HAPPY NEW YEAR!

I’m always excited about the possibilities that a new year brings. As we close out 2018 and start with plans for 2019, I continue to be inspired and excited about the people here at SFU, the meaningful work we all are privileged to be part of, and how everyone’s contribution at SFU significantly impacts the world around us. This year in Human Resources we will continue to ramp up our services to support you as leaders, undertake a number of major initiatives to enhance the work culture at SFU, and refine and streamline our processes and practices. Our key themes continue to be:

Service | Change | Engagement

Some of the major activities you can expect to hear more about over the year include:

• Continuing to enhance our total compensation practices
• Focusing on mental health strategies
• Working with our employee groups to renew our collective agreements
• Updating, streamlining and implementing best practices in recruitment & selection processes
• Expanding learning opportunities for leaders and employees
• Providing greater strategic support on organizational restructuring & design

As always, your feedback, comments, and suggestions are welcome!

Warmly,
Sandi
AVP Human Resources
JOB EVALUATION UPDATE

Total Rewards

We’re excited to be in the final stages of Phase 2 of the new job evaluation methodology and over the months of January and February will be communicating the results to managers and employees. Here’s a recap and an update of key information:

Scope:

• APSA and Excluded jobs only (CUPE jobs are evaluated using a different job evaluation methodology)

• Job evaluation looks at value of work – not salary structure or individuals’ performance

• Existing job descriptions (JDs) used – majority of JDs are under 2 years old – updating of old JDs will be part of Phase 3

• Due to the generic nature of IT jobs in salary grades 1 – 13 they were not included and will be handled as a separate project in Phase 3

• A significant number of jobs have increased in value with a corresponding salary increase

• All outstanding job review requests received prior to November 25th have been included – retro for any pre-November 25th period will be handled separately

Phase 1: Review and evaluate using the new methodology (completed)

Phase 2: Communicate & implement results (in progress)

• VPs have calibrated and approved the results for jobs in salary grades 13 – 20 (completed)

• Communication and education tools prepared using the new HAY methodology: https://www.sfu.ca/human-resources/job-evaluation-project.html (completed)

• Communication of results to managers and employees (January & February)

• Process salary adjustments in February & March (all adjustments retroactive to November 25, 2018)

Phase 3: Cleanup and maintenance (tentatively scheduled for late spring)

• Develop and evaluate IT jobs (local & enterprise)

• Update JDs and job evaluation requests – priority order:
  1. Positions requiring posting
  2. Departmental reorganizations
  3. Significant changes to duties & responsibilities
  4. Systematic review of all JDs by age and relativity to other jobs

Contact: Tanya Morrison, Director, Compensation
LEADERS THAT INSPIRE

Leading People

We sat down with Darren Duff, Assistant Director, Buildings and Grounds in Facilities Services who has been a leader at SFU for 2.5 years. We asked about his leadership journey in hopes of inspiring others.

What are you grateful for as a leader?

“I find meaning in being a part of direction setting. I can’t sit on the sidelines, I want to be involved and have a voice.”

What does being a leader mean to you?

“Being a leader to me is about how many leaders you beget, and having people who believe in what you’re doing. I think at the core, leadership is the ability and courage to make decisions. It’s also about being supportive of the people around you, helping people achieve more and in turn driving engagement.”

What advice would you give to newer leaders?

“Appreciate and value your team. You can set direction, but if people don’t feel treated well, listened to, heard or valued, it’s going to be a lot harder for you to carry out what needs to be done.”

Click here for the full summary: https://www.sfu.ca/human-resources/learning-development/leaders-profile.html

Contact: Tara Black, Director, People Development

EQUITY, DIVERSITY AND INCLUSION UPDATE

Equity, Diversity, and Inclusion

All staff are invited to register and join in the first of four Reflections Series as part of the community conversation on Equity, Diversity and Inclusion.

Reflections on Critical Indigenous Issues

- Date: Tuesday, January 15, 2019, 2:30 – 4:30 pm
- Location: The Presentation Studio (Applied Sciences Building 10900, SFU Burnaby campus)
- Speaker: Lorna Williams, Associate Professor, University of Victoria

Registration is required for this free event that will be live-streamed to the Surrey and Vancouver campus. For more information and to register for the event, visit www.sfu.ca/edi

Awareness Days

- January 1–31: Sexual Assault Awareness Month at SFU (see page 4)
- February 1–28: Black History Month
- February 20: World Day of Social Justice
- February 27: Pink Shirt Day for Anti-Bullying
- March 8: International Women’s Day

Contact: Rosie Dhaliwal, Specialist, Diversity and Inclusion and Education

UPDATE ON CRIMINAL RECORD CHECKS

Recruitment and Selection

As part of a recent review process on our use of Criminal Record Checks (CRC) and Vulnerable Sector Checks, we have completed an initial review of all staff positions and determined which roles require a check. We are now in the process of creating guidelines and FAQs. In the meantime, as part of the posting process for all jobs, your HR Advisor will review the job and work with you to determine if a CRC is required and the process for obtaining it.

Contact: Elsa Plican, Director, HR Advisory Services
LABOUR RELATIONS UPDATE

Part of our preparation for bargaining in 2019 is to work closely with the Public Sector Employers’ Council (PSEC) on our plans and proposals. It may be helpful to understand a little more about the important role of this organization.

What is PSEC?
Created by statute, this organization includes government ministers and representatives of employers’ associations, working to set and coordinate strategy for human resources and labour relations in public sector organizations. The University Public Sector Employers’ Association, of which SFU is a member, is represented on PSEC.

There are over 422,000 people in British Columbia’s public sector, of which more than 326,000 are unionized employees. PSEC determines the mandate for collective bargaining with all public sector employees, including coordinating union and non-union compensation. All public sector employers are covered by this mandate, which protects the interests of taxpayers by ensuring costs are aligned with the fiscal plan through the budget objectives set by government. Before the University can reach an agreement in bargaining, it must be approved by PSEC.

Contact: Chris Hatty, Director, Labour and Employee Relations

REVISIONS TO RESEARCH PERSONNEL EMPLOYMENT PRACTICES

Following requests from both faculty members and research personnel, we have now undertaken a review phase of the University’s policies governing the employment of grant-funded research personnel (e.g. postdoctoral fellows, RA’s). The review has determined that our existing policies are out of step with other Canadian universities and are in need of modernizing. In particular, the status of research personnel as direct employees of their supervisor – rather than employees of the University – creates several issues for both personnel and their faculty supervisor.

As a result of this review, we are proposing some significant changes to our policies, namely a recognition of these personnel as employees of the University with the rights and benefits that come with that status. As well, a large part of the transition will be to provide better tools and support to faculty supervisors that will allow them fast and efficient recruitment of personnel and consistent approaches to managing their staff.

Next steps are to complete a draft revision of the R 50 policies and circulate them to the community for comment this month.

For more information: http://www.sfu.ca/human-resources/other/revisions-to-research-personnel-employment-practices.html

Contact: Sandi de Domenico, AVP Human Resources
Dugan O’Neil, AVP Research

SEXUAL ASSAULT AWARENESS MONTH

January is Sexual Assault Awareness Month at SFU. Join the dialogue and show your commitment towards ending sexual violence by creating a culture of consent, care and respect. Learn more about SAAM initiatives and events at sfu.ca/SAAM.

Contact: CJ Rowe, Director, Sexual Violence Support and Prevention Office
LEADERSHIP FOUNDATION PROGRAM – CALL FOR PARTICIPANTS

Join fellow leaders from across the university for the second cohort of SFU’s new Leadership Foundation Program. With highly positive feedback from the pilot cohort, we are excited to launch the next cohort starting in April, 2019. We invite leaders with 3 years or less experience with direct reports who are keen and committed to their personal leadership development, to submit an Expression of Interest for the program by January 31st. More information is available here: www sfu ca / human-resources / learning-development / leadership-foundation-program.html

Contact: Tara Black, Director, People Development

EMPLOYEE AND FAMILY ASSISTANCE PROGRAM – CRITICAL INCIDENT DEBRIEFINGS

A critical focus will be on mental health strategies that help people deal with work/life stress. While most of you will be aware of the counselling services available through our EFAP provider Homewood Health, you may not be aware that as part of our contract, they are also able to provide informal, on-site critical incident debriefings with groups and departments experiencing a stressful critical incident such as the loss of a colleague, an accident, or a violent incident.

While critical incident debriefings have been an integral support tool for emergency responders, more and more organizations are adopting them as an effective way to support teams and groups who have recently experienced/witnessed disturbing and distressing situations. They are facilitated by registered psychologists with specialized training in this type of support. Sessions are informal, voluntary for people to attend, and can provide a safe and early opportunity for people to express their thoughts and emotions.

*These sessions are not intended to provide individualized counselling (one-on-one counselling can be accessed 24/7 by calling Homewood Health directly at 1-800-663-1142)

Contact: Sandi de Domenico, AVP Human Resources