Report from the past-president
(and acting president, treasurer and chief returning officer)

When I decided not to run for a second term as President, but to follow the UWSA constitutional process of becoming the past-president, I looked forward to having a little more time on my hands. But it was not to be, at least not for November!

As you read this article, balloting for the special election for the UWSA president will be done and the new president will be getting ready to take office on November 29th. I will soon be able to drop “acting president” and “chief returning officer” from my roles. I will be working closely with the new president to help him or her “get up to speed” in their new role.

As the UWSA past-president, one of my roles is to be the co-chair of the Staff Relations Committee. I am looking forward to continuing my involvement with the implementation of the revised Policy 18, and looking at other issues that affect staff.

I have also assumed the role of treasurer of the UWSA for the upcoming year. With the fiscal year-end that was implemented earlier this year, our budgeting process will be taking place starting in the new year. The UWSA is in good shape financially, but I want to undertake a “zero-based” budget analysis to look at the broader issues of how best to use your membership dues to meet the goals and objectives of the UWSA.

So, despite my intentions to start to “take it easy” (or “easier”), I’ve managed to find new things to do. I am looking forward to the new and different challenges.

I wish you and your family all the best in the upcoming holiday season.

Trevor Grove
The weekend was a big success for all the 47 passengers that attended this year’s 6th annual shopping trip. From the time we got on the bus until we stepped off, everyone was in high spirits! When we arrived at the hotel we were welcomed by the friendly staff and the manager with a mini reception of juice and cookies. What a warm and thoughtful greeting and a wonderful way to start our weekend in Erie Pennsylvania! We look forward to another awesome bus trip next year. Stay tuned for the upcoming dates.

WINTERFEST 2012
Join us Sunday, December 9, 2012 from 1:00 p.m. to 3:00 p.m. at Columbia Icefield for the UWSA family fun event with skating and a visit from Santa Claus himself. Your host for this event is Joanne Voisin.

19th Annual Craft Sale
Thursday, November 29 from 10:00 a.m. to 4:00 p.m.
Friday, November 30 from 9:00 a.m. to 3:00 p.m.
The location is: Davis Centre 1301.
Our talented uWaterloo staff and retirees will be selling their crafts, come on out and purchase Christmas gifts or stocking stuffers.
10% of all proceeds are equally donated to the uWaterloo Senate Scholarship Fund (University Wide) and UWSA Award.
Many Raffle Prizes to be won!
Your hosts are Sue Fraser and Kelly Wilker-Draves.

UWSA 6th Annual Shopping Trip aka “Retail therapy 101”
Special General Meeting

A Special General Meeting will take place on
Thursday, November 29
9:00 a.m. to 9:30 a.m.
Location: DC 1302
coffee and treats will be served

Current UWSA Board of Directors

President: To be announced Thursday, November 29 at the Special General Meeting
Past President and Treasurer: Trevor Grove, Computer Science, Ext. 34679
Secretary: Jason Gorrie, IST, Ext. 37842
Director: Lawrence Folland, Computer Science, Ext. 32214
Director: Stephanie Filsinger, Proper Centre for Population Health Impact, Ext. 32278
Director: Chantel Franklin, Undergrad Recruitment, Ext. 32169
Director: Carlos Mendes, Psychology, Ext. 35669
Director: Jeremy Steffler, Co-op education & Career Action, Ext. 32997

UWSA Executive Manager: Gail Spencer, Ext. 38668
UWSA Administrative Assistant: Melissa Holst, Ext. 33566

National Day of Remembrance

December 6th is Canada's National Day of Remembrance and Action on Violence Against Women. Violence is a societal issue that affects women, men, children, and trans* folks. We can all contribute to making our society a healthy one by supporting anti-violence work in our communities.

Join us in the Multipurpose Room, SLC at 11 a.m. Dr. Shannon Dea will start by talking about the history of the day, and violence against women in Canada. Then, Dr. Mary Wells, who is Engineering's Associate Dean of Outreach and who runs the 'Go ENG Girls' program at UW will be speaking about women in STEM programs at UW.

Afterwards, feel free to come to the Women's Centre SLC 2102 for hot chocolate and to debrief and reflect upon this day.
Spotlighting...

Retiree still active in the uWaterloo Community

This year commemorates Sue Fraser’s 19th time organizing the annual UWSA craft sale. However, one thing is different. Sue is officially retired. Fortunately for us, she remains an active member of the uWaterloo community.

In Sue’s 38 years at Waterloo, she has witnessed many changes. Sue began her career at Waterloo in 1973 in the Faculty of Human Kinetics, now known as Applied Health Sciences. This job’s primary function was typing manuscripts and exams on an electric typewriter and answering the phone. As Sue’s career progressed, she became a supervisor of secretarial support staff and ended her career as the faculty undergraduate scheduling coordinator for three departments: Recreation and Leisure Studies, Kinesiology, and Health Studies & Gerontology (recently transformed into the School of Public Health and Health Systems).

In 1983, Sue needed assistance with a workplace issue and sought help from the Staff Association. The issue was that Sue, as a full time staff member, had applied for a position in another department; however, a part time casual employee already working in the position was hired for the job. At that time, the grievance that Sue launched ultimately resulted in significant changes to eligibility rules for internal and external employees being hired under Policy 18: qualified internal candidates would be considered first in the recruitment process.

From that point on, Sue maintained her connection to the Staff Association. She continued volunteering her time as a way of giving back to an organization that helped her. She served on many committees including the staff grievance committee for 6 years. Her perspective is that a particular grievance may or may not change the circumstance for the person going through it, but the changes brought forth as a result of that grievance have the potential to dramatically improve the workplace for other staff.

The UWSA also enabled Sue to make connections with many staff members from across campus and she values the relationships she has built over the years. She served for many years on a number of committees, participated as a UWSA board member, and even served as president for a short time. She remembers the days when some UWSA committee meetings ended up being held in staff member’s homes in the evenings. She notes that since her early involvement with the UWSA, the organization has made great progress. For instance, directors have official workplace release time allowance for UWSA business, and the Board of Directors has substantial influence in staff relations discussions and decisions.

Sue was also one of the first staff members to participate in an earlier version of our current staff secondment program. In 1989 Sue participated in a job exchange program on campus and moved to a job in Health Services for six months where she was able to contribute her skills and knowledge within that department, as well as learn new skills in a new environment.

Our personal and professional lives often intertwine, and this was true for Sue. Sue met her spouse on campus in 1977. Ian Fraser was a biology grad and had been hired in Kinesiology as a lab technician. Ian soon discovered that Sue was clearly a woman ahead of her time when Sue asked him out on a date. The couple was married a year and a half later in 1979. Ian will also be retiring this year from the Safety Office, with a reception being held on December 12th.

The campus is fortunate that even in retirement Sue is still an active member of the uWaterloo community. She is a board member on the UW retirees association, which benefits staff and faculty retirees, and helps them stay connected to campus activities and to each other. Students also benefit from Sue’s involvement: the UWSA craft sale has donated close to $60,000 to student scholarship funds over the years.

I encourage the campus community to come out and browse through the craft sale on November 29th and 30th say hello to Sue, buy some raffle tickets to support student scholarships, and enjoy some free hot apple cider.

Gail Spencer
Executive Manager, UWSA
“Out of the Cold Christmas Initiative”

With Christmas fast approaching, I am inviting you to support the annual Out of the Cold Christmas “stockings” Initiative.

These are not decorative stockings to “hang by the chimney with care” but simply a pair of warm socks along with items a homeless person might use (see list below), and some tasty treats (you know how boring it is to only get “useful” Christmas gifts!)

As in previous years, I will be dropping off these “stockings” to the Out of the Cold program in Kitchener Waterloo (http://kwootc.ca). Out of the Cold is a program which strives to respond, in a meaningful way, to the needs of the most abandoned of our City’s poor or homeless people. These needs include the basic physical needs of shelter, food and warm clothing, and the deeply human needs of compassion, dignity and feelings of self-worth.

There will be a collection box inside the Graduate Studies Office (GSO), NH 2201 beginning Thursday, November 16 for anyone to drop off items any time. Alternatively, you can arrange to have a box in your functional area: I am happy to arrange for a pick up. Please drop off your “stockings” contents by Friday, December 14. I am also happy to accept cash donations, and purchase items to make our “stockings” complete.

Ideas for your “stocking stuffers” approved by shelter representatives include:

- Warm socks, gloves plus hats (in dark colours)
- Toothbrushes, toothpaste, hand cream, disposable razors, shaving cream
- Sweet treats (think leftover Halloween candy!)

(no liquid containing alcohol - such as after shave, shaving lotion, mouth-wash, etc.)

Please feel free to pass this information along to colleagues and friends and ask them to contribute if they can.

Thanks again for your support,

Marta Bailey
Graduate Studies Office
marta@uwaterloo.ca
519-888-4567 ext: 32845
STAFF ARE KEY TO ENSURING STUDENT SUCCESS

Working together across campus, we can help students succeed at Waterloo. One year after the opening of the Student Success Office (SSO), the commitment to student success from across the university continues to gain momentum. Contributions made by you, the staff, continue to make student success a priority. In our interactions with students, we can make a difference in each and every student's experience.

The SSO, in partnership with groups from across campus, helps students enhance their overall experience including finding a school/life balance, improving study and writing skills, working on start-ups, transitioning to university life during the first year or as an international student, and developing leadership and peer mentorship skills. Our partnerships with groups as diverse as the faculties, the Federation of Students, Housing & Residences, Athletics, Co-operative Education and Career Action (CECA), Health Services, and Counselling Services continue to evolve.

About 50 people work in the SSO to provide services to students and work with units across campus. We've worked together with our partners and:

- Introduced 883 students and 515 parents to life at Waterloo this summer through Student Life 101 along with Housing, Food Services, CECA, Health Services, Counselling Services, Police Services, Athletics, SAFA, Finance and representatives from the faculties.
- Prepared 1,000 upper-year students to become Orientation Leaders through the new First-Year Training Institute with the Feds and faculties.
- Delivered workshops with Athletics as part of the Student Athlete Success model.
- Launched Your First 6 Weeks with Athletics, DP Library, Housing, Feds, CECA, Food Services and Health Services – a calendar focused on over 60 opportunities for first-year students to get involved, get connected and get informed.
- Introduced peer mentorship training and resources with faculty- and department-specific student programs.
- Launched “University 101” with the faculties; a credit course designed for first-year students experiencing academic difficulty.
- Hosted International Education Week with Waterloo International, Renison University College, DP Library, CECA and the faculties.
- Consulted with students and other departments across campus to better understand how best to communicate with students and reduce their information clutter from the university with Communications and Public Affairs and IST.

In addition, we:

- Launched VeloCity Garage, a 6,500 square foot start-up incubator space for Waterloo students and recent alumni in the Communitech Hub in downtown Kitchener.
- Offered attendees of Student Life 101 the opportunity to write the English Language Proficiency exam early.
- Launched FYE: Waterloo during Orientation Week to introduce first-year students to the key areas of transition including: academic success, financial management, health and mental wellness, and social and community involvement.
- Reduced the wait list for Writing Centre appointments and offered online registration for workshops.
- Introduced VeloCity Campus so that students across campus who have any type of startup idea can access resources to help them start their business.
- Started planning a Student Leadership Conference for January 2013 for students looking to enhance their leadership opportunities.

Senior leadership made student success a priority in the 2011/12 strategic plan. From Human Resources to the Registrar's Office, from Counselling Services to Creative Services, from the Feds to the faculties, we're all working together to better serve our students. Through collaboration and partnerships we can attract high-calibre recruits, increase graduation rates and engage students throughout their student experience.

Jodi Szimanski,  
Student Success Office
CONGRATULATIONS
TO THE FOLLOWING NEWLY-HIRED STAFF
August to October 2012

New Hires

Paul Adams, Dean of Engineering Office
Michelle Ashburner, Access Ability Services
Krystina Bednarowski, Systems Design Engineering
Melissa Cambridge, Combinatorics & Optimization
Robert Crow, Inst. for Quantum Computing
Jenn Coggan, Chemical Engineering
Jennifer Costello, Centre for Extended Learning
Beth Cotter, Stratford Programmes
Thomas Dean, Chemical Engineering
Brian Dunn, Federation of Students
Dave Dietz, Dean of Engineering Office
Christopher Dinsmore, Science Technical Services
Rick Eastep, IST
Heather FitzGerald, Dean of Engineering Office
Lori Gamble, Office of the President
Ketri Grise, Arts Undergraduate Office
Michael Grivicic, Secretariat
Shannon Gordon, Library
Sarah Heppler, Electrical & Computer Engineering
Rea Holness, Sociology & Legal Studies
Jessica Koteles, Centre for Extended Learning
Rosemary Kay, History
Steve Krysak, Faculty of Environment
Dana Komer, Psychology
Phil Laycock, Engineering Machine Shop
Clifford Lam, Office of Research
Brendan Lowther, Federation of Students
Richard Marta, Chemistry
Bryan May, Co-op Education & Career Action
Angie Muir, School of Computer Science
Amy Meredith, Undergrad Recruitment
Christina Miceli, Faculty of Environment
Alicia Macfadden-Jutzi, Office of Research
Sally Ramsamy, ODAA
Karim Schmidlin, Conrad Centre for Business & Technology
Mona St Onge Skuterud, School of Architecture
Sharon Secord, Drama & Speech Communications
Mark Stuart, Office of Research
Douglas Sutherland, IST
Travis Schmidt, Food Services
Kimberley Snage, Human Resources
David Timms, Dean of Science
Brent Thornhill, ODAA
Amanda Watkins, CBET
Andrea West, Stratford Programmes
Meghan Whitfield, ODAA
Jennifer Woodside, Centre for Career Action
Feng Zhu, Office of Research

Promotions/Transfers

Stacey Ash, Communications & Public Affairs
Melissa Anderson, REN College Social Work
Mark Byerley, Stratford Programmes
Maria Bandura, Co-op Education & Career Services
Gwen Bender, Civil & Environmental Engineering
Mary Lynne Bartlett, Library
Ruzica Cvjeticanin, Housing & Residence
Kellen Desormeaux, Housing & Residence
Tobi Day-Hamilton, Institute for Quantum Computing
Catalina Eugenio, Office of Research
Nancy Fritsch, Engineering Undergrad Office
Mihaela Groh, Biology
Andrea Graystone, Registrar’s Office
Erin Gillespie, Dean of Engineering
Lisa Hendel, English Language & Literature
Ruth Huard, Assoc VP Academic
Kathleen Holston, Office of the President
Melissa Holst, Staff Association
Jacqueline Hanley, VP Advancement
Eric Jardin, Registrar’s Office
Erin Kelly, WatPD
Susannah King, Electrical & Computer Engineering
Stephenie Koerne, Stratford Programmes
Yong Li, Biology
Sarah Lima, Student Success Office
Karen Mason, Centre for Extended Learning
Brenda McQuarrie, Electrical & Computer Engineering
Jeff Mason, Dean of Science Computing
Lindsay Mooney, Registrar’s Office
Susan Oestreicher, Mechanical & Mechatronics Eng
Marie O’Brien-Stockie, Applied Math
Wendy Philpott, Dean of Arts Office
Natalie Roes, Registrar’s Office
Maria Real, Housing & Residence
Zara Rafferty, Centre for Teaching Excellence
Nicholas Szyniec, Centre for Extended Learning
Pauline Smeaton, Public Health & Health Systems
Alisa Sivak, Ctr. Contact Lens Research
Rina Salazar, Dean of Engineering office
Robin Stadelbauer, ODAA
Karen Schooley, School of Accounting & Finance
Catherine Seitz, Engineering Undergraduate Office
Ian Taylor, Management Sciences
Andrew Urschel, Engineering Machine Shop
Tracie Wilkinson, Public Health & Heath Systems
Lynne Wight, Graduate Studies Office
Staff Enhancement Grant (SEG)

In 2012 the UWSA awarded SEG funding to five members:

Laura Bredahl, Library
Activity: Volunteer Librarian for the Charles Darwin Foundation (10 weeks)
Laura spent 10 weeks as an international volunteer librarian for the Charles Darwin Foundation Research Station library in the Galapagos Islands, Ecuador. Laura helped to manage the daily activities of the CDF library as well as work on special projects such as an archival project that aims to digitize many of the historically important documents in the library for preservation purposes.

Lynn Graham, School of Accounting and Finance
Activity: International Election Observer Experience, El Salvador
Lynn requested funding for this global experience in supporting democratic governance. The organization Centro de Intercambio y Solidaridad (CIS) invited people from all over the world to come to El Salvador to be observers of their national election, “to contribute to free and fair elections; generate a safe environment to stimulate democratic participation;…” (from CIS literature).

Christina Kroeker, Propel Centre for Population Health Impact
Activity: Reiki training course
Reiki is a Japanese technique for stress reduction and relaxation that also promotes healing and re-establishes a normal energy flow throughout the body. The course was a combination of instruction and hands-on learning.

Summit Sehgal, Electrical and Computer Engineering
Activity: Course fee and travel expenses to attend the PPE preparation course at the University of Toronto (10 weeks)
The funds assisted with expenses incurred to take a preparation course for the Ontario Society of Professional Engineers Professional Practice Exam (PPE). This exam is one of the requirements for getting a Professional Engineering license in the province of Ontario.

Adam Wlad, IST
Activity: Textbook costs
The funds assisted with textbook costs for three courses at the University of Western Ontario toward the completion of an undergraduate English degree.

Note: the next SEG application date is December 1, 2012