



Professional Faculty Leadership Association

Professional Faculty Job Groupings Updates

Phase 1 of the Professional Faculty Job Grouping and Compensation Project Communication Plan has been completed. Phase 1 included more than 40 meetings involving approximately 250 deans, department heads, managers, supervisors and individual professional faculty members to inform, gather input and answer questions regarding the job category framework for more than 1400 professional faculty working at Oregon State University.

Phase 2 of the communication plan will focus on the salary structure associated with the job category framework.

What are the next steps in the process?

Individual and small group briefing sessions with deans and department heads will be held through the month of October. Information discussed in these sessions include:

- » Talking points for use in conversations with individuals in your college or department and/or direct reports.

- » Spreadsheets with Job Category Framework and Salary Structure information specific to professional faculty in your organization.

1. Large group briefing sessions with managers and supervisors will be conducted in November. Information covered in these sessions include:

- » Information provided to deans and department heads.

- » Guidance on how to conduct conversations with their direct reports about the information they will receive.

2. Conversations with professional faculty and their supervisor to conclude the second step including salary structure information conducted by November 30, 2013.

An opportunity for professional faculty to request an informal review of their position in the structure in December.

Please submit any questions you may have to the feedback section of the HR website oregonstate.edu/admin/hr/job_category/feedback

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Four Generations, One Workplace—Working Effectively in a Multi-Generational Workplace

PFLA workshop luncheons will kick off on Tuesday, November 12, 2013 with a powerful and relevant topic on the generation gap amongst the workplace and how it effects and produces productivity. Karin Magnuson, training specialist with Linn Benton Community College, will present on the challenges of working in multi-generational workplaces. Both personal experience and workplace research have identified real differences among the generations at work, including differences in attitudes, priorities, and in behaviors that can have a negative impact on worker relationships and productivity. This is an interactive workshop that will:

- » Explore differences in generational cultures, communication and behaviors
- » Identify differences and strengths of the multi-generational workforce
- » Work more collaboratively and productively with people who have a variety of styles, abilities, ages and motivations
- » Learn new ways to draw upon everyone's differences to achieve better results

Networking and the lunch buffet will open at 11:30pm. Karin will begin her presentation at noon and end by 1:30 p.m. There will be time for Q and A, you won't want to miss this workshop!

Information:

TIME: 11:30 a.m. - 1:30 p.m.

LOCATION: CH2M HILL Alumni Center

Cost to attend (includes lunch)

\$20 PFLA Members

\$40 Non-PFLA Members

RSVP by November 7, 2013

Register here: oregonstate.qualtrics.com/SE/?SID=SV_0J7dggvIV1nYdn

To learn more information on PFLA and to become a member, visit oregonstate.edu/pfla/membership

Questions? Contact Emily Lafon at (541)737-7869 or emily.lafon@oregonstate.edu

Other professional development opportunities

Please visit oregonstate.edu/admin/hr/training/registration for other training programs available to Oregon State employees.

Calling All Artists!

PFLA invites Oregon State University classified staff and professional faculty to submit artworks to the third annual Staff Art Show. Share your talent and creativity with the campus for display at the LaSells Stewart Center.

Important dates:

- » Last day for submissions: November 15, 2013 @ 12 p.m.
- » Notification of acceptance: November 18, 2013
- » Artworks delivered to LaSells Stewart Center: November 18 - 22, 2013
- » Last day to bring artworks in: November 22, 2013, 12 p.m.
- » Exhibit opens: December 10, 2013
- » Reception: December 12, 2013, 5 - 7 p.m.
- » Exhibit closes: Approximately January 27, 2014, 5 pm
- » Artworks to be picked up: February 3 -7, 2014
- » Submit artworks online at: oregonstate.edu/ua/events/classified-and-professional-staff-art-exhibit

Nominate Your Hero!

Each one of us have colleagues that go that extra step or mile to make OSU the great place that it is. The 'Our Hero Award' is a wonderful way to show your appreciation to a person, group on campus or within OSU statewide thanking them for their efforts. We would love to receive your nomination, it takes only a few minutes to submit and your hero does not have to be a PLFA member. The form is available at the following link oregonstate.edu/pfla/awards/our-heroes/nomination-form. If your nomination is selected, members of the PFLA Board will surprise the recipient with an appreciation certificate, flowers and capture their happy occasion with a photo!

Save the Date—Winter Gala

Mark your calendar for the Annual Winter Gala: December 6, 11:30 a.m. - 1 p.m., in the Women's Building lobby. The gala will include a lunch buffet provided by OSU Catering featuring new and favorite menu items, silent auction, raffle items and musical entertainment. PFLA looks forward to welcoming members of AOP and TRIAD to the fun, seasonal luncheon. Invitations will be sent early mid-November. Guests are welcome.

Membership Renewal

PFLA membership year is September 1 - August 31. If you have not already done so, please renew your membership at oregonstate.edu/pfla/membership/application-form.