Hello everyone,

I hope that you are all having a great start to 2018! Here we are with the third installment of the People@SFU newsletter. We are beginning this year with lots of momentum on projects that were started in 2017, such as the development of a new competency framework for the university and updating our job evaluation methodology for professional staff positions (APSA and APEX). We have updates on these and other projects below.

Please reach out to me any time with topic suggestions or comments about the newsletter. I value your feedback.

On behalf of the entire HR team, we look forward to continuing to work with you in 2018.

Sincerely,

Sandi de Domenico
Associate Vice President, Human Resources

News and Updates...

CUPE Sick Leave Aggregation Update

In the September edition of People@SFU we shared that a new protocol for aggregating CUPE employee sick leave would come into effect on October 1, 2017, and was the result of a mediated settlement between CUPE and the University. Both CUPE and SFU acknowledged that this protocol is far from ideal and that a lot of the sick leave plan is complicated and challenging to manage and administer. If you were not able to attend one of the in-person sessions delivered in the fall last year, or review the emails, we urge you to become familiar with the new protocol by reviewing the material. Learn more here: https://www.sfu.ca/human-resources/rtw-dm-protocol.html

For more information, please contact: Chris Hatty, Labour Relations or Harro Lauprecht, RTW/DM
Job Evaluation – A New Methodology is on the Way

In 2017, a Request for Proposal was issued for a new job evaluation methodology for Administrative and Professional (APSA and APEX) jobs. The successful proponent is Korn Ferry Hay Group and the new job evaluation methodology is called the Hay Group Guide Chart Profile MethodSM.

The Hay Method is well respected and relied on by organizations to understand the relative complexity of very diverse types of work. It is a widely used approach to work measurement and is commonly used in the post-secondary sector in Canada and around the world.

We are excited to be implementing this methodology in 2018. The project is in the early stages and is being led by a Steering Committee that includes Wade Parkhouse (AVP, Academic), Alison Blair (AVP, Finance), Nancy Johnston (AVP, Student Services, Pro Tem), and myself, Sandi de Domenico (AVP, HR). As the project progresses, we will be regularly updating you on changes to processes and procedures related to job evaluation.

For more information, please contact Trish Rosengren, Director, Compensation.

Learning & Development Framework Survey

Please take a moment to respond

We’re making great progress in the creation of SFU’s Learning and Development Framework. The vision is for us to be a workplace community that exemplifies ongoing growth, learning and development so that we can stretch and reach our full potential, and advance our strategic goals and SFU’s vision. New learning and development programs will start to be launched in 2018. These include cohort-based management/leadership development programs, coaching and mentoring support, online learning platforms, and in-person courses on a variety of relevant topics.

Share your thoughts on the most pressing learning topics by completing this short survey:

For managers/supervisors: https://sfu.fluidsurveys.com/surveys/45-aadzzwyzxqxy5bfyhje6vci-h/learning-development-input/

For employees: https://sfu.fluidsurveys.com/surveys/45-aadzzwyzxqxy5bfyhje6vci-h/learning-development-input-employees/

For more information, please contact Tara Black, Director, People Development.

Competency Framework Development

This year will bring a new competency framework to SFU. With the help of a working group of leaders from across the university, a collaborative process was undertaken in 2017 to identify key competencies needed for us to be successful at SFU in our work as individuals and as an organization. Having competencies will provide us with a common language, framework, and understanding about the skills, behaviors and attributes needed for success. This can help us to hire exceptional people who are a great fit at SFU, inspire and guide peoples’ ongoing learning and development, and support performance and career advancement. Stay tuned for the release of the finalized competencies in 2018.

For more information, please contact Tara Black, Director, People Development.

San-yas: Indigenous Cultural Safety Training

SFU is committed to supporting the recommendations of the Aboriginal Reconciliation Council’s Walk this Path with Us report. San’yas Indigenous Cultural Safety Training is available to increase knowledge and understanding of Indigenous cultures. The training is a unique, facilitated on-line program designed to increase knowledge, enhance self-awareness, and strengthen the skills of those who work both directly and indirectly with Aboriginal people. It is self-paced, and takes 5-6 hours to complete over a 6-week period. Human Resources is coordinating access to and covering the cost of the training for SFU employees on a first come, first serve basis. Learn more here: https://www.sfu.ca/human-resources/learning-development.html

For more information, please contact Tara Black, Director, People Development.
Performance Development Program Review

In Fall 2017, we undertook a review of SFU’s Performance Development Program (PDP) and we thank campus members who provided feedback. We will continue to develop the program based on feedback. The program is intended to provide managers with the tools to discuss progress on a regular basis, provide coaching, recognize achievements, and clarify direction and expectations through a collaborative process with employees. Research indicates that regular feedback and support from managers is critical to employee engagement and success.

For those who would like a refresher, or are new to PDP, the Goal Setting and Giving & Receiving Feedback sessions will continue to be offered, and more information is available here: [http://www.sfu.ca/human-resources/learning-development.html](http://www.sfu.ca/human-resources/learning-development.html)

For more information, please contact Tara Black, Director, People Development.

Labour Relations Update

A key focus for us over the past year and continuing into this year, has been on strengthening relationships with our employees, our managers, and our employee organizations. We recognize and appreciate the collaborative labour relations partnerships that the university, unions, and associations have worked hard to develop - this resulted in more expeditious and effective problem-solving.

Through 2018 we will again be offering custom workshops on the interpretation and application on various collective agreements and policies. Please contact a member of the LR Team if you have a special need or request for training.

Believe it or not collective bargaining is just around the corner. With most agreements expiring in the Spring of 2019, the LR team will be recruiting university bargaining teams to participate in negotiations and will begin consulting with the community at large to understand how the collective agreements may need to be adjusted to support your operational needs.

For more information, please contact Chris Hatty, Director, Labour Relations.