

Communiqué

Professional Staff Organization
University of Washington

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

VOLUNTEERING FOR PSO BRINGS PERSONAL BENEFITS

by Raven Avery, UW Computer Science & Engineering

UW’s famous cherry blossoms may be the same, but according to Bob Roseth, “The landscape of the UW has changed greatly,” since he helped found the Professional Staff Organization (PSO) in 1990. “There is still a lot to achieve, but we have made progress on major issues,” said Roseth.

Through PSO, Roseth and other volunteers have come together to improve work environments for professional staff and to develop their own skills and community at the UW.

“Now it’s relatively easy for professional staff to meet with administrators and bring about change,” said Roseth. “In the past, the administration would refer publicly only to faculty and students. Staff were not part of that discussion. That certainly is not true anymore.”

Board members list many benefits to working with PSO. In addition to serving as a resource for professional staff at the University, board and committee members have the opportunity to meet new people, network, develop skills, utilize their talents, and collaborate with University leaders.

As PSO board president, Elizabeth Campbell has enjoyed the challenges that come with leading a volunteer organization, reaching consensus on tough issues, and working with colleagues across the three campuses. “All of us have different roles we play in our positions. Being involved with PSO is a wonderful opportunity to develop

skills and work on institution-wide projects and initiatives that can make a positive impact on our work life,” states Campbell.

Ellen Barker joined PSO last May after 18 years on campus. She’s now the chair of PSO’s Events Committee and also works with the communications and outreach committees. “After all this time, I thought it was a good opportunity to give back to the University,” she said. “And I’m a very social person. In PSO, you meet people from departments all over campus. I’m fascinated by the diversity of pro staff jobs.”

Volunteering for PSO also helps Barker maintain skills and interests that are not primary in her current job. “You bring experience to the board that can complement other people’s talents,” said Barker. “Although I tired of event planning as a career, I have the expertise to lead this effort for PSO.”

Two years ago, PSO vice president Peter Rackers didn’t know anyone involved in the Professional Staff Organization. He joined to help improve the work environment of professional staff and to become more engaged with campus. “It was all new when I started, and really interesting, coming from Harborview, to see what happens on main campus. I got to know people working here and learn about all the different areas where people work,” he said. After a year on the board, he was elected PSO vice president,

and will run for president this spring.

For new volunteers not ready to join the Board of Directors, Rackers recommends joining a committee. “If people are interested in the organization but don’t want to make a long-term commitment, they can join a committee that needs people with specific skills, such as communications or organization. It’s also a great opportunity to develop skills in a different arena from your normal job.”

Volunteering in any capacity will likely bring positive results for the UW community and individuals.

“One of the things we learned in founding PSO is that a small group can make a real difference,” said Roseth. “I’ve taken part in a lot of volunteer organizations. One of the special things about PSO is that people follow through and do what they say they will. You see people take an idea and pursue it. To be part of that is a really good thing.”



Board members at the 2007 planning retreat



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PRESIDENT'S MESSAGE

The board has been working on the organization's mission, vision, and values statements, and I am pleased to report that they were approved at our March board meeting. We began our work last June during the annual board retreat and new member orientation. A small working group led by Ethan Allen, PSO board member and member of the Scholarship Committee, continued to refine the feedback from the retreat with additional member input from the working group.

The mission statement articulates who we are and what we do. The vision statement outlines the goals and aspirations that drive us. Our core values describe how we focus our efforts toward the actualization of our mission. Please take a look at the statements in the sidebar to the right of this column and consider joining us in helping make the University a great place to work.

PSO hosted a Dispute Resolution Resource Panel in February. The panel discussion marked the first time the resources from the University Complaint and Resolution Office (UCIRO), the Ombudsman Office, Human Resources, and the Law School's Mediation Clinic came together to talk about the different resources available to University staff

for resolving work place disputes. The board received some great feedback after the session and there is interest in hosting a similar session next year.

As you read this edition of *Communiqué*, take a look at this year's slate of nominees for PSO Board positions. Eight positions are open for the Seattle campus and one position for the Bothell campus. Four officer positions are open: president, vice president, secretary, and treasurer. Elections run from May 1st to May 14th. If you have any questions about the candidates or the process, please feel free to contact Judith Yarrow, past president and chair of the elections committee.

Thank you to everyone who participated in our recent member survey. Peter Rackers, vice president and chair of the Outreach Committee, will use the results from the survey to help guide the priorities in the coming year. Look for an article about the survey on page 8.

Last, but not least, I want to thank all of you who represent PSO on University Faculty Councils and University committees, and the dedicated board and committee members (listed on pages 7 and 9) who keep the organization going.



Communiqué is produced twice yearly by members of the PSO Communications Committee. Primary contributors to this issue are:

Raven Avery
Academic Advisor, Dept. of Computer Science

Ellen Barker
Assistant to the Director, FAA Center of Excellence, Dept. of Mechanical Engineering

Elizabeth Campbell
Assistant Director, Office of the Vice President, UW Technology

Ann Guss
Administrative Specialist, Grant and Contract Accounting

Suzanne St. Peter
Project Director, School of Social Work

Judith Yarrow
Managing Editor, *NW Health*, School of Public Health and Community Medicine

PSO Mission, Vision and Values

Mission

The Professional Staff Organization (PSO) highlights the essential role of, enriches the experience of, and serves as a resource for professional staff at the University of Washington.

Vision

The Professional Staff Organization strives to be a trusted and valued partner by:

- Seeking the alignment of university governance with the university's stated values and the interests of the professional staff community
- Nurturing a culture of excellence at the University of Washington
- Fostering a collegial environment among professional staff and with the greater university community

Core Values

Advocacy—PSO advocates for the interests and benefits of the professional staff as a whole.

Communication—PSO promotes effective communication among professional staff and with the university community.

Education—PSO educates professional staff and the university community about issues that affect professional staff.

Professional Development—PSO provides scholarships and grants to support professional development.

Representation—PSO represents the myriad groups of professional staff through participation in university governance.

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



PSO EVENTS



Photo by Kathy Sauber

Annual Spring Meeting

Wednesday, April 30, 11:30 a.m.–1 p.m., Kane Hall, Walker-Ames Room



Please join us for our spring membership meeting on April 30th. Our featured guest will be Representative Frank Chopp, Speaker of the Washington State House of Representatives. His talk is titled “2008 Session Wrap-Up.”

A life-long Washington resident, Representative Chopp is serving his seventh term representing the 43rd Legislative District.

He is a former Minority Floor Leader and House Minority Leader, and was elected to serve as Democratic Speaker of the House in January 1999. As Speaker, he also chairs the Rules and Executive Rules Committees.

Chopp was born in Bremerton, and is a 1975 magna cum laude graduate of the University of Washington.

Come network with your colleagues, enjoy light refreshments, and listen to Speaker Chopp provide highlights of the recently adjourned 2008 Washington State Legislative session. Refreshments will be served at 11:30 a.m. The program begins at noon.

PSO Brown Bag Sessions

In addition to our fall and spring membership meetings, PSO organized several brown bag lunch sessions on topics of interest to professional staff.

The 2007–08 programs included a dispute resolution resource panel (see UWeek article at <http://uwnews.org/uweek/uweekarticle.asp?articleID=40221>) and an entertaining presentation on the importance of humor in the workplace by Patt Schwab.

We welcome your suggestions for future topics! Contact Ellen Barker at nelle@u.washington.edu or 543-0299.

Bring your lunch and join us for our last brown bag of the year on June 11th.

Wednesday, June 11, Noon–1 p.m., Kane Hall, Walker-Ames Room

Sue Covey will speak about **UW Carelink**, a comprehensive faculty and staff assistance program that provides professional support for issues that can affect your personal and work life. These may include: stress; work-related problems; family and parenting concerns; relationship issues; drug and alcohol problems; grief and depression.

To learn more about CareLink, visit their Web site at: <http://www.washington.edu/admin/hr/benefits/worklife/carelink/index.html>.

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 and the campus. 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, counselors, research scientists, engineers, consultants, administrators, managers, and budget analysts, as well as specialists in networks and computing, continuing education, personnel, and many other areas.

PSO meets regularly with members of the Administration to discuss issues of mutual interest, has representatives on the University Faculty Councils and University committees, and tracks state legislative issues that impact the University and professional staff.

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



SPRING ELECTIONS ARE JUST AROUND THE CORNER

The following candidates are running for the four officer, eight Seattle campus, and one open Bothell campus positions on the PSO board of directors. Below are their statements of interest. The election will be held from May 1–14, 2008. Watch for the e-mail with the Catalyst election link.

CANDIDATE FOR PRESIDENT

Peter Rackers

Director of Finance & Planning
College of Architecture & Urban Planning

I have enjoyed the opportunity to work with the PSO board over the past two years. I am excited for the new year. This past year has brought great improvements to our offerings and events as well as giving the board a great mission statement. We are releasing a survey to generate information and ideas for the board. We hope to continue to improve our value to the professional staff population on the various UW campuses. With your help and support, the board will work with UW HR and administration to make the work experience at UW the best it can be. I appreciate your consideration for my election to the position as president.



CANDIDATE FOR VICE PRESIDENT

Ethan Allen

Education Manager
Center for Nanotechnology

Having served on the Professional Staff Organization's Board of Directors for the past two years, I am ready to extend and expand my service by taking on the role of Vice President.

In 2005 I joined the PSO's Professional Staff Models and Best Practices Working group, helping distill information about staff organizations at other universities to elucidate strategies for UW's PSO. Since joining the PSO Board in 2006, I've been a member of the Scholarships and Grants Committee, reviewing and making recommendations on applications each quarter. I've also been a member of the Outreach Committee, working to enhance PSO's visibility; here, in part, I helped initiate the current PSO staff survey that will, in conjunction with the 2004 version, guide our future endeavors.



I also took on a leadership role in drafting and refining the new PSO "Mission, Vision, and Values" statement that now explicitly defines our focus and delineates our scope of work.

In earlier professional and organizational development activities, I was associate director of Policy and Planning at the Teachers Academy for Mathematics and Science, designing, developing, and delivering professional development for educators. I also helped totally re-vamp the Academy's performance evaluation process (making it broader, more inclusive, and multi-level), raised \$4 million in grant funds through developing and describing PD programs and processes to a broad spectrum of funders, and successfully completed the two-year-long "Academy" process of the National Staff Development Council.

CANDIDATE FOR SECRETARY

Anne Doherty

Conference and Grant Manager
Department of Health Services

I have served on the PSO Board of Directors for almost a year and on the PSO Scholarship Committee for almost two years. I have experience taking notes and keeping minutes in a variety of settings, including meetings, conferences, and key informant interviews. I plan to contribute to the historical record by taking accurate notes and assisting with any archiving or procedural questions that may be needed.



CANDIDATE FOR TREASURER

Karen Russell

Administrator
Department of Biology

The treasurer's responsibility is to see that member contributions are accurately accounted for and directed toward support of member priorities.

Ensuring financial accuracy and support of priorities has also been my responsibility for several years as a UW department administrator. I look forward to applying my work experience to enhancement of the professional staff experience at the UW.



CANDIDATES FOR OPEN POSITIONS— SEATTLE CAMPUS

Neal Culver

Senior Computer Specialist
Office of Information Management

I have worked for the UW Office of Information Management, for 27 years. Shortly after I came to work here in 1980, the U.S. entered a recession.

This recession caused severe revenue shortfalls for the state treasury, which had a marked impact on state funding for the U.W. Layoffs, pay stagnation, slashed budgets for maintenance and new construction, and underfunding of state pensions were the order of the day.

This campus felt its adverse impact for years. Now, we appear to be headed for another recession of as yet undetermined severity. I do not want to see a repeat of the debacle of the 1980s in terms of state funding cuts, and their consequences. We are less reliant on state funds than we were then, but there is little doubt that a recession still holds the potential for crippling cuts to our budget.

My goal, if elected, will be to work legislatively to stave off cuts to the UW's budget, minimize their impact on professional staff, and ensure that the burden of any cuts is shared equitably. I feel that I can be an asset in working toward these ends, because I have considerable experience both as a private citizen, and as an unpaid volunteer for an employee organization, at formulating legislative policy, testifying before legislative committees, and lobbying individual legislators.

Ann V. Guss

Administrative Specialist
Grant and Contract Accounting

Prior to joining UW in August 2005, I worked for 10 years at Stanford University. I believe that the professional staff lubricates the gears of the university machine, making it possible for professors to teach, researchers to study, and students to learn. As a member of the board, I can help PSO help UW professional staff and help UW. I have 20+ years experience as a writer, editor, special events producer, and executive assistant for non-profits and universities.



SPRING ELECTIONS . . . CONTINUED FROM PAGE 4

As a PSO board member, I would like to increase awareness of the organization. According to the 2006–07 PSO annual report, “The 6,400 Professional Staff members at the University of Washington’s three campuses and field locations across the state provide the high level skills and essential services necessary to support a large, complex research university of the quality and stature of the UW. . . . PSO currently has 255 contributors, down 2.3% from 2005–06. The current contributor list represents 3.8% of the approximately 6,800 UW professional staff members.” Why are so few UW people involved? Is PSO addressing issues of concern to the UW professional staff? If not, what are the issues that need to be addressed? If so, can PSO do a better job of getting out their message so more people participate?

Hollye M. Keister

Registrar
Burke Museum of Natural History
and Culture

As a new member of the PSO and a recent scholarship recipient, I would very much like to serve the professional staff as a member of the Board of Directors. As Registrar of the Burke Museum of Natural History and Culture, I perform a legal and audit function for more than 12 million collection and loan objects at the museum. A core responsibility of my work is to provide conscientious oversight, advice and creative solutions to an array of museum operations issues. I am frequently the project manager for policy and procedure development. As such, my role is often that of the “bridge,” integrating information and recommendations from a variety of professionals to negotiate a balanced, feasible course of action.

In many regards, the goals of the PSO mirror the responsibilities of my position: to address issues and concerns related to ethics, law and operations; to disseminate information and enhance communication regarding best practices; and to encourage professionalism amongst my colleagues. I currently serve on several museum committees, and serve as the museum’s legal and ethical watchdog, collections policy administrator, and safety coordinator. If elected a Board member, I would utilize these leadership experiences to increase awareness and encourage staff to take full advantage of



educational opportunities provided by the PSO. Through ongoing education, like that supported by the PSO scholarship, staff can learn new approaches and techniques to deal with changing work environments, and in doing so, improve their work life.

Keith W. McIntyre

Campus Engineering

I have been employed by the UW since February 2002. I am by trade an electrical engineer and currently work in Campus Engineering, a division of Facilities Services. Upon graduation from high school, I spent six years in the U.S. Navy as an electronics technician. I obtained my BSEE from Florida Atlantic University in 1974 and an MBA from the University of Idaho in 1981. I have spent most of the intervening years working as a Consulting Engineer in both Portland and Seattle.

During my employment at the University of Idaho, I was honored to be elected as the chair of the Staff Affairs Committee for two years. The Staff Affairs Committee was similar to our PSO, although not identical in all of its functions. My primary area of expertise is in the design and construction of building systems. I am very experienced in engineering analysis.

I believe that the principal goals of the PSO should be to evaluate and monitor salaries, benefits and working conditions of and for the Professional Staff at the UW. I am very interested in representing the interest of the professional staff at the UW and sincerely hope that I can count on your vote.

Aaron Morello

Research Scientist
School of Oceanography

I graduated in 1995 from Western Washington University with a Bachelor of Science in Marine Biology. I have lived in Snohomish for five years with my wife of 12 years, a cat and a dog. I have been a professional staff employee in the School of Oceanography’s Marine Chemistry Lab for ten years.

For the past several years I have served on my church’s outreach committee. This has been a very rewarding experience for me as I have been directly involved in determining where our financial and voluntary contributions are directed. This entails careful scrutiny of potential projects and charities,



and working directly with our congregation to get ideas and input as to the desired outreach of the congregation as a whole.

I feel the PSO is a very positive entity, and I wish to be a more direct participant in the organization. I will bring a new, fresh voice to the board. I will ensure that the best interests and concerns of all the professional staff are upheld, and that we are being accurately represented and spoken for. I feel this can be accomplished by investigating new, better ways to improve communication, and accessibility between the PSO board and the entirety of its constituency. I will enthusiastically welcome and embrace ideas from all departments to implement positive change for the benefit of all professional staff, and I look forward to the opportunity to serve you.

Debbie Proctor

Administrator
Bay Laurel Catering

I have been with the University for over 25 years, starting in Personnel before moving to Housing and Food Services in various capacities, most recently as the Administrator for Conference Services and now Bay Laurel Catering. I’ve gained a wealth of experience working for and with University departments and have an intimate understanding of how to meet the needs of this diverse campus. As a board member I would assist where needed and utilize my skills to ensure PSO continues to grow and serve its members.



Carol Rhodes

Export Control Specialist
Office of Sponsored Programs

As a professional staff member at the UW for the past three years, I have grown to appreciate the hard work and integrity of the many professional staff across campus. They care about the research, the students, the faculty, the work environment, and are proud of the achievements of the University. As a PSO board member, I’d like to lend my voice for these individuals. I’d like to decrease pro staff turnover by providing additional benefits that are attractive to pro staff, especially those with dependents. I’d like to meet more of the professional staff community and find out what makes working at the UW important



to them and how that can translate into attracting and retaining highly qualified individuals. I am also interested in becoming a PSO representative of the Faculty Council on Research. As the Export Control Specialist on campus, I am in a position to lend information and insight into the research review function of the FCR regarding proprietary, classified, and restricted research. I'd like to learn about and contribute to this process.

I work collaboratively with others and have a good working knowledge of the University compliance system. I am curious and interested in learning more about the University system and the people who work here. I have a legal background and feel my experience as a lawyer will behoove the Board, whether it is researching issues, forming policy proposals, or advocating for Professional Staff.

Jeanne R. Small, Ph.D.
Managing Director
Center on Materials and Devices for
Information Technology Research (CMDITR)

Why do you want to be a board member of PSO?

I'm new to being a professional staff member, having been a faculty member most of my career. While a faculty member, I served as a member of the faculty senate, and saw the meetings as a way to bridge departments across the university. I'm happy that UW has a PSO Board, and I'm interested in feeling connected to the university's professional staff across all departments and divisions.



What are your skills and background that would make you a good board member?

I'm a leader in our Science and Technology Center in the Chemistry Department, and have experience working as a faculty member and in the federal government in the National Science Foundation. I'm used to working with faculty, staff and students to achieve a common goal.

What would you like to accomplish as a PSO board member?

I would like to join any effort that encourages professional staff members to see that they have a career pathway at UW that goes beyond specific project funding. I'd like to see that talented staff members are recognized for their efforts and can share experiences and opportunities with each other.

Adelia Yee
Grant and Contract Administrator
Office of Sponsored Programs

My purpose in applying to the PSO board is to contribute to making the PSO a successful and valuable resource for all professional staff on campus. As the goal of the PSO is to improve UW's professional staff's quality of work life and communication, as well as build camaraderie, I would like to help make the organization more visible on campus. I also would like to be involved in looking at issues and concerns of professional staff and help make informed decisions.



I have worked at the University of Washington for a little over three years as professional staff. I possess good communication skills, both written and oral, and have been a member of the Toastmasters International Speaking Club for approximately ten years. I also am adept at interpersonal communication and managing collegial relationships in the workplace environment.

One of my former employment positions was conducting legislative research. I provided information to legislators and legislative staff regarding pending and current legislation, and served as a resource to this constituency. Currently, part of my responsibility in my job is to participate on a process improvement team to make life easier in our office. If nominated to the PSO board, I would continue to apply these experiences and skills in working with the PSO.

**CANDIDATE FOR OPEN POSITION—
BOTHELL CAMPUS**

Dina Meske
Counseling Services Coordinator
Computing and Software Systems,
UW Bothell

Starting my career at the UW in 1981, I have a come into contact with a wide variety of people and administrative units. I was inaugurated in the UW system by working at the UW Medical Center.



I then moved to the School of Public Health, working on a research grant from the Centers for Disease Control for two years. I spent the next eleven years as an academic advisor in the Department of Mechanical Engineering before coming to UW Bothell as a counseling services coordinator in Computing and Software Systems. Currently I am working towards a master in counseling psychology degree and eventually plan to start my own practice. In the meantime, I am involved in creating new majors at the graduate and undergraduate level. In addition, I am a member of a task force to increase science, technology, engineering, and math majors on the Bothell campus. My interest in being on the PSO board arises from the prospect for a growing number of Bothell professional staff to become involved in PSO, and collaboration between campuses for better communication both at the administrative level and at the individual level.

PSO SCHOLARSHIP & GRANT PROGRAM

by Suzanne St. Peter, School of Social Work

Develop Your Potential: Apply for a PSO Scholarship or Grant!

If you want to obtain professional development training and are in need of financial support, be sure to apply for a PSO scholarship or grant. Pro staff can apply for individual staff scholarships up to \$350, and groups of pro staff may receive up to \$500.

Individual scholarships can assist with registration, tuition, and travel-related costs associated with professional development and career-related workshops, classes, conferences, and other learning opportunities. Here are just a few examples of recent scholarship awards:

- A Senior Computer Specialist received funds to support his tuition for The Grant Institute's 3-day grant writing program.

- A Career Counselor was awarded support for attendance and presentation at the Society for Vocational Psychology Conference.
- A Psychology Intern received support to present her dissertation work at the American Psychological Association's Annual Convention.

Formal and informal professional staff groups and associations may apply for grants up to \$500 to 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 and be sure to apply by one of the 2008–09 quarterly deadlines:

Summer	June 2, 2008
Autumn	September 1, 2008
Winter	December 22, 2009
Spring	March 17, 2009

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



PSO SCHOLARSHIP AND PROFESSIONAL DEVELOPMENT COMMITTEE SEEKS NEW MEMBERS!

Have you been thinking about becoming involved with university activities, but aren't quite sure what to do? Are you interested in supporting your pro staff colleagues? Join the PSO Scholarship and Professional Development Committee!

We're a group of about five pro staff, and we meet quarterly to review applications and select scholarship and grant recipients. It's a worthy cause without a big time commitment—and we have fun, too.

Contact Suzanne St Peter, sspeter@u.washington.edu, 543-7647, for more information.

PSO COMMITTEES AND MEMBERS

Communications Committee

Judith Yarrow, chair
jy3@u.washington.edu

Renee Allen	Ann Guss
Ellen Barker	Peter Rackers
Robert Corbett	Deborah Shattuck
	Johanna Taylor

Produces the Fall and Spring newsletters, publicizes PSO events, and manages the PSO Web site.

Finance Committee

Mark Schoen, chair
mschoen@u.washington.edu

Responsible for monitoring PSO's financial activity, providing regular reports regarding the organization's financial condition, and preparing the annual budget for review and adoption by the Board of Directors. The Committee also provides advice and other financial information as required by the Board.

Legislative Committee

Nancy Bradshaw, co-chair
brandn@u.washington.edu
Elizabeth Campbell, co-chair
ejc@u.washington.edu

Robert Corbett	Anita Rocha
Rebecca Goodwin Deardorff	Dana Robinson
Alicia Palacio	Bob Roseth

Advises the PSO Board on legislative issues affecting professional staff and higher education in general.

Outreach Committee

Peter Rackers, chair
prackers@u.washington.edu

Ethan Allen	Mark Crispin
Ellen Barker	Anita Rocha
Robert Corbett	Karen Russell

Encourages member participation through professional development and networking.

Program and Events Committee

Ellen Barker, chair
nelle@u.washington.edu

Elizabeth Campbell
Marjorie Ann Reeves

Develops PSO's programs and plans meetings and events.

Scholarship & Professional Development Committee

Suzanne St Peter, chair
sspeter@u.washington.edu

Ethan Allen
Anne Doherty
Marilyn Gray
Susan Aaron-Moller

Distributes scholarships to its members for professional staff development through a selection process.

PSO ARCHIVES FIND A HOME

by Marjorie Ann Reeves, PSO Historian

At the May 2007 PSO Board meeting, the Board established the position of historian. With the office came the opportunity to collect the past correspondence, meeting minutes, and other documents to be placed in the University of Washington Special Collections archives and made available for all to access. Since PSO doesn't have an office, this was a great opportunity to create a permanent home for the Board's records.

Although development of PSO began in the 1980s, consistent collection of the organization's documents didn't start until 1993. (If people would like to contribute early documents relating to the development of PSO, contact PSO historian Marjorie Reeves at prostaff@u.washington.edu.)

Professional staff began to organize for a united voice in 1989 with a survey on interest in an organization that would represent the concerns of professional staff. The survey went to professional staff across campus, and a record 70 percent responded. The first officers for the Professional Staff Organization were elected in 1990. Inaugural president Bob



Roseth said, "The first years were difficult. We lobbied aggressively, knowing we weren't going to receive much support from our own administration. But getting to know legislators

and staff members in Olympia provided a huge boost when the Provost addressed the House Appropriations Committee. When she concluded her presentation, the chair of the committee asked her, 'But don't you also need competitive salaries for professional staff?'" The PSO had accomplished one of its first goals—recognition of the need for a decent salary for the professional staff.

The organization's next goal was to create an awards ceremony for Professional Staff. PSO presented awards for several years until, finally under former President McCormick, administration took on responsibility for what is now the Distinguished Staff Awards program.

PSO continues to grow and, with increased backing from members and administration, is developing a respectful working relationship with the many levels of UW administration, including the Human Resources Department. PSO's relations with administration, Human Resources, and legislators provide a growing partnership that recognizes and supports the important work of professional staff at the UW.

KEEPING PSO MEMBERS IN THE LOOP



In the past six months, the Communications Committee completed the revision of a communications plan and is working on revising and updating the PSO Web site. This small hard-working group

is focused on making sure UW professional staff hear about the events and other benefits the organization offers to pro staff on all three campuses.

We can always use extra energy, so if you'd like to help out with our communications activities, contact Judith Yarrow, jj3@uwashington.edu, 685-2617.

WHAT DO YOU WANT FROM PSO?

We took a survey to find out

By the time this newsletter reaches you, PSO will have completed a new survey to find out what UW's 6,800 professional staff members want from our organization.

Although we are classified as a group by the UW, our roles vary as widely as the activities of

the university. Using a Catalyst survey, we asked for your input to learn how PSO can meet the needs of our diverse membership with events, programs, and resources. We will use the survey results to generate ideas and future activities for PSO and its Board of Directors.

PSO List Serv

The PSO sends occasional e-mail announcements about events, opportunities, and news to our members using a Mailman distribution list called "prostaff" (<http://www.washington.edu/computing/mailman/>).

If you do not receive these e-mails (or if you do receive them but would prefer not to), please send an e-mail to the list coordinator, Robert Corbett, rcorbett@u.washington.edu.

Thank you for supporting PSO with your responses. Detailed results of the survey will be published in the Fall 2008 newsletter.

Peter Rackers, *PSO Vice President*

Board Members, 2007–08

Ethan Allen is the education manager for both the UW Center for Nanotechnology and the UW Genetically Engineered Materials Science and Engineering Center. He served on PSO's Professional Staff Models and Best Practices Working Group in 2005, and is a member of PSO's Scholarships & Grants and Outreach Committees. Before coming to the UW in 1998, he spent four years as associate director of Policy and Planning at the Teachers Academy for Mathematics and Science, and worked at the Museum of Science and Industry in Chicago. Ethan is a past president of UW Toastmasters.

Ellen Barker has been a UW professional staff member since April 1989. Her positions have included: 1989 UW capital campaign event planner, conference/publications manager, and project/web manager. Her current position is assistant to the director of an FAA Center of Excellence for composites research, based in Mechanical Engineering. She has a Master's in Library Science from the University of Michigan and a BA in English from SUNY at Buffalo. Ellen joined the board in 2007 and serves as PSO's events chair.

Elizabeth Campbell has been with the University since 1989; first as assistant to the chief operating officer at Harborview Medical Center, before joining the Vice President's Office of UW Technology in 1996. Elizabeth holds a BA in History from the University of Washington and has gained extensive training in leadership and project management over the course of her career. Prior to her UW career, Elizabeth was staff assistant to U.S. Senator Max Baucus. She was a member of the Professional Staff Organization's Program Review Committee before joining the board in 2005. Elizabeth currently serves as the organization's president.

Robert Corbett has worked in Undergraduate Academic Affairs for over seven years as coordinator of new programs. In that role he helps coordinate and communicate UW and state academic policy and the approval of new degree programs. Previous to that, he was a graduate student in English Literature at the UW, where he worked on British romanticism and narrative theory. He occasionally writes in his blog and has written some unclassifiable essays for locally produced writing projects.

Mark Crispin is a software engineer in UW Technology. He has been at the UW since 1988 and prior to that was a systems programmer at Stanford University for 11 years.

Anne Doherty is a conference and grant manager in the Department of Health Services, School of Public Health & Community Medicine. She has been a professional staff member for nearly three years and has served on the PSO Scholarship Committee for more than two years.

Ronald Eng has been geology collections manager at the Burke Museum of Natural History and Culture since 1991, and has worked at university museums for the past 27 years. Prior to the Burke, Ron was the curatorial associate in the Dept. of Invertebrate Paleontology of the Museum of Comparative Zoology at Harvard. He was elected to the PSO Board of Directors in 2001, was vice chair in 2002, chair in 2002–2003, and is currently a Seattle campus representative. He worked on the strategic plan, was on the Pro Staff Program Review Committee, and is on the Governance Task Force.

Shelby Fritz has been the assistant to the vice chancellor for Academic Affairs at the University of Washington Tacoma since 2001. She has been a member of the PSO Board of Directors since 2007.

Kathleen Hefner has been the administrative manager for the Department of Anesthesiology at Harborview Medical Center for six years. Prior to coming to Seattle, Kathleen worked for Emory University School of Medicine, Department of Anesthesiology in Atlanta, Georgia. She serves as PSO's secretary.

Namura Nkeze has worked at the UW for more than seven years, most recently as an academic counselor in the Gateway Center. Prior to working at the UW, she was employed at North Seattle Community College in the Office of Multicultural Student Services.

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. In February 2007 he moved to the College and has been enjoying the various challenges associated with the position.

Marjorie Ann Reeves has been at UW since 1998. Currently, she is an administrative specialist with Joint Institute for the Studies of Atmosphere and Ocean (JISAO). She has a BS in mass communications from the University of Southern Colorado and an MLIS from the UW. She published *A Chapter in Pacific Northwest History* in 2006 and is very involved with historical preservation in Washington State. Marjorie serves as PSO's historian.

Anita Rocha is statistical programmer and data manager for the Center for Studies in Demography and Ecology. She has worked at the University of Washington for five years and has been in her current position for more than two years.

Bob Roseth was the first president of PSO. He has been at the UW since 1977 and is 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. Bob has a BS from MIT (political science) and an MA from the University of Missouri (journalism). He and his wife have one son, Ben, who is a jazz musician and international studies graduate. In his spare time, Bob tries to play the piano.

Karen Russell has been at the university since January 1990, starting as a program coordinator in the Economics Department, becoming professional staff as a department administrator in 1996. She is currently administrator in the Biology Department and has served on the PSO board for one year.

Mark Schoen is assistant director of finance with the Department of Student Activities and Union Facilities. He has 19 years of experience with the university, 17 of those with SAUF. Mark earned a BA in journalism at the University of North Carolina at Chapel Hill and an MA in professional accounting at the University of Washington. He is a licensed Certified Public Accountant and also holds the Certified Government Financial Manager designation. He currently serves as PSO's treasurer.

Johanna Taylor is a compliance analyst in the UW Medical Center Compliance Office and has worked at the UWMC since 2004. She handles a variety of issues dealing with auditing access to electronic medical records and facilitating patients' requests pertaining to their privacy rights.

Judith Yarrow is managing editor of *Northwest Public Health*, the journal of the School of Public Health and Community Medicine. She has been with the School since 2001. She is also an instructional designer of online training modules for the Northwest Center for Public Health Practice. Judith is chair of PSO's Communications committee and past 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 Interim Treasurer, Karen Russell, Box 351800. 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.)

\$5 \$6 \$7 \$8 \$9 _____ 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.

The Professional Staff Organization (PSO) represents the issues and concerns of professional staff to the university administration, the campus, and our local community. All professional staff are members of PSO.

PSO is supported by its members through voluntary contributions. The Board uses the contributions to hold two major meetings and occasional brown bags, provide scholarships for professional development, publish a biannual newsletter, maintain the Web site, and conduct other business of the organization. Members can contribute through semi-monthly payroll deductions, or make one-time contributions by personal check.

Any amount is appreciated. However, we suggest the following guidelines for your donation:

<u>Annual Salary</u>	<u>Per Month</u>	<u>Per Year</u>
<\$35,000	\$5	\$60.00
\$36–44,999	\$6	\$72.00
\$45–54,999	\$7	\$84.00
\$55–64,999	\$8	\$96.00
>\$65,000	\$9 and up	\$108.00 and up