

PSA VOICE

OFFICIAL NEWSLETTER OF THE UNIVERSITY OF TOLEDO PROFESSIONAL STAFF ASSOCIATION



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1872

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Issue 2, Volume 6

August 26, 2011

utpsa.utoledo.edu



2011-2012 Professional Staff Council

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 such items as:

- A Message From the Chair (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

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

Message from the Chair

PSA Members,

Now that the strategic development of the FY12 budget is behind us, we face an extremely daunting task of functioning at higher levels; we've officially marked the beginning of another *do-more-with-less* year.



Joely Giammarco,
PSC Chair

Recognizing that the FY12 budget impacts **all** of us at the University, I would like to address how our current budget specifically affects PSA employees.

First, I'll report the setbacks.

- **Eliminated positions:** 37 PSA positions were eliminated and another 2 were reduced to part-time. This impacts those who were displaced as well as those who remain and take on additional work.

- 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

We encourage your active participation in making this publication better. If you would like to write an article or suggest a story idea, please email Donald Curtis, Communications Committee Chair at Donald.curtis@utoledo.edu. All questions and comments are welcome.



*Don Curtis,
Communications
Committee Chair*

New Professional Staff Council Members

The professional staff council has three new members as a result of the recent elections held to replace outgoing members. Please welcome to the council the following:

- **Raises:** No pay increases this year. For some of you that means you're entering your third year with no increase.
- **Furloughs:** A plan of four unpaid furlough days was written into the budget for PSA employees working in the academic enterprise. However, an [article in UT News](#) on 8/25 gives us hope that the furlough days may not be necessary.

Second, I'll report the victories.

- **Dependent fee waivers:** The dependent tuition waiver remains intact despite being on the table as a reduction until very late into the budgeting process. This is great news for those of you that have dependents currently attending or close to entering the University.
- **Health care premiums:** Another positive is that our healthcare plan cost share (the percentage of the premium we pay) will not be going up. Of course, open enrollment is a few months away, but as of now the FY12 budget is balanced without increasing the percentage employees pay.

People will continue to have different opinions on the FY12 budget. My hope, as strong members of this organization, is that PSA employees continue to respectfully advocate for one another when collaborating with our administrative teams. Have a wonderful fall semester.

-Joely Giammarco

OSCHE Summer Conference Update

This past June, Joely Giammarco and I traveled to Columbus State Community College where we shared our UT year in review with our respective colleagues in the state of Ohio at the Summer 2011 OSCHE (Ohio Staff Council of Higher Education) Conference.



*Deb Krohn,
PSC Vice-Chair*



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Please note the following participating colleges/universities and highlights of their year-end reports. For more information on the Ohio Staff Council of Higher Education please visit their website at <http://ohiostaffcouncil.org>

Institution	Position Abolishments	Furloughs	Non-Union Staff Pay Increases
The University of Toledo	230 (137 HSC, 93 MC)	Could be 4 days	0%
Bowling Green State University	0	None	1%
Columbus State Community College	0	None	\$2,000 bonus for those meeting performance goals
Lorain County Community College	0	None	1.9 or 2.4% depending on performance
Miami University	0	None	2%
The Ohio State University	0 - Separation incentive/early retirement offered instead	None	2%
Sinclair Community College	0	None	1% + \$750 bonus or 4.8% bonus
University of Akron	0	None	3% for those meeting performance goals
Wright State University	0	None	2%

OSCHE Mission: To serve as a collaborative body that fosters positive staff relations between institutions of higher education and State and local administrations.

OSCHE Vision: To partner with all state-assisted institutions of higher education in Ohio in an effort to promote and gather information and to inform our constituents of ideas and concerns regarding all staff councils.

PSA Awards Two Scholarships

The Professional Staff Association awarded two scholarships for the 2011-2012 academic year. The recipients include the following students:



*Cathy Zimmer,
Communications
Committee*



Jimmy Rigsby Jr. is majoring in Exercise Science (pre-physical therapy) in the Judith Herb College of Education and Health Sciences and Human Services. Rigsby is a member the Phi Theta Kappa National Honors Society. His interest in fitness and health, his studies in manifestation of disease and therapeutic procedures, his ability to communicate, and his drive to overcome life's obstacles to reach his goals made him an ideal candidate. He plans to graduate Spring semester 2012.



Ryan Ernst is majoring in electronic engineering and computer science engineering in the College of Engineering. He has worked on a number of projects in the Wright Center for Photovoltaics Innovation and Commercialization (PVIC). His high work ethic, willingness to mentor high school students, strong laboratory skills and leadership made him, too, an ideal candidate for this scholarship. He expects to graduate Spring semester 2012.

Each student received a \$700 scholarship. Thank you to those who have supported the PSA Scholarship throughout the years. This allows the Professional Staff Association to give back to our students.

Phi Kappa Phi Members

Calling all PSA – Phi Kappa Phi members or past members, if you have been initiated in the past or are a current member please email Christine Smallman, Phi Kappa Phi Treasurer at christine.smallman@utoledo.edu



*Christine Smallman,
Phi Kappa Phi Treasurer*

Phi Kappa Phi UT section is compiling a list of all faculty and staff who have been initiated into the organization and we wouldn't want to miss you if you have been or currently are a member.



PSC Collecting Socks for the Hannah's Socks Organization

The Professional Staff Council has decided to sponsor collections for three to four non-profit organizations a year. To kick-off this new tradition, PSC is collecting socks for the Hannah's Socks organization. Hannah's Socks collects new socks to be distributed to the homeless and domestic violence shelters in the Midwest. The organization accepts donations of new socks in men's, women's and children's sizes. If you would like to donate, you can either inter-office mail



*Jamie Daughton,
PSC Secretary*



Hannah's Socks
warm feet • warm hearts

your donation to Joely Giammarco at Mail Stop 340, or drop them off in person to any PSC member. To locate your closest PSC representative, please see the [PSC website](#). Council will collect donations through October and donate the socks on behalf of the Professional Staff Association. If you would like more information about the organization, please see their website, <http://www.hannahssocks.org/>. If you have any suggestions for our next collection, please email your ideas to joely.giammarco@utoledo.edu