Message from the President

I cannot believe that four months have already passed since the elections! Where has the time gone? I must admit that it has been a challenge to adjust to the responsibilities and demands of the President of the Staff Association while juggling my full-time job as one of two IT staff for the department of Psychology. A huge thank you to the entire Psychology department for being very supportive, and I extend a special note of gratitude to Bill Eickmeier who has definitely made this transition a lot easier by picking up some of the slack! On the up side, I am finally settling into the new routine and I am enthusiastic about the next few months. Changes are definitely in the air, and I think that this time is exciting for the Staff Association and for all staff at the University of Waterloo.

Here is a list of tasks on which we are currently focusing:

- **Staff Engagement Survey**: the Staff Association has retained the services of the Waterloo Organizational Research Consulting Group (WORC) to assist in the development, implementation, data collection, and analysis of a staff engagement/satisfaction survey. More details at [UWSA website](http://uwaterloo.ca/staff-association/news/staff-life-cycle-project).
- **Staff Life Cycle Project**: this “grass roots” approach to the first of the two stage process for feedback gathering, please visit for more information; [uwaterloo.ca/staff-association/news/staff-life-cycle-project](http://uwaterloo.ca/staff-association/news/staff-life-cycle-project).
- **President Release Time**: currently working on a proposal to increase the release time for the President, allowing him/her to dedicate more time to serving uWaterloo staff.
- **Budget re-modeling**: simplified budget model for the organization. A draft of the model was presented to staff at the March Area Reps meeting.

The UWSA makes a difference! Our impact ranges from the development of a strong Staff Employment Policy, to the growing number of Members Advisory cases, and finally to being actively involved in initiatives to improve our employment relations. At the heart of our organization is a dedicated group of staff and volunteers who believe in the benefits of our collaborative work environment. I would like to thank you all! Indeed a busy four months! Stay tuned and check our website for updates on all the above initiatives as they move ahead. I encourage you to get involved, participate, and voice your opinion.

Carlos Mendes
President, University of Waterloo Staff Association
Centre for Career Action
Bring Your Future Into Focus

Featured Sessions
Pursue an online or part-time undergraduate/graduate degree at Waterloo
  » Thursday, March 7 12:00pm - 1:00pm
  » Tuesday, March 19 12:00pm - 1:00pm

Career Exploration Workshops
Discover your interest through Strong Interest Inventory
  » Thursday, February 14 10:00am - 12:00pm
Assess your skills with SkillScan
  » Wednesday, February 20 11:30am - 1:00pm
I’d do what I love...but what is it?
  » Wednesday, April 3 1:00pm - 3:00pm
Leverage your strengths for career success
  » Thursday, March 21 9:00am - 11:00am

Self-Marketing Sessions
Write an A+ resume
  » Tuesday, January 22 12:00pm - 1:00pm
  » Monday, February 25 12:00pm - 1:00pm
Write an A+ cover letter
  » Tuesday, January 22 1:00pm - 2:00pm
  » Monday, February 25 1:00pm - 2:00pm
Create a comprehensive LinkedIn profile
  » Monday, February 4 12:00pm - 1:00pm
Perfect your interview skills
  » Tuesday, January 31 12:00pm to 1:00pm
  » Tuesday, April 2 12:00pm to 1:00pm

To register for sessions, please go to uwaterloo.ca/career-action/staff/staff-services.
Attendance for some sessions is limited. Register early!
Fall and Winter Events

Winterfest 2012
We had another successful year at Winterfest thanks to the hard work and dedication of organizer Joanne Voisin. Over 200 staff, along with their families and friends came out for a fun-filled day of skating, crafts, face painting and balloon animals. The main attraction, as always, was a visit from Santa as he handed out toys to all the children. Thanks to Joanne and all of those who volunteered their time to make this event a success.

19th Annual Craft Sale
The UWSA's 19th Annual Craft Sale was a huge hit! uWaterloo staff, retirees and alumni were the vendors for this event; they sold their homemade and handcrafted items ranging from, earrings, necklaces, purses, hats, and much more. Our raffle table was stocked with amazing prizes. A big thank you to everyone who came out and helped sell tickets, and also to the local establishments in the twin-city area who donated prizes. Also a special thanks to Media Services for printing our flyers and raffle tickets. A grand total of $893.50 was raised. This amount will be equally divided between the UW Senate Scholarship Fund (University-wide) and the UW Staff Association Award.

Upcoming Social Event
Join us Saturday April 6
we have 2 spots available!
Coming to uWaterloo:

A Standard for Psychological Health & Safety in the Workplace

The Canadian Mental Health Commission has led the way in the development of a new strategy for mental health in the workplace.

The announcement included the following information about the standard:

“The Standard provides a systematic approach to develop and sustain a psychologically healthy and safe workplace, including:

- The identification of psychological hazards in the workplace
- The assessment and control of the risks in the workplace associated with hazards that cannot be eliminated (e.g. stressors due to organizational change or reasonable job demands)
- The implementation of practices that support and promote psychological health and safety in the workplace
- The growth of a culture that promotes psychological health and safety in the workplace
- The implementation of measurement and review systems to ensure sustainability”

What does it mean for me?

“It's time to start thinking about mental well-being in the same way as we consider physical well-being, and the standard offers the framework needed to help make this happen in the workplace,” stated Mental Health Commission of Canada President and CEO Louise Bradley. It is hoped the new standard will help workplaces eliminate mental illness stigma. Removing stigma would allow workers with mental health problems to speak up about their illness without fear of repercussion.

What does it mean for employers?

The standard provides employers with the necessary tools to help develop and implement policies and programs to help achieve psychologically healthy workplaces.

What does it mean for the University of Waterloo?

The University of Waterloo is known as Canada's innovation university, so we are very excited to be an early adopter of the new standards for Psychological Health and Safety. Adopting best practices and encouraging an open and supportive mental health environment will continue to be the approach at Waterloo. These standards will enable a strong foundation for university faculty, staff and students to function at their best and engage fully in their academic pursuits. Like many organizations, we began this journey years ago with initiatives, such as our annual OHD staff conferences, 'brown bag lunch and learns', and employee seminars. The standard will provide us with a framework to guide further improvement.

What can I expect in the future?

Waterloo's team of champions will be working together to provide more information about mental health (i.e. education sessions). We will be looking for collaboration and consultation with employees who are willing to work towards implementation practices. This may include identifying best practices, looking at the assessment, and control of any risks in the workplace which are associated with hazards that cannot be eliminated (e.g. stressors due to organizational change or reasonable job demands), designing the implementation of practices that support and promote psychological health and safety in the workplace, creating guidelines that contribute to the continued growth of a culture that promotes psychological health and safety in the workplace, and helping to develop an implementation process of measurement and review systems which will ensure sustainability.

For more information see the Mental Health Commission website.

Linda Brogden
Occupational Health
Undergraduate Award Winners

Each term, up to two awards valued at $500 each are awarded to deserving full or part-time undergraduate students in a degree program at the University of Waterloo. These students who contribute to the University or the community through extracurricular or volunteer activities and have a minimum overall average of 70%.

To be eligible for consideration for this award, you must be a UWSA staff member, child, spouse, grandchild or dependent of a current Staff Association member. This award is sponsored by the UWSA and the Education Credit Union.

The Staff Association Board of Directors congratulates the following recipients:

Erin McLaren
Erin is in her second year studying in the International Development Program. She is the daughter of Robert McLaren in the Earth Sciences Office.

Natalie Sadowksi
Natalie is in first year Honours Arts. She is the daughter of Jacquie Hanley in the VP Advancement office.

Graduate Award Winner

Each term, the Staff Association is pleased to offer an award of $500 to a graduate student. The award is provided to a full-time or part-time graduate student in a degree program at the University of Waterloo. The student must be a UWSA staff member, spouse, child, grandchild or dependent of a Staff Association member, and have a good academic standing (minimum 70%).

The Staff Association Board of Directors congratulates:

Marina Ivanova
Marina is in her first year studying Management Science. She is a Staff Association member currently working in the School of Pharmacy.

UWSA Membership cards for 2013

By now you will have received your 2013 membership cards via inter-office mail. Cards came with a two-sided document. This document is a refill for the small sheet in the UWSA membership brochure. One side lists the new UWSA Board of Directors for 2013 and on the other side a message from our UWSA President.
Staff Enhancement Grant

Steve Krysak, Registrar’s Office
Activity: Traveling to Honduras with Habitat for Humanity
Steve requested funding to help build houses in Honduras. Habitat for Humanity has worked in over 3,000 communities in nearly 100 nations around the world providing homes for more than 2 million people. This trip continued that work and will help towards providing low cost housing to the community.

Gabrielle Smith, Student Success Office
Activity: Accommodations while studying at Royal Roads University, BC.
The funds assisted with accommodations to take the Masters of Arts in Leadership to assist with personal and professional development while working at the University of Waterloo.

Deb Harrison, Food Services
Activity: Textbooks
The funds assisted with the cost of textbooks while studying at University of Waterloo toward the completion of a degree in Social Development Studies Specialization in Arts and Business.

Lowell Williamson, AHS
Activity: Building a repertoire of songs for King Street Brass quintet
The funds assisted with the purchase of music to expand the group and will allow them to play more events in the Waterloo Region community.

Doreen Knol, Centre for Co-operative Education & Career Action
Activity: Online training
The funds assisted with financing and online training to become certified in the Strong Interest Inventory Career Assessment Tool.

Michelle Burlock, MUR
Activity: Tuition and travel expense to attend Spanish classes in Antigua, Guatemala.
The funds assisted with travel and tuition. Michelle is taking the classes to be more fluent in Spanish to help with her current role as a International Recruiter at the University of Waterloo.

Note: the next SEG application date is June 1, 2013
COUSA Membership Cancelled

On December 1, 2012, the UWSA dissolved its membership in the Confederation of Ontario University Staff Associations & Unions (COUSA). The Confederation is an umbrella group of unionized and non-unionized staff organizations at Ontario universities. The UWSA Board of Directors made this decision due to the changing nature of the COUSA organization. Recently, many member groups resigned and ongoing participation in conferences has decreased to the point that the organization no longer meets the needs of the UWSA. COUSA did provide a mechanism for Ontario university non-academic staff organizations to share information on activities or trends affecting the employment of members; however, the UWSA Board feels that these goals can be accomplished by building and maintaining informal relationships with staff organizations across the province.

UWSA member wins prestigious award: Queen Elizabeth II Diamond Jubilee Medal

The UWSA is pleased to offer its congratulations to Mrs. Chandrika Anjaria. Chandrika has been a Waterloo staff member since 1974, and she currently works in IST. One would think that being a longstanding employee at Waterloo for almost 40 years deserves recognition; however, this reason, albeit worthy, is not the focus of this praiseworthy article. On February 23rd, Chandrika received the very prestigious Queen Elizabeth II Diamond Jubilee Medal for her tireless volunteer work within the Kitchener-Waterloo community. Congratulations!

When I visited Chandrika to talk about the Medal, I enjoyed a warm conversation and witnessed a pleasant smile, which were not to be overshadowed by her graciousness. It is, therefore, not surprising that these very qualities surface during her many volunteer roles. Chandrika has served as past chair of the United Way Campaign for the University of Waterloo, co-chair of three local hospital walkathons for last 15 years, and was the chair of the Earthquakes, Cyclone and Tsunami relief fund. She is the Vice-president of the India Canada Association, past and current chair of several cultural festivals and a founding member of Club 55.

When asked what motivates her drive to volunteer such a large number of hours per week, Chandrika modestly answers “I want to help our community and volunteering keeps me young.” In a world of self-promoting social media, we could all benefit from these wise and valuable words. So, next time you're looking for that miracle cream to fade away wrinkles, why not save yourself a dollar or two, put the jar back on the shelf, and contact your local volunteer agency. The youthful and hardworking Chandrika can be an inspiration to us all.

Written by Katherine L. MacLean, Graduate Program Administrator SEED
CONGRATULATIONS
November 2012 to March 2013

New Hires
Joanne Adair, SEED
Mohamed Ahmed, Electrical & Computer Engineering
Sherri Anne Arsenault, Dean of Arts Office
Natalie Borsuk, Computer Science
Sergey Bobkin, Information Systems Technology
Ursula Barnet, Co-op Education & Career Action
Maya Bernier, Chemistry
Luke Balch, Registrar’s Office
Cassandra Brett, Electrical & Computer Engineering
Christine Bezuuki, Dean of AH Office
Sabine Bruckeder, Co-op Education & Career Action
Eric Buller, Math Faculty Computing Facilities
Nedeljka Bujold, Housing & Residence
Brigitte Bujold, Housing & Residence
Harilil Chotara, Math Faculty Computing Facilities
Eva Cairns, Development & Alumni Affairs
Jelena Cakan, Human Resources
Kevin Cochran, Mechanical & Mechatronics Engineering
Stephen Constable, Chemistry
Robert Croy, Institute for Quantum Computing
Jess Chuplik, Human Resources
Mary Czulham, Psychology
Rob Esselment, VP University Relations
Pavandeep Dhillon, Centre for Extended Learning
Jean Flanagan, Animal Care Facility
Melissa Floyd, Institute for Quantum Computing
Nicholas Green, Information System Technology
Beth Gallagher, Communications & Public Affairs
Lillian Garcia, OADA - Advancement Relations
Julio Gonzalez, Information Systems Technology
Cassie Gilpin, Student Success Office
Bradley Griffin, Police Services
Alice Hoevenaars, Office of Research
Frances Heller, Plant Operations
Salman Jivani, Dean of Engineering Office
Michael Kirkup, Student Success Office
Jason Keta, Housing & Residence
Kookhee Kim, Dean of Science Office
Lisa Kueper, Housing & Residence
Denise Lachaine, Plant Operations
Shad Lusted, Co-op Education & Career Action
Nick Manning, Communications & Public Affairs
Adam McFarlane, Information Systems Technology
Caitlin McDonough, VP University Relations
Megan Martin, Combinatorics & Optimization
Marilyn Mendeda, Registrar’s Office
Francisco Moreno, Centre for Extended Learning
Matthew Morgan, Graduate Studies Office
Robert Mihajlov, Housing & Residence
Elizabeth Ney, Safety Office
Aisling O’Doherty, Graduate Studies Office
Joseph Paopao, Athletics & Recreation Services
Leanne Perrault, Strafford Programmes
Christina Pace, ODA
Greg Papazian, Centre for Extended Learning
Jen Parks, Earth & Environment Sciences
Alex Peev, Mapping Analysis & Design
Greg Plaster, Director Business Operations
Mike Prendiville, Plant Operations
Andrea Rook, Secretariat
Slavko Roman, Housing & Residence
Gregory Smith, Information System Technology

Promotions/Transfers
Abdeaziz Aboueleinim, Library
Alina Achim, Registrar’s Office
Jeanie Bairos, School of Computer Science
Tony Bairos, Central Stores
Anna Beard, Dean of Math Office
Orion Bruckman, Systems Design Engineering
Nancy Clarke, Counselling Services
Priscilla Carrara, Dean of Science Office
Heidi Campbell, Mechanical & Mechatronics Engineering
Melissa Cambridge, Combinatorics & Optimization
Angelo Chaves, Plant Operations
Adam Dunbrook, UW Police Services
Wendy Fleming, Management Sciences
Jennifer Fleet, School of Optometry
Marlene Griffith-Wrubel, Co-op Education & Career Action
Melissa Graham, School of Pharmacy
Ketri Grise, Arts Undergraduate Office
Lisa Habel, Plant Operations
Robert Hoffman, New Media Services Copy Centre
Carrie Howell, Centre for Extended learning
Lori Jacobs, Food Services
Drazenka Johnson, Housing & Residence
John Kemp, Information System Technology
Milagro Kaufman, Electrical & Computer Engineering
Tammy Kim, Co-op Education & Career Services
Henrietta Lemstra, Registrar’s Office
Jennifer Lehman, Biology
Brendan Lowther, Federation of Students
Stacey Mahoney, Information System Technology
Sonya Marinho, Registrar’s Office
Sarah Martin, Library
Margaret Meulensteen, Co-op Education & Career Action
Kelly Millar, Co-op Education & Career Action
Jessica Miranda, Institute for Quantum Computing
Amanda McKenzie, Assoc. Provost Resources
Wade MacAulay, Housing & Residence
Tonya Noel, Centre for Extended Learning
Susan Oestreich, Vice President Academic & Provost
Madelaine Paterson, Bookstore
Michelle Perry, Housing & Residence
Lisa Roensspiess, Plant Operations
Diana Rau, School of Architecture
Erin Smith, WatPD
Prachi Surti, Dean of Engineering Office
Katherine Starr, Graduate Studies Office
Faye Schultz, Dean of Environment Office
Lauryn Wiles, Registrar’s Office
Yamin Shabtai, Federation of Students
Karen Schooley, School of Accounting & Finance
Cindy Schnider, Secretariat
Monika Soczewinski, Public Health & Health Systems
Stephen Simone, Housing & Residence
Jessica Smith, Federation of Students
Stephanie Thayer, Kinesiology
Ceylan Turkel, Sociology & Legal Studies
Troy West, Library
George Wright, Office of Research
Mark Womack, Dean of Math Office
Laurelyn Wiles, Registrar’s Office
Linda Zepf, Graduate Studies Office