



A message from your President Alice Sprague

The year has certainly gone by fast as we begin Spring Term and my final term as President of Staff Senate.

It has been a busy year for us; working on several committee projects and completing many of the goals set forth in 2007. Our Staff Development Committee is continuing to work with Human Resources to provide constituent feedback on development ideas for the campus. This year there have been opportunities for computer workshops, brown bag sessions by EAP, and various Retirement workshops. This spring we have scheduled Self Defense for Women, Ergonomics in the Work Place and a popular brown bag session titled Energy Boosters. The committee is always looking for areas of interest so please contact a member of the Staff Senate if you have ideas to share. Angie Barry has worked hard to get the

Staff Resource Guide updated and ready to be placed on the website. We have a task force that has been looking at a statement of ethics in the workplace and will continue this work into the spring and possibly into the 2008-2009 year. Our Committee on Committees met for the first time during the winter months and we will be getting ready to fill committee vacancies with constituents and Staff Senate members for the coming year. The Newsletter Committee has accomplished the goals they set forth in publishing the newsletter and in providing topics of interest to the campus community.

In March the Senate voted to change the bylaws in support of having meetings twice per month. This academic year they will be held on the first and third Thursday of the month in Ham-

ersly 205 from 8:30 – 10:00am. We are always interested in hearing about issues that you feel are important. Please contact a staff senator or attend a meeting to share your ideas.

It has been my pleasure to serve as President and to see first hand the dedication and hard work that the senators have put forth this year. I would also like to take this opportunity to thank everyone who contributed to the success of the New Staff Welcome held last fall and to thank the individuals who have presented at our regular meetings. We will be conducting elections soon and I would encourage anyone who is nominated to consider accepting the nomination.

Alice Sprague

Physical Plant Report

- * *HSS estimated completion date of March 31st*
 - * *Pre-construction meeting completed. Estimated completion date of August 31st*
 - * *Steamline replacement scheduled for summer of 2008*
 - * *\$112.5 million approved for a New Residence Hall. Possible opening of Fall 2010*
 - * *Rec Center listed as number 1 Campus Capital Construction Submittal to OUS*
 - * *Athletic Field restrooms, storage space and concession stand design underway*
 - * *Electrical and steam metering discussion throughout campus*
 - * *Education & Natural Science chiller in place, piping underway. Scheduled completion May 31st*
 - * *NPE entry scheduled to begin July 2008*
 - * *Club Field in process. Scheduled completion of July 2008*
 - * *Physical Plant remodel design underway*
 - * *Maaske remodel design underway*
 - * *Admin elevator upgrade, Smith Auditorium upgrade and NS lab (rooms 005 & 006) upgrade scheduled for summer 2008*
 - * *Valsetz office addition under design*
 - * *Modular Classroom re-*
- pairs scheduled*
- Energy Conservation Efforts:**
- ◇ *Replacing Steam Absorbers with energy efficient Electric Chillers*
 - ◇ *Replacing inefficient Electric Chillers*
 - ◇ *Multiple building with one chiller*
 - ◇ *Replacing inefficient lighting-NPE Gym, NPE Multipurpose Room and OPA Gym*
 - ◇ *Installing Occupancy Lighting Sensors-multiple locations*

One on one with Doris Clark

Doris Clark retired in December 2007 as Mail Services Supervisor after having worked at WOU for 30 years. She was asked to provide some perspective on her work and her contributions to the university during her employment.

How long have you been at Western?

I have been on campus since September 1972, when I entered as a freshman from a small town in Southern Oregon. I pursued a degree in Secondary Education and graduated with a teaching degree in Social Science in 1976. I taught as a substitute in the Salem-Keizer School District, but the summer of 1977, brought me back to Monmouth. My supervisor in the OCE Mail Services became very ill and I stepped in to keep the office operating while she recovered. I ended up staying, assuming her position when she retired.

What significant changes occurred at Western during your time as an employee?

In my 30 years as an employee of the University, I served eight different Presidents from Dr. Leonard Rice to Dr. John Minahan. I was assigned to the Business Office for four years, the Physical Plant for 25 years and back to the Business Office for my last year. During my tenure here, the school has had three different names: Oregon College of Education, Western Oregon State College and Western Oregon University.

The most notable changes on campus were the number of residence halls and the academic and extra curricular programs offered to the students. I also saw the computer age take root and flourish and witnessed several new buildings and numerous remodeling projects completed on campus.

I saw many changes within the U.S.

postal industry. I worked on machines one could repair with a screwdriver and a pair of pliers to machines that were large computers that one could not repair at all. I have explained numerous rate increases and the intricacies of bulk mail countless times. In 2007, I was the recipient of a commendation for outstanding service from the U.S. Postal Services, Portland District.

What were some of your highlights during your work at Western?

As for highlights, I served on two Accreditation Committees during a 20 year period. I was the first chairperson of our Campus Safety Committee, and in 1984, started the Defensive Driver Program. Over a 19 year period, I coordinated a program that certified approximately 2000 safer drivers at WOU. For 19 years, my office was a fleet branch of the State Motor Pool. During that time I was proud to say we suffered no bodily injury accidents with the state vehicles we issued.

The biggest highlight of my 30 years at WOU, was my good fortune to work with my student employees. They learned their academics from our fine faculty but I got to teach the life lessons of survival in the working world. They knew their work was important and that I valued their efforts. I was lucky to have so many exceptional student workers over the years. I continue to communicate with many of them.

Do you have any parting thoughts?

Working 30 years in one place is almost unheard of by today's standards, but I can truly say it was fulfilling work and that no two days were ever alike. I am looking forward to the next stage of my life with hopes that it will be as varied and interesting as my years at Western Oregon University.

Brought to you by,

Don Boderman

Staff Senator

Did you know about the new: "Campus Wellness Challenge"

Well if you haven't already heard of the great news, you will be excited to read about the details on the "Campus Wellness Challenge," which began in January.

I had the pleasure of talking with Craig Wimmer in the Health Service Center about the details of the new program. Craig along with Carli Stewart who helps coordinate the Wellness Challenge, are both very excited to offer this new product for you to use for your own personal goals.

So, let's begin with some of the details. There are 6 goals for Wellness and they are as follows: Physical, Mental, Social, Academic, Spiritual, and Environmental. Each month will have a goal assigned to it for you to work towards. For example, March's goal was Mental Health which also included an Education Workshop. April's goal is Academic, and May's goal is Physical.

You will be able to track your progress thru "My Track" based out of the WOU Portal. Some of the tracking features include: Walking, Water Polo, Water Volleyball, Weight Lifting, Running, Rugby, Swimming, Kick Boxing, Tennis, and much more.

Craig is currently working on an incentive program that will be based off of the points that you are tracking. He is hoping to have arrangements made with the Monmouth Fitness Club for a year of free membership. (The points needed are currently undetermined.) (cont. on page 3)

Another great feature about the new Wellness Program is the ability to keep a log of your meals. By doing this you will be able to see how well you are eating. Craig's goal is to eventually provide you with the calorie intake based off of the food log you are tracking. At this time, Sara Weber who is the nutritionist at the Health Service Center, will be able to send you a nutritional list to show how you are progressing each week based off of your tracking of meals. All you need to do to receive the nutritional list is to email Sara at webers@wou.edu on Friday afternoons.

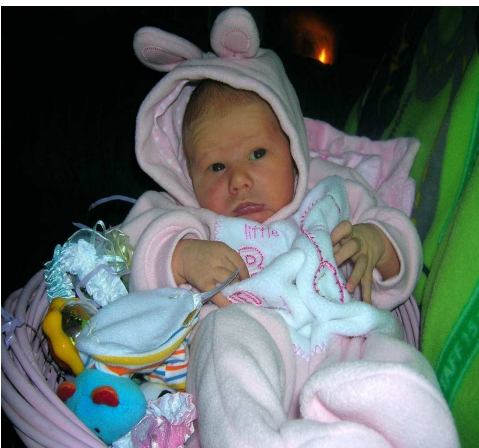
So, take a moment to check out the new "Campus Wellness Program," based out of the WOU Portal. I know you'll really enjoy it.

Brought to you by,

Kristi Richards

Staff Senator

Congratulations Jennifer Hansen on your new arrival!



Upcoming meetings

4/17/08: guest speaker Darin Silbernagel

5/1/08

5/15/08: guest speaker Michael Ellis & Staff Senator elections

6/5/08

Wolverton Memorial Swimming Pool was recently named one of the Top 25 Aquatic Programs in the Country for the year 2007 by United States Water Fitness Association. Our facility is located behind the Natural Science Building, as part of Old PE. Students at WOU have the opportunity to utilize the pool for free with their student ID card during any of our lap and recreational swim times. We also offer a variety of classes that students may join us for. Not only are we open to all students, we are also open to the public. We offer a wide variety of water activities to ensure there is something for everyone.

Lap Swim - Our 5 lane pool offers plenty of room for all who come to swim laps. Whether you're a beginner or an expert, you're always welcome!

Recreational Swim - Enjoy some fun in the pool, shoot some hoops, jump in the deep end, dive for sticks, float on a noodle or just swim around!

PE Credited Swim Classes - Beginners in Aqua I will learn the four competitive strokes, work on turns and starts. Aqua II offers more detailed instruction on each stroke and fine tunes a swimmers technique. Fitness Swim is for the more advanced swimmer who needs a little help and wants a good work out.

Early Bird Aqua Exercise - A fundamental shallow water aerobic class. It includes a warm-up, pre-exercise stretch, 30 minutes of aerobic activity, abdominal toning, stretching, and strength activities.

Deep Water Aqua Jogger - A little to no-impact moderate intensity class, in the deep end of our pool, which minimizes the stress on joints. Fitness, endurance, strength, flexibility, and body alignment emphasized with resistance training.

Stress Busters Those who desire a vigorous workout may want to try our Stress Busters class. This class offers a more intense stress reducing workout to release the stresses of the day. Wash away your tensions by exercising with us in the shallow waters of our pool. You can still participate at your own pace if you desire a little less.

We also offer classes to become certified as a lifeguard, Water Safety Instructor (Swim Lesson Teacher), Water Aerobic Instructor or Scuba Diver.

We also offer American Red Cross swimming lessons for *everyone* from a parent – tot class, to progressive Levels 1-6 and adult lessons!

Our friendly pool staff welcomes you to our pool for fun or to try out our classes. Our heated pool is always warm even during those cold months, so come on over and join us in the water!

To learn more about what our pool can offer to you and your family, please visit us at www.wou.edu/pool to view our schedule and events that are being hosted at Wolverton Memorial Swimming Pool. You may also contact us at **503-838-8701** should you have any questions.

Go Wolves!



Name: Joshua Du Chene

Campus E-mail Address:
duchenej@wou.edu

Campus Phone: 8-8594

Current Position & Department: Admissions Counselor/Advocates Coordinator

Office of Admissions

Interests:

Music, Theatre, Dance, Art, Concerts, Plays, Galleries, Live performances, Documentaries, Social Equality, Challenging ideas, Logical reasoning, Musical instruments, Computers, Bikes, Rainfall...

Hobbies:

Playing at coffee shops, Repairing video game systems, Dancing in my kitchen, Writing music, Hiking, Spending time with my family, Playing hacky-sack, Mafia (the game), Eating...

Background (where you previously worked/Lived):

WOU Advising RA/Government Advisor – 2006-2007

WOU Resident Assistant – 2004-2006

Camp Lutherwood Counselor/Coordinator – 2005-2006
Cheshire, OR

What do you like about working at Western Oregon University?

The people here are amazing; My staff consists of some of the most unique, supportive, kind, and interesting people I've ever met. I also love working with the Advocates, The campus is beautiful, And I feel at home on this campus as it's where I received my degree.

Rules for Giving Feedback

Measure the performance that you get to the performance that you want. With measurable standards of performance established upfront, this is fairly straight forward. If you have not established standards, you will want to establish them with the employee now.

Rule #1. Relate to Behavior – Not Attitude

If the work does not meet the established standards, relate to that issue alone. Don't get caught in the "attitude trap." As they say, everyone has an attitude. You can relate to the attitude as good or bad, but it has no relevance to the work getting done right. It would be great if they loved doing the work, but, because they like or dislike the work, their attitude toward any aspect of the work is no excuse for not performing the work to standards.

You may disagree with this philosophy. But let me ask, do you like everything you do in your job? No. Does that mean you don't need to do it? Does that mean you do not have to get the work done correctly and on time? Likewise, you have the right to expect your employees to get the work done according to standards.

Relate specifically to the behaviors the individual displays. Describe what you heard and saw, and how those behaviors impact the employee's ability to achieve the desired results.

Rule #2. Relate to Future Behavior

Make certain what you are dealing with is within the employee's control. Find out what the employee's perceptions are. He or she may identify an issue you were not aware of that you can alter to improve their performance. Another possibility is that they perceive they have no control over the situation when, in fact, they do. Your communication here will help them understand how a different approach and new behaviors can change the outcomes.

Rule #3. Communicate Clearly

Ask questions to make certain there is clear understanding. Using questions creates two-way communication allowing you to surface and clear up any misunderstandings about what happened or what needs to change. Asking questions gets their involvement and helps you avoid lecturing or preaching to them. With their involvement, you will get a higher level of buy-in for them to make changes in their behavior.

Rule #4. Follow-up

Make the effort to give positive reinforcement when the individual uses the newly defined behaviors. Without positive reinforcement, the new behaviors will not continue. People not only need to know when they do something right, they also need to know the effort to change has value. Failing to provide positive reinforcement, you may be seen as just trying to catch them doing things wrong. You will be seen as 'out to get them'.

By: Dale Mask

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WOU Staff Senate

Academic Affairs

Tina Palmer

Jeanne Deane

Dr. Niki Young

Connie Wildfang

Administrative Services

Rhawn Krogh

Heather McDaniel

Kristi Richards

Alice Sprague

Student Services

Jennifer Hansen

Angie Barry

Karissa Coleman

Don Boderman