

**Staff Association Area Reps Meeting
Minutes of June 5, 2014**

Present

Theresa Bauer
Gwen Bender
Jessica Bondy
Ray Butterworth
Erin Campbell
Annette Dietrich
Lawrence Folland
Dianne Foreman

Christine Gillis-Bilton
Jason Gorrie
Tom Graham
Robyn Landers
Katherine MacLean
Stephen Markan
Lori McConnell
Luanne McGinley

Susan Oestrich
Darlene Ryan
Jeremy Steffler
Gail Spencer
Melissa Zapletal

1. Approval of Minutes of May 8, 2014 Area Reps Meeting

No changes noted.

2. Approval of Agenda

Accepted.

3. Business Arising from the Minutes

None.

4. Roundtable discussion

One rep says she is the only UWSA member in her area. The other staff feel that the UWSA doesn't have enough clout to be worthwhile. Maybe need better awareness of UWSA's role in things like PACSC.

Another rep relayed some concerns about staff ratio while numbers of faculty and students are increasing. Response from Board of Governors etc. is that across campus overall the ratio of staff to faculty has been maintained. There are some town hall meetings coming up about major themes of the UW Strategic Plan at which questions like this (staff levels, commitment to training, etc.) would be appropriate.

The student portal is expected to be up later this year. What about a staff portal after that? Yes, this is something the portal project group is aware of.

Sometimes there's tension between faculty members' focus on research while staff are focused on students.

Perhaps staff are like students and want to know only just enough, just in time, and don't have interest or attention available for anything that isn't a problem facing them at the moment. If there is some issue the UWSA is working on now, maybe publicize that, but the ongoing difficulty in getting people interested in general is likely to persist.

One department's annual review has led to conducting a "360" evaluation. This is a bit easier for them since there are only staff, no faculty members, in the department.

Another rep recently made use of UWSA's service and found it to be of very high value.

5. New process for new hires in areas with a UWSA rep

Since the membership process for new staff changed from opt-out to opt-in late last year, we need a new method to attract new staff to UWSA. A suggestion is to go and meet new staff in person (beyond preparing a useful info package for them). Maybe have UWSA reps do this casually? (CUPE does this formally.) Like a "welcome wagon".

Carlos and Gail attend monthly orientation sessions for new staff.

There's a handy guide to UWSA's benefits (look on web site under the Membership menu) that would make a nice one-page hand-out.

Not all areas have a rep to meet new staff, but maybe it would be even better if the first get-acquainted contact is by a rep from a different area in case there's apprehension about confidentiality etc. within a department.

UWSA did a seminar at the recent Staff Conference. Might be helpful to present this again for UWSA reps.

Maybe Melissa can mail out the monthly list of new hires to UWSA reps. Need to ensure no privacy guidelines are exceeded.

Chair: Stephen Markan

Minutes: RBL