

Staff Association Area Reps Meeting
Minutes of December 8, 2016

Present:

Annette Dietrich
Andrew Urschel
Danielle Jeanneault
Darlene Stegner
Helen Simon
Jenny Conroy
Laura McDonald
Lillian Liao
Lowell Williamson

Luanne McGinley
Murielle Landry
Paula Ann Zahra
Rose Vogt
Tammy Vucicevich
Trish Van Berkel
Lawrence Folland
Michael Herz
Robyn Landers

Jason Gorrie
Agata Antkiewicz
Tim Ireland
Jackie Serviss
Gail Spencer
Nancy Collins
Catherine Bolger

1. Presentation by Nancy Collins about Excellence Canada

The Staff Life Cycle report of 2013 led to a decision to pursue the "excellence, innovation, and wellness" aspect of Excellence Canada, aiming for "platinum" certification (the top level). A cycle of designing an approach, deploying, measuring results, and making improvements is followed. Experience so far is that Excellence Canada standards don't fit the academic context well and need to adapt to our governance and operational structures. So far, Library, AHS and Math have achieved bronze level, while President's Office VP-A and Provost, HR, and OHD have met silver. IST is working on bronze, and Library is working on silver. This has led to some specific successes. Upcoming plans call for the university as a whole to apply at the "gold" level in Winter 2019 rather than continuing department by department.

Q: How will this switch from unit by unit to entire University change things?

A: Individual units will not be required to conduct the exercise, but many will naturally be involved as they relate to the various drivers of metrics and to identified gaps.

Q: Could units get the materials and do their own self-assessment despite the change to University-wide approach?

A: Yes, the standards can be shared for that purpose.

Q: Does Excellence Canada prepare the survey, or do we?

A: Excellence Canada does it all. We get aggregated results.

Q: What is the composition of the steering committee?

A: About a dozen, chaired by Marilyn Thompson, with selected stakeholders to cover important areas.

Q: Say more about being over budget.

A: Based on the costs incurred for the units that have done it so far, the projected budget if we did all units individually would be over \$1M, but by doing the University as a whole, we are expecting \$400K.

Q: Where is this standard recognized?

A: Many industries follow it, but it also goes back to concerns that arose from the staff life cycle report. We say we're innovative and a good employer etc., but what are we measuring, how do we know?

2. Approval of minutes of November 10, 2016 Area Reps Meeting

Agata Antkiewicz was inadvertently listed twice, and Stephanie Koerne was not, in fact, present.

3. Business arising from the minutes

None.

4. President's report – Jackie Serviss

- Staff compensation review process is underway. Will soon have a report. Michael Herz added that this review is about benchmarking UW job descriptions against external jobs; it is not about assessing whether each person's actual activities match his or her job description.
- There is some discussion about reinstating staff excellence service awards. Bring any concerns about this to Jackie.
- We are looking for a new member-at-large to serve for two years on SRC, and someone to serve on the nominating committee. Email about this has been circulated.
- Policies 6 (staff vacations) and 56 (non-regular faculty member vacations) will soon be reviewed. Will need some committee members for these reviews.
- The annual Craft Sale raised over \$1800 for UW Senate Scholarship fund and UWSA staff awards. The winter fest was well attended with many gifts extended to the children attending.
- Nominations will be open in January with voting in February for the next president-elect. A few information sessions will be held. If you have suggestions of possible candidates, mention to any of the UWSA directors.

5. Other business

Michael Herz reported that there are some serious concerns about the new transit terminal and routing of buses on what's now a service road between Ring Road and Philip Street. No broad opportunities for feedback were offered. The VP Finance seems to be the only person handling it; he invited Michael to collect comments. Concerns include how high traffic in that area may interfere with and endanger pedestrian traffic around east campus buildings; reduction of parking; lack of convenient connections between LRT and GRT iExpress.

Chair: Jackie Serviss

Minutes: RBL