

# PSA VOICE

OFFICIAL NEWSLETTER OF THE UNIVERSITY OF TOLEDO PROFESSIONAL STAFF ASSOCIATION



THE UNIVERSITY OF  
**TOLEDO**  
1872

[PSA HOME PAGE](#)

[PROFESSIONAL STAFF COUNCIL](#)

[PSA HISTORY](#)

## 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 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**
- **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.

Issue 3, Volume 5

November 2, 2010

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



**Welcome PSA Member!** This is the latest issue of the PSA Voice. Features this time include a Message from the Chair, Committee Updates, Staff Spotlights on Tom York and Tricia Cullop, and more. Enjoy!

## Message from the Chair



**Joely Giammarco, PSC Chair**

PSA Members,

Professional Staff Council is off to a great start for the academic year. We're fresh off our planning retreat where we talked about what we wanted to accomplish this year. Our two goals/areas of concentration will be professional development and customer service. Both are extremely important to PSA employees and the University as a whole. More structured programs and training in these areas are needed so you'll hear more about this as the year progresses.

We just conducted the first-ever PSA Employee Satisfaction Survey. We had a response rate of 23% which we are quite happy with. This is expected to grow

- **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 contact [Donald Curtis](#), Communications Committee Chair. All questions and comments are welcome.

[Donald Curtis, MA](#)

Chair, PSA Communications Committee

### PSA Voice Spotlights

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



All interviews by Carole Young

### Spotlight on Tom York Director of Student Services College of Education



**PSA VOICE :** Tom, how long have you worked at the University of Toledo?

**Tom York:** I have been at the University for 10 years.

**PSA VOICE :** What UT resource is your must-have to perform your job?

**Tom York:** I would have to say that it is the excellent staff in the registrar's office.

**PSA VOICE:** What do you think is the best kept secret on campus, Tom?

**Tom York:** The football and basketball programs are great but we have excellent and exciting teams in all sports as well.

**PSA VOICE :** Have you started your holiday shopping?

over the years as we continue to distribute the survey. The results will be tabulated and presented to PSA employees soon.

The big news, of course, is the President's reorganization plan. It has caused some to be concerned about what it all means for them personally, especially if you're in a college that will be considerably affected. The reality is that we don't know yet what the final organization will look like and we have asked President Jacobs that we be included as reorganization discussions progress and decisions are made. PSA employees will be greatly impacted and are vital to the success of the reorganization. As transition/implementation groups are formed we've requested PSC representation to ensure that PSA interests are addressed.

As always, if you have questions or concerns about any work-related issues you can bring them to the attention of any member of Professional Staff Council.

Joely Giammarco, MBA  
Co-Chair, Professional Staff Council  
Rocket Hall 1840E/MS 340  
Phone: 419.530.3200  
Fax: 419.530.3242  
[joely.giammarco@utoledo.edu](mailto:joely.giammarco@utoledo.edu)

### PSA Holiday Gathering December 8, 2010



**Save the Date!** Please join us for a Professional Staff Association Holiday Gathering on Wednesday, December 8th from 3:30 – 6:30pm at Libbey Hall on Main Campus.

### 2011 Open Enrollment for Health Care Benefits

Now is the time! Open Enrollment is the one time each year you can enroll or make changes in your healthcare benefits. It's also time to enroll or re-enroll in the Flexible Spending Account Program or Health Savings Account, which must

**October 15th – November 15th, 2010**

**Benefit Choices Effective Jan 1, 2011**

**No Forms will be accepted after 5p.m.  
Monday Nov 15, 2010.**

**Tom York:** *Too early. I like to wait until the last shopping day. Makes shopping more interesting.*

### **Spotlight on Tricia Cullop, Head Women's Basketball Coach**



**PSA VOICE :** *Tricia, would you please describe your job to us?*

**TC:** *I enjoy recruiting players to the University of Toledo, bringing them together as a team, and helping them challenge for a MAC title. We also inspire them to do their best in the classroom so they will graduate and be better prepared to land a job once they walk out our doors.*

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

**TC:** *The fan support for women's basketball (we are 48th in the country and have led the MAC in attendance for 20 straight years) and the facilities. Savage Arena is one of the best facilities in the Midwest.*

**PSA VOICE :** *Do you have any thoughts on how you would enhance the morale on campus?*

**TC:** *That's a tough one. Everyone has different needs on campus in their specific area. I'm not sure I could answer that for the entire campus, but in our specific area we can do our part by putting a winning team on the court. We want to continue to build a program that does things the right way and graduates our players.*

**PSA VOICE :** *Tricia do you have a humorous story to share?*

**TC:** *I hit a skunk with my car a few days ago. I slowed down because I thought it was a dog, then the tail flung around and I screamed as I hit it! As you can imagine, the smell just keeps lingering....I am in desperate need for a solution! All ideas will be happily accepted!*

be done annually. This is your opportunity to evaluate the benefit needs for you and your family, review the options offered by the University of Toledo and make your choices for the 2011 plan year.

#### **INSTRUCTIONS:**

1. Visit the HR web site at <http://hr.utoledo.edu> and click on the Open Enrollment link
2. Review information for the Open Enrollment process.
3. Follow instructions provided on the Web site for your applicable campus / employee classification.
4. If you are required to complete any of the Open enrollment paperwork to continue your benefits, all forms must be returned in one packet to HR. Incomplete packets will not be accepted.
5. The Deadline for Open Enrollment is 5 p.m. Monday, Nov 15, 2010.

#### **THINGS TO REMEMBER:**

1. Reminder: You will not receive an individual packet of Open Enrollment information. This is the only notice you will receive.
2. If you are unable to access the Web site, please contact the Benefits Hotline at 419.530.4747
3. If you are covering a spouse or domestic partner on your medical plan, please review the Spousal/Domestic Partner Eligibility rules.
4. If you are covering a child on any plan and the child is age 19 or older, please note that Healthcare Reform has changed eligibility requirements. Please attend one of our Informational sessions to learn more about how this may affect you and your dependents. The dates/times of these sessions are posted on our Web site at [hr.utoledo.edu](http://hr.utoledo.edu).
5. If you want to continue or elect a Flexible Spending or Health Savings Account, you must enroll each year for the next calendar year.

### **Elections Committee Update**



#### **Deb Krohn, Elections Committee Chair & PSC Vice Chair**

The University of Toledo's PSC Elections Committee is charged with initiating, conducting, tabulating, and announcing the results of Council nominations and elections as vacancies occur naturally (after fulfilling a 3-year term of service) or unexpectedly (requesting to step down from designated Council seats before serving an entire 3-year term). This past election season proved not only to be a busy, but productive and collaborative one; many thanks!

Summer 2010 not only marked the end of three Council member's three-year terms [Michele Martinez – elected 2007, Deborah Krohn – elected 2007, and Jeffrey Witt – appointed by Dr. Jacobs 2007] but also marked the end of yearly officer appointments [Co-Chairs – Joely Giammarco and Deborah Krohn, Vice Chair – Vandra Robinson, and Secretary – Jamie Daughton]. We'd like to take this opportunity to thank all of the aforementioned members for their service, dedication, and continued support!

**PSA VOICE : How do you define extreme student centeredness?**

*TC: From a coach's standpoint, it means making sure that we are in tune to the needs of our students so that they have a great experience at UT. We have students from different countries, different backgrounds, and different religions. We must do the best job we can meeting their needs and helping them reach their potential. If they know we truly care about them as a person, they will go the extra mile to reach the goals we set before them. Our goal for each of our student-athletes is they feel as if we helped them reach their potential as a student and an athlete, and if given the opportunity to make their college choice again....they would choose UT and recommend it to others!*

**Professional Development News**

**New UT Certificate Tracks for Employees**

[UT Certificate Tracks in Professional Development and Technology - comprehensive list of courses](#)

Check out the [OQCL web site](#) for an overview of some of the free benefits PSA members can receive from this office, or click on the name of each track listed below for details about individual certificates.

- [UT Technology Certificate](#)
- [UT Certificate for Exceptional Customer Service](#)
- [UT Leadership Certificate](#)
- [UT Project Management Certificate](#)

Knowing we'd need to fill three Council seats and reelect our yearly officer appointments, the remaining members of Council put our heads together and started planning for summer 2010 Council elections and officer nominations.

Joely Giammarco volunteered to continue to Chair Council for the second consecutive year, Deborah Krohn, upon being nominated to serve back-to-back Council terms (Presidential Appointment 2010) volunteered to serve as Vice Chair, and Jamie Daughton volunteered to continue, for the second consecutive year, to serve as Secretary. Council officially voted officers in at the August 24, 2010 meeting and elected officers will serve one year terms.

With the help of Don Curtis (Presidential Appointment 2009 and Communications Committee Chair) Council successfully launched our first ever electronic nomination and voting system. We were thrilled to receive a total of 23 nominations from both Health Science and Main Campus to fill two, three-year Council vacancies; many thanks to the members of UT's Professional Staff Association for their outstanding participation in the nomination process!

Wendy Miller – Enterprise Resource Analyst, IT and Peter Thomas – Director, International Student Services received the highest number of electronic votes and were asked to serve 3-year elected terms. It is my sincere pleasure to report that both Wendy and Peter accepted their terms of office.

From there, two additional Council members (Eric Langenderfer – elected 2009 and Vandra Robinson – elected 2009) approached officers requesting to step down. Thanks to both of you for your service and continued support! Moving down the list of 2010 nominations (in order of highest number of votes cast) we recruited Churton Budd – Systems Analyst 3, IT and Gracie Brown – Business Manager, College of Law to serve the remainder of both Eric and Vandra's Council terms (2 years).

Please join me and the rest of Council in thanking our former members and welcoming our new members!

-Deb Krohn, Vice Chair and Elections Committee Chair.

**Health Science Employees may be unaware of the PSA**



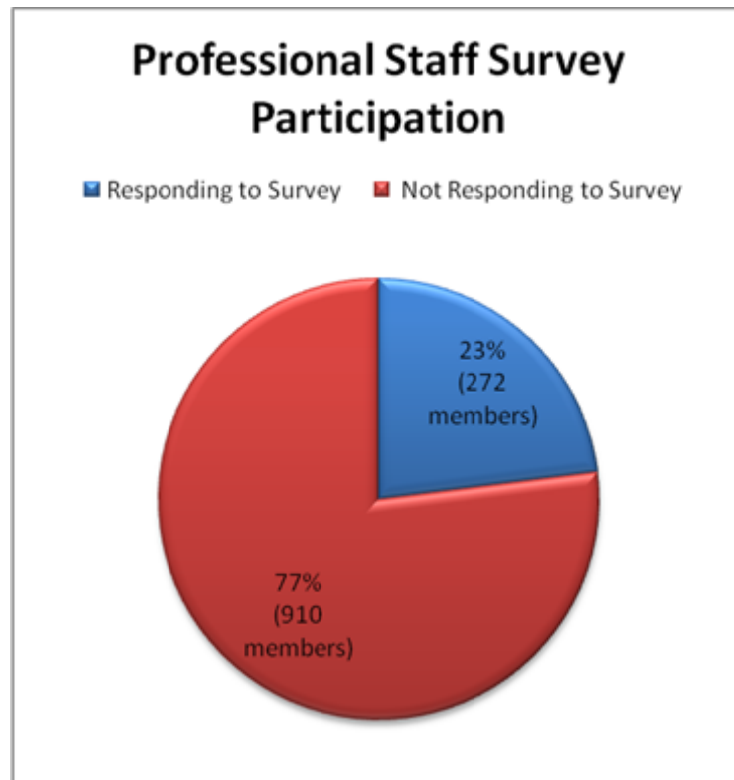
**Churton Budd, Communications Committee Member**

Prior to the Merger between UT and MCO, there was not an organization at the Medical College like the Professional Staff Association (PSA). Because of this, Health Science Campus employees may be unaware of the Professional Staff Association. There are in fact 1200 classified/exempt and unclassified administrative and professional employees that do not belong to a bargaining unit. Out of the almost 1,200 members of the PSA, just over 500 are from the Health Science Campus. The PSA, which has been officially recognized by the University since 1992, offers the opportunity for members to be active in policy and governance issues at UT.

The PSA is not a union and so we do not negotiate benefits or pay dues. The PSA is a group of professional employees with similar interests in benefits, management training, career growth and leadership opportunities. An elected body, the Professional Staff Council (PSC), meets regularly with Human Resources and Senior Leadership. PSC representatives attend every Town Hall meeting to ask questions for PSA members and field questions related to PSA. Some of the accomplishments of the PSC in the past few years include an Outstanding Staff Award, a PSA scholarship fund, creating a number of professional development opportunities and, just recently, the PSA Employee Satisfaction Survey. The PSA has a number of committees including the Advocacy Committee which reviews concerns of members, works with HR to resolve employee issue and reviews new polices as they relate to PSA members. Other committees include the Communications committee, the Membership committee, the Professional Development committee and the Scholarship committee. There is also a Sick Leave Bank committee that oversees a pool of sick hours donated by PSA employees. This sick bank can be used for PSA employees that have a catastrophic illness or injury and have exhausted their own sick hours and vacation time.

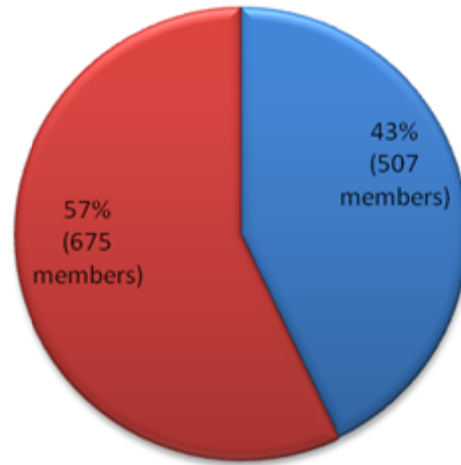
## Data Center

A picture is worth 1,000 words, so here are some visuals related to PSA.



## PSA Membership by Campus

■ Health Science Campus ■ Main Campus



## PSA 2010 Election Voter Participation (322 votes)

■ Health Science Campus ■ Main Campus

