

STAFF NEWS

A New Executive is in place!

A new President and three newly elected Directors begin their term.

In October the Staff Association called for candidates to run in this year's election and the response from the membership was extremely positive. Eight staff members put their names forward to be on the Executive Committee. Doug Dye, a SA Director, ran for President of the Association and was acclaimed for a two-year term. The Staff Association would like to thank all of these people for participating in the election and for taking an interest in the direction of the Association. The candidates and votes received are as follows: Marta Bailey (222), Darlene Ryan (209), Chantel Franklin (179), Karen Hamilton (136), Carlos Mendes (135), Jason Gorrie (133), Paul Miskousky (91).

Thank you also to those members who voted. Out of a total of 1330 members, 449 people participated in the vote (33.5%); 1105 votes were cast for the seven candidates.

Marta Bailey, Chantel Franklin and Darlene Ryan were declared elected for a two-year term. The following Executive Committee members will be completing the second year of their two-year term: Trevor Grove, Dawn McCutcheon and Jean Zadilsky. Jesse Rodgers assumes the position of Past President for a two-year term. Thanks to our outgoing members: Nelson Carrillos and Cathy Jardine who have completed their terms as directors and Sue Fraser who has completed her term as Past President.

Thanks to Trevor Grove, Chief Returning Officer, and the Election Committee: Lawrence Folland, Doug Suerich and Dave Thomas.

-Gail Spencer, Executive Manager



Message from UWSA President

Greetings,

It's been several weeks now since the new executive came into office and things are starting to move smoothly as people wrap their heads around their new roles. All of the Staff Association Standing Committee membership has been determined. Once our new website is completed and unveiled, you will be able to look up which members are on which committees. We're hoping to have the new website up and running in the new year.

The Town Hall that was held on Monday, December 1st saw a number of SA members in attendance. Most people had concerns about communication. More needs to be done to create effective and convenient lines of communication between the executive and its membership.

One of the ways we will address this in the coming months is with the area reps. Many area reps have had little or no guidance from the Staff Association as to what their roles should be. They see a gap and they try to fill it to the best of their abilities. The executive has plans to work with area reps and formalize its relationship by creating guidelines, terms of reference, and ensuring all areas are represented.

All the best for a happy and healthy holiday season.

-Doug Dye

Winterfest 2008

Many families joined UW staff at the annual Winterfest skating party held at the Columbia Icefield on December 7th. More pictures on page 4.

THE STAFF TRAINING AND DEVELOPMENT COMMITTEE: A YEAR IN REVIEW

The 2007–2008 year welcomed the 1st Staff Development Conference in April with 512 participants attending; the creation of the OHD department, the OHD website, the new E.D.G.E. brochure, and on-line enrollment for training workshops and courses.

Over the past year the Staff Training and Development Committee (ST&D) and the Organizational Human Development (OHD) office looked at new programs and facilitators. Five new program facilitators were trained and certified for the new Supervisory program.

The ST&D Committee was asked to consider several requests for funding programs that only reach select groups such as Webinars. A subcommittee was appointed to outline a process and criteria for considering requests outside the training already being provided.

The 30 hours per year allocation (per staff member) for staff training was clarified and publicized to include personal and professional development. This strong statement of commitment to training and development for staff (policy 18, 3) serves as a challenge for OHD and ST&D to provide 30 hours of training per year for each staff member.

The new supervisory modules, Hallmarks of Supervisory Success and Delegating for Shared Success, ran twelve times over the past year. Approximately 125 staff participated in one or both modules. In addition, three requests for "department specific" supervisory training programs were delivered, increasing the number of overall participants to 154. The Basic Principles continue to be offered to all new staff as part of their introduction to the UW culture.

A BLAST FROM THE PAST

Congratulations to Mike Rowe, a UW retiree. Mike was Director of UW's Graphic Services for many years and was honoured recently when he received the Waterloo Award for his years of service to the City of Waterloo in Minor Soccer. The Waterloo Award is the city's highest civic honour. Mike was a founding member and one of the first Presidents of the UW Staff Association.

WHO IS THE CURRENT UWSA EXECUTIVE AND OFFICE STAFF?

President

[Doug Dye](#), Safety Office, COM, Ext. 35613

Past-President

[Jesse Rodgers](#), IST, TC 0203, Ext. 33874

Treasurer

[Dawn McCutcheon](#), Health Studies & Gerontology, BMH, Ext. 32921

Secretary

[Trevor Grove](#), IST, TC 0209, Ext. 34679

UWSA Executive Manager

[Gail Spencer](#), UWSA, DC 3608, Ext. 38668

Other programs offered in 2007-08 included:

Leadership for Results (5 Modules)
Basic Principles
Hallmarks of Supervisory Success
Delegating for Shared Success
Personality Dimensions
Managing Your Priorities
Personality Dimensions-Career Planning
Effective Communication
Understanding Conflict

Programs offered through external providers in 2007-08 included:

Guerrilla Grammar
Minute Taking
Defining Your Financial Future

New programs developed through OHD:

E-mail as a Second Language
Leaderships & Communication Styles
Intercultural Communication
The Multigenerational Workforce
How to Run a Focus Group

A total of 37 workshops were offered through OHD to 550 participants from May 2007 to April 2008.

Skills for the Electronic Workplace (SEW) offered on average 12 courses every two months, with an average attendance of 14.25 participants per program.

-Darlene Ryan, International Student Office, NH

Directors

[Jean Zadilsky](#), Office of Research, NH, Ext. 33300

[Marta Bailey](#), CTE, LIB, Ext. 33153

[Chantel Franklin](#), Dean of Engineering Office, CPH, Ext. 37799

[Darlene Ryan](#), International Student Office, NH, Ext. 32814

UWSA Office Manager

[Darlene Garside](#), UWSA, DC 3603, Ext. 33566

CONGRATULATIONS TO STAFF

Congratulations to the following staff who were hired or promoted in September, October and November 2008

New Hires

Andy Allen, Drama & Speech Communication
Daniel Anderson, UW Police Services
Mirella Banica-Stanei, Engineering Undergraduate Office-PDEng
Mary Lynne Bartlett, UW Retail Services - UW Shop
Annie Belanger, Library
Colin Bell, Institute for Quantum Computing
Steve Bradley, School of Pharmacy
Chad Bredin, Population Health Research Group
Karen Browne, Office of Research
Shari Carter, School of Accounting & Finance
Peter Cui, Information Systems & Technology
Rochelle Davies, Human Resources
Sue Davis Worth, ODAA
Kristen Deckert, Systems Design Engineering
Sherryl DiCiccio, Computer Science
Lucy Dongliang Wang, Biology
Julie Driver, Geography
Kourtney Dupak, Kinesiology
Heather Ferguson, Housing & Residence
Kateri Galloway, Parking Services
Maryann Gaspic, Dean of Science Office
Heather Godelie, Housing & Residences
Neil Griffet, Mechanical & Mechatronics Engineering
Andrew Hann, Engineering Undergraduate Office-PDEng
Helen Jardine, Computer Science
Burcu Karabina, Combinatorics & Optimization
Ryan King, Housing & Residences
Christine Knarr, Finance
Kimberly Kuntz, Institute for Quantum Computing
Xing Liao, Dean of Arts
Andri Lima, School of Architecture
Eric Luvisotto, Intellectual Property Management Group
Daman Mann, Finance
Aida Martinez, Finance

Stephanie McCoy, School of Optometry
Kate McCrae, Centre for Knowledge Integration
Kevin McMahon, School of Accounting and Finance
Jodi Norris, Civil & Environmental Engineering
Chris Roopram, Central Stores
Erin Sargeant Greenwood, Office of Development & Alumni Affairs
Julie Shikaze, Chemistry
Larisa Smyk, Library
Chunguang Sun, Dean of Mathematics
Andrew Thompson, Global Governance (Centre for Global Governance Research)
Cheryl Walker, Computer Science
Linda Wheat, Finance

Promotion/Transfers

Melissa Anderson, Secretariat
Heidi Campbell, School of Accounting and Finance
Mike Carbage, UW Food Services
Christine Gillis Bilton, Office of Research
Eva Grabinski, Dean of Engineering Office/Comm & Public Affairs
Marlene Griffith Wrubel, CTE
Lisa Holden, Graphics
Nayef Khan, PD Eng
Josephine Orso Simon, School of Pharmacy
Louise Porter, Psychology
Tanya Snowdon, School of Optometry
Jason Testart, IST
Ceylan Turkeri, Waterloo International
Margaret Ulbrick, English language & Literature

Staff Association Website:

Our website is under construction. Please bear with us as we redesign it to be a more effective tool of communication with our membership and our working committees. Look for a new site and a new Staff Association logo in early 2009!

THE UWSA SOCIAL COMMITTEE HAS BEEN BUSY!

Winterfest 2008 - December 7, 2008

Another successful Winterfest was organized by Joanne Voisin. Attendance reached 236 this year and 110 children received presents from Santa. Thank you to all those people who volunteered their time to assist Jo with this event.

Scenes of Winterfest....



"Our family had a wonderful time at the skating party. It was our first year to attend. My grandson, Noah, had never seen Santa in person. He was thrilled. Noah went up four times to sit on Santa's knee. I haven't skated in 25 years, so wasn't sure how that would go. Actually I did quite well (only fell twice). Great afternoon!"

Brenda Smith, Faculty of Arts



THE UWSA SOCIAL COMMITTEE HAS BEEN BUSY!

5th Annual UWSA Shopping Trip, Erie, PN, November 7 to 9, 2008

34 staff members and family/friends joined us for this trip. Everyone had a great time and acquired some bargains! We are in the process of planning next year's trip, and will let you know if the destination will be Pennsylvania or Michigan. Stay tuned. The hosts for this event were Peggy Day, Sue Fraser, and Kelly Wilker-Draves.

14th Annual UWSA Craft Sale - November 27 and 28, 2008

The event was a great success! The raffle ticket sales and 10% of vendor sales added up to \$1323.50 to be equally divided between the UW Senate Scholarship Fund (University-wide) and the UW Staff Association Award. A big thank you to everyone who assisted with this event and also to the staff and departments who donated items for the raffle. The hosts for this event were Sue Fraser and Kelly Wilker-Draves.

MARK YOUR CALENDARS FOR A UWSA *SPRING EVENT!*

Niagara Wine Tour - Saturday, May 23, 2009

Jenniffer Fleet is organizing this event. The trip is hoping to visit 4 wineries in Niagara Falls with a lunch stop at one of the wineries. The cost of the trip will be announced shortly and will include bus transportation, lunch and admission to all wineries.

CAMPUS INFORMATION AND ACTIVITIES

Blood Donor Clinics On Campus

The University of Waterloo is hosting a series of Blood Donor Clinics. The next two are scheduled for:

Monday, January 19, 2009 AND Tuesday, January 20, 2009

Time: 10 a.m. - 4 p.m.

Place: Student Life Centre (Multi-Purpose Room)

You can book an appointment on one of these days by phoning the Turnkey desk (ext. 84434) in the SLC, or just show up on clinic dates.

From our friends at the Writing Centre

Good writing is closely connected to good reading. To help students select a book, some of the staff in the English Language Proficiency Program have compiled a list of their favourite books. Staff may also be looking for a good read. Check out the link below for a diverse range of recommended books:

http://elpp.uwaterloo.ca/reading_list.html

If you have any good book suggestions for them, please contact Katherine MacLean at the Writing Centre at ext. 33245 or kmaclean@uwaterloo.ca.

Staff Association Blog!

We want to hear from you.

<http://staffassociation.org>

UWSA Exec members will be posting about UWSA and/or UW related issues.

UW Staff that would like to see topics covered are encouraged to post something on UW Opinion (<http://opinion.uwaterloo.ca>) and then email the staffasc@uwaterloo.ca for us to reference the post for discussion.

For now, comments are semi-moderated but open to anyone. If a comment is inappropriate (slander, libel, etc.) it will be removed.

We will add a wiki and a forum if it turns out that our membership wishes to use this type of communication.