ARTS STAFF ADVISORY COMMITTEE

Monday February 27, 2017
1:00pm, PAS 2438

Present: Bonnie Bishop, Rita Cherkewski, Emma Courlander, Janice DaSilva, Kathryn MacDonald, Doug Peers, Stacy Reda, Jameson Schildroth, Sharon Secord, Julie Thompson
Absent: Marina Ivanova, Victoria Salim, Maureen Stafford, Stephanie Bromley (on Secondment)

Notes

1. Vice-chair for 2017 (Chair for 2018)
   - Stacy Reda, by acclamation, will be our vice-chair for 2017
   - Congratulations, Stacy and more importantly, thank you.

2. Dean’s Report and Q & A
   - Things are relatively quiet right now
   - Watching the provincial government financing plans – expect to see the Strategic Mandate Agreement tied with the new funding review
     - It will take 5-6 years to see the outcome of any changes and it will only happen if the government does not change with next election (in 2 years)
     - Current focus is on preparing students for the job market

3. UWSA-Area Reps report (Stacy)
   - Feb 14th meeting – discussion around Parents of UW students and the 50% tuition discount. If both parents work here full time, can student have 100% discount?
   - Staff Compensation Review – looking at 150 jobs from USG 2 - 17
   - Pension fund has fully recovered from dip in 2008
   - Two candidates came forward for President-Elect position – Bill Baer and Rose Vogt. Each presented on why s/he would be a good candidate.
   - Also attended UWSA special general members meeting. Bill Baer is our President-Elect, and Rose Vogt agreed to continue assisting Staff Association on various committees.
   - UWSA is still working towards Staff Memorandum of Agreement. They have attended five meetings so far. The next meeting is in October and the current Past President offered to continue support if requested.

4. Learning and Development Committee (Sharon)
   - Please sign up for “Managing Difficult Conversations” workshop. It takes place on March 8th. Contact Maureen Stafford – mastaffo@uwaterloo.ca by March 3rd, if interested.
   - Should we be asking for interest in QPR (Question, Persuade, Refer) training? Available through Counselling Services. Yes and invite faculty too.
5. Arts staff survey (Sharon)
   - Survey was sent out by our Communications & Web Committee (Rita, Julie, and Stacy)
   - Should we be trying to obtain more specific details? Staff say they want more training, but do not specify what type of training.
   - Some staff said that they are not aware of training that is available to them, but OHD sends out a regularly term email. Are people not reading the OHD emails?
   - We talked about having a newsletter from the Dean, perhaps the link to OHD and suggestion to check out training would help.
   - Should we provide a summary of the survey? We could pick one theme area and send out an email communication once a month. The communications & web committee will review this option.
   - The Learning and Development Committee will review what training is available and would be helpful.

6. ASAC budget
   - Discussion ensued about what to offer. Last year, we offered the mindfulness class. It seemed that the program required too much commitment (2 hour classes every week for eight weeks). The 20 person class finished with approximately half the participants. Could we offer a similar, but modified opportunity that did not require the same time commitment?
   - Learning and Development Committee recommends 3 PD events and 3 coffee-breaks.
   - We will be resubmitting a request to the Staff Excellence Funds to continue with Yoga twice a week.
   - The suggestion came up regarding team-building games (e.g. human-sized foosball). We can check with Advancement to ask them to run a coffee break like a speed dating event where staff move around and get to know each other better.
   - We also need to look at charity/community outreach events. It was suggested that we focus on creating some new ideas for United Way fundraising.

7. Other business arising
   - No new business.

Next Meeting – Monday March 20 at 1:00 p.m. PAS 2438