

**Staff Association Area Reps Meeting
Minutes of April 9, 2015**

Present:

Stephanie Filsinger

Jason Gorrie

Dianne Foreman

Lawrence Folland

Christine Gillis-Bilton

Barb Blundon

Christina Truesch

Gwen Bender

Michael Herz

Tim Ireland

Robyn Landers

Stephen Markan

Carlos Mendes

Katie Damphouse

Katherine Maclean

Katy Wong

Luanne McGinley

Sue Oestreich

Kathleen St. Laurent

Murray Zink

Gail Spencer

Theresa Dam

Terry Labach

Barb Yantha

Melissa Zapletal

Maria Ivanova

1. Approval of Agenda

Accepted.

2. Approval of Minutes of March 12, 2015 Area Reps Meeting

Barb Yantha requested addition of an explanation for the change from opt-out to opt-in UWSA membership; namely, to comply with employment standards act.

3. Business arising from minutes

Carlos Mendes obtained recent data from HR about UWSA membership: since 2013 we have under 24% uptake. Prior to 2013 (when the opt-out method was still in effect) there was over 80% retention. At tomorrow's SRC meeting, UWSA will be speaking about declining membership and how to address it.

4. Guest speaker Dr. Ian Orchard, Vice President Academic and Provost

Dr. Orchard spoke on his impressions of his first nine months at UW after having been at the University of Toronto for 32 years.

Staff at U of T were unionized; faculty have an association like UW but with a more extensive MOU. He observes a very good relationship between UW administration and UWSA (and FAUW), compared to strikes at York and U of T. He's supportive of strong staff, faculty, grad student associations.

He's accustomed to academic plans at U of T which focus on asking for more resources. UW's strategic plan by contrast has the major pillars, each with regular meetings to establish and follow metrics and with plans to ensure progress towards goals. There's a web site to see metrics and data. One concern common to several pillars, or theme groups, is the need for more space for various activities. Another is the need for a new budget model and resource allocation model. This is good for accountability, rationalization of space allocation, and, perhaps counterintuitively, better cooperation as well (as experienced at U of T when they switched to this budget model). Demographics and government funding mean that we can't expect continuous growth as the way to solve problems or meet needs.

A structural governance difference to get used to is U of T's single governing council versus UW's two-part Senate and Board of Governors.

Q: Reaction to the robust staff administration relationship theme/pillar?

A: There have been dramatic changes in HR here recently. Marilyn Thompson (AP HR) brings considerable experience, professionalism and positive changes, e.g. mental health and counselling initiatives. Seeing attention to detail about staff issues, overcoming barriers to staff success, succession planning, mentorship. Now asking about training for department chairs and associate deans in their roles.

Q: Any comment on Excellence Canada? Surprised UW got on board with this.

A: Hadn't been aware of it either, but very supportive of it. Requirement for bronze level is to have a strategic plan, which UW had done, so that made it easier to proceed. Library was first unit at UW to pursue this, and has attained bronze. Math and AHS are beginning now.

Q: How do centres and institutes (as opposed to faculties) get input into the new budget model? What's the transparency regarding who's asking for what?

A: It will be shockingly transparent compared to current method, which is based on 50 years of ad hoc decisions plus some small transparency around government revenue sharing. The new model will apply at the faculty level, but will not be required to be applied to departments etc. within faculties. Centres and institutes will be dealt with by the faculties they span as well as by VP Research. Academic excellence is very important, so the new model will not stop activities that are important for academic excellence but don't generate self-sustaining revenue. There are ways to maximize government contributions too.

Chair: Christine Gillis-Bilton

Minutes: RBL