We Need You!

Elections are just around the corner and we have the following positions available:

- **President-elect (new position!)**
- **Director (4 positions)**

The President-elect position is new! The person elected to this position will serve a three year term: 2013-2014 as President-elect, 2014-2015 as full-time President, and 2015-2016 as Past President. The successful candidate will have 100% release time from their current job to serve as President in 2014-2015. During the 2013-2014 year as President-elect they will have three days per month release time. They will gain valuable experience and have the benefit of mentoring from those currently in the positions of President and Past President.

Serving the staff at uWaterloo has been one of the most rewarding opportunities of my career. I would like to encourage everyone to consider the positions listed.

Staff Engagement Survey:

The staff survey is now complete and the survey results are on the UWSA website. We had a very encouraging response rate, just shy of 40%. The Waterloo Organizational Research and Consulting (WORC) group has analyzed the data and we are planning to present an overview of the results to our membership at the upcoming Annual General Meeting, Wednesday, October 30, 2013.

Staff Life Cycle Project:

Although a final report is complete, the hard work is just starting. We have made the recommendation to Geoff McBoyle that information gathered during the Staff Life Cycle Project be used to assist the implementation committee in identifying and prioritizing short-, medium-, and long-term initiatives that will help uWaterloo reach the goals of becoming an exemplary employer.

I believe that the respectful and collaborative relationship between the UWSA and uWaterloo administration over the past few years will continue to provide many opportunities for improvements in staff-employer relations. If you are thinking about running for one of these positions and would like more information I encourage you to come to one of our Brown Bag Information sessions, where you can have a chance to ask questions and speak with myself, or some of our current directors and staff.

**Brown Bag Session Dates:**

- **Thursday, September 19 Noon to 1:00pm**
  - MC 5158
- **Tuesday, September 24 Noon to 1:00pm**
  - DC 1302

I look forward to another exciting and rewarding year.
Career Exploration Workshops
I’d do what I love...but what is it?

Engage in a condensed self-assessment process to uncover your preferred work activities, fields of greatest interest, ideal work environment and work-related values.

Assess your skills with SkillScan

Take this assessment to gain a thorough understanding of your strongest and most preferred skill sets. You must complete the SkillScan assessment online prior to the session; directions will be emailed to you.

Self-Marketing Sessions

Write an a+ resume

Your resume can make or break your job search. This seminar will deliver step-by-step instructions for developing an outstanding resume.

Create a comprehensive LinkedIn profile

A strong LinkedIn profile is becoming more vital for career success. Learn how to create an in-depth profile that will promote your greatest assets.

Perfect your interview skills

Learn how to improve your performance in a job interview by out-preparing your competition and delivering great responses to the toughest questions.

Featured Sessions

Pursue a part-time graduate degree at Waterloo

Pursue a part-time undergraduate degree at Waterloo

Designed specifically for staff who want to expand their knowledge and/or enhance their work opportunities, these two seminars (one covering undergraduate programs, the other graduate programs) will inform attendees about program options, admissions requirements, the application process, as well as the staff tuition benefit.

How to excel in your career at Waterloo:

Three panelists share their secrets A panel of senior staff will respond to questions such as: What traits do top-notch staff possess? What can you do to gain skills required for a management position? What sets one person apart from another in the hiring process?

FALL
2013

Bring your Future into Focus with Waterloo Centre for Career Action

Wednesday, November 20
10:00am to 12:00pm
TC 2218

Tuesday, November 26
10:00am to 12:00pm
TC 2218

Tuesday, October 29
12:00pm to 1:00pm
TC 1208

Wednesday, October 23
12:00pm to 1:00pm TC 1208

Tuesday, September 24
12:30pm to 1:30pm TC 1208

Monday, October 7
12:00pm to 1:00pm TC 1208

Friday, October 18
12:00pm to 1:00pm TC 1208

Thursday, November 28
12:00pm to 1:00pm TC 2218
Spotlighting ….. UWSA Member

The UWSA would like to extend a big thank you to Paula Ann Zahra. Paula has been an active member of the Joint Health & Safety Committee since May 1, 1999. She was also the first member to receive her Certification on the Joint Health & Safety Committee. This committee ensures that all departments campus wide are safe for all staff, faculty and students. When asked why she joined this committee, she said she liked to meet new people on campus, and she was passionate about all the great work that the Joint Health & Safety Committee did. Paula has been a uWaterloo staff member since 1978. She currently works at New Media Services in the Davis Centre, where visitors are always greeted with a smile. Paula is no stranger to volunteering. She currently volunteers her time outside of work with many associations: Children's Wish Foundation, Breast Cancer Society, Christmas Drive for Children's Wish Tree and Juvenile Diabetes. The UWSA would like to extend our thanks to Paula for her commitment and dedication to the Joint health & Safety Committee for the past 14 years.

1st Annual University of Waterloo Habitat for Humanity Build….

Do you like to volunteer? Have you ever dreamed of going to Canada's North? If yes, this might just be your chance. We are putting together a team of University of Waterloo Staff and Faculty to build a Habitat for Humanity house in Whitehorse, Yukon next summer. We’d love to have you join us!

Dates: August 2nd to 10th, 2014 (tentative)
Location: Whitehorse, Yukon
Cost: $1500 build cost + air fare + $200 hotel, meals and activities (build cost and airfare are tax deductible)

If you’d like to know more about this unique opportunity, we’ll be hosting a brown bag information session on Wednesday, October 16th at 12:00pm in the RCH #112. Come and see what Habitat for Humanity is all about! Construction experience is not necessary but a flexible attitude and a sense of humor definitely is!

For more information or an application, please contact Erin Smith at erin.smith@uwaterloo.ca

We hope to see you there!
Steve, Erin, & Michelle

Wine & Cheese Show

This year the UWSA added a new social event for our members. We ventured out to the Wine & Cheese Show at the Direct Energy Centre in Toronto on Saturday, April 6, with a bus full of eager and enthusiastic people. We enjoyed a full day of sipping and savoring all the wonderful food and drinks! A big thanks to Jennifer Fleet & Lawrence Folland for making this event a huge success. Looking forward to seeing everyone again next year.

UWSA Booth

Did you have a chance to see the new UWSA booth at the 2013 Staff Conference? We chatted with many of you who stopped by to see what we are working on for 2013-2014. Congratulations to Priscila Carrara & Betty Slowinski who were the lucky winners of the prize baskets full of uWaterloo and UWSA swag and two Canada's Wonderland tickets. Keep your eyes open for our
There are up to two awards valued at $500 each awarded to deserving full or part-time undergraduate students in a degree program at the University of Waterloo. These students 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 UWSA member. This award is sponsored by the UWSA and the Education Credit Union.

The University of Waterloo Staff Association congratulates:

**Monique Potvin**
Monique is in her 4th year studying Pharmacy.
She is the daughter of Kenneth Potvin in the School of Pharmacy.

**Andrew Brunet**, WaTPD
These funds assisted with the cost of textbooks for pursuing the completion of a degree in the Master of Management Sciences.

**Julie Timmermans**, Centre for Extended Learning
The funds assisted with financing the cost of workshops and seminars on Fostering Personal Integrity.

**Mike Nowakowski**, Centre for Extended Learning
The funds helped with the cost of textbooks while pursuing a diploma in Human Resource Management.

**Terry Labach**, Information System Technology
The funds helped with the cost of accommodations while pursuing a certification in Project Management.

**Christine Gillis**, Office of Research
The funds assisted with the cost of textbooks while pursuing a certification in Project Management.

The next SEG application deadline is December 1, 2013

**Undergraduate Award Winner**

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 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 UWSA member. This award is sponsored by the UWSA and the Education Credit Union.

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**Patricia Moore** - BlackBerry Q10
**Steve Bradley** - Apple iPad
**Glenda Rutledge** - $100 WatCard
**Taryn MacLean** - $100 WatCard
**Katherine McEwen** - $50 WatCard
**Andrea Sweet** - $50 WatCard
**Mark Morton** - $20 Tim Hortons
**Hong Zheng** - $20 Tim Hortons
**Alberta Wood** - $20 Tim Hortons
**Jessica Smelko** - $20 Tim Hortons
**Margaret Meulensteen** - $20 Tim Hortons

The above staff were contacted by WORC and notified of their prize. All graciously agreed to have their names published as survey prize winners.

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# Notice:
## UWSA Annual General Meeting

<table>
<thead>
<tr>
<th>Date:</th>
<th>Wednesday, October 30, 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location:</td>
<td>Davis Centre #1302</td>
</tr>
<tr>
<td>Time:</td>
<td>9:00am to 10:00am</td>
</tr>
</tbody>
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**Refreshments will be served at 8:45am**

*Watch your email for the upcoming agenda in early October*

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## Waterloo Women’s Wednesdays

W3 is starting back for the fall term. Join us Wednesday, September 25 4-6pm at the Grad House. Our guest Speaker at 5:00pm will be Dr. Heidi Engelhardt. She will give an informal talk on Women on Steroids - How, When, Why and Why Not?.

Remember that W3 is open to all women grad students, post docs, staff and faculty.

We look forward to seeing you there.

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## UWSA 20th Annual Craft Sale

Don’t forget to mark your calendars! Come on out and see us at our new location this year. The Student Life Centre Multi-Purpose Room Wednesday, November 6, 2013 10:00am to 4:00pm and Thursday, November 7, 2013 9:00am to 3:00pm.

Our talented uWaterloo staff and retirees will be selling their handcrafted items. There will be Christmas cards, ornaments, wearable knitted/crocheted items; custom jewelry, baked goods plus so much more...

100% of all proceeds will be equally donated to the UW Senate Scholarship Fund (University-wide) and The University of Waterloo Staff Association Award.
Congratulations - April 2013 to August 2013

New Hires

Agata Antkiewicz, English Language & Literature
Alfredo Sordo, School of Architecture
Adam Savage, Library
Alexandra Kartes-Jeffery, Public Health Systems
Andrew McAlorum, Library
Andrea Olson, ODAA
Andrea Santi, Registrar’s Office
Brian Cunha, Residence Life
Catherine Wessels, Office of Advancement
Davene Palvetzian, Office of Advancement
Donna Kryzkala, Human Resources
Darlene Dakin, School of Optometry
Erin Campbell, History
Emily Hudson, English Language & Literature
Elena Andreea Popian, ODAA
Edward Bauer, Psychology
Gregory Bobnis, Centre for Extended Learning
Gwen teBoekhorst, Housing & Residence
Gursharan Kahlon, Counseling
Helen Fowler, Institutional Analysis & Planning
Heather Beaudin, Psychology
Jimi Terpstra, Federation of Students
Jennifer Ozols, Arts UG Office
Janelle Rainville, Drama & Speech Communication
Jeff Chamberlain, Coop Education & Career Action
Janice Bruin, Coop Education & Career Action
Jasmin English, Applied Health Science
Kathy Smyth, Centre for Extended Learning
Kathleen Mairs, Public Health Systems
Kelly McManus, VP University Relations
Kim Tremblay, Math Grad Office
Kyle Draves, Police Services
Kyle Scholz, Centre for Teaching Excellence
Laura Wilson, Civil Engineering
Laura McLellan, Student Success Office
Lisa Brackenridge, Registrar
Lisa Morrison, Centre for Career Action
Michael den Haan, VP Advancement
Mandy McDermid, Human Resources
Melanie Misanchuk, Centre for Extended Learning
Meaghan Middleton-Firman, Dean of Math
Monika Mosiadz, Human Resources
Megan Scarborough, Dean of Arts
Murielle Landry, French Studies
Natalie Frost, Arts Undergraduate Office
Oana Goli, IGR
Olivia Roth, Residence Life
Patricia Gruber, Economics
Rishinder Rana, Centre for Extended Learning
Sam Toman, Dean of Environment
Stephen Goldsworthy, Plant Operations
Sean Duncan, Federation of Students
Sandra Ramaatursingh, Dean of Environment
Scott O’Neill, Registrar’s Office
Sarinda Anadriansasolo, Office of Research
Sherry Hartung, School of Computer Science
Shona Dunseith, Human Resources
Sue Fraser, Counseling
Terence Tang, Biology
Timothy Weber, Engineering Office
Talsan Schulzke, Library
Tracy Jacobs, School of Pharmacy
Tzong Cha, School of Pharmacy
Victoria Bambrick, School of Accounting
Whitney Albright, Advancement
Yvonne Hunter, Engineering Office
Zorina Alexander, Plant Operations

Promotions/Transfers

Andri Efstatthiou, Waterloo International
Alice Law, Registrar’s Office
Alice Hoevenaars, Dean of Science
Anna Fillmore, Heath Services
Allison Wells, Registrar’s Office
Bradley Griffin, Police Services
Carrie Gilmour, Accounting & Finance
Christine Kroeker, Office of Research
Dave Borth, Central Stores
Dawn Cheng, Dean of Engineering
Daniel McCabe, Plant Operations
Emily Stafford, School of Architecture
Gail Tymchuk, Coop Education & Career Action
Gini Kennings, Management Sciences
Heidi Campbell, Accounting & Finance
Jessica Eastep, Office of Advancement
Jennifer Kieffer, Analysis & Planning
Jennifer Ranford, Office of Research
Jennifer Crane, Centre for Extended Learning
Jennifer Basler, Coop Education & Career Action
Jennifer Lawry, Waterloo International
Julie-Anne Desrochers, English Language & Literature
Katherine MacDonald, Library
Krista Parsons, Dean of Science Office
Kelly Millar, Accounting & Finance
Kimberley Mckee, Dean of Engineering
Kimberley Lewis, Coop Education & Career Action
Lisa Sergovich, Office Of Research
Leslie Coope, Office of Research
Lisa Habel, Plant Operations
Malgorzata Uhde, Library
Marianne Appleby, Psychology
Michelle Ann Manios, Psychology
Melissa Floyd, Institute for Quantum Computing
Sheila Brubacker, Registrar
Sara Stewart, School of Planning
Susan Arruda, Library
Sinisa Domic, Plant Operations
Rosemary Kay, Coop Education & Career Action