

Name: Jake Clemen

PSA Office Sought: *President*

University Position:

Coordinator, Student Success & Starfish Systems

Why am I running?

I was nominated by several of my colleagues who believe I would be good at the role. It was not on my radar until they persuaded me to run.

My experience:

Former Treasurer of PSA in 2023 that oversaw largest dues-paying membership increase in contemporary PSA history; background in analytical public finance and public administration; former appointee for Senate Majority Leader

Why should you vote for me?

I'm experienced with PSA, honest, down-to-earth, competent, caring, and driven to make a difference.



Position on:

Remote Work for Members-

Supportive; particularly interested in reducing inequities across campus with allowances for remote work so all PSA members get appropriate opportunities for remote work

Raises and Roles-

Raises should not be based on subjective relationships with HR and with URI union executive leadership; the process for requesting a raise should be standardized and more education should be provided about this to PSA membership

Contract Negotiations & Wages v. Inflation-

Wages should keep pace with inflation so that we don't take what amounts to a pay cut; I would fight towards this end

How PSA can help the University-

PSA, as one of the largest unions, can play a role in accelerating the progression of our university HR practices so that there is equity in remote work opportunities, pay raise standardized practice, and greater transparency in grievance procedures.

Contact Information: jakeclemen@uri.edu, 401-874-9085

Get to know your PSA candidates

Name: Jeffrey (Jack) Hanson

PSA Office Sought: Area D Representative, Secretary, Treasurer, Vice President, and President

University Position: Research Coordinator

Why am I running?

I am running for a position within our union because I believe in the power of collective advocacy and the significant role our union plays in improving the working conditions and rights of its members. My aim is to contribute to our community's strength, ensuring that our voices are heard and our work environment is equitable and supportive.

My experience:

As a Research Coordinator at the National Institute of Undersea Vehicle Technology, I have led collaborative efforts between academic, industry, and government entities, focusing on Controlled Unclassified Information (CUI) projects. My extensive background includes significant achievements at the Naval Underwater Warfare Center, where I developed innovative autonomous underwater vehicle (AUV) recharging technology. This patent (No. 17/232477) exemplifies my capability in designing systems that operate under challenging conditions. My engineering career is marked by my role as a leader in advancing R&D efforts, managing complex projects, and leading cross-functional teams to successful outcomes.

Why should you vote for me?

My deep commitment to our collective goals and my extensive background in mechanical engineering and project management make me an ideal candidate to represent our interests. I am dedicated to listening to your concerns, advocating for our collective voice in negotiations, and driving policies that enhance our professional growth and well-being. My proven track record of innovative solutions and leadership in interdisciplinary environments demonstrates my ability to effectively manage and advance our union's objectives.

What you should know about me:

I am deeply committed to fairness, transparency, and proactive communication. I believe in working collaboratively to achieve outcomes that benefit all members.

Position on:

Remote Work for Members-

I support flexible working arrangements that respect our professional and personal needs.

Raises and Roles-

I advocate for transparent processes in role assignments and pay raises that match inflation and living costs.

Contract Negotiations & Wages v. Inflation-

I am committed to rigorous negotiations to ensure that our contracts keep pace with economic changes, securing fair wages for all.

How PSA can help the University-

Strengthening the union enhances the university's community by ensuring satisfied and well-supported staff.

Contact Information:

Jeffrey (Jack) Hanson Jr.
Mechanical and Chemical Engineer
Research Coordinator
401.575.3847
491 Fascitelli Center for Advanced Engineering
45 Upper College Rd
Kingston, Rhode Island 02881
jack.hanson@uri.edu



Get to know your PSA candidates

Name: JOHN ROONEY

PSA Office Sought: PRESIDENT

University Position: ASSISTANT DIRECTOR, TRANSFER STUDENT SUCCESS



Why am I running? I am excited with the prospect of continuing to serve our membership.

Reflecting on URI and PSA, through the lens of my current role president, but with experience from being a general member to treasurer, my appreciation for the mixed and diverse PROFESSIONAL roles we hold campus continues to grow every day. I want to continue to build upon the momentum started with support of fellow officers and area representatives. It is paramount for me to continue to elevate and showcase PSA to administrators, the BOTs and our communities - we add insurmountable value. Relationships are important and I have developed many since joining the URI community in 2006. While many colleagues have come and gone, I remain committed and exhilarated to continue be your voice. We will have some known and unknown challenges in the years to come - I am ready, positioned, have the time to fully execute the responsibilities of president. The opportunity to expand our membership and better support each other, through committed solidarity, electrifies me.

My experience: MBA; Previous "Area G" and member-at-large representative; Former Treasurer; Current President. I am ready to discuss my many certifications and credentials, along with my professional experience outside of URI.

Why should you vote for me? Please see above. Most notably, I have the experience and drive to continue to serve - being YOUR VOICE- as your president.

What you should know about me: I like a good joke and hold a deep respect for the ocean. My service dog, Pearl, and her sister, Luna, mean the world to me. Since my spinal cord injury 5-year years ago, I see and reflect and view things much differently: *Face fears; Understand and have humility; Asking for help is OK; Relationships evolve and vital; Time expectations change, and self-awareness counts; Show gratitude and support; Embrace the unknown.* These are just a few that immediately come to mind. I look forward to having meaningful, and fun, conversations with each of you.

Position on:

Remote Work for Members- The world, URI, and our responsibilities have changed since Covid. URI does not run 830-430 and our student population continues to change. We must embrace change. Remote can be very effective for some our positions. I support and advocate for remote opportunities, but we must be realistic and recognize some of our positions simply do not allow for remote work. A more consistent and transparent policy is desirable and remote opportunities will enhance the URI Strategic Plan. *That said, I am weary that abuse of the (or revised) remote policy by people from all unions could leave us without one.* Flexibility, advocacy, and accountability are important. We must remember URI exists because of students.

Raises and Roles- I am excited by the early conversations I am already engaged with regarding HR practices and policies at URI- there is a commitment from administration to review and elevate our HR department- this will benefit us all. Equality is important, while also recognizing members with outstanding and lengthy service and experience.

Contract Negotiations & Wages v. Inflation- With the help of the entire Executive Committee, and as your President, this will be the most important topic for me to address. While 2024-25, is a "no-harm" year as URI implements the IBB model, many contract (or CBAs) negotiations will be happening concurrently. The "status quo" 2.5% does not align with inflation. With all negotiations, there is give and takes. We do not know what the new state health plan will entail or HR recommendations from the consulting firm, but surveys show increased wages, or processes for promotion, remain top priorities. I will continue to be your voice. Again, as president, it is my responsibility to represent YOU and no decision or agreement can or will be unilaterally made.

How PSA can help the University- PSA members are all professionals, often with terminal degrees in our fields. We must elevate and proactively show the Administration and BOTs the immense value we bring. From supporting faculty research, to instructing classes, ensuring safe residence halls and facilities, to holding leadership roles in our areas. **PSA IS IMPORTANT. PSA IS ESSENTIAL TO THE SUCCESS OF URI!**

Contact Information: JOHN ROONEY, ROONEY@URI.EDU, x2473(office); 401-749-0400 (cell)

Name: Lisa Macaruso, Ed.D

PSA Office Sought: Vice President

University Position: Assistant Director,
Office for the Advancement of Teaching and Learning,
Academic Testing Center



Why am I running?

I am running for Vice President in response to a nomination by members of the PSA. As an Area Rep, this call to serve the PSA in an increased capacity *by the membership* spoke to my professional purpose to be a servant leader.

My experience:

[Lisa's LinkedIn](#)

In addition to my professional roles at URI and my academic scholarship, I have been an active Area Rep for the PSA for several years. I served as member of the previous and current PSA contract negotiation committee and as a member of the by-laws committee. In my local community, I served 2 terms (8 years) on the Chariho School Committee where I was able to bring taxpayers, educators, and families with competing points of view together to move the district forward on matters of access and equity.

Why should you vote for me?

At this time, I have the personal capacity to address and represent the needs and concerns of the membership in the role as Vice President with fidelity.

What you should know about me:

Each of us has life story with challenging and rewarding lived experiences. These circumstances shape our perspectives and how we approach leadership. For me, I consider myself a passionate pragmatic. Meaning, I am highly capable of speaking truth to power but I choose to do so with thoughtful analysis, a good faith process, and an invitation collaborate from a place of common interest. It is through this lens that I have built relationships with my dedicated colleagues in Student Affairs, Academic Affairs, Faculty, and Administration. If elected Vice-President, I will continue listen, reflect, and advance of matters of equity and access for all members of the Professional Staff Association.

Contact Information: lmacaruso@uri.edu

Get to know your PSA candidates

Name: Caroline Phillips

PSA Office Sought: Vice President

University Position: Academic Advisor, University College for Academic Success (UCAS)
Why am I running?

I am running for the office of the vice president to provide service to members and work with the president to confidently obtain members' entitlements. I have effectively collaborated with the leadership of the Professional Staff Association (PSA) to identify the needs of members, and tackle them. I plan to serve as a new voice of change that the University needs to hear as we strive to diversify our campus community to increase students' recruitment and retention.

My experience:

I currently serve as Area G Representative for the Professional Staff Association (PSA) at the University of Rhode Island. As an Area G rep, I advocate and educate members about the importance of self-advocacy, networking, and professional development opportunities in the workplace.

I have over 10 years experience working in various academic advising and administrative programs for diverse groups/populations. As an advisor in UCAS, I collaborate with department chairs and faculty on programs changes. I was also the Coordinator of Educational Talent Search/Talent Development (TD) Program at URI. I oversaw the daily operations of the Recruit & Educate Local At-Risk Adults & Youth (RELAAY) Project.

I previously worked at Fisher College as an academic advisor/Manager of Professional Advising Services Office (PASO), and student support services, and Director of Academic Center for Enrichment (ACE). As the Manager of Professional Advising Services Office (PASO) at Fisher College, I hired, trained, and supervised eight professional staff members in a retention program for 230 at-risk national and international students.

Why should you vote for me?

You should vote for me because I am an experienced negotiator and collaborator. I understand the needs of members and would put my skills to good use in meeting these needs.

What you should know about me:

I am a double alumnus of the University of Rhode Island. I obtained a Bachelor of Arts degree in Communications Studies with minors in Leadership and Africana Studies. I also obtained a Master of Science degree in Human Development and Family Studies with a concentration in College Student Personnel.

I engaged in a lot of community service activities which includes helping refugees, at-risk youth and low-income families in the South Providence area of Rhode Island. This is in line with my personal goal to champion human dignity and communicate respect for all. I am married to a loving husband; Mr. Benjamin Phillips, and we are blessed with a daughter.

Position on:

I am currently serving as PSA's, Area G Representative
Remote Work for Members-

I believe that PSA's members deserve an equitable working environment and schedules. I plan to work with the PSA's Executive Board to ensure that members receive remote work schedules.

Raises and Roles:

I would work with the PSA's negotiation team to get raises and promotions for members.

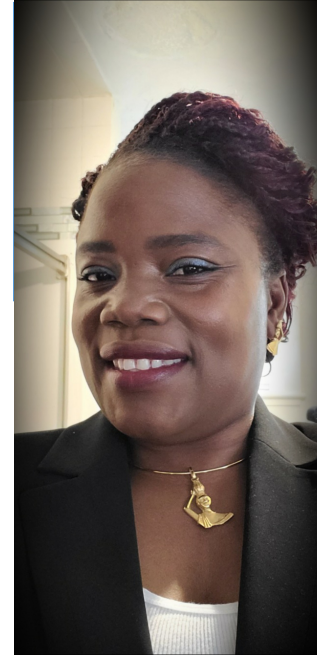
Contract Negotiations & Wages v. Inflation-

I would negotiate increase in wages and other entitlements for PSA's members' in URI. As the living cost in the State of Rhode Island has increased, so has our responsibilities.

How PSA can help the University-

The Professional Staff Association would support the university in ensuring staff recruitment and retention. PSA will continue to ensure that members put forth their best to help the University to actualize its strategic plans.

Contact Information: Caroline Phillips, B.A., M.S. * Academic Advisor * 90 Lower College Road
Kingston, RI 02881 * Phone: 401) 874-2963 *Email: Caroline_phillips@uri.edu



Get to know your PSA candidates



Name: Lisa Cragan

PSA Office Sought: Treasurer

University Position: Specialist, Office of Sponsored Projects

Why am I running? It has been a tremendous honor to serve as PSA Union Treasurer. I have learned so much in this position and have gained a solid foundation for the roles and responsibilities of treasurer. There is still so much work to do! I am excited and looking forward to developing a budget committee and new scholarship committee, if re-elected.

My experience: I have been serving as URI PSA Union Treasurer since 2023. During this time, I have increased my knowledge as treasurer and executive committee member. I actively monitor our annual budget and provide quarterly financial reports to maintain complete transparency. I supervise and process expenditures and maintain accurate records of accounts. I manage dues and distributions to NEARI/NEA. My commitment to this position is unsurpassed and I bring dedication, loyalty and commitment.

Why should you vote for me? If I am re-elected, I will continue to expand the groundwork that has already been laid. I will further my knowledge as Treasurer and continue to work for our members with the goal of making sure the working conditions at URI are as fair and equitable as possible.

What you should know about me: I have been with the University of Rhode since 2012. I have earned both my bachelors and master's degree from URI. I am a strong advocate for equality and will continue to support members in all financial aspects of the PSA Union with honesty, integrity and professionalism.

Remote Work for Members- Having the opportunity to work remotely gives employees the opportunity to create a more sustainable work life balance. Happy employee, Happy life.

Raises and Roles- Raises are vital and should come yearly and consistently. As the cost of living continues to rise, the need for salary increases must ultimately follow. Salaries should be competitive across the board and evaluated continuously. Job descriptions and employee roles should be clear and examined regularly. Job levels should be obtainable, visible and available.

Contact Information: lcragan@uri.edu 401-874-2350

Your vote is important! Make it count!

Name: Carolyn Bollerman

PSA Office Sought: Treasurer

University Position: Specialist, International Program Software Management & Communications



Why am I running?

I am honored to be nominated for Treasurer and I am excited for the possibility of serving on our Executive Board. I am running for this position because I genuinely care about the direction of the University, our Union, and the wellbeing of the membership. I grew up in New York and I am a double-alum of URI. After graduating, I was thrilled to be offered a position here because over the past 8 years, I have found a home on this campus. I was President of Graduate Assistants United (GAU) in grad school and I found a passion for organizing during this time.

My experience:

I work for Global Initiatives as the Specialist for International Program Software Management & Communications. This role has allowed me to delve into the world of software development and management, data analytics and visualization, and also tap into a more creative side with coordinating our marketing and developing a new website for the office. My current role makes me uniquely qualified to be our Treasurer because my entire worklife consists of me "running the numbers" and making sense of them for our various constituencies. I am also excited to start the online Data Science graduate program here at URI this summer to further develop my skillset. With a background in quantitative research and methodology, coupled with my professional experience, I have what it takes to be a successful Treasurer for our Union.

Why should you vote for me?

I am committed to serving our union with dedication and integrity, ensuring transparency and responsible management of our finances. As a former union president at URI, I have union leadership experience and extensive knowledge of organizing on this campus and within Rhode Island. I am a team player and I am always available to lend a helping hand. I also have a lot of ideas for how we can increase visibility on campus, socialize more with the general membership, and break down the silos we often find ourselves in within our own departments. PSA is one unit across URI and I want to be part of bridging the gap between us.

What you should know about me:

In my free time you can find me on bike paths and trails around Rhode Island or taking spin classes! I love to run and I ran the Newport Marathon last October. I am currently training for the New York City Marathon in November. I also love to take my dog Moose for hikes.

You should know that I am goal-oriented, driven, organized, and always there for my team.

Position on:

Remote Work for Members-

I believe that there should be a standardized remote work agreement for our membership. Some departments have differing remote work policy for their staff, which causes conflict and resentment within the office. Also, some departments, while they have the ability to effectively do their job remotely, are not given the option to do so. I have heard your concerns at past membership meetings and I agree that standardizing the remote work policy will be beneficial for fairness across departments, consistency in work, and office morale.

Raises and Roles-

We have all been subject to taking on additional responsibilities under the guise of "other duties as assigned". I can personally attest to the fact that new/ updated job descriptions are being rolled out in departments with the expansion of roles and responsibilities, but the compensation remains the same. Our salaries should reflect the work that we do, our varying responsibilities, and ensure that we are fairly compensated for the work we are doing.

Contract Negotiations & Wages v. Inflation-

We have all felt the pressure of staying afloat as the cost of living rises. Our salaries need to reflect the trying times we live in and our annual raises should be cognizant of inflation and cost of living in Rhode Island. Our contract needs to clearly state that in addition to our annual salary increase, the percentage of increase should also reflect the inflation rate and should be reviewed on a yearly basis.

How PSA can help the University-

PSA is the University. Our membership is the backbone of URI and we need to work together with the administration to ensure all of our needs are met. URI just received a record-breaking number of applications for Fall 2024. This speaks volumes about the work you are all doing to make this campus so special. As a unit, we can continue to break records, but we can only do that if our members are happy, healthy, and feel supported by the administration.

Contact Information:

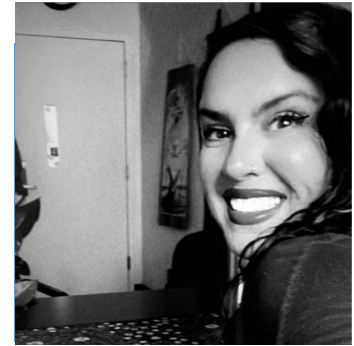
Carolyn Bollerman
cbollerman@uri.edu
401.874.9477 (Office Phone)
516.547.1018 (Cell Phone)
Office Location: International Center

Get to know your PSA candidates

Name: Nina Schiarizzi-Tobin (she/her)

PSA Office Sought: Secretary

University Position: Assistant Director, Disability, Access, & Inclusion



Why am I running? I am honored to serve my community and colleagues as the current URIPSA Secretary. I appreciate the opportunity to contribute my best efforts, organizational and communication skills, prior union and Board experience, and time to help our union continue to thrive in its advocacy for improving equity and fair practices at URI.

My experience I am the current PSA Secretary, and have previously served in various leadership roles (president, vice president, and secretary) on union (MTA, BTU), and non-union (MFA, Boston, and Disability/Special Education Advisory Councils at the district and regional levels). I am well-versed with board and union-related regulations, rules of order (RRO), recording orderly content, as well as the importance of clear, comprehensive note-taking and written communications.

Why should you vote for me? I love URI and deeply respect our community of exemplary staff members. In addition to the experience and skills noted above, I also bring perspective and practical knowledge of upholding accessible/ADA compliant content and materials. I am organized, compassionate, hardworking, a good listener, a supportive teammate, communicator and collaborator, a fast typist, and skilled note-taker.

What you should know about me I love connecting with people from other departments and positions here at URI, and engaging in creative problem-solving and collaborative work to improve issues around equity and barriers to opportunities for growth. In my non-work life, I'm a devoted mom, artist, musician, wrangler of cats, mediocre gardener, and a horrendous cook (but excellent baker).

Position on:

Remote Work for Members-

I think that a remote work option for roles that permit it, is a morale/wellbeing supportive practice. I believe that people work as well at home (if not better sometimes) as they do on campus.

Raises and Roles I feel that raises should reflect a percentage amount that accurately addresses the financial burden that falls upon us due to rising healthcare and childcare costs, as well as inflation. I believe that people should be fairly evaluated and compensated for their labor and the roles they hold, as these things are always evolving.

Contract Negotiations & Wages v. Inflation Contract negotiations are an invaluable opportunity to reconnect leadership with the lived experiences and realities that staff live with. To keep and attract staff who are poised and energized to fulfill URI's strategic plan, our contract must show fair, equitable, and respectful changes that reflect the real struggles and needs of staff in this economy.

How PSA can help the University-

PSA plays a vital role in helping individuals, and our staff population through advocacy for fair pay, fair policies and practices, support with extenuating circumstances, like illness or injury, and fighting for a contract that equitably and sustainably meets the needs of our staff community.

Contact Information:

ninatobin@uri.edu office: 401-874-2098 (Disability, Access, and Inclusion)

Get to know your PSA candidates

Name: Ruthann Marchetti

PSA Office Sought: Secretary

University Position: Manager/Supervisor for URI EFNEP
(Expanded Food and Nutrition Education Program)



Why am I running? I am interested in better understanding the inner workings of the union and in helping the folks in my office and department to be more connected to the union happenings via my representation. I also pride myself on being very good at taking notes!

My experience: I was previously the secretary on the Board of Directors for the Rhode Island Academy of Nutrition and Dietetics. Additionally, I am able to type 90 words per minute with 97% accuracy.

Why should you vote for me? I am honest, forthcoming, and reliable. I would happily and diligently take notes, and I am enthusiastic for the role.

What you should know about me: In addition to being the manager for the URI EFNEP program, I am also a mom to 2 beautiful kids and a plant mom to over 50 plant babies. What this combination of things means is: I am a fabulous multi-tasker, I can prioritize and I work well under pressure.

Position on:

Remote Work for Members- I am a fan of remote work. I think if there are no in-person needs on a particular day, then work from home would be an option that many folks would absolutely welcome. Extending this option is a modern and forward thinking courtesy that employees would appreciate and one that many folks may find to be a job perk.

Raises and Roles- I like the idea of employees being paid their worth, being paid what is fair for their position for this geographic area, and being paid a wage that is reflective of inflation. Our workers are our biggest asset and should be compensated as such.

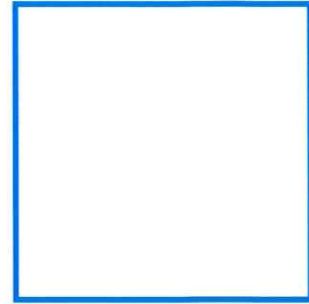
Contract Negotiations & Wages v. Inflation- It would be great to see language in the union contract surrounding cost of living raises in alignment with the unprecedented inflation we have seen.

How PSA can help the University- I think PSA can help the university to make sure that what employees are offered is in alignment with what is deserved so that employees are both able and willing to remain employed by the university.

Contact Information: ruthann.marchetti@uri.edu, 401-277-5272

Get to know your PSA candidates

Name: Denise Garenski
PSA Office Sought: Area D
University Position: Assistant Dean



Why am I running?
Want to help the next
VP with transition

My experience:
VP for 6.5 years

Why should you vote for me?
Experience & helping next
VP with transition.

What you should know about me:
I loved being VP. Was very rewarding
to help members. Would have run again
but I am retiring in one year.

Position on: VP.

Remote Work for Members- yes within reason

Raises and Roles- Raises always important
Roles - We need more respect

Contract Negotiations & Wages v. Inflation-
We have a good contract

How PSA can help the University-
We are the university!!

Contact Information:
Deniseg@uri.edu
401-465-0533

Get to know your PSA candidates