

**Staff Association Area Reps Meeting  
Minutes of April 11, 2019**

**Present:**

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|-------------------------|-------------------------|-----------------------|
| 1. Cathy Logan-Dickie   | 13. Sue Fraser          | 24. Shelly Jordan     |
| 2. Charles Boyle        | 14. Steve Bradley       | 25. Susan Oestreich   |
| 3. Colleen Mechler      | 15. Tim Ireland         | 26. Lowell Williamson |
| 4. Jenny Conroy         | 16. Lawrence Folland    | <b>Guests</b>         |
| 5. Juli-Ann Perkins     | 17. Annette Dietrich    | 27. Catherine Bolger  |
| 6. John Fedy            | 18. Agata Antkiewicz    | 28. Liam Morland      |
| 7. Kathleen St. Laurent | 19. Terry Labach        | 29. Sanjay Singh      |
| 8. Kathy Smyth          | 20. Rose Vogt           | 30. Cathy Spencer     |
| 9. Murray Zink          | <b>Online</b>           | 31. Gail Spencer      |
| 10. Nathan Pirie        | 21. Bruce Dmitrienko    | 32. Jessica Jordao    |
| 11. Robyn Landers       | 22. Christina Kroeker   | 33. Andrew Efstaghtou |
| 12. Sandra Groen        | 23. Kimberley Gingerich | 34. Ted Bleaney       |

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**1. James Rush, VP Academic and Provost**

Dr Rush showed the VPAP org chart; some statistics about growth in faculty, staff, and students over five years; this year's total revenue. (As recently announced, with the new provincial government's tuition changes we will be short about \$10M.) He highlighted various national and global recognition of UW's status, and remarked on the engagement of staff at the Staff Conference earlier this week. He reviewed the timeline of UW's strategic plan. It includes consultations and the setting of goals, priorities, and objectives. The plan is expected to be approved this fall.

When asked about the recently-announced budget cuts in response to the provincial government's tuition changes, Dr Rush commented that a domestic tuition cut is maybe not the most logical way to find savings in this sector because it doesn't return much saving, and doesn't seem very strategic. UW's response to adapt over three years to save \$10M out of an almost \$800M budget makes it more manageable. There's no indication at this point that anything more severe is in the works.

What about integrating various transit services to have a unified shuttle service on campus? Dr Rush agrees this is a good topic to consider.

What strategic plan elements relate particularly to staff? This is still in development so it's premature to give specific examples.

A concern was expressed about huge workload and stress / mental health in a certain department where staff feel like a "third world country" compared to students and faculty. Dr Rush acknowledged that this concern has come up in the strategic plan process and in operational processes. The steps taken by the University in response to student mental health issues are also applicable to staff. The concern does come up through SRC and elsewhere.

**2. Employee engagement survey (Rose Vogt)**

Rose outlined some reasons for conducting the survey, including the tie-in to the development

of the 2020-2025 strategic plan. Confidentiality is of high importance. Publicity for the survey starts today. Several ideas for ways that area reps might help promote participation were offered.

What about contract staff? Only those with a contract of 12 months or more are included. The UWSA can receive comments from short-term contract staff, but cannot survey non-members. It's recognized that short-term contract staff often are left out from announcements etc., which isn't good..

- 3. Approval of the minutes of the March 14, 2019 meeting; Business arising from minutes**  
These were deferred to the next meeting due to lack of time.

Chair: Rose Vogt

Minutes: RBL