

University of Waterloo
STAFF RELATIONS COMMITTEE
Minutes of the 6 February 2015 Meeting
[in agenda order]

Present: Theresa Bauer, Jason Gorrie, Michael Herz, Michelle Hollis, Beth Jewkes, Stephen Markan, Terry McMahon, Carlos Mendes, Kenton Needham, Ian Orchard, Laurie Peloquin, Jack Rehder, Kathleen St. Laurent, Marilyn Thompson

Secretariat: Mike Grivicic

Guests: Katrina Di Gravio (2), Stephanie Filsinger, Lawrence Folland, Mark Haslett (3), Tim Ireland

Organization of Meeting: Stephen Markan, co-chair of the committee, took the chair, and Mike Grivicic, secretary of the committee, acted as secretary. The secretary advised that due notice of the meeting had been given, a quorum was present, and the meeting was properly constituted.

1. APPROVAL OF 5 DECEMBER 2014 MINUTES AND BUSINESS ARISING

By consensus, the minutes were approved as distributed without a formal motion.

2. OHD INITIATIVES FOR 2015

Katrina Di Gravio spoke to the initiatives that are planned for Organization and Human Development for 2015, including: support for strategic plan implementation under theme “Robust Employer-Employee Relationship”; development of staff in leadership space; role of OHD for all employees; principles of leadership; program offerings for personal and professional development; applicability of OHD offerings to faculty.

3. EXCELLENCE CANADA – EXPERIENCE OF AND BENEFITS TO LIBRARY

Mark Haslett provided a presentation outlining how the library proceeded to obtain bronze certification under the Excellence Canada framework, including: overview of broader Excellence Canada framework; relation of framework to strategic plan themes; pilot project included employee surveys before and after certification, gap analysis, and employee retreat; certification focuses attention on wellness of employees; overall experience is roundly considered to have been very much worthwhile. He answered questions of members and guests: process brought about an increase in morale, in part due to the commitment to act upon the findings; bronze level requires an area to take inventory of its merits, while the silver level pursues more specific improvements, and obtainment of higher levels have greater requirements under the framework; bronze process required only existing resources but was helped by prioritization of the process within the unit.

4. EMPLOYMENT ENGAGEMENT ROUNDTABLES

Mendes observed that the first roundtable event occurred the previous day in Stratford, with the intent of continuing to engage the university community. He noted some upcoming groups to which outreach will occur, and that more details and communication will be forthcoming to the Daily Bulletin.

5. CALL FOR NOMINATIONS – HONORARY DEGREES AND CONVOCATION SPEAKERS

Grivicic noted that the university is seeking nominations from all constituencies within the community.

6. OTHER BUSINESS

Mendes observed that the UWSA received staff feedback on the recent cold weather day, which the UWSA will summarize for a future meeting.

7. MOVE INTO CONFIDENTIAL SESSION

With no additional business for the open session, the committee moved into confidential session.

2 March 2015

Mike Grivicic
Assistant University Secretary