

# STAFF NEWS

## It is election time!

*Nominations are now open for the 2008/2009 UWSA Executive*

The current term of office for the President of the Association and three of its Executive Directors is coming to an end as of the next Annual General Meeting, scheduled for October 30, 2008. This election presents an exciting opportunity to other UW staff to join the SAEC in charting the course for the UWSA over the next few years.

The past year has been a time of renewal for the UWSA. We have a new constitution, and as of September 1 we also have a new full-time staff member to help with managing the Association and the services it provides to you. The new President and Directors will have significant influence on setting the direction for the Association for years to come. Please seriously consider joining the SAEC and running for office.

The work we do is important; the UWSA Executive is actively involved in discussions affecting

policies and guidelines at the University of Waterloo. Issues include salary agreements, benefits, work environment, succession planning, and various other high-level issues that concern staff.

On September 15th, there will be an information session in DC 1302 from 11:45-12:30 p.m. Please join us to learn more about the SAEC. Snacks and refreshments will be provided.

The official Call for Nominations and the Nomination Forms are available online at:

<http://uwsa.uwaterloo.ca>

### IMPORTANT DATES

**UWSA Town Hall** to talk about the election on September 15th:  
11:45 - 12:30 DC 1302

**UWSA Town Hall** on the Pension Advice Issue on September 29:  
12:00 - 12:45 DC 1302

**Annual General Meeting of the Staff Association** on October 30th  
8:30 a.m. location TBD.

### Message from UWSA's President

With the recent change in the Constitution the current UWSA Executive found itself with a few 'bonus' months on the job. With summer being busy, no new projects were started over the last few months.

Hiring an Executive Manager took a bit longer than I thought it would, but Gail Spencer has now joined the SAEC and we are thrilled to be working with her.

When I took on the role of President, for the 2007/08 year, I saw the opportunity to make some changes in order to give the UWSA a solid foundation for the future. The UWSA now has more resources available, and the workload will be a little easier to manage.

What is built on that foundation is up to the membership of the organization. The UWSA requires member participation on the Executive Committee.

I hope there will be a full slate of candidates willing to step up to the plate as an Executive member. As a workplace, UW has a lot to offer; it's not perfect, but comparatively it is pretty good. The Association needs you - join us in keeping things positive, professional, and progressive.

-Jesse Rodgers

## A MESSAGE FROM THE EXECUTIVE MANAGER



I have been working on the UW Campus in various capacities since 1992, leaving for two years in 2001 to complete a Master of Social Work degree. As a workplace, what I value about UW is the many interesting people it attracts, the variety of employment opportunities it offers, and the diversity of ideas its culture fosters.

The Executive Manager for the Staff Association is a brand new position and much of my role is yet to be defined; however, it is already becoming clear to me in my first couple weeks on the job, that it is important to have someone to anchor the SA Executive members and their myriad of duties in serving the University of Waterloo staff. With the new UWSA year approaching, the election wheels are fully in motion, and in two months there will be a new Staff Association President and new faces at the SA Executive table. I am looking

forward to working with the existing members as well as those newly elected, and hope to provide the continuity that this time of transition requires.

Another large part of my role as Executive Manager will be staff representation and advocacy, which means that as well as supporting the SA Executive as an organizational group, I will support individual staff members in their quest for a fair and equitable workplace. Staff members may contact me directly (ext. 38668 or [gspencer@uwaterloo.ca](mailto:gspencer@uwaterloo.ca)) to discuss workplace questions or issues confidentially, and it is my job to assist them in finding a solution.

It is an exciting time for the UW Staff Association and I am pleased to be a part of it.

-Gail Spencer

## CURRENT UWSA EXECUTIVE AND OFFICE STAFF

### **President**

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

### **Past-President**

[Sue Fraser](#), Kinesiology, BMH, Ext. 32968

### **Treasurer**

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

### **Secretary**

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

### **Executive Manager**

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

### **Directors**

[Nelson Carrillos](#), Plant Operations, GSC, Ext. 33657

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

[Cathy Jardine](#), Graduate Studies Office, NH, Ext. 32657

[Shannon Wagner](#), AP-ASA, NH, Ext. 38562

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

### **UWSA Office Admin**

[Darlene Garside](#), Ext. 33566

## FEEDBACK RECEIVED FROM A STAFF MEMBER

To the Provost's Advisory Committee on Staff Compensation (PACSC):

*My name is Angela P. Googh. I have been involved in the Staff Association and have been a member of the Staff Relations Committee and PACSC - no doubt a thorn in some peoples' side during the process.*

*I am always grateful for salary increases but not easily impressed with the process.*

*However, I would like to congratulate the committee on the solution for distributing the 'extra' funds in this year's increase for Academic Support Staff. I doubt it was the easiest option and thus it shows diligence. It also shows not only an understanding of the increase process but also its affects on salaries over the long term.*

*Well done!*

*Sincerely,*

*Angela P Googh*

CONGRATULATIONS TO THE FOLLOWING STAFF WHO WERE HIRED OR PROMOTED

**Spring and Summer 2008**

**New Hires**

Joe Allen, IST  
 Suhair Ammouri, Chemistry  
 Denise Bacon, CECS  
 Marcella Benson, CECS  
 Kerri Birtch, Housing & Residences  
 Sara Bland, Civil & Environmental Engineering  
 Ann Brandt, ODAA/Math  
 Gary Brock, Office of Research  
 Sarah Bunt, Graphics  
 Amanda Cocksedge, Health Sciences  
 Pat Coutsos, IST  
 Richard Cramm, Food Services  
 Roberta Crawford, Housing & Residences  
 Rae Crossman, Centre for Knowledge Integration  
 Lisa Doherty, ODAA  
 Joanna J. Eidse, Office of Research  
 Daniella Evenaar, Waterloo International  
 Stephaine Evers, Dean of Math  
 Chad Fenwick, Kinesiology  
 Terry Goodenough, CECS  
 Shaun Gosgnach, Parking Services  
 Christine Goucher, Graphics  
 Laura Howell, Library  
 Rachel Hull, Math Undergrad Office  
 Pamela Hurvid, Health Studies & Gerontology  
 Hoang Huynh, Housing & Residences  
 Nadeem Lawji, Library  
 Lynne Jelokhani-Niaraki, Dean of Arts Office  
 John Kemp, Institutional Analysis & Planning  
 Alice Law, Student Awards & Financial Aid  
 Sara LeBlanc, Graphics  
 Erin Lee, Housing & Residences  
 Vito Logiudice, Institute for Quantum Computing  
 Katherine MacDonald, Library  
 Jennifer MacKay, Athletics  
 James McCarthy, MAD  
 Lauren McCrear, Housing & Residences  
 Darlene McGeer, Centre for Knowledge Integration  
 Lisa McLean, School of Pharmacy  
 Melissa McNown, Housing & Residences  
 Mary Janet McPerson, English Language Proficiency Program  
 Hugh Merz, Physics & Astronomy  
 Walter Mittelstaedt, Psychology  
 Lesley Nevills, Human Resources  
 Madeleine Noble, AHS  
 Erin O'Leary, Waterloo International  
 Kris Olafson, Student Life Office  
 Ruth Ann Peariso, Distance & Continuing Education  
 Sara Perkins, Library  
 Lorah Pilchak Harley, Health Services  
 Thiam Phouthonephackdy, Office of Research  
 Mary Power, Centre for Teaching Excellence (CTE)

Katie Schulz, AHS  
 Tyler Slipp, Athletics  
 Robin Stadelbauer, ODAA  
 Darlene Stegner, Student Awards & Financial Aid  
 Merrirose Stone, CECS  
 Tom Sullivan, Civil & Environmental Engineering  
 Susan Travers, Arts Undergraduate Office  
 Rhonda Voskamp, Registrar's Office  
 Julia Wegenast, ODAA  
 Udaya Wettasinghe, Dean of Mathematics

**Promotions & Transfers**

Daniel Allen, CSCF  
 Philippe Bezaire, Engineering U/G Office  
 Kimberly Boucher, Centre for Knowledge Integration  
 Vicki Brett, Philosophy  
 Jana Carson, Office of Research  
 Tracy Chadbourn, Housing & Residences  
 Irena Cihula, Housing & Residences  
 Nancy Clarke, Distance & Cont Education  
 Melissa Conrad, IST  
 Michelle Coulombe, ODAA/Faculty of Science  
 Courtney Eldred, Registrar's Office  
 Anne-Marie Fannon, Assoc Provost, Academic Affairs  
 Alain Francq, Faculty of Engineering  
 Maureen Fraser, Religious Studies  
 Dawn Gosse, E & CE  
 Lori Gove, ODAA  
 Lynn Graham, School of Accounting & Finance  
 Joy Harris, Assoc Prov, Academic & Student Affairs-WatPD  
 Lynda Hayward, CBRPE-NCIC  
 Julie Joza, Office of Research  
 Debra Knepper, Registrar's Office  
 Ashley Kropf, Faculty of Engineering  
 Lori Laronde, Faculty Association  
 Sean Mason, IST  
 Lori McConnell, Dean of Env Studies  
 Paul McKone, Centre for Knowledge Integration  
 Kirsta Mills, Dean of AHS  
 Jessica Miranda, Computer Science  
 Jane Moores-Stuart, Optometry Clinic  
 Miljana Prelic, Office of Research-Finance  
 Juanita Sandy, Police Services  
 Nancy Schaffer, Library  
 Christopher Shantz, Graphics  
 Betty Slowinski, E & CE  
 Gail Spencer, Staff Association  
 Jonathan Sutherland, Library  
 Linda Vorsteveld, Optometry-SEEPAC  
 Lisa ter Woort, CECS  
 Jason Testart, IST  
 Shannon Wagner, Assoc Provost, Academic & Student Affairs  
 Allison Wells, Marketing & UG Recruitment

A LETTER FROM A STAFF ASSOCIATION EXECUTIVE DIRECTOR

**It's Swell to be on the Staff Association Executive – It Really Is!**

Before I became an Executive Director on the UWSA, I had no idea what it would be like. I didn't really care about UWSA because to me it was simply something to join to get discount tickets and maybe go on a shopping trip. Things have changed over the years I have been at UW. Number one among these changes was that I began to care. Having a family of my own brought about these changes and I began to see UW as not just a place to work but a place where I was forming friendships to last a lifetime. UW has helped me build a career as a professional and I thought that I might be able to give something back. So I ran for the position of Director. Becoming a Director has been a real eye-opener for me; I didn't realize all of the work that goes on behind the scenes, and how the Association has influence on so many policies and areas of concern to staff.

I must say that I have enjoyed my tenure as director, so much that I am going to run for office again in October. I encourage anyone with an interest in what goes on at UW to consider running for a position on the SAEC. I have found that the UWSA Executive Committee CAN make a difference. Just look at the new dispute resolution policy, we can now have an advocate speak for us should we choose to, whereas before we could not. Change can happen, but we need to make it happen. There have been some big changes over the last year, let's keep up the momentum. Run for one of the vacant positions on the executive and have some fun!

Douglas Dye, Director UWSA Executive Committee

*4th Annual UWSA Shopping Weekend November 7-9*

**Last Chance to get on board for the UWSA Shopping Weekend – November 7-9, 2008 (aka “Retail Therapy 101”)**

Join us for a great weekend in Erie, Pennsylvania – great prices on merchandise – no taxes on many items (or only 4% sales tax) – Big sidewalk sale at Grove City for Memorial Weekend - \$400 Cdn Duty Free.

The trip is fast filling up, sign up now so as not to be disappointed.

For full information about the trip, including Registration Form and

Itinerary please go to the UWSA website:

<http://uwsa.uwaterloo.ca>

*Mark your Calendar for the following events:*

**UWSA 15th Annual Craft Sale** – Thursday, November 27 and Friday, November 28, 2008, 10% of sales will be equally donated to the UW Senate Scholarship Fund (University-wide) and the UWSA Undergrad/Grad Award

**Winterfest 2008** – Sunday, December 7, 2008 for the annual family ice skating party at Columbia Icefields with one of our favorite people - Santa.

**Staff Association Blog!**

Over the summer some work was done to get a blog for the UWSA up and running. It can be found at:

<http://staffassociation.org>

UWSA Exec members will be posting from time to time about anything UWSA or UW related that comes to mind.

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](mailto: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.

In time we do plan on adding a wiki and a forum once we figure out if there is interest for this kind of thing from our membership.