

Communiqué

Professional Staff Organization
University of Washington

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

RESULTS OF THE 2008 PROFESSIONAL STAFF SURVEY

In March 2008, UW professional staff members were invited to take the 2008 Professional Staff Organization (PSO) Survey. Eleven percent of the 6,800 professional staff responded, and the aggregate results are available on our Web site <http://depts.washington.edu/psoweb/>. The survey highlights PSO interests and suggestions. As with all PSO activities, this survey was entirely the work of volunteers.

The survey revealed a wide range of opinions, comparable to PSO's diverse population. More staff recognized PSO and more people understood that they become PSO members automatically upon employment at the UW.

Although most respondents were aware of annual PSO membership meetings, only 21 percent attend them. Reasons for not attending included lack of time, inconvenient location, and that the group was too large. On the positive side, people enjoyed the talks by Provost Wise and President Emmert, and the opportunity to network with peers. Most members knew that PSO also hosts several brown bag sessions each year, but for many of the same reasons, only 17 percent attend.

Many (68 percent) of the respondents read the PSO newsletter, 40 percent have visited the Web site, and most (76 percent) feel that the amount of communication from PSO is "about right."

Where should PSO concentrate its efforts in the coming year? Survey respondents gave job salary equity across departments and colleges the "highest priority." Looked at differently, when the scale from 0 (not an issue) to 5 (highest priority) was summed across all responses, advancement opportunities were ranked highest. Retirement and health benefits, along with professional development activities and mentoring, were also at the top of the list.

Other concerns included a layoff program for pro staff, improved dispute resolution resources, telecommuting, tuition benefits for family members, and consistent personnel policies across the campus, along with management reviews, day care, and research personnel's dependence on "soft money."

Although only 44 percent of respondents were aware of PSO scholarships, expanding the scholarship program received strong support. Many who knew about the opportunity do not apply for scholarships because their expenses are covered by their departments. Most respondents supported the continuance of all PSO programs. Seventy-five percent of those who completed the survey did not realize that all PSO activities are funded solely by member donations.

We received many comments both for and against unionization of professional staff. To clarify, PSO is not a union and has not taken a position on this issue.

In summary, professional staff who responded to the survey are primarily concerned about employment, security, and benefits. The PSO board of directors will use the results of the survey to set its agenda for the coming year and continue its efforts to ensure that UW administration recognizes the importance of professional staff at the UW.



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How Can We Help You?

President's Message

During the past year, the Professional Staff Organization (PSO) Board approved a new Mission, Vision, and Values statement. We are grateful to former president Elizabeth Campbell for her leadership and support in spearheading this effort to clarify our path and empower the Board.

The Board also generated, completed, and reported on its 2008 survey. By responding, you provided us with valuable information to direct the Board's work in this coming year. (An article on page 1 reports on the survey results.)

The Board has shared this information with Human Resources (HR), and we will continue to work with HR to communicate issues and ideas that are important to professional staff. We look forward to hearing from Mindy Kornberg, Vice President, Human Resources, who will be our guest speaker at the PSO November 5 fall meeting, 11:30 a.m. to 1:00 p.m. in Kane Hall Walker-Ames Room.

We will unveil a new and exciting Web presence soon after the new year. A subgroup of the Communications Committee has been working diligently with a Web designer, and we are excited to create a new portal for the PSO Board to provide information to you.

The Board wishes to be the best possible resource for you. We welcome input and look forward to hearing from you. Quite a few guests have attended this year's Board meetings, and we will gladly add your issues to our agenda. (Board meetings are on the third Tuesday of the month. If you have an issue you would like the Board to discuss, please e-mail me at psopres@u.washington.edu a week ahead of the Board meeting to let me know you'll be attending and the issue you want to present.)

Our goal is to improve the work experience of UW professional staff, which we hope to accomplish by assisting with communication, hosting events, providing scholarships for professional staff, and fostering a collegial environment within the university.

I am excited about this academic year. The coming of fall brings both change and an opportunity for growth. How can we help you? How can we facilitate communication at this large and wonderful university? We look to you to help us, to open our eyes with insight and inspiration, and to join and work with us.

I thank all the Board members, past and present; this organization is a living, breathing entity and it does not thrive without all your tremendous efforts.

I wish you all a wonderful year and appreciate your support.



Peter Rackers

Communiqué is produced twice yearly by members of the PSO Communications Committee.

Ethan Allen
Center for Nanotechnology

Ellen Barker
Department of Mechanical Engineering

Elizabeth Campbell
UW Technology

Robert Corbett
Undergraduate Education

Ann Guss, Chair
Grant and Contract Accounting

Kelly Keith
Board of Regents Office

Beth Koemans
College of Education

Debbie Proctor
Housing & Food Services Bay Laurel Catering

Peter Rackers
College of Architecture and Urban Planning

Anita Rocha
Center for the Studies of Demography & Ecology

Deborah Shattuck
Maternal and Child Health Program

Jeanne Small
Department of Chemistry

Judith Yarrow
Health Promotion Research Center

Adelia Yee
Office of Sponsored Programs

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/>.



Photography credits: Mary Levin
Jesse Barracoso
Beth Koemans

PSO EVENTS



Annual Fall Meeting

Wednesday, November 5, 11:30 a.m.–1 p.m., Kane Hall, Walker-Ames Room



Mindy Kornberg

Please join us for our fall membership meeting.

UW Vice President of Human Resources

Mindy Kornberg and
Director of Professional & Organizational

Development **Beth Warrick** will share the results of the 2008 Campus Climate Survey. The survey, conducted earlier this year, asked staff and faculty to share their opinions on the University's work environment. The survey results also track the progress of the

Leadership, Community and Values Initiative (LCVI) launched in 2005. The university-wide initiative led to important improvements in communication, leadership development, career advancement, recognition, diversity programming, and community building.

Come network with your colleagues, enjoy light refreshments, and participate in a forum about our own workplace culture and how to make it even better. Refreshments will be served at 11:30 a.m.; the program begins at noon. If you're lucky, you may even win a door prize!

Preview of Upcoming PSO Events

In addition to our fall and spring membership meetings, PSO organizes brown bag lunch sessions on topics we think will be of interest to professional staff.

This year we are trying to broaden the locations to include sites other than Upper Campus. Watch for detailed information regarding dates and locations, and plan to attend these informational and entertaining sessions.

Contact Ellen Barker, Events Chair, at nelle@u.washington.edu or 543-0299.

*The 2008–09 program schedule: **

January Positive Self-Management in Challenging Times

February Dispute Resolution Resource Panel — back by popular demand!

March Light Rail and the UW

April Spring membership meeting featuring Mary Lidstrom, Vice Provost for Research, speaking about UW research funding

** subject to change*

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/>.



CLIMATE IN OLYMPIA

2009 Legislative Forecast

by Kelly Keith, Board of Regents Office

What does the recent decline in housing markets have to do with the size of your paycheck? More than you might think.

Decreasing home values and cooling retail trends are projected to reduce state income. The State Senate Ways and Means Committee projects a \$2.7 billion budget shortfall for Washington. This funding gap could hamper UW efforts to secure funds for faculty and staff salary increases. It won't be easy to promote budget growth to legislators wrestling with the large unbalanced budget, but Randy Hodgins is gearing up for the task.

Hodgins, director of the UW Office of State Relations, is the man charged with promoting UW interests in Olympia. He is enthusiastic about his mission, but admits it could be difficult to pitch a UW budget increase during the next session. "We did well last session," says Hodgins, noting the cost of living increases (COLA) Olympia recently allotted to UW faculty and staff. "The legislature doesn't have to give out COLAs." Looking at the upcoming session, Hodgins sees this question before the state higher education community: "Can we convince Olympia to continue to close the per student funding gap?" He thinks some legislators

might want to abandon this goal, but he hopes to persuade Olympia leaders to maintain a continuous course toward meeting funding needs—even if that means easing the pace. "Maybe it's a matter of moving forward at 30 mph instead of 60 mph," Hodgins notes.

Speculating on the climate in Olympia next January, Hodgins says state leaders will have to consider more than just a hefty shortfall. "Legislators will have a lot of high price tag items in front of them—things like cleaning up Puget Sound." He thinks a lot of decisions will depend on the outcome of the November elections. The August 21 entry of Hodgins' blog, Capital Update, is a summary of primary results for Washington State elections. The gubernatorial race is mentioned, of course, but close contests in other districts such as the 36th and 25th could also alter political trends in Olympia.

Another uncertainty is how a new mix of state leaders will work with the budget shortfall. Hodgins recalls one winter when the session began with predictions of a deficit. That year, legislators raised taxes on alcohol and tobacco and emerged in spring with a budget that strengthened programs. How and when legislators use the mix of tax and cutting

tools available to them may depend on which side of the aisle they sit.

University employees may represent themselves as individual citizens in political arenas, so PSO members can act on their own behalf in several ways: learn about the issues, attend legislator town hall meetings, volunteer with the PSO legislative committee. Don't forget to vote!



Randy Hodgins

For more information, consult the resources below:

League of Women Voters: <http://www.washingtonvoter.org/>

Office of State Relations: <http://www.washington.edu/about/staterel/>

Randy Hodgins' Blog: <http://depts.washington.edu/staterel/wordpress/>

Public Agency Lobbying: http://www.washington.edu/about/staterel/publications/PDC%20information/PDC_section_for_website1.pdf

UW Budget Request: <http://www.washington.edu/admin/pb/home/pdf/regents-item-fy09.pdf>



Rep. Frank Chopp, Speaker of the Washington State House of Representatives, speaks at PSO's spring meeting on April 30, 2008



Pro staffers enjoying Frank Chopp's presentation



Washington State Capitol Building, Olympia

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 need 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.

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! Apply by one of the 2008–09 quarterly deadlines:

Winter	December 19, 2008
Spring	March 16, 2009
Summer	June 2, 2009
Autumn	September 1, 2009

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

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.

CHESCA WARD, 2008 PSO SCHOLARSHIP RECIPIENT

by Ann Guss, Grant and Contract Accounting

Chesca Ward likes to JUST DO IT. She's a bright, friendly, enthusiastic, industrious UW staffer. She is actively working to advance her career—and recently got a boost from the PSO Scholarship Program.

Chesca joined UW in 2006 as a staff diversity specialist—initially in Human Resources and now in the Office of Minority Affairs and Diversity. Since October 2007, she has coordinated six campus affinity groups, handling administrative tasks so they can focus on building a welcoming climate for diverse faculty and staff at UW. She also partners with departments to promote recruitment and retention of diverse staff.

In June 2008, she received her M.A. in Industrial and Organizational Psychology from Seattle Pacific University, after 20 months of two to three evening classes each week. "My life was completely geeky: always talking about my job and my research," she says. Wow! That's commitment to a goal!

As graduation approached, her SPU classmates made plans to attend the April

conference of the Society for Industrial and Organizational Psychology (SIOP) in San Francisco. While Chesca saw the conference as an opportunity to learn more about her profession, hear keynote speakers, and network with her peers, she wondered how to afford the cost of registration, airfare, hotel stay and food.

Chesca had met PSO representatives at Biz Tech, LCVI Day, and Professional Development Day, and she was aware of the PSO Scholarship program. UW colleagues told her to read more about the scholarships on the PSO Web site. "I had it in the back of my mind," she says, "but I didn't have a way before to use the scholarship." The SIOP conference was a perfect opportunity. She applied for and received a PSO scholarship and used the money to defray her expenses. "It helped a lot," she says.

"The conference was great," says Chesca. "The current president of SIOP wrote our textbook on work motivation, and I met other people whose books I had studied. But the

best thing was I got to do this with my classmates," she concludes. Chesca's advice to other prostaff who are thinking about working toward an advanced degree is, "Definitely do it. Do it now."

Chesca is a big fan of PSO. "It's very supportive of us and our professional development, offering meetings, Brown Bags, and other activities." Initially, the scholarship application seemed intimidating to Chesca, but Scholarship Committee chair Suzanne St. Peter "made the process very approachable."

If you want to follow Chesca's lead and attend a professional conference, consider the PSO Scholarship Program. Application forms are available at http://depts.washington.edu/psoweb/scholarships_dev.htm.



PSO Board Members, 2008–09

Peter Rackers, President

College of Architecture and Urban Planning

I enjoy working with the PSO board and hope to continue improving our value to the professional staff community at the university.

Ethan Allen, Vice President

Center for Nanotechnology

Scholarship and Communications Committees, Outreach Subcommittee (Co-Chair); PSO alternate representative to the Faculty Council on Educational Outreach

My key focus for this year is to help build broader recognition of the value of the PSO among professional staff.

Anne Doherty Renz, Secretary

Department of Health Services

Scholarship Committee; PSO alternate representative to the Faculty Council on Benefits and Retirement

I look forward to serving as secretary in my second year on the PSO Board.

Karen Russell, Treasurer

Department of Biology

PSO representative to the Faculty Council on Benefits and Retirement

I have been at the university since January 1990, starting as a program coordinator in the Economics Department, and become professional staff as a department administrator in 1996. I am currently administrator in the Biology Department and look forward to serving as treasurer this year.

Elizabeth Campbell, Past President

UW Technology

Communications and Events Committees, Website and Outreach Subcommittees

I continue to appreciate the opportunity in meeting and working with colleagues across campus. It's a great networking opportunity. Look for the new Web site early next year!

Ellen Barker

Department of Mechanical Engineering

Events (Chair) and Communications Committees, Website and Outreach Subcommittees; PSO representative to the Faculty Council on University Libraries

I've been at the UW for almost 20 years. Being on the PSO Board gives me a chance to meet great people, and to develop programs of interest and networking opportunities for pro staff.

Neal Culver

Office of Information Management

Legislative Committee

I will be vigilant on legislative issues affecting the interests of professional staff.

Shelby Fritz

UW Tacoma, Office of Academic Affairs

Alternate PSO representative to the Faculty Council on Tri-Campus Policy

UW Tacoma is glad to be part of the PSO!

Ann Guss

Grant and Contract Accounting

Communications (Chair) and Events Committees; PSO representative to Faculty Councils on University Relations and Women in Academia (alternate)

I'm working to improve communication between PSO and its members.

Hollye Keister

Burke Museum

Scholarship and Events Committees; Alternate PSO representative to the Faculty Council on University Facilities & Services

I look forward to getting to know more PSO members and learning how the PSO can better serve the UW community.

Keith McIntyre

Campus Engineering & Operations

Finance Committee

I look forward to increasing the awareness of PSO, hoping to make it relevant to more pro staff. It is only through numbers that we will gain recognition from the administration.

Dina Meske

UW Bothell, Computing and Software Systems

PSO representative to the Faculty Councils on Academic Standards and Tri-Campus Policy

As an academic advisor, I hope to hear from other advisors who want a voice in upcoming issues on these committees.

Aaron Morello

School of Oceanography

I will work to ensure that the best interests and concerns of all the professional staff are upheld, and that we are being accurately represented and spoken for.

Debbie Proctor

HFS Bay Laurel Catering

Communications and Events Committees and Outreach (Co-Chair) Subcommittee

I want to encourage pro staff to get involved with PSO by serving on a committee and contributing with monthly dues.

Carol Rhodes

Office of Sponsored Programs

Events Committee and PSO representative to the Faculty Council on Research

I have been with the University for 3.5 years and enjoy working with faculty, staff and students on export control education.

Anita Rocha

Center for the Studies of Demography and Ecology

Communications Committee, Website Subcommittee

I'm dedicated to maintaining and improving the quality of work life for UW professional staff and I'm open to hearing what members want.

Bob Roseth

News and Information

PSO representative to the Faculty Council on Multicultural Affairs

I have been at the UW since 1977 and was the founding president of the PSO. I am director of the Office of News and Information. In my spare time I play the piano.

Jeanne Small

Department of Chemistry

Communications Committee and alternate PSO representative to the Faculty Council on Research

I'm looking forward to my rookie year with the PSO Board.

Johanna Taylor

UWMC Compliance

Communications and Events Committees

I've been at UWMC for 4.5 years and love working here. While serving my second year on the PSO board, I look forward to our upcoming events and meeting other pro staffers.

Adelia Yee

Office of Sponsored Programs

Website subcommittee and PSO representative to Faculty Council on Women in Academia

PSO STANDING COMMITTEES

PSO committees welcome volunteer members. Please contact the chair or co-chair to join a committee or for more information about its activities.

Communications

Chair: Ann Guss
annguss@u.washington.edu,
Box 351122, Phone 3-6453

The Communications Committee is responsible for issuing the newsletter to inform the membership of the activities of the organization and for maintaining the PSO Web site. It is also responsible for maintaining the uniformity, consistency, and quality of all PSO publications.

Outreach and Membership Engagement (subcommittee of Communications)

Co-Chair: Debbie Proctor
proctord@u.washington.edu,
Box 354461, Phone 3-8443

Co-Chair: Ethan Allen
ethana@u.washington.edu,
Box 351721, Phone 6-9760

This group is responsible for encouraging
1) participation in PSO activities by members,
2) professional development of members,
3) collegiality among members, and
4) interaction with other professional staff groups outside the UW campus.

Finance

Chair: Karen Russell
russe@u.washington.edu,
Box 351800, Phone 5-8241

The Finance Committee is 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

Co-Chair: Nancy Bradshaw
bradsn@u.washington.edu,
Box 351271, Phone 5-2703

Co-Chair: Peter Rackers
prackers@u.washington.edu,
Box 355726, Phone 6-2486

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; creates and maintains a PSO legislative "white paper" with identified concerns, goals, and strategies; and coordinates visits with state legislators.

Professional Development Committee

Chair: Suzanne St. Peter
sstpeter@u.washington.edu,
Box 354900, Phone 3-7647

The Professional Development Committee receives and reviews applications for scholarships and grants specifically for UW professional staff employees. Scholarships fund educational activities to foster the professional development of individual professional staff. Grants support classes, programs, speakers, etc., to promote the professional development of official or unofficial UW professional staff groups and organizations.

The committee evaluates applications on a quarterly basis, selects recipients, and keeps related records. Please visit the Professional Development pages of the PSO Web site at http://depts.washington.edu/psoweb/scholarships_dev.htm.

Special Events and Programs

Chair: Ellen Barker
nelle@u.washington.edu
Box 352600, Phone 3-0299

Special Events and Programs is responsible for planning and holding PSO's two campus-wide biannual meetings as well as other occasional informational meetings.



Board members at the June 2008 planning retreat



Networking at the UW Club on 10/7/08



Who, What, How, and Why Should You Make a Financial Contribution to PSO?

by Debbie Proctor, HFS Bay Laurel Catering

Who?

You make it possible. PSO activities are funded solely by voluntary contributions from its members.

What does PSO do with the money?

Using these contributions, PSO holds two annual membership meetings and monthly brown bag programs, provides scholarships for professional development, publishes monthly email updates and a semiannual newsletter, and maintains the PSO Web site <http://depts.washington.edu/psoweb/>.

How to contribute?

Members can contribute through semimonthly payroll deductions or make a one-time contribution by personal check. Any amount is appreciated; however, there is a \$2.00 minimum for semimonthly payroll deductions.

Why contribute?

To support professional development.

As University budgets tighten, training and development funds are often one of the first line items eliminated. PSO scholarship applications increased dramatically—nearly 200 percent over the past two years. Your contribution will make it possible for you and your colleagues to continue professional development.

To support PSO member activities.

Rising costs have increased PSO's overhead expenses for campus meeting room rentals, lunch at the annual meetings, and fees for well-known speakers like Patt Schwab, who spoke on the importance of workplace humor in spring 2008.

To help make your voice heard. The number of contributing members is an outward sign of commitment to the mission, vision, and values of PSO. We are 6,800+ strong—a potentially powerful voice in support of UW professional staff—but only 3.8 percent of us express our commitment through contributions. By increasing the number of contributing members, we will show our strength and ultimately gain greater recognition from the UW administration.

Help us help you.

Start your contribution to PSO now! Complete the Payroll Dues Deduction Form below or in the upper right corner of the PSO website: <http://depts.washington.edu/psoweb/>.



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, 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 Web site 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.

7/15/08