



As I begin my final year on Staff Senate, I am delighted to be serving as the Staff Senate President for the 2007-2008 year. The past year was exciting and we are continuing to build upon the hard work of the previous Senate as well as focusing on new goals for the coming year. The Staff Senate is comprised of an energetic group of individuals committed to making a difference for staff on the WOU campus.

We will continue to work towards achieving a higher visibility on campus and within the community. There are several committees that meet on a regular basis and report back to the Senate. They include: Newsletter Committee, New Staff Welcome Committee, Staff Development

Committee, Computer Access Committee and a Committee on Committees. We also have several committee members who actively participate in other committees on campus and provide updates on a monthly basis.

We are interested in hearing from you about what you feel is important and what you would like the Senate to focus on. I hope that you will take the opportunity to join us at one of our monthly meetings. The meetings are open to the campus community and are held on the third Thursday of each month in the Hamersly Library, Room 205 from 8:30-10:00. If you are not able to attend but would like to propose a topic of discussion please contact one of the Senate members.

I look forward to another

successful year with Staff Senate and wish you a Happy New Year.

Sincerely,

Alice Sprague

Staff Senate President

Up coming Staff Senate meetings

12/20/07: guest speaker
Teresa Bybee

1/17/08: guest speaker
President Minahan

2/21/08: guest speaker
Jon Tucker

3/20/08: guest speaker
Tom Neal

4/17/08: guest speaker
Darin Silbernagel

5/15/08: guest speaker
Michael Ellis

Organizational and Physical Changes on Campus

From day to day as we walk the sidewalks of Western's beautiful campus, do we stop to notice or do we even realize the landmarks that surround us? I had the opportunity to talk to Kevin Hughes at the Physical Plant to go behind the scene on some of these landmarks.

The first landmark we discussed was about the special benches on campus. Did you know that they were purchased by donations and handled by committees on campus? One of those benches is placed in front of the Rice Auditorium and is dedicated to former Staff Twila Domine in 2007. Twila worked at Western from 11/2/81 to 4/17/05 and worked in the box office selling tickets and scheduling groups and functions. Jill Summers who worked with Twila stated, "She cared very much about the Rice Auditorium and the people who she

worked with." There is also a bench in front of Campbell Hall made out of cement, placed by students in the '60's.

While I was checking out the bench made out to Twila Domine in front of the Rice Auditorium, I discovered a plaque in front of a tall cypress plant which was dedicated on 6/9/1989 and read, "Memory of WOU's First Lady Selma Leinwand". That was amazing to see.

Another landmark discussed with Kevin is a plaque that is placed in front of the Library next to the cherry blossoms. It was dedicated to "John Edward Bellamy" in early 2001. John was a Professor of Humanities from 1955-1982.

One of the last things discussed with Kevin was Fundraiser Plaza in front of New PE, which was at the request of Jon Carey,

Director of Athletics. There are 80 scribed bricks and once the project is complete, the bricks can be rearranged to a new format. Also, the Physical Plant is in the process of developing an intra-mural field for sports activities such as lacrosse and rugby. This new field will be behind the baseball field and will be approximately 6 acres! The project will out for bid in early December. This is great News!

So, when you're out walking around campus and you spot one of these landmarks take a few moments and read the inscriptions and think about the people who made an impression in time, you will be quite amazed.

*This article brought to you by
Kristi Richards*



New Employees at WOU; introducing themselves

Name: Laura Lambeth

Campus E-mail: lambethl@wou.edu

Campus Phone: 88329

Current Position & Department:

Quad Area Coordinator (Supervisor of Arbuthnot, Arbor Park, Butler, and Gentle Halls, and the Resident Assistants in those areas), Office of University Residences

Interests:

Anything outdoors, mountain and rock climbing, slack-lining, yoga, camping, swimming, cooking and baking, making and viewing art, learning about other religions and cultures, reducing my environmental footprint, spending time with friends and family.

Hobbies:

My husband is certain my hobby is shoe shopping. He's probably right.

Background (where you previously worked/Lived):

I grew up in Colorado Springs, Colorado, and completed my undergraduate degree in Art Education at Adams State College in Alamosa, CO. I worked as a resident assistant there for two years, and grew to enjoy working in student affairs, which led me to look at job opportunities in this field.

What do you like about working at Western Oregon University?

The people are the best thing about Western Oregon, hands down. I've learned that the individuals you work with can make the work experience a pleasure or a pain, and the staff and faculty I've encountered have been wonderful to work with! I also enjoy being in a different climate than what I've grown up with, and exploring this beautiful state!

Name: Lauren M. Smith

Campus E-mail: smithl@wou.edu

Campus Phone: 503-838-8834

Current Position & Department: Advisor, Multicultural Student Services and Programs

Interests: The Bible, social justice, health, education, cars, learning about a wide range of topics including medicine, anthropology, archaeology, environmental issues, animals

and animal conservation, technology, and much more!

Hobbies:

Blockbuster nights, socializing, science museums, dancing, hiking, traveling, shopping

Background (where you previously worked/Lived): originally from Los Angeles

recent OSU graduate

What do you like about working at Western Oregon University?

The small size of the campus is a great foundation for meaningful interactions with faculty, staff, and students. Everyone has been so welcoming!

Name: Jane Cameron

Campus E-mail: cameronj@wou.edu

Campus Phone: 8-8935

Current Position & Department: Chef/Asst. Mgr., Campus Dining

Interests:

Gardening, fishing/camping, outdoor projects, traveling to new places, animals, geocaching, watching movies/music, -checking out restaurants, menus etc

Hobbies:

Reading, koi fish pond, surfing the web, photography

Background (where you previously worked/Lived):

I grew up in East Coast Canada, Nova Scotia and have been in Salem, Oregon since 2000.

I obtained my culinary degree in Canada and have had opportunities to work under Chefs ranging in backgrounds from Germany to Scotland.

One of the highlights in my career was the opportunity to create a dinner for Bruce Willis, Demi Moore and Robert Duvall a few years back. The movie, "The Scarlett Letter" was being filmed in Shelburne, Nova Scotia. I was chef at the time at The Quarterdeck Beachside Villas and Grill.

What do you like about working at Western Oregon University?

That's easy-the daily contact I have with a great variety of people-students, co-workers. It is my first employment in academic environment. It is exciting being around the

Students on the verge of starting their own careers. The few months I have been here has been inspiring; to keep learning, trying new things, life's challenges! I believe it will keep me thinking and feeling young, myself

Name: Lise Hull

Campus E-mail: hulll@wou.edu

Campus Phone: 8-8467

Current Position & Department: IEP Coordinator, International Student/Scholar Affairs

Interests:

Languages, literature, writing

Hobbies:

Spending time with my 3-year-old daughter, cooking, listening to music, reading, writing, drawing, painting

Background (where you previously worked/Lived):

Graduated from WOU with a BA in English

Graduated from Willamette University with an MAT

Formerly a high school English/Language Arts teacher

Worked at the English Language Institute at Oregon State University, WOU and Willamette University School of Education

What do you like about working at Western Oregon University?

As a former student, I really feel invested in WOU and the IEP program. I want my students to have a great experience once they get to the university.

It is also great to see many of my former professors and to now be one of their colleagues.

Name: Katherine Jameson (Katie)

Campus E-mail: jamesonk@wou.edu

Campus Phone: 8-8436

Current Position & Department: Financial Aid Counselor, Financial Aid Office

Interests:

I like to attend live music events, bands



New Employees at WOU; introducing themselves (continued)

Enjoy spending time at the Oregon coast and just enjoying doing outdoor activities

Hobbies:

I love to read, I enjoy hiking, running and traveling, especially to Montana where my younger brother lives.

Background (where you previously worked/Lived):

I used to live in Cincinnati, and did my undergraduate studies at a small private school about an hour north of that city.

I used to work for the Workforce Investment Act program, a federally funded program that works with low income households. I worked in the youth division of that particular program

What do you like about working at Western Oregon University?

I really enjoy the beauty of this campus, the people that I have met so far, specifically the students that I have met here at WOU

Name: Sam H.W. Sappington, Ph.D.

Campus E-mail: sappingh@wou.edu

Campus Phone: 838-8747

Current Position & Department: Staff Counselor, Student Health & Counseling Service
Interests:

Progressive politics, activism for social change, improving our health care system, leading a healthy, balanced lifestyle.

Hobbies:

Camping, hiking with our dogs, exploring the Oregon coast, singing in an LGBT community chorus based in Salem (Confluence Chorus).

Background (where you previously worked/lived):

I am a licensed psychologist and I've been working in private practice for the past four years with offices in Corvallis and Salem. In earlier stages of my career, I worked in student counseling centers at Oregon State University and Colorado State University. I attended graduate school in upstate New York (Cornell University) and College Park, Maryland after completing my undergraduate degree at UC Davis.

What do you like about working at Western Oregon University?

After a nearly 30-year stretch of either being a student or a staff member at major land-grant universities around the country, I find Western to be the quietest and most peaceful university campus I have ever worked on. I also love the view from my office window and the ever-changing fall colors of the trees across the street in "The Grove."

Name: Valerie Bagley

Campus E-mail: bagleyv@wou.edu

Campus Phone: 8-8426

Current Position & Department: Assistant Director for Residential Programs, University Residences

Interests:

traveling, road trips w/ friends, family, by myself going hiking – LA Zoo

Hobbies:

love to read (no particular genre, just love to read) and i love to watch TV (specifically, crime shows)

Background (where you previously worked/Lived):

grew up in Anchorage, AK

went to undergrad and student leadership at UNLV

graduate school at University of Vermont

Loyola Marymount, resident life

What do you like about working at Western Oregon University?

The students and staff with whom I interact in my position here at WOU

Name: Sarah McConnel

Campus E-mail: mccones@wou.edu

Campus Phone: 8-8304

Current Position & Department: Landers/Barnum Area Coordinator, University Residences

Interests/Hobbies:

When I'm not doing homework, I love to read, craft, and discover new music. I love Gonzaga University Basketball, watching minor league baseball, and tennis. I cook and bake a lot; this coming summer, I plan to enter my banana bread in the county fair and hopefully win a blue ribbon! I can often be found walking around downtown Portland

Looking to capture the perfect picture, people watching, enjoying the company of family and friends, writing, or finding the perfect pair of shoes. I like testing local microbrews, watching old films, and looking for local treasures at farmer's markets.

Background (where you previously worked/Lived):

I spent 4 years at Gonzaga University earning my BA in theatre. After graduation, I stayed in Spokane and worked as an AmeriCorps Volunteer organizing and facilitating a Leadership and Diversity Training program for high school students. After that, I moved to Glenwood Springs, CO where I was the Coordinator of Student Activities and Summer Conference Development at Colorado Mountain College-Spring Valley Campus. Now, in addition to my position with University Residences, I am working on my Graduate Degree at Oregon State University in the College Student Services Administration Program.

What do you like about working at Western Oregon University?

I love being back in Oregon, for starters. Also, I love how friendly the people here at WOU are. I have not met a more welcoming bunch! The student body is creative and passionate, and committed to their education, families, and themselves.

Name: Kelly Slaughter

Campus E-mail: slaughtk@wou.edu

Campus Phone: 8-8889

Current Position & Department: Unit Support Coordinator, Collection Management, Library and Media Services

Interests: People – watching and listening and trying to figure out what makes people tick; the vastness and mysteries of the universe.

Hobbies: Reading, Counted Cross Stitch, Crocheting, Vegetating on rainy days

Background (where you previously worked/Lived):

Worked at Willamette University for 8 years before coming to WOU, lived in



Independence. Prior to that, lived in Pocatello, Idaho for 15 years where I worked as a medical assistant in a urologist's office for 7 years and then in various positions at Idaho State University for 7 years. While living in Idaho, I raised my son, worked full-time and attended Idaho State University part-time eventually graduating with a dual B.S. degree in Corporate Training and Vocational Teacher Education.

What do you like about working at Western Oregon University?

Most of all, the type of work I do and having the opportunity and privilege of working in the library. The short commute from home to work is a bonus I'm really enjoying.

Being able to go home for lunch is awesome, as is having an extra hour everyday (formerly spent commuting)

to spend with my husband and 4-legged children (we have 2 Bassett Hounds and 4 cats)

Name: Lori Hilterbrand

Campus E-mail: Hamersly Library 117

Campus Phone: 8-8441

Current Position & Department: Public Services Unit Support Coordinator, Library and Media Services.

Interests: Science Fiction, literature, feminist philosophy, gay and feminist history, social activism, animals and woodworking (I'm just starting to learn!)

Hobbies: Puzzles, crosswords, fossil digging, book collecting, computer games, and football!

Background (where you previously worked/Lived): My previous jobs and homes have been in Corvallis and Salem – ranging from working at OSU Valley Library and the Corvallis Public Library, to managing a used bookstore and several CD stores. I love the Willamette Valley, I love books and Music and I love libraries – so I've been very lucky in my opportunities.

What do you like about working at Western Oregon University? I have actively been seeking employment at WOU for some time. I graduated from here and believe it is one of the most beautiful campuses in the state. It's small, and cozy and it's easy to see the positive effects of your work since you get to work so closely with the students and other employees. The atmosphere is positive!

Rules for Receiving Feedback

Rule #1. Ask for Feedback

When you think about it, you need your employees more than they need you. Your success relies on your employees doing the work. The more you are aware of their issues, the better you can address them.

To get feedback, you must ask for it, be open to it, and respond effectively when employees candidly express their real feelings about their work environment and about you. Express to employees your interest in getting feedback by asking five basics questions:

1. What do I do that you like?
2. What do I do that you dislike?
3. What do I do that helps you?
4. What do I do that hinders you?
5. If this place were what it ought to be, what would be different?

Don't expect them to be comfortable answering all of these questions. Explain your reason for asking. By understanding their issues, you can better meet their needs and make a better working environment.

Because you may be the first boss they ever had who really wanted to hear what they had to say, expect them to be reluctant at first. For some employees, it may take several months to develop their trust and get the real dialog going.

Rule #2. Practice Active Listening

Be seen as open to discussing any issue. Be careful of becoming defensive when potentially negative issues surface. Using active listening techniques is a must. Nod, restate, and paraphrase their statements in a calm and neutral tone to encourage communication. Look at them, but don't glare at them. Ask questions to clarify issues and keep the discussion conversational. Avoid showing signs of anger, becoming upset, or trying to defend yourself.

Remember, it is you who will ultimately decide whether or not to use the information they are delivering. Also, remember that even though they may not like to admit it, employees understand that you may not be able to eliminate all frustrations in the workplace. But at least you will listen. At least they will feel better having been allowed to vent their feelings.

Rule #3. Thank Them

Even when you do not agree with everything they say, let them know you appreciate their openness. When you think about it, this person has just helped you out. You now know more about what's going on with your people. You now have an opportunity to clarify issues and misunderstandings and make positive changes. You are also ensuring you will continue to get information the information you need to manage effectively.

Giving and getting feedback is essential to any manager's success. Applying these rules will help you keep the dialog flowing giving everyone the information they need to grow – including yourself.

By: Dale Mask dmask@alliancetac.com, <http://www.alliancetac.com>

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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