

**Staff Association Area Reps Meeting
Minutes of November 12, 2015**

Present:

Andrew Urschel
Cathy Logan-Dickie
Christine Gillis Bilton
Christina Truesch
Darlene Ryan
Dianne Foreman
Ena Devedzija
Jennifer Calbery
Jenny Conroy

Lawrence Folland
Lillian Liao
Ivanova Marina
Murray Zink
Rose Vogt
Michael Herz
Terry Labach
Robyn Landers
Victoria Bambrick
Gail Spencer

Jason Gorrie
Catherine Bolger
Kathleen St. Laurent
Stephen Markan
Lawrence Folland
Jackie Serviss

1. Approval of minutes

One correction: the name Murray Oliver should be Matthew Oliver.

2. Business arising from the minutes

None.

3. Guest speaker: Saja al-Biladi, Employee Career Advisor

Saja gave a presentation explaining her role. She is available to staff and faculty for confidential appointments on self-assessment, career direction, educational planning, self-marketing. Book through uwaterloo.ca/career-action. Workshops are available on topics such as resumes, LinkedIn, part-time degrees. On-line resources include a career development e-manual, videos, planning tools. And there's a library of books.

It doesn't have to be about looking for a different job, internally or externally. Can be about self-assessment and development in your current job.

Comments and discussion:

It seems departments at UW don't share comments about internal job candidates as much as other employers. OHD provides training that may help managers handle this kind of thing better. Doing committee work gives you the chance to find out about opportunities prior to jobs being posted. Go visit departments you're interested in even if no jobs are posted.

Saja's role is to promote career development along with OHD. She reports within CCA and somewhat to HR director Kenton Needham. Recall that the UWSA started a career advisor position some years ago but then it was vacant for a while. Saja's position is centrally funded and shows that UW supports career development and job mobility around the university.

Advice about pursuing external jobs is not the main purpose, but if UW is not a good fit for you, then this can be done.

4. UWSA Board of directors; two newly-elected directors

Terry Labach is a new director with UWSA. Kathleen St. Laurent was re-elected. Stephen Markan is filling the role of acting president-elect. We need to find a real president-elect. Michael Herz is available to visit departments to talk briefly about the benefits of UWSA and describe the role of president-elect.

Why don't people run for president-elect?

- Too busy to take a year off from regular job.
- Concerned about being the top official, but note that there are past-president and president-elect to help.
- Remuneration could be a concern as the president job could be very demanding but someone at a lower USG level still would get only their usual USG rate of pay. Should there be a stipend? Should a fixed USG level be set? Would someone from a higher USG level job then get a reduction?
- In a way it's like a maternity leave: you need to prepare to relinquish your position for a year, and then get your role and responsibilities back when you return, which may seem daunting.

5. Area Rep meetings are moving to NH 3318 starting December 10

6. Reminders

Craft Sale November 19 and 20 in DC fishbowl with vendors and silent auction. Could use a couple of volunteers to help with that.

Sunday Dec 6 is Winterfest, including skating, Santa, crafts and games to play. Could use a few volunteers for this too. (Could work for teens who need volunteer hours.)

The UWSA Christmas open house takes place on December 15 in the UWSA boardroom. A representative from Chicopee will be there offering a 20% discount on lift tickets.

December 1 is the due date for applications for staff enhancement grants for personal development with a community benefit connection. Previous grants are posted so you can get an idea of how this can be used.

Chair: Michael Herz
Minutes: RBL