

# PSA VOICE

OFFICIAL NEWSLETTER OF THE UNIVERSITY OF TOLEDO PROFESSIONAL STAFF ASSOCIATION



THE UNIVERSITY OF  
**TOLEDO**  
1872

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## The PSA Voice?

What is the PSA Voice? It is the official newsletter of the Professional Staff Association, published by the [PSA Communications Committee](#) and other contributors. Scheduled to be emailed three to four times each year to inform the PSA, strengthen our sense of community, and further enrich UT's professional culture.

The PSA Voice will feature many items such as:

**A Message From the Co-Chairs** (featuring general items of interest, hot PSA topics, highlights from meetings with President Jacobs or other upper administration, Family Campaign, etc.)

**PSC Meeting Highlights**, including HR Issues and hot topics

**Event Promotions and Highlights**

**PSA Staff Spotlights** – highlight accomplishments of professional staff. Readers will be able to make suggestions for future spotlights right from the e-newsletter and PSA Web site. Examples of staff accomplishments are serving on boards, receiving awards or recognition, publishing materials, presenting at conferences, noteworthy community involvement, and more.

**PSA Committee Updates**

**PSA Web site Links**

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[utpsa.utoledo.edu](http://utpsa.utoledo.edu)

Professional Staff Council  
2009-2010



**Welcome PSA Member.** This is the latest issue of the PSA Voice. Enjoy!

## Message from the Co-Chairs



*by Deb Krohn and  
Joely Giammarco  
PSC Co-Chairs*

The Professional Staff Council holds itself responsible, first and foremost, for the promotion of the general welfare of all of the University's professional staff members. As exhilarating and daunting a mission, we take the utmost pride in representing the employees who carry the unique culture of The University of Toledo.

Throughout the past couple of months we've celebrated humble victories and devastating defeats. These tumultuous ups and downs were especially evident this past April. On Friday, April 16th, members of the UT community were invited to gather together in the Scott Park Campus Auditorium to recognize and celebrate the accomplishments of UT's outstanding staff members to include: the PSA – Professional Staff Association, the CWA – Communications Workers of America, the UTPPA – University of Toledo Police Patrolman's Organization, and the AFSCME – American Federation of State, County, and Municipal Employees. That same day, these groups were plagued with another round of budgetary layoffs. It is important to note that employees who were laid off have joined the UT Works program and are eligible to participate for an additional 6 months past their 90-day notice. Council wishes these employees the very best and hopes that they will be able to regain employment within the University or elsewhere very soon!

PSC remains cautiously optimistic as we approach the new fiscal year. The University has proposed a 2% salary increase for PSA employees making less than \$80,000. For most of us, that means a raise for the first time since 2008. However, there are still several PSA employees whose salaries remain frozen. This being the case, the Office of Human Resources is in the process of reanalyzing all PSA salary ranges for the first time since the original compensation study in 2007. HR is benchmarking against the latest salary data from our peer institutions and also plans to expand the ranges as part of this analysis. The results of this study, we hope, will have a positive effect on



We encourage your active participation in making this publication better. If you would like to write an article or suggest a story idea, please contact [Donald Curtis](#), Communications Committee

Chair. All questions and comments are welcome.

[Donald Curtis](#), MA

PSA Communications Committee Chair

### Free Professional Development / Technology Courses for Summer 2010

Current University of Toledo employees are eligible to participate in a wide array of professional development seminars and computer courses. These seminars and courses are offered as a free benefit to UT employees through the Office of Quality and Continuous Learning (OQCL) to help employees improve their professional skills and performance.

[Summer Professional Development Courses](#)

### PSA Voice Spotlights

Every issue of the PSA Voice will introduce you to PSA employees as part of our continuing effort to bring our campuses, our membership closer.



All Interviews by Carole Young, Communications Committee Member



**Spotlight on James (J.J.) T. Jackson,**  
Associate Director of Multicultural Student Services

**PSA VOICE :** Hi J.J.! Your colleagues would like to know more about your job and how long you have worked at The University of Toledo.

J.J.: I work with the most vibrant, active and industrious student population on campus, that

the frozen salaried employee list. Please note that Council will update all PSA members as soon as information is received.

Until then, Council, like the rest of the University, forges ahead – striving to remain positive in light of the toughest economy and the tightest state budget we’ve ever seen, continuing to uphold the values that our reputable institution was founded on. Please know that it continues to be a true privilege to serve you!

Best wishes,

Deb & Joely

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### Do you know about UT’s Employee Assistance Program?



by Cathy Zimmer, Communications Committee Member

UT’s Employee Assistance Program (EPA) offers UT employees and their family members a free WELL-EAP program that includes counseling, coaching, wellness, and work/life services. This benefit provides professional and confidential assistance with life’s challenges which most of us face at one time or another. A sampling of the services includes:

- EAP & Coaching
- Wellness Services
- Relationships
- Life Goal Coaching
- Alcohol & Drug Use
- Stress & Depression
- Financial Difficulties
- Parenting Issues
- New Manager Coaching
- Many Other Challenges
- Exercise Guidelines
- Cholesterol Management
- Wellness News & Resources
- Nutrition Management
- Weight Management
- Smoking Cessation Support
- Child Care & Locators
- Adoption Assistance
- Emergency Services
- Elder Care
- Errand Services
- Savings Center & More

Visit <http://www.utoledo.edu/depts/hr/forms/Benefits%20Forms/EAP.pdf> to learn more about how to access this program.

### Communications Committee Update



by Jamie Daughton, Communications Committee Member

The Communications Committee continues to provide any and all information as it relates to the Professional Staff Association on the PSA website [www.utoledo.edu/org/psa/](http://www.utoledo.edu/org/psa/). Video has been posted of both the PSA General Meeting from February and

being the Multicultural student population. My job involves personal counseling, life skill coaching, leadership development, directing first year transition initiatives for students of color, diversity education training and ally building for LGBT community. My job provides daily challenges and rewarding relationships. I've been at the university just shy of 2 years

**PSA Voice:** *What do you think distinguishes UT from other workplaces?*

J.J.: UT is distinct because the University is a beacon, Mecca and lighthouse of intellectual capital for the city, area and region of the state. Unlike other colleges/universities in this area, The University of Toledo is uniquely positioned to directly impact the; economic, intellectual, enterprise, social justice and educational environments of the city of Toledo.

**PSA Voice:** *What UT resource is your "must-have" to help you perform your job?*

J.J.: Supportive colleagues and collaborative partners (such as Camp Adventure & Eberly Center for Women)

**PSA Voice:** *How would you enhance the morale on campus?*

J.J.: Priority parking for popular staff & faculty, and reserved parking spaces for students on the Dean's list every semester! (lol)

**PSA Voice:** *What do you think is the best kept secret on campus?*

J.J.: Administrative support staff/personnel are the best kept secrets on campus. They know how to get access to decision makers and they can get you into see just about anyone you need to meet with if you treat them with the respect they deserve. My father taught me that when I was a teenager, working at the Philadelphia Inquirer newspaper in high school.

**PSA Voice:** *How about the best kept secret in the Toledo area, J.J.?*

J.J.: Mr. Freeze soft serve ice cream, it's better than Cold Stone! Also I would have to say the award winning Toledo Zoo. We have had a family membership for almost 10 years.

**PSA Voice:** *Please tell us how you define extreme student centeredness?*

J.J.: Working as hard as you can to say "YES" and find a satisfactory solution or answer without breaking ethical, legal or moral guidelines.

**PSA Voice:** *Will you be taking a vacation or staycation this year?*

J.J.: I will be taking vacation this year to visit family I haven't seen since Christmas. I will also

the Outstanding Staff Awards held in April. The Committee is also responsible for the production and distribution of the PSA Voice newsletter. You can anticipate two editions per semester, with the exception of one in the summer semester. If you have an article or information you would like to see in the PSA Voice, please contact Don Curtis at [donald.curtis@utoledo.edu](mailto:donald.curtis@utoledo.edu).

## Professional Development Committee Update



**Jeff Witt, Professional Development Committee Chair**

The Professional Development Committee is working with Sunday Griffith from the Office of Institutional Research to send out a professional development survey out to all PSA this early summer. The survey will ask PSA members what professional development topics /opportunities they would most like to see offered and questions related to perceived barriers to professional development. The PSA Professional Development Committee will use the information collected to advise Carrie Herr, director of the Office of Quality Continuous Learning on the curriculum to consider the next academic school year. We will also use it to help the Professional Staff Council make decisions about information to include in future PSA Voice e-newsletter and PSA general meetings.

## Scholarship Committee Update



**Tom Trimble, Scholarship Committee Chair**

The PSA Scholarship Committee has completed the selection process for the 2010 scholarship award. The 2010 award has gone to Jimmy Rigsby, a UT student from Cleveland, OH majoring in Exercise Science / pre-Physical Therapy. He is heavily involved in campus activities, peer mentoring and has aspirations of one day starting a business promoting health & wellness and injury prevention. Rigsby has been invited to join us at the Fall 2010 PSA general meeting.

The committee is also aware that funds on deposit with the UT Foundation should generate sufficient income to permit this award to return to the good standing status of previous years and we anticipate making future scholarship award(s) in 2011. The committee will turn some attention to fund-raising events to increase the PSA Scholarship Fund; however no specific events currently planned. Fresh fund-raising ideas and new volunteers are always welcomed.

Contact Tom Trimble ([thomas.trimble@utoledo.edu](mailto:thomas.trimble@utoledo.edu)) if interested or to share ideas.

Please note that one way you can support the Professional Staff Association Scholarship is by making a gift during this year's UT Faculty and Staff Campaign. When you make your gift of support be sure to note that you'd like to designate your gift to the PSA Scholarship To make your gift visit the Faculty and Staff Campaign website at <http://give2ut.utoledo.edu/facultystaff.asp>.

purposely plan some fun vacation outings for the family to create those wonderful memories of forced family fun for the children to whine about now, but relish when they get older. A trip to Niagara Falls sounds pretty nice.

## University Honors Staff Members

[Video of Entire Event](#)  
provided by the PSA  
Communications  
Committee

**PSA-related excerpts from [UT News article](#) by Vicki Kroll**

Twelve employees received monetary awards and plaques at the University's 2010 Outstanding Staff Awards ceremony held earlier this month on the Scott Park Campus of Energy and Innovation.

President Lloyd Jacobs spoke at the event, which was held to honor 83 nominees from the American Federation of State, County and Municipal Employees (AFSCME) Local 2415; the Communications Workers of America (CWA) Local 4319; the Professional Staff Association (PSA); and UT Police Patrolman's Association (UTPPA).

The top winners from the four categories each received \$1,000. The PSA winner is...

- PSA — Cathy Zimmer, director of relations for the UT Learning Collaborative. She joined the University in 1996. "When the UT Learning Collaborative was formed, Cathy was challenged with helping to create a branding message for a group of departments pulled together from several areas of the University," one nominator wrote. "With her guidance and contributions, the UT Learning Collaborative is now a division that unites many seemingly unrelated departments into one cohesive unit with a common vision." Another wrote, "Cathy is not only loyal to the University but also to the students in the UT Learning Collaborative and University College Degree Programs. It's important to her that nontraditional adult students are served well and in ways that fit their needs."

Two honorees from each group also received \$500 prizes. They were:

- PSA — **Linda Chaney**, accounts payable manager in the Controller's Office, and **Carole Young**, director of the Academic Test Center in the College of Medicine.

Read the entire article, with details about the AFSME, UTPPA, PSA, and CWA winners, at [http://utnews.utoledo.edu/index.php/04\\_28\\_2010/university-honors-staff-members](http://utnews.utoledo.edu/index.php/04_28_2010/university-honors-staff-members)