



Communiqué

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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 7,400 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.

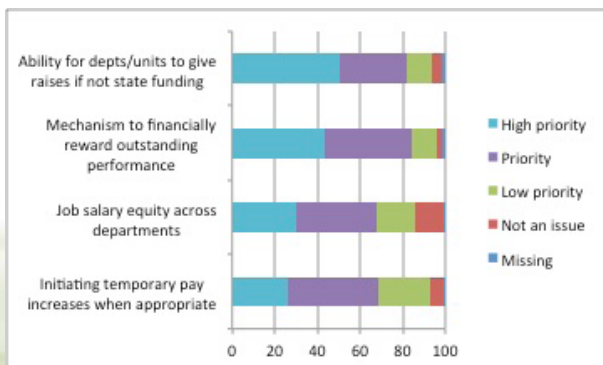
For more information about the PSO, visit our website at <http://depts.washington.edu/psoweb/>.

What’s Important to Professional Staff? Results from the PSO Survey

In the fall of 2010, 418 professional staff members responded to a PSO-sponsored Catalyst survey. Since this was not a random sample, the results do not necessarily reflect the opinions of the 6,000+ professional staff members. However, it does provide a look into the priorities and attitudes of a segment of professional staff that are highly engaged and likely to respond. Here are highlights from some of these findings. Given the current climate, you might ask yourself how you would respond to these same questions today.

Respondents were asked to rank each of the following areas as “High Priority”, “Priority”, “Low Priority”, or “Not an Issue”.

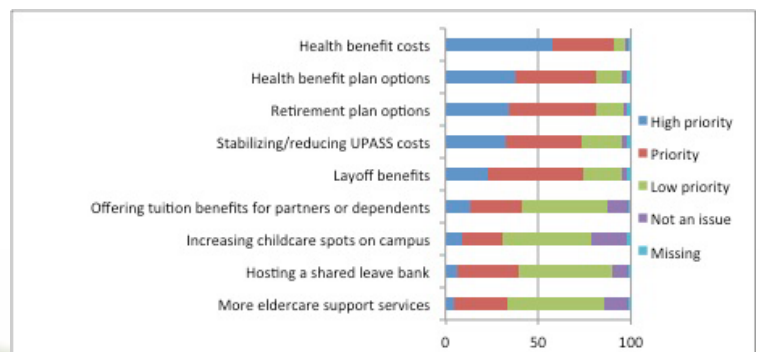
Table 1: Percent response of ranked priorities on salary issues



For salary issue items, more than 50% of the responses ranked the ability for departments and units to give raises if they were not subject to state funding as a “High priority”. In aggregate, having a mechanism to financially reward outstanding performance was ranked by 84% as either a “High Priority” or a “Priority”.

To a lesser degree, initiating temporary pay increases when appropriate and job salary equity across departments had combined “High Priority” and “Priority” of 68% and 67%, respectively.

Table 2: Percent response of ranked priorities on benefits issues



Continues on page 5

Staying Strong and Backing the UW 100% President's Message

Dear Colleagues,

As you may have read in a recent email update, President Young has described the sobering supplemental budget process Washington State is currently undergoing in order to balance the budget for the remainder of the biennium. He stated that at times the news regarding upcoming proposals may sound "alarming," yet he appeals to the larger community to understand the political nature of this process and to make every attempt to stay informed. President Young and his staff will monitor the process closely, and will work hard to mitigate the worst of these impacts on our campuses.



Anita Rocha

I also appeal to you to stay informed. While alarm is an understandable reaction to disturbing news, it can hamper our ability to provide ideas and solutions to the issues at hand. We need our minds working creatively towards weathering this, the latest of a long series of storms. I know some of us have been laid off, others have had to shoulder the work that under different circumstances would have been performed by individuals occupying several full-time jobs, and others fear the degradation of our systems, equipment, and service to the UW community. As I listen to the apprehensions of my fellow professional staff, I'm amazed that concerns about retaining our own jobs are often matched or even out-matched by concerns for the quality of educational support for students, maintenance of the level of world-class research, and the University's standing as a whole. I've heard ingenious solutions, large and small, for providing the best possible service while having access to fewer resources. By and large, professional staff members work here because they are 100% committed to this institution. Your PSO will continue to remind the UW Community that we are a powerful workforce who keeps the UW moving, even under the constraints of shrinking budgets.

The burden of the current budget environment can lead to stress, fatigue, and inaction: I appeal to professional staff members to resist the urge to give up: maintain your health, stay well-rested, and keep brainstorming regardless of what may come our way. Not necessarily easy, I will endeavor myself toward these same goals. We will need our sharp minds and persistent energy, and the PSO will continue to bring you informative and thoughtful programs to support you professionally and personally. For a start, President Young has accepted our invitation to the PSO Fall Member meeting on November 30, where we can engage him first-hand. I encourage you to attend this important event.

Lastly, I would like to thank professional staff members who have elected to make regular contributions to the PSO, especially at a time of uncertainty, enabling our all-volunteer organization to continue to bring you these special programs.

Warm regards,

Anita Rocha
PSO President



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

Joyce Agee
UW Libraries Administration
Ellen Barker
Department of Mechanical Engineering
Carmen Cook
Information School
Robert Corbett, Chair
Undergraduate Academic Affairs
David Daniels
Housing & Food Services

Deci Evans
UWMC
Suzanne Hunter
Department of Psychiatry
Anita Rocha
Center for Studies in Demography & Ecology
Shanna Sukol
Department of Architecture
Bryan Tyl
Department of Psychiatry

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





President Young to Address PSO Members

Wednesday, November 30, 11:30 AM–1 PM, Kane Hall, Walker-Ames Room

The PSO is proud to announce that University of Washington President Michael K. Young will be the featured speaker at the Fall Member Meeting on Wednesday, November 30th in the Walker-Ames Room in Kane Hall. A complimentary light lunch buffet will be served at 11:30 a.m. followed by President Young’s talk at noon.

President Young joined UW in July 2011, making this his first address directly to PSO members. Possible topics include: the budget situation for both the University and state, plans for strategic partnerships, the challenges facing professional staff, and how professional staff can assist in supporting the UW locally and across the state.

Prior to his appointment at the University of Washington, Young was President at the University of Utah for six years. In his academic career he served as Dean of Law at George Washington University, and was a member of the Law faculty at Columbia University for more than 20 years. He also has a wide variety of government experience

including positions in the George H.W. Bush administration and clerking for a United State Supreme Court Justice. President Young is a graduate of BYU and Harvard Law School.

This is an outstanding opportunity for professional staff to meet President Young and learn more about the new administration. This event is part of PSO’s “Prepared, Seen, Organized” initiative, in which PSO engages with campus and state leaders to emphasize the important role of professional staff on campus, and the importance of higher education to the economy and development of Washington State. Come meet other PSO members and learn how you can get involved.

The PSO Fall Member Meeting will be video broadcast to the UW Tacoma and UW Bothell campuses. Please see the PSO website for more event details: <http://depts.washington.edu/psoweb/events/>.



Michael K. Young

Upcoming Brown Bag Events: Mark Your Calendar

Tuesday, December 13, 2011 ❖ 12–1 PM

Mary Gates Hall, Room 420

Presentation: Birds and Wilderness
Speaker: Connie Sidles, UW author, birder, and naturalist

Sidles will read from her new book about the Montlake Fill, “Second Nature.” Sidles is an expert on birds and has studied the Montlake Fill (formerly a garbage dump) for more than 20 years. According to horticulture librarian Tracy Mehlin, “Birder and naturalist Connie Sidles writes with lively language, humor, and a deeply philosophical understanding about a natural place in the city which holds great meaning for her and all of us who know it.”

Thursday, January 26, 2012 ❖ 12–1 PM

UW Tower Auditorium

Presentation: Earthquake Preparedness
Speaker: Siri-Elizabeth McLean, Plans and Training Manager, UW Emergency Management

McLean’s responsibilities include developing new training programs for students, faculty and staff. Her focus is on disaster preparedness, campus outreach and public education about personal preparedness. She also develops and manages all mitigation plans and grants, assists in the development and update of department disaster plans, policies and procedures, and works on drills and in the newly relocated UW Tower Emergency Operations Center (EOC) as a key staff assistant. See related article: <http://www.washington.edu/news/articles/in-case-of-disaster-a-new-emergency-operations-center-at-uw-tower>.

February 2012 ❖ 12–1 PM

Date, location and speaker TBD

Presentation: Campus Sustainability and Green Office Certification

Spring 2012 Campus Tour

Spring 2012 Rose Garden Tour

Spring 2012 Member Meeting

Dates, locations, and speakers TBD

See all upcoming and previous PSO events at <http://depts.washington.edu/psoweb/events/>.

Recognition for Professional Staff: The ProStaff Award

The University of Washington is a 150-year-old institution whose future evolves each day as thousands of instructors, students, researchers, and employees bring their talents, ideas, and energy to its campuses. The ProStaff Award attempts to spotlight professional staff members' extraordinary commitment and contributions to the growth and excellence of the UW. In this issue of *Communiq  *, we recognize and celebrate the outstanding performances of Ellen Barker, Corinne Hunt, Kristine Kenney, and Paul Zuchowski, recipients of the 2011 spring quarter ProStaff Award.

Ellen Barker, Assistant to the Director of an FAA Center of Excellence on Composites based in Mechanical Engineering, has contributed enormously to the infrastructure of the Center from its inception in the fall of 2004. She brings a wealth of skills and ideas that enhance her effectiveness in this position, one that requires many disparate talents—grant/budget management, event planning, web development, report preparation, and something extra—graphic design. A symbol of her lasting influence on the Mechanical Engineering Department is the group of “decade” posters that she designed, which are a permanent fixture on the walls of the ME Building. Ellen and her co-workers celebrated her award with a Thai buffet, Ellen’s gift: a fun and stylish brooch.

Corinne Hunt is the Scientific Operations Manager for the University of Washington Twin Registry (UWTR). Corinne has navigated the requirements of a complicated \$7.6 million ARRA-funded Grand Opportunity (GO) Grant. These grants are unprecedented in terms of scope, budget, and reporting requirements. She hired dozens of new staff members and ensured they were properly trained; promoted existing individual



(left to right): Paul Zuchowski, Corinne Hunt, Kristine Kenney, Ellen Barker
photo by Mary Levin

contributors into new supervisory roles; worked with administrative staff to ensure we are spending the right money on the right things at the right rate; negotiated timelines and deliverables with an outside State agency (the Department of Licensing); and acted as an invaluable adviser to the investigators who received the grant. Corinne was fundamental in meeting the UWTR’s goal of enrolling 10,000 participants. She and her co-workers celebrated the Award with a gourmet cake from Whole Foods; Corinne’s gift: a deluxe yoga mat.

Kristine Kenney is making children’s dreams come true, literally! Kristine is one of the landscape architects redesigning the playground at the UW West Campus Childcare Center. Kristine imagined the possibilities and skillfully engaged teachers, parents, administrators and even the kids to create a synergistic design. Systematically, she and her colleagues at Capital Projects and Grounds Maintenance transformed a weeded, overgrown spot into a fern-lined northwest nature path with tree stumps to climb on. They also developed a colorful paver pathway for kids to ride bikes on and play basketball. Although Kristine wasn’t able to make all the

children’s dreams come true: a carousel; a retractable roof; or a slide going into a pool of chocolate, her work has created a place that will encourage curiosity, promote discovery, and enhance joy in children for many years to come. Kristine and her co-workers celebrated the honor with a gourmet cheese and cracker platter, Kristine’s gift: a UW hard hat.

Paul Zuchowski is the Associate Director of the Student Activities and Union Facilities and one word fully describes Paul’s philosophy: service! He is passionate about the college union, the involvement of students, developing strong and confident staff members, and providing quality programs and services. He has a wealth of knowledge in the areas of renovation, construction, budget and finance, service delivery, student development and student union management. His skills as an unofficial campus historian and researcher are also invaluable. Paul has been integral in establishing a strategic direction for the HUB and South Campus Center which has translated into better quality services to students and the rest of the campus community. For more than 25 years, Paul has been an important contributor to the University and a champion of student leaders. Paul and his co-workers celebrated his award with a gourmet cake from Whole Foods and Paul’s gift: a coffee table book highlighting UW architecture.

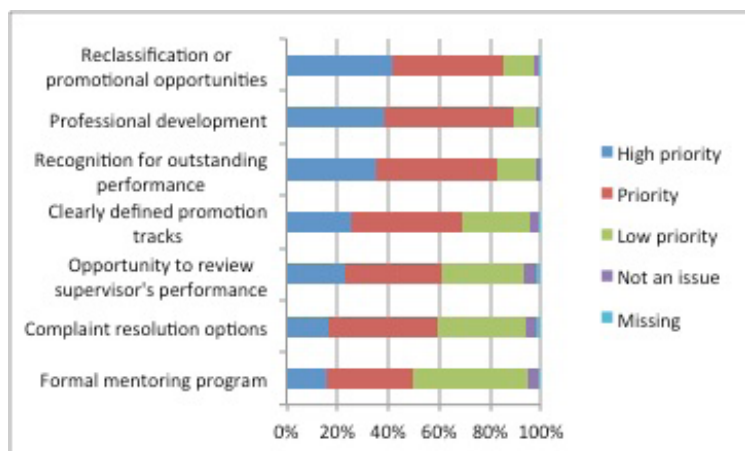
Please join us in honoring the work of these extraordinary UW professional staff by sending them an e-mail of congratulations! If you wish to recognize one of your professional staff colleagues and give him or her the chance to celebrate with their work group and receive a personalized gift, then nominate them today! Please visit the PSO website to access the nomination form: <http://depts.washington.edu/psoweb/development/awards/>.



PSO Survey... continued from page 1

Again, respondents were requested to rank each benefit issue as either “High priority”, “Priority”, “Low priority”, or “Not an issue”. Health benefit costs were most important with nearly 58% ranking it “High priority”, and 91% ranking it either “High priority” or “Priority”. Both health benefit plan options and retirement plan options had a combined rank “High priority” and “Priority” percentages of 80%. Layoff benefits and stabilizing/reducing UPASS costs had somewhat lower combined percentages of 74% and 73%, respectively.

Table 3: Percent response of ranked priorities on job satisfaction area



For job satisfaction with the same rank categories, reclassification or promotional opportunities had a slight edge with 41% of the respondents selecting it as a “High priority”. Yet professional development was also important with 89% ranking it either “High priority” or “Priority”.

And 82% of the respondents had a combined “High priority” and “priority” rank for recognition of outstanding performance, also marking this job satisfaction area for particular emphasis.

The PSO has and continues to take your responses seriously. To address several of the highly ranked areas in the survey, here are a few areas where your PSO has spent energy and resources in the past two years.

- PSO initiated its highly successful ProStaff Awards to address the need for increased recognition of individuals and professional staff as a whole.
- PSO continued to fund scholarships to enable individuals and groups to afford additional training for professional development.
- PSO is in the final stages of creating a new staff shared leave tool to be released soon.
- PSO has sponsored POD course similar to the way PSO has supported professional development.
- PSO members participated in preliminary discussions on strategies for lowering UPASS costs for staff members.

We appreciate and welcome your input, your volunteer energy, and your contributions to help maintain and improve the workplace for professional staff.

PSO Sponsors POD Course for Members

Given the prevalence of budget cuts across campus, many professional staffers may be unable to receive funding to attend various workshops and trainings to assist in their professional development. To address this dynamic, PSO sponsored a free POD course for 30 lucky PSO members. This course is just one of the many ways the PSO Board is hoping to promote the professional development of members and utilize the generous financial support of our contributing members in a productive manner. When the announcement of the free course was released in early August, more than 100 members responded within a matter of days. With the long waiting list, it was clear that members were interested in this opportunity.

The course we sponsored was titled “Building a Positive Work Culture” and taught by Susan Templeton, Training and

Organizational Development Consultant. Susan used the list of reasons why students were interested in taking the course, and their specific roles on campus to customize the content of the workshop, allowing for a more robust dialogue. Susan remarked, “It was a lively group of participants and we had many good discussions about the various topics covered.” Similarly, we received a number of thank you messages from participants in the class, with very positive notes in the course evaluations. Given the positive feedback from offering this course, we are planning to offer a POD course this spring. If you’d like to suggest a specific POD course for PSO to sponsor in the future, please e-mail us at PSOboard@uw.edu.



Susan Templeton



Opportunities for Staff to Foster Sustainability at the UW

The University of Washington has committed to going carbon neutral by 2050, a goal put forward in the Climate Action Plan that was announced in 2009 ([UW Climate Action Plan](#), page 3). UW is a founding signatory of American College & University Presidents' Climate Commitment (ACUPCC). While the goal is clear, how will it be accomplished? The original plan was developed by a team of faculty, students and staff, so it is natural that the work of getting to the goal should be effort of all three. Facilitating the University's efforts towards sustainability has been taken on by the [Environmental Stewardship & Sustainability](#) (ESS) office.

Their website covers a number of initiatives that are going on, but one in particular stands out as an opportunity for staff to get engaged and involved with sustainability as it evolves at the University: [Green Office Certification](#).

While neither "office" nor "certification" are exciting terms in themselves, Green Office Certification allows a unit to look holistically at its practices, such as recycling, computer power, etc. In other words, all staff can participate in thinking about how to "green" their place of work. Claudia Frere, manager of the ESS office notes that an added benefit is that it allows for recognition of work already being done by some units. And the process encourages collaboration by staff, as one of the requirements is to form a [Green Team](#).

For further information, please contact oess@u.washington.edu or see the website at: [Green Office Certification](#). And Go **Purple**, Be **Gold** & **Green**!



Green Office Certification Team (Jennifer Perkins, Evan Brooks, Rebecca Teel, Claudia Frere, Aubrey Batchelor)

Food Drive at November 30th Member Meeting: You Make a Difference

The University District Food Bank is in need of food for the upcoming winter months. With layoffs and the slow economy, the food bank is experiencing increased traffic. During the November 3 fall meeting the PSO will be sponsoring a food drive. Please bring a food item to the meeting. There will be a collection bin available outside the Walker-Ames Room. Cash donations are always appreciated. This year an anonymous donor has agreed to match the first \$50 donated \$1 for \$1.

Please bring a donation (see list below) for the bin outside the Walker-Ames Room on November 3rd.

Items Currently Needed:

(non-perishable only)

- Canned fruits
- Canned soups and stews
- Canned protein (tuna, corned beef hash, chili, peanut butter—especially crunchy)
- Soy milk/rice milk
- Vegetarian items (canned beans, soups, chili)

In addition, a special request was made for family-sized toothpaste.

Cash donations are always appreciated!



PSO Board Members, 2011–12

Anita Rocha, President

*Statistical Programmer
and Data Manager
Center for the Studies of
Demography and Ecology*



Joyce Agee, Vice President

*Associate Director of Development
Libraries Administration*



Hollye M. Keister, Treasurer

*Registrar
Burke Museum of Natural
History and Culture*



Lydecia (Deci) Evans, Secretary

*Program Operations Manager
Harborview, Dept. of Surgery*



Ethan Allen, Past President

*Education Manager
Center for Nanotechnology*



Curtis Black

*Admissions Advisor
Admissions Advising &
Outreach*



Alex Bolton

*Analyst
Faculty Councils*



Carmen Cook

*Curriculum Manager
Information School*



Robert Corbett

*Coordinator of New Programs
Undergraduate Academic Affairs*



David Daniels

*Resident Director
Housing & Food Services*



Christopher Glenn

*Admin. for Residential Life,
Conduct & Compliance
Housing and Food Services*



Nadine Gruhn

*Managing Director
Center for Enabling New
Technologies Through Catalysis*



Kathy Hanken

*Executive Chef, 1101 Cafe
Housing and Food Services*



Suzanne Hunter

*Technical Project Manager
Psychiatry & Behavioral
Sciences*



LeAnne Jones Wiles

*Program Manager
First Year Programs*



Eliana Lobo

*Interpreter Services
Harborview Medical Center*



Aaron Morello

*Research Scientist/Engineer 2
School of Oceanography*



Alison Navarrete

*Administrator & Advisor
Education
UW Tacoma*



Mark Shaw

*Director of Health Promotion
Hall Health*



Brian Tyl

*HR Manager
Psychiatry & Behavioral
Sciences*



Carlos Williams

*Counselor Lead
Admissions Office*



*PSO Board members at the
June 2011 annual retreat*

PSO Standing Committees

The PSO has a number of committees that are open to professional staff, giving you the opportunity to serve and provide your input and expertise. The committees do not take a lot of time and often only require a meeting each month or quarter. To participate or learn more information about committee activities, please contact the appropriate committee chair or co-chair.

Communications

Chair: Robert Corbett
rcorbett@uw.edu or 6-0567

This committee is responsible for issuing the newsletter to inform the PSO membership of the activities of the organization and for maintaining the PSO website. The committee is also responsible for maintaining the uniformity, consistency, and quality of all PSO publications. The Website group is a subcommittee.

Events and Programs

Co-Chair: Carmen Cook
carmenc@uw.edu or 1-3316
Co-Chair: Deci Evans
deci@uw.edu or 744-8485

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

Finance

Chair: Hollye Keister
hghunter@uw.edu or 6-7318

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

UW Faculty Councils

The PSO board represents PSO members on several faculty councils. If you have questions about a specific council please contact the representative listed below. Please visit the UW Faculty Council website (<http://www.washington.edu/faculty/committees/councils.html>) for a complete list of council descriptions.

Academic Standards

Carlos Williams, cwilli@uw.edu

Benefits And Retirement

Mark Shaw, mshaw@uw.edu

Faculty Affairs

Shanna Sukol, shannas@uw.edu

Multicultural Affairs

Eliana Lobo, eliana2@uw.edu

Research

Nadine Gruhn, ngruhn@uw.edu

Legislative

Co-Chair: Alex Bolton
bolt@uw.edu or 3-2637
Co-Chair: Nancy Bradshaw
bradsn@uw.edu or 3-0499

This committee advises the PSO Board on legislative issues affecting professional staff and higher education in general. The committee coordinates with and receives information from the UW Office of State Relations; creates and maintains a PSO legislative "white paper" with identified concerns, goals, and strategies; and coordinates visits with state legislators.

Outreach and Membership Engagement

Co-Chair: David Daniels
daviddj@uw.edu or 5-1738
Co-Chair: Brian Tyl
tlybrian@uw.edu or 3-3751

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.

ProStaff Awards

Co-Chair: David Daniels
daviddj@uw.edu or 5-1738
Co-Chair: Brian Tyl
tlybrian@uw.edu or 3-3751

This committee receives and reviews nominations for the semiannual recognition awards honoring UW professional staff.

Scholarship and Professional Development

Co-Chair: Samantha Levine
sjlevine@uw.edu or 3-7647
Co-Chair: Bryan Verity
bverity@uw.edu or 3-9513

This 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.

Website (subcommittee of Communications)

Co-Chair: Suzanne Hunter
smhunter@uw.edu or 1-6408

This committee handles PSO website issues and manages content. The redesigned site debuted in February 2009. The goal was and continues to be improvement of navigation, easy access to resources, and an attractive repository of relevant materials for UW professional staff.

Student Affairs

LeAnne Jones Wiles, ljwiles@uw.edu

Teaching And Learning

Robert Corbett, rcorbett@uw.edu

Tri-Campus Policy

Rebecca Deardorff, rebeccad@uw.edu

University Facilities And Services

Paul Zuchowski, badgers@uw.edu

University Libraries

Ellen Barker, nelle@uw.edu

Women In Academia

Carmen Cook, carmenc@uw.edu

Develop Your Potential: Apply for a PSO Scholarship or Grant

Professional development is essential to our personal growth, job satisfaction, and professional achievement. Whether it's presenting at a conference, taking an online course, or completing a certificate degree, the PSO is committed to supporting the opportunities you need to pursue your career goals. This commitment is demonstrated through a quarterly PSO Scholarship of up to \$400.

The application is located at <http://depts.washington.edu/psoweb/development/psoscholarship-form.pdf>.

E-mail applications, and questions or clarification requests to the PSO Scholarships and Grants Committee Co-Chair: Samantha Levine, sjlevine@uw.edu.

Mark your calendar! Apply by one of the 2011–12 quarterly deadlines:

Winter	December 1, 2011
Spring	March 1, 2012
Summer	June 1, 2012
Autumn	September 1, 2012

Why Should You Make a Financial Contribution to the PSO?

You make the PSO possible through your financial support. Our activities are funded solely by voluntary contributions from PSO members. Using these contributions, PSO holds two annual membership meetings and monthly brown bag programs, provides scholarships for professional development, publishes monthly e-mail updates and a semiannual newsletter, and maintains the PSO website <http://depts.washington.edu/psoweb/>.

Members can contribute through semimonthly payroll deductions or make a one-time contribution by personal check. Any amount is appreciated; however, there is a \$2.50 minimum for semimonthly payroll deductions.

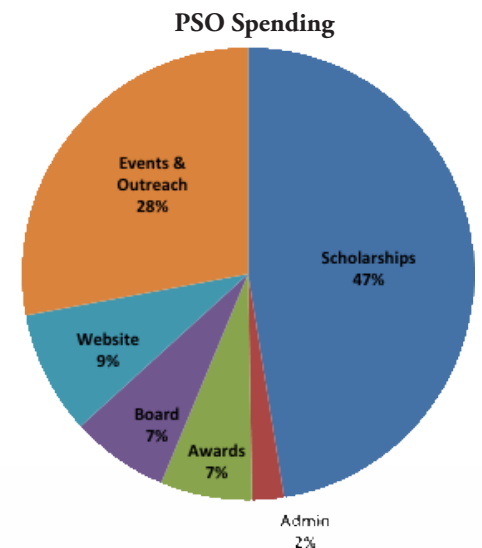
Are you familiar with the 10/10/80 rule? Ellie Kay, author of *Living Rich for Less*, notes the importance of creating the lifestyle you want by giving, saving and spending smart.

Here's the 10/10/80 rule: give 10 percent to charity and your local community and by doing so you'll be amazed with how the universe responds by giving you what you need and want; put aside 10 percent for your long-term savings; live off the other 80 percent. Consider the PSO as part of your local community.

Help make your voice heard. The number of contributing members is an outward sign of commitment to the mission, vision, and values of the PSO. We are 7,000+ 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.

You can start your contribution to the PSO now using our online Catalyst link: <https://catalyst.uw.edu/webq/survey/psopres/143060>. For one-time contributions, you can use a downloadable form, which is a "Quick Link" in the upper right corner of the PSO website: <http://depts.washington.edu/psoweb/>.

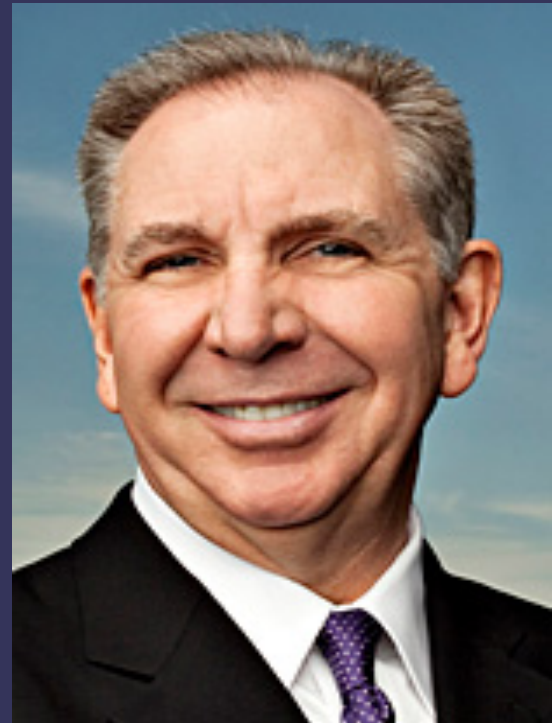


PROFESSIONAL STAFF ORGANIZATION

Presents University of Washington President Michael Young

November 30, 2011
Walker-Ames (225 Kane)
11:30 AM-1:00 PM

Join your fellow professional
staff for this important
opportunity to welcome and
meet UW President Young



Refreshments will be served.