Staff Association Area Reps Meeting
Minutes of Oct 6, 2022

Present:

Agata Antkiewicz       Gail Spencer       Priscila Carrara
Andrea Santi           Georgia Graves    Robyn Landers
Andrew Urschel         Jane Arnem        Sara Perkins
Andri Efstathiou       Jennifer Morgan   Shannon Taylor
Angela Christelis      Jenny Conroy      Stephanie Boragina
Bill Baer              Karry Kwan        Stephanie Forsyth
Camille Graham         Kathleen StLaurent Steve Bradley
Carry Derome           Kathy Becker      Sue Fraser
Catherine Bolger       Katy Wong-Francq  Ted Bleaney
Christine Gillis Bilton Laura McDonald  Tracey McKee
Colin McLaren          Lewis Fraser      Yessenia Guerrero
Dave McDougall         Lillian Liao      
Edward Chrzanowski     Maris Weiss       

1. Land acknowledgement

2. Meet the Candidates for UWSA Board of Directors
(Election polls opened October 5, 2022 and close October 14, 2022 at 4:30 p.m.
UWSA Election polls are now open)

Meet the acclaimed candidate for President-Elect: Yessenia Guerrero
Candidate introduced self and outlined background and experience, interest and priorities for the role.

Meet the 8 candidates for 6 Board of Director roles:
• Agata Antkiewicz
• Andri Efstathiou
• Bill Baer
• Kathy Becker
• Lewis Fraser
• Lisa Habel (represented by Steve Bradley)
• Sara Perkins
• Tracelyn Cornelius (represented by Priscila Carrara)
Candidates introduced themselves and outlined background and experience, interest, priorities for the role.

Q: To those candidates hoping to return, what is the main driver for you?
A:

Agata: My motivation is so that I don’t leave a job unfinished. Specifically, supporting the transition
related to the UWSA’s new governance model.

Priscila (on behalf of Tracelyn): Tracelyn mentioned she liked the respect the Board of Directors has shown her and wants to continue to support the work of the UWSA.

Kathy: To continue to support the transition related to the new governance model. With experience on the operations team and in the new model, can support the directors to focus on the strategic level instead of the operational work.

Bill: To continue to support the transition of the new governance model, supporting the development of strategy to better support the operations. Ensuring the new MOA is implemented strategically and because of the new VP coming in and the related change of where HR reports.

Q: What kind of things do the board of directors do?
A:

Agata: We look strategically to the future of the UWSA. We approve budgets, ensure operations have resources they need, are members of University committees, work on strategic communications, strategic planning and internal policy oversight.

Bill: We set goals for the operations team to act on – medium and long terms goals and goals that align with other units on campus including FAUW, EDIA-R.

Lewis: We look at the long-term strategy and provide guidance to operational team. We set goals and act as a sounding board for the operations team and be aware of strategy of the University.

Q: What do the candidate think of the new work from home guidelines released yesterday?
A:

Sara: I think guidelines is a generous term. Nature of role across campus are different and I am considered the vagueness will create more inequities stemming from leadership preference. This needs a closer look.

Lewis: Work from home is a tough thing to manage. Everyone has different perspectives and needs. Guidelines are trying to acknowledge vast difference and I can appreciate why it’s somewhat vague and that’s there’s no easy answer. Needs more discussion.

Kathy: Happy with the flexibility and think it’s the only way units can do what is best for each unit. But leaves individuals facing trouble and that is where the UWSA comes in. UWSA can support individuals within their units. It’s the solution that can meet the needs of all the units with all the different roles on campus.

Bill: Heard the President’s concerns about hiring and keeping staff on campus. These were approved quickly and demonstrates a rush to get something out that shows the University is flexible in terms of work from home. I think we need to move it to a policy that is far more robust than a guideline.

Andri: It’s purposely ambiguous because of our decentralized centralized environment. In the current state, how do we ensure the leadership is advocating for staff for balance and equity. What can the UWSA do to advocate for staff.
Agata: I agree this was hurried through for a specific purpose and about balance and equity considerations in our decentralized institution. This is where the board needs to be looking strategically down the line and where the operations team handles the day-to-day advocacy for staff.

Q: To candidate hoping to join the Board for the first time, what is your main driver to do so?
A:

Andri: Have been part of the UWSA since joining the University. Faculty has FAUW and tenure. Staff, we don’t have a lot to support or advocacy for us. I feel there’s a type of leadership we need on campus particularly because of Covid. I have a lot of invested experience in this institution and makes sense I can support and push forward some change.

Lewis: Have been involved in a number of roles and worked with Boards. I’m interested and feel I can bring some help and guidance within the big picture. I’m patient and have strong judgement skills and can listen and adjust to other people’s perspectives and figure how to move forward together.

Sara: To get involved across the University and have had some workplace issues where the UWSA supported me. Hearing past and current board members speak so well of being board members, and number of returning board members is encouraging and good place to collaborate to make the University a better place.

3. UWSA President’s Report
   • This is my last Area Reps meeting as President and thank you to Area Reps and also to Lisa, Steve, Maris and Shannon.
   • MOA going to Board of Governors
   • Flexible work guidelines released – bring any questions to the UWSA

4. Other items
   • Reminder: Upcoming Annual General Meeting (AGM) – October 27, 2022, 9-10am via Teams (Teams link found in members Outlook calendars). AGM documents coming soon.

Next meeting: Thursday, November 10, 2022

Chair: Maris Weiss
Minutes: Jennifer Morgan