Welcome to the second edition of the People@SFU newsletter. Thank you to everyone who sent us kudos, feedback and suggestions for future topics – we’ve incorporated a number of your suggestions into this edition. Our intention is to help keep you up to date on programs, tools, and information that will help support you in your role as leaders. Please feel free to share this information with your staff as you see fit.

Sandi de Domenico, Associate Vice President, Human Resources

SFU is one of Canada’s Top Employers. Again!

For the eleventh consecutive year, SFU is proud to be selected as a 2018 winner in the Canada’s Top 100 Employers competition. SFU scored well in all 8 categories, which include physical workplace, work atmosphere, vacation and time off, community involvement, training skills and development, among others.

Read more about Canada’s Top 100 Employers here: http://www.canadastop100.com/national/

Understanding Employee Engagement

A key piece of ensuring that SFU is successful in achieving its strategic goals is being able to recruit and retain highly capable and engaged people. Understanding what the drivers of recruitment, retention and engagement are is critical to helping us design and implement initiatives that best support staff across the university. To that end, in November we are piloting an employee engagement survey process for staff within the Vice President Finance & Administration and the Vice President Advancement and Alumni Relations’ portfolios. To find out more about the process and how it can benefit you, please call your HR Advisor for consideration when we implement a 2nd pilot next.

Proponent Selected for New Job Evaluation Methodology

Following our earlier update, we have now selected a proponent and will be working with them to plan out a detailed implementation plan for the new job evaluation methodology. Every Administrative and Professional job/position (APSA and APEX) will be evaluated using the new methodology over the course of the project. Further announcements regarding when and what information is required from each department will follow shortly. Evaluating all APSA and APEX jobs will take time and we anticipate the next 6 months will be extremely busy!
Performance Development Program (PDP)

After several annual cycles of the University’s PDP process, many SFU managers and staff are now seeing significant benefits of participating – employees are understanding more clearly how their work fits into the larger departmental and University goals, they are receiving meaningful feedback and support, and managers have reported seeing renewed commitment among staff. We have two classroom based workshops coming up for those of you who are newer to the Program, or who would like a refresher, they are Goal Setting and Giving & Receiving Feedback. You can also view the online CANVAS course here:

https://www.sfu.ca/human-resources/learning-development/courses-for-managers-supervisors.html

Learning and Development – Opportunities

- **Lynda.com**
  Did you know that as an SFU employee, you have access to Lynda.com free of charge? This is an excellent online (mobile-friendly) training site that offers a wide range of courses from Microsoft and Adobe products to business skills, web design, programming, to time management.

  To learn more or register with Lynda.com, visit http://www.lib.sfu.ca/find/other-materials/lynda

- **Freedom of Information & Protection of Privacy – What Everyone Needs to Know!**
  We have partnered with Archives & Record Management SFU’s Privacy and Protection office to offer a number of sessions aimed at providing you with the basics of FOIPP – protection of privacy and mitigating potential risks to personal information is core for every manager/supervisor to understand. You can learn more by attending sessions offered through HR and facilitated by Alexandra Wieland, SFU’s Privacy Officer.

Staying Physically Healthy

This year, to support helping our campus community to stay healthy, we are piloting free flu vaccinations for all SFU staff, faculty, students and contractors at flu vaccination clinics across all three campuses. Along with getting a flu shot, remember to wash your hands, eat healthy food, exercise regularly and get quality sleep – each of these will help you stay healthy throughout the flu season.

For flu clinic dates, times and locations, visit: https://www.sfu.ca/students/health/services/vaccinations/FluVaccination.html

Staying Mentally Healthy – 30 day Mindfulness Challenge Pilot

What do the Dalai Lama, Ellen DeGeneres, and Professor Jon Kabat-Zinn from the University of Massachusetts Medical School all have in common? They each have a daily meditation/mindfulness practice. We are piloting a 30-day Mindfulness Challenge with a number of departments across SFU to find out whether people will notice the benefits in reducing stress and gaining more capacity for focusing and attention. If you are interested in finding out more about mindfulness and how you can participate in the Challenge, please contact your HR Advisor or Harro Lauprecht.

Vacation Carry-Over – Reminder

The end of the calendar year is quickly approaching and time is running out to use any vacation carryover from 2016. Please work with your employees to have their vacation scheduled and taken prior to the end of 2017 to avoid the carryover vacation being paid out in 2018.

If you have any questions please contact your Human Resources Advisor.