

**Staff Association Area Reps Meeting
Minutes of February 14, 2014**

Present

Murray Zink
Ray Butterworth
Lawrence Folland
Rose Vogt
Trevor Grove
Robyn Landers
Stephen Markan

Rebecca Burwell
Carlos Mendes
Tom Graham
Melissa Zapletal
Christine Gillis Bilton
Dianne Foreman
Erin Campbell

Gwen Bender
Jessica Bondy
Luanne McGinley
Jeremy Steffler
Stephanie Filsinger

1. Guest speaker Marilyn Thompson, Associate Provost, Human Resources

Marilyn outlined her background in representing a large number of unionized groups in Newfoundland. The environment was generally collaborative and collegial, not adversarial. She believes a strong Staff Association and robust relationship with university administration are desirable.

Major objectives: Outward: How do we present UW as a strongly attractive place to work?
Inward: How do we help employees achieve good results?

The university is successful in its primary goal of attracting and graduating excellent students. She wants to develop employment practices to back that up, especially in light of ambitious enrolment targets.

Responsible for operational HR (hiring, job classifications, payroll, etc.) but also staff development.

She has personally experienced widely different workplaces and recommends staff seek out a breadth of experiences and perspectives.

Questions and comments:

- How to deal with “toxic” departments?
- Value of an impartial body to hear disputes, especially given fear of reprisals.
- Progress has been made in recent years in opening discussion on such things but we need both short-term measures to help staff in difficulty and long-term measures to improve systems to help people succeed.
- HR-related IT systems seem difficult to use.

Adjourned 1 p.m.

Chair: Carlos Mendes

Minutes: RBL