I. Guest Speakers

Jeremy Steffler and Trevor Grove, Staff Association

Changes in new Policy since January 1, 2013 – Interpretation and Implementation

- Changes to Policy 18 were derived from lack of clarity and inconsistencies across faculties and issues of staff mobility
- Renewal of Policy 18 resulted from surveys, round table discussions and engagement of over 300 staff and campus community from March to May 2012.
- Key features and changes included:
  - Improved treatment of contract staff
  - Secondments are clearly defined
  - Manager training for performance and evaluation
  - Staff training and development, performance and progressive discipline with the underlying principle of staff rights (Policy 36 – Grievance Policy)
  - Organizational change will involve HR
  - Every employee should have a “development plan” on file
II. Report from the Dean

- Enrollments: 1500 Engineering and Architecture students were enrolled in September.
- Biomedical Program was approved at Senate and expects 40 students to enroll next fall.
- Engineering 7: plans for expansion of space and resources will require commitment. Experiencing a $20 million shortfall.
- University Rankings from Shanghai, QS, Times Higher Ed & Taiwan rankings are out. UW is ranked similarly as previous years.
- Strategic Plan for 2015 was approved.
- Differentiation: HEQCO Report is motivated by government underfunding. UofGuelph completed a report on Prioritization following the white paper on differentiation. They are one of the first universities to undergo the differentiation exercise.

- Staff should be included to receive or access EFC materials. Check the Constitution. (Dawn)
- Identify 3 things that are important to staff and send an email (DSAC Chair) to discuss at the next meeting.
- Staff retention: when staff members leave there is a lot of disruption and causes downtime. Look into recognizing and rewarding staff for doing a good job.

III. DSAC Chair and Vice-Chair for 2014 (confirmed)

Chair – Matt Oliver  
Vice Chair – Stephanie Massel

IV. Engineering Faculty Council 2014 Staff Representatives (4)

Includes:  
Chair – Matt Oliver  
Vice-Chair – Stephanie Massel  
Plus two (2) more DSAC Representatives – Cindy Howe and Liz Bevan (or Stephen Sempson, if Liz is not reappointed)

One EFC staff representative to serve on the EFC Nominations Committee: Cindy Howe

V. Other Business

Meeting adjourned at 4:25 p.m.  
Next meeting: Thursday, February 19, 2014 from 2:30 – 3:30 p.m., E2 - 3324