enabled us to provide full professional staff representation to the 14 faculty councils (find links to the councils on the PSO Web site: depts.washington.edu/psoweb/).

After several years of work, we've completed the revision of PSO's bylaws to bring them

up to standards required to incorporate the organization as a nonprofit 501c5, and incorporation, which will establish PSO as a legal entity, has also been completed.

Finally, in support of our mission to increase development opportunities for professional staff, in the past year we provided scholarships for eight professional staff to participate in career-related classes, conferences, or workshops.

All together now

None of these accomplishments could have happened without the dedicated work of our volunteers—board and committee members, events support, and communications design and production—who took the time to contribute to the work of PSO.

Thanks are due especially to our committee chairs and members for the work they've done this year. Member Outreach and Engagement: Peter Rackers, chair, and members Ethan Allen, Robert Corbett; Special Events and Programs: Leslie Anderson, chair, member Gail Gautestad, and volunteers Nicole Klein, Shelley Cowan, Amy Ware, Alyssa Robbins; Legislative Relations: Nancy Bradshaw, chair, and members Rebecca Deardorff, Robert Corbett, Bob Roseth, Dana Robinson Slotte,

Mary Fetterly; Scholarship and Professional Development: Suzanne St Peter, chair, and members Ethan Allen, Anne Doherty, Marilyn Gray, Alicia Palacio; Finance: Mark Schoen, chair; Communications: Judith Yarrow, chair, and members Shelley Cowan, Bill Dock, Paul Ford, Jon Schindehette, Anita Wahler; and the Governance Taskforce: Elizabeth Campbell, chair, and members Nancy Bradshaw, Rebecca Deardorff, Ron Eng, Bob Roseth.

A heartfelt thanks to all the volunteers who do the work of the PSO board and its committees and helped to make this another year of accomplishment. And thank you, too, to those of you who generously donated money to PSO so we can continue to host events, provide scholarships and grants, and represent the interests of professional staff to the university and our wider community.

Chair
PSO Board

PSO List Serv

The PSO sends occasional e-mail announcements about events, opportunities and news to our members using a Mailman (<http://www.washington.edu/computing/mailman/>) distribution list called "prostaff." If you do not receive these e-mails (or if you would prefer not to receive such messages from PSO), please send an e-mail to the list coordinator, Robert Corbett, at rcorbett@u.washington.edu.

PSO ANNUAL SPRING MEETING



PSO Annual Spring Meeting

April 24, 2007, 11:30 a.m.-1 p.m.

Kane Hall, Walker Ames Room

Our feature presentation is “The Student Experience: Making ‘Two UWs’ into One.” The responsibilities and burdens disadvantaged students carry all too often limit their ability to fully participate in the experiences that distinguish a UW

CALL FOR VOLUNTEERS

LCVI Career Development Advisory Committee

PSO is seeking professional staff volunteers for the Career Development Advisory committee for the 2007 - 2008 academic year, beginning this spring. The committee is sponsored by the President’s Leadership, Culture, and Values Initiative.

The LCVI Career Development Advisory Committee advises and assists the manager of the newly established Career Development Program in carrying out the mission to create a culture within the university that promotes professional and career development for all employees. The strategies for accomplishing this mission include creating a framework and system of tools and resources that will support employees and their

education. As a result, they experience a very different UW than their less-encumbered peers. Three University leaders, Vice Provosts Sheila Edwards Lange, Eric Godfrey, and Ed Taylor, will share their vision of undergraduate education at the UW and how they are working together to improve access and enrich the undergraduate experience.

The event includes the chance to meet other professional staff, food and refreshments, and door prizes.

managers in pursuing and promoting career development.

The committee is looking for new members who can represent the career development concerns and needs of staff across a wide spectrum of positions at the University. Those who have worked in a variety of capacities or in different offices or units on campus and have had the experience of moving from one classification status to another are especially sought.

The committee will meet from one to four times a month depending on current projects. The day and time will be determined based on committee members’ availability. The time commitment is expected to be two to eight hours a month for one year. For more information please contact Susan Templeton at 685-9121 or stmplet@u.washington.edu.

What Is PSO?

The Professional Staff Organization (PSO) was founded in 1990 to represent the issues and concerns of professional staff to the university administration, the campus, and the local community. All professional staff are members of PSO.

More than 6,800 people are professional staff at the University of Washington. They include the University’s advisors and counselors, research scientists, engineers and consultants, administrators, managers and budget analysts; and specialists in networks and computing, continuing education, personnel, and many others.

PSO works with the administration, the Faculty Senate, and the state legislature on issues that involve professional staff, especially the key issues of salary, workplace disputes, and professional development.

For more information about PSO, visit our Web site at <http://depts.washington.edu/psoweb/>.



SPRING ELECTIONS ARE JUST AROUND THE CORNER

Twelve candidates are running for the eleven open positions on the PSO board of directors. The election will be held on May 1, 2007, via Catalyst. Watch for the e-mail providing the election link.

Candidates' Statements of Interest

Ellen Barker, Assistant to the Director, FAA Center of Excellence, Advanced Materials in Transport Aircraft Structures. I have been a professional staff member at the UW since 1989. My four positions have been in central development and engineering, 1989 UW capital campaign event planner, conference/publications manager, and project/web manager. I am currently Assistant to the Director of a research center. I have a B.A. in English and a Master's in Library Science. My passions include movies, dancing and cats. Through these 18 years, I have worked with numerous UW academic, administrative and service departments—interacting with top-level administrators, deans, faculty, students, and fellow staffers. I am intimately familiar with the issues and obstacles faced by professional staff, and have been a mentor to several people. I offer a seasoned perspective to the PSO and a commitment to serve as a hard-working (and fun!) advocate for my colleagues.

Donald Berg, Academic Personnel Officer, School of Nursing. I am a 1989 graduate of the UW's Henry M. Jackson School of International Studies and came to the University in 1990 to work in the Office of Registration. Subsequently, I have held positions in Undergraduate Advising, at the Center for AIDS and STD, in the Department of Comparative Medicine, and at the Virginia Merrill Bloedel Hearing Research Center. Outside the University, I am a Navy Reserve Intelligence Officer and a professional actor. Having been on campus for many years, in both classified and professional staff positions, I bring a unique perspective to issues affecting staff at all levels. Recently appointed by the PSO Board of Directors to complete an open two-year term, I now seek election to a two-year term in my own right. Active in the PSO since 2001, I served previously on the Board from 2001 through 2002, until being mobilized to

active duty in support of the war on terror. I have been active on the PSO's Legislative Committee and am currently serving on the 2007 Professional Staff Salary Survey Advisory Group.

Mark Crispin, Software Engineer, Computing & Communications. My responsibilities include development and support of the UW's email system. I invented the IMAP email protocol standard in 1986 and wrote the UW's IMAP software and the internal email support in Pine. I have been at the UW since 1988, and prior to that was a Systems Programmer at Stanford University for 11 years. I have a B.S. from Stevens Institute of Technology.

Although the PSO has existed for 17 years, it remains largely irrelevant to the majority of the UW professional staff. As currently constituted, the PSO serves primarily the disgruntled and does little for the large number of professional staff who are happy with their employment at the University but would like to make a good thing even better. I will bring a fresh perspective to the PSO. I will do my best to make the PSO more relevant to a greater percentage of the professional staff. I will advocate providing more personal and professional development services for professional staff members, both directly and by advising the University on the type of services the professional staff would like to see.

Finally, I will bring to the Board a strong voice against unionization. This includes an awareness that the opponents of unionization understand the issues quite well. According to the PSO's own survey, professional staff opposes unionization by a nearly two-to-one margin. Sadly, the current PSO board has responded to this strong opposition with condescension, while publicly taking a "neutral" position until the professional staff responds "correctly."

Anne Doherty, Conference and Grant Manager, Department of Health Services. I have been a professional staff member at the University for nearly two years, and have served on the PSO Scholarship Committee for over a year. I have thoroughly enjoyed my time working at the UW, and seek an opportunity to serve in return. As a newer member of the campus community and an

alumna, I would bring a fresh perspective to professional staff issues. I value listening to multiple perspectives and collaborating to find new solutions. I think it's very important (and often difficult) to engage in cross-department dialogues and would welcome the opportunity to do so in order to create positive change.

Shelby Fritz, Assistant to the Vice Chancellor, UW Tacoma. I began my career at the University of Washington, Tacoma as an undergraduate student assistant in 1999. After graduation, I was hired as the Assistant to the Vice Chancellor for Academic Affairs. My work at UWT has been both challenging and constantly changing, which keeps the position interesting and allows me to continue to grow and learn. In March, I completed my graduate studies and earned an MBA.

I want to serve on the Professional Staff Organization Board because I think it is important for the professional staff at UWT to understand what this organization does and how they participate in it. Also, I feel it is important for the other campuses and departments of the UW to become acquainted with UWT and its terrific staff.

Gail Greenwood, Associate Director, Extended MPH Degree Program, Department of Health Services. I have been at the UW for 19 years, working in clinical, research, and educational administration—the last 10 with the EXDP. Over the years, I have volunteered on a number of committees and projects inside and outside of the UW. My most recent project entailed working with the Graduate School to identify the technical and information needs of graduate level advisors across campus. I am personally committed to quality, innovative education that changes lives, and I absolutely love the UW. I also love spending time with my family and friends in a variety of activities and taking classes that challenge me to make new connections.

Namura Nkeze, Academic Counselor, Gateway Center. Over the past seven and a half years, I have had the pleasure of working at the University of Washington. What I have enjoyed most is the opportunity to work in a variety of departments across campus as a professional staff member. Prior to working at the UW, I was employed at North Seattle Community College in the

Office of Multicultural Student Services as a classified staff member. The move to the UW has afforded me the opportunities to work in vastly different offices, from a grant-funded program to an academic department. The one consistent duty I've had is academic adviser.

Regardless of the position I've held or the department in which I've worked, I've maintained my involvement in issues that impact the experiences of people of color on this campus. When the LCVI report was published, I read about the dissatisfaction of African American employees on this campus. As a result, a colleague and I started an informal group for African American employees. Election to the PSO board would afford me the opportunity to learn about the inner workings of the UW and give me insight on how to improve the working conditions for professional staff. If elected I would work hard to ensure the diverse voices of professional staff are at the table.

Anita Rocha, Statistical Programmer and Data Manager, Center for Studies in Demography and Ecology. I am a statistician and programmer working with a group of demographers at the Center for Studies in Demography and Ecology. My clients at the University of Washington include graduate students, staff, and faculty members from the departments of Anthropology, Economics, Epidemiology, Public Affairs, and Social Work, Sociology, among others, as well as institutions in the Pacific Northwest. Having worked at the University of Washington for approximately five years and in my current position for over two years, I have a keen interest in serving the larger UW community, and, in particular, employees in professional staff positions. There are changes coming as budgets tighten coupled with greater demands on departments from state and funding agencies. I would like to help ensure that professional staff members as a whole are able to withstand the additional pressure of limited resources while maintaining the quality of their workplace and promoting career development and advancement. Moreover, I have a keen interest in maintaining the current level of staff diversity and looking for even more ways to promote a strong cross-section of professional staff members with a variety of experiences and backgrounds.

Bob Roseth, Director, News and Information. I have been at the UW since 1977 and am the director of the Office of News and Information, which is the central public information office for the university, handling media relations for all campus units outside of health sciences. I am the founding chair of the PSO and was a member of the steering committee of the Leadership, Community and Values Initiative. I have a B.S. from MIT (political science) and an M.A. from the University of Missouri (journalism). My wife and I have one son, Ben, who is a jazz musician and international studies major. In my spare time, I play the piano and serve on three nonprofit boards.

Karen Russell, Administrator, Department of Biology. I have been at the University since January 1990, starting as a program coordinator in the Economics Department providing course scheduling and undergraduate advising services. Six years later I was hired as the department administrator in Economics. I was the college administrator in Forest Resources for two and a half years before moving to the Biology Department as Administrator in 2004. I am particularly interested in the issue of collective bargaining for professional staff and the underlying drivers for organization. I think there is much to be lost and little to be gained from union representation, but I know there are professional staff with legitimate concerns about working conditions. The University administration should be able to address these issues without the threat of union action, particularly within their commitment to the Leadership, Community, and Values Initiative.

In terms of ongoing PSO activities, I would be interested in the annual review of the professional staff program, the Faculty Council on Research, and the Faculty Council on Benefits and Retirement.

Mike Stocke, Director of Information Systems, UW Bothell. I am Director of Information Systems with a full and part-time staff of 25 team members working for the University of Washington Bothell, and my clients include all faculty, staff and students at the Bothell campus. Having worked here for seven years and in my current position for over six years, I care deeply about serving the UW Bothell community, particularly

employees in professional staff positions. I have a B.S. in Workforce Education and am working on my Masters in Organizational Management. My passions include family, golfing, movies and raising my two Cockapoo dogs (Rootbeer and Lola). I am the current Chairman of Bothell's General Staff Organization with four years of service, and I truly understand the issues faced by Bothell's professional staff. I am a candidate with heart and common sense dedicated to working hard on the issues, promoting career development and advancement and improving staff diversity throughout the Bothell campus.

Johanna Taylor, Compliance Analyst, UWMC Compliance. I began working at the University of Washington in March 2004 in the HIPAA Program Office for the UW School of Medicine as a Program Operations Specialist. In that position, I was exposed to many faces of UW Medicine. I facilitated training and education regarding the HIPAA Program and patient privacy rights to everyone from office assistants to physicians. After two years of dedicated service to the HIPAA Office, I was recruited by one of our peer departments at UWMC. In my new role in UWMC Compliance, I handle a variety of issues dealing with auditing accesses into electronic medical records and facilitating patient's requests pertaining to their privacy rights. I currently sit on three committees addressing privacy policy development, confidentiality issues and security compliance. I have extensive policy development experience, not only through sitting on these committees but in my previous position.

The reason I am interested in being on the PSO Board of Directors is because I would offer a unique perspective to the Board. Not only am I one of the younger staff among my colleagues, but I'm also located off-site at Northgate. I would love the opportunity to have more exposure to what the UW has to offer and communicate this knowledge to the rest of the professional staff. Not only am I professional and responsible, but I am well liked among my peers.

GET INVOLVED IN PSO



PSO aims to increase opportunities for pro staff to meet colleagues across the three campuses and satellite offices. One way you can take advantage of these opportunities is to volunteer to become a pro staff representative to one of the many different committees throughout the university. Or consider joining one of PSO's committees.

Outreach and Member Engagement Committee

This committee is responsible for encouraging member participation in PSO activities, collegiality among members, and interaction with other professional staff groups on and off the UW campus. If you are interested in joining this committee, please contact the chair, Peter Rackers at prackers@u.washington.edu.

Communications Committee

The Communications Committee is responsible for producing the biannual newsletter and developing materials to promote PSO events. It also maintains the PSO Web site, and helps the other committees with their communications needs. The Communications Committee is responsible for maintaining the uniformity, consistency, and quality of all PSO publications.

If you are interested in joining this committee, please contact Judith Yarrow, PSO

chair, at jjy3@u.washington.edu or call 685-2617.

Scholarship and Professional Development Committee

The Scholarship and Professional Development Committee receives all applications for scholarships from individuals and for professional development grants from UW professional staff organizations and groups. The scholarships are for educational activities to foster members' professional development. The professional development grants are to support classes, programs, speakers, and so on, that contribute to the professional development of UW professional staff. The committee evaluates applications and selects recipients.

If you are interested in joining this committee, please contact Suzanne St Peter at sstpeter@u.washington.edu, or call 543-7647.

Legislative Committee

The Legislative Committee advises the PSO Board on legislative issues affecting professional staff and higher education in general. It coordinates with and receives information from the UW State Relations Office and coordinates visits with state legislators. Legislative information and updates from State Relations Director Randy Hodgins can be found at <http://depts.washington.edu/staterel/wordpress/>.

[washington.edu/staterel/wordpress/](http://depts.washington.edu/staterel/wordpress/).

If you are interested in joining this committee, please contact Elizabeth Campbell, PSO vice chair, at ejc@u.washington.edu or call 616-5082.

Special Events and Programs Committee

This group is responsible for planning and holding PSO's two campus-wide biannual meetings as well as other occasional meetings. We can always use volunteer help. To volunteer for a specific meeting or to join the working group, contact Leslie Anderson at lashadow@u.washington.edu or call 221-6482.

Board Members 2006-07

Ethan Allen is the education manager for both the UW's Center for Nanotechnology and Genetically Engineered Materials Science and Engineering Center. He is a member of PSO's Scholarships and Professional Development Committee and the Member Outreach and Engagement Committee.

Nancy Bradshaw is the assistant to the Chair of the Faculty Senate. She has worked in a range of areas during her 20 years in higher education, all of which have been in academic affairs. Nancy is chair of the Legislative Committee.

Elizabeth Campbell has been with the University since the late 1980s, first at Harborview Medical Center and, for the past ten years, with Computing and Communications. Elizabeth is chair of the Governance taskforce and vice chair of the PSO board.

Robert Corbett is coordinator of New Programs, and works on the approval of new degree programs and general academic policy issues. He came to the UW as a graduate student in English and served as the department's GPSS senator for two years. For the PSO, he has chaired the Legislative Committee and served as Board Secretary.

DON'T MISS THE MAY DEADLINE!



PSO Provides Scholarships and Grants for Professional Development

Planning on, or hoping to, attend a conference or obtain professional development training in the near future, but don't have the funds to cover your costs? Join your Pro Staff colleagues and apply for up to \$350 in professional development support. Here are just a few examples of recent scholarship awards:

- A College of Engineering Research Scientist received support for lodging and per diem to present her dissertation work at the American Educational Research Association Annual Meeting.
- A KUOW Senior Producer/Host received travel assistance to attend the Public Radio News Directors' Talk Show Conference.
- A Revenue Cycle Manager in the School of Medicine was awarded a scholarship to fund her Advanced Coding Specialist Certification exam fee.

Two individual funding opportunities, the Professional Development Scholarship and the Greg Stark Memorial Scholarship, provide up to \$350 annually per professional staff member. These scholarships assist with registration, tuition, and travel-related costs associated with professional development and career-related workshops, classes, conferences, and other learning opportunities. The Greg

Stark Memorial Scholarship specifically promotes staff team-building and collaborative leadership skills and will provide funds for individuals pursuing these goals.

Formal and informal professional staff groups and associations may apply for up to \$500 via the Professional Development Grant Program. These grants support activities such as classes, programs, or speakers that have a broad appeal throughout the University and contribute to the professional and career development of professional staff members.

Mark your calendar with the following quarterly application deadlines and be sure to apply:

| | |
|---------|------------|
| Summer: | May 6 |
| Autumn: | August 5 |
| Winter: | December 2 |
| Spring: | March 4 |

Visit the PSO Web site for additional information, instructions, and application forms: <http://depts.washington.edu/psoweb/>.

Board... continued

Ronald Eng has been Geology Collections manager at the Burke Museum of Natural History and Culture since 1991. Ron was first elected to the PSO Board of Directors in 2001, was Vice Chair in 2002 and Chair in 2002-2003. He is currently the PSO board Seattle Campus Representative.

Alicia Palacio has worked at the UW on and off since the late 1970s. Her latest permanent stint began in 1989. Currently, she works in the Office of the Provost as the assistant to the Executive Vice Provost. Alicia is past chair of the PSO board.

Peter Rackers is the director of Finance and Planning in the College of Architecture and Urban Planning. He worked in supply chain management at Microsoft for thirteen years. He then joined the UW, working at Harborview Medical Center for six years. He chairs the Members Outreach and Engagement Committee.

Marjorie Reeves has worked for the University since 1998. She is an administrative specialist with the Joint Institute for the Studies of Atmosphere and Ocean (JISAO).

Bob Roseth was the first chair of PSO. He has been at the UW since 1977 and is the director of the Office of News and Information.

Vega Subramaniam has been at the University of Washington since 2000 and has been the assistant director of the Undergraduate Scholarship Office since August 2005. Vega is secretary of the PSO board.

Mark Schoen is assistant director of Finance with the Department of Student Activities and Union Facilities. He has 17 years of experience with the university. Mark is treasurer of the PSO board.

Judith Yarrow is managing editor of *Northwest Public Health*, a biannual journal of the School of Public Health and Community Medicine. She has been with the School since 2001. Judith is chair of the PSO board.



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 PSO treasurer, Mark Schoen, Box 352230.
Lump sum contributions may also be mailed directly to the treasurer.

| LAST NAME | FIRST NAME | MI | UW I.D. NUMBER |
|----------------|-----------------|-----------|----------------|
| POSITION TITLE | DEPARTMENT NAME | MAIL STOP | CAMPUS PHONE |

TRANSACTION TYPE: BEGIN MY DEDUCTION CHANGE MY DEDUCTION STOP MY DEDUCTION

AMOUNT OF DEDUCTION PER PAY PERIOD (See PSO brochure or website for suggested amount based on annual salary.)

\$1.50 (MIN) \$2.00 \$2.50 \$3.00 \$3.50 \$_____ 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.