I hope you’ve had a restful break over the holidays and are looking forward to another action packed year ahead. As the new year starts, the theme going forward is thriving – at work and at home – how do we build the resilience to weather through constant change in order to not just survive, but thrive?

At Human Resources, we will be focusing on a number of initiatives throughout the year to support you: from offering new expanded leadership and employee development opportunities; bringing Research Assistants on board as employees of the university; working with our employee groups to successfully renew the collective agreements; continuing our move to a business partnership model for enhanced service delivery; and developing a new framework for Wellness and Recovery.

I look forward to connecting!

With kindness,
Sandi de Domenico
THRIVING IN 2020 AND BEYOND

The New Year is often a time to reflect and renew. We’d like to share a few of the 16 research-based strategies that can help you thrive and stay healthy for the year ahead:

- Focus on the positives
- Get into nature
- See the bigger picture
- Be active
- Learn something new
- Take time away from screens

For all 16 strategies, visit: https://mentalhealthweek.ca/16-strategies-to-help-you-thrive/

For more ideas to help you thrive, Heretohelp has Wellness Modules on topics from sleep to healthy thinking: https://www.here2help.bc.ca/wellness-modules.

HOW LEADERS CAN INFLUENCE THRIVING

As leaders, we encourage you to not only be committed to your own thriving and resilience, but to also create healthy environments that support others to thrive. One of the most important ways you can do this is by modelling health-enhancing activities yourself. Watching how you manage stress, balance work and life, and participate in healthy living activities will inspire others and will contribute to a healthy workplace culture.

WIN A STARBUCKS GIFT CARD

Let us know what you’ll do this year to thrive and we’ll enter your name into a draw for a $20 Starbucks gift card. Open to all leaders and employees.

Enter here: https://www.surveymonkey.ca/r/LPP76P5

CONTACT  Saira Virji
Director, Wellness & Recovery
saira_virji@sfu.ca
INTRODUCING Saira Virji

We are very pleased to welcome Saira Virji to the Human Resources department, as our new Director, Wellness and Recovery. Saira brings decades of experience to the role, most recently from the City of Vancouver. This new role represents a significant shift in how we think about the return to work and recovery portfolio, to also emphasize wellness as a critical pillar for this work. Saira will be working to develop a Wellness and Recovery framework focused on enhancing physical and mental health and implementation of a revised disability management and return to work program.

CONTACT Saira Virji  
Director, Wellness & Recovery  
saira_virji@sfu.ca

LEADERSHIP & EMPLOYEE DEVELOPMENT

LEADERSHIP REFLECTION

‘Learn something new’ is one of the 16 strategies for thriving and January is a great time to reflect on your leadership and leadership development – what are your strengths as a leader and where are your opportunities to improve? Given you have a significant impact on your peoples’ lives, you have a responsibility to be the best leader you can be.

Here are a few questions you may want to use for reflection:

- What impact are you having on those around you?
- What’s worked well for you over the past year as a leader?
- What’s something you’d like to do differently to lead your team in the coming year?
- What do you want to focus on to further develop as a leader?

We also encourage you to check in with your team members about their learning and development, and revisit their goals and plans for professional and career development. Here are some conversation prompts that may be helpful:

- What’s something you learned in your role over the past year?
- What do you want to focus your development on in the coming year?
- How can I support you in this?

NEW LEARNING OPPORTUNITIES

We’re continuing to launch a number of new learning opportunities for leaders and employees again this year. Here is a sampling of upcoming workshops:

For Leaders:

- Six Leadership Conversations (new)
- Leading through Conflict: Building Capacity & Confidence
- Inclusive Leadership & Intercultural Skills (new)
- Foundations of Recruitment and Selection: Hiring the Best People for the Job (new)
- Strategic Communication (new)

For employees:

- Leadership & Team Building Skills for Employees (new)
- Compassionate Communication – based on Non-Violent Communication (new)
- Practical Project Management
- Creating an Inclusive Workplace Culture: Inclusivity & Intercultural Essentials

Registration will open soon and you will be notified by email in the coming weeks. https://www.sfu.ca/human-resources/learning-development.html.
You will remember that over the past eighteen months SFU has been working hard to bring research personnel on as employees of the University. This direction is to recognize the valuable contributions and important role that all research personnel play in advancing SFU’s research mission. The first phase of this work is now almost complete which was to make all postdoctoral fellows (PDFs) employees (approximately 170 people).

The next phase of this project includes a larger and more diverse group of research personnel - approximately 1500 research assistants. Recently this past November, the University agreed that once eligible research assistants were formally on board as employees of the University, SFU would voluntarily recognize them as members of TSSU.

Some Key Milestones of the Next Phase of the RPI & Estimated Completion times:

- Detailed project planning - January 2020
- Identification of current research assistants - March 2020
- Analysis of data - March 2020
- Transitioning of eligible RAs onto employment - May 2020
- Negotiations with TSSU on terms and conditions of employment - November 2020
- Formal ratification of collective agreement terms - November 2020

These goals of aligning our research personnel as employees of the University are pivotal to:

- Align with SFU’s Equity, Diversity and Inclusion Initiative
- Recognize the valuable role and important contributions research personnel make to the university by recognizing them as employees, accompanied by the rights and benefits that accompany that status
- Reduce reputational risks to the university by providing support and expertise necessary for managing complex employment relationships
- Reduce personal risks to individual faculty members associated with being the employer and complying with BC and Federal laws

CONTACT  
Elsa Plican  
Human Resources Project Lead
eplican@sfu.ca
Under the leadership of the recently formed Executive Sub-Committee on Equity, Diversity and Inclusion (EDI), SFU’s first Diversity Meter was implemented. This voluntary survey for staff and faculty measured levels of diversity and inclusion in the workforce and closed on Dec. 18, 2019. With your help, we achieved a survey completion rate of 38.25%.

Data is currently being analyzed by the Canadian Centre for Diversity and Inclusion with results expected this spring. These results will help develop and tailor programs, policies, and practices that best support a diverse workforce.

In addition, 25 SFU community members have been selected to join the EDI Advisory Council. The Council will provide guidance on how to strengthen SFU’s commitment to fostering inclusive workplaces, learning environments, and equitable opportunities for all.

Meet SFU’s 2020 EDI Advisory Council.

Stay up to date on Equity, Diversity and Inclusion.

UNCONFERENCE 2020: UNDERSTANDING THE WHY BEHIND CULTURAL COMPETENCE

SFU is pleased to host the Canadian Centre for Diversity and Inclusion’s 2020 UnConference on February 11th. UnConference 2020 will explore cultural competence and provide participants with ways of becoming more culturally competent. Learn more and register here.

SEXUAL ASSAULT AWARENESS MONTH

Did you know that January is Sexual Assault Awareness Month (SAAM) at SFU? Learn more about your role in ending sexual violence and creating a culture of consent, care and respect. Keep up to date with SAAM initiatives and events by following www.sfu.ca/SAAM.

UPCOMING AWARENESS DAYS:

January 1 – 31: Sexual Assault Awareness Month
January 30: Bell Let’s Talk Day for Mental Health
February 1 -28: Black History Month
February 20: World Day of Social Justice
February 26: Pink Shirt Day for Anti-Bullying

CONTACT  Rosie Dhaliwal
Specialist, Diversity & Inclusion and Education
rosie@dhaliwal@sfu.ca
PHASE 3 - LEADER MEETINGS

We are excited to have completed all of our follow up meetings with leaders for Phase 3 of the Job Evaluation (JE) project. In 2019 we completed over 350 scheduled project meetings and reviewed over 2300 roles for this project, including additional meetings and research hours required. A big shout out to all the leaders who supported this major accomplishment. The Compensation team’s focus now shifts to providing letters to leaders for distribution, implementing final results, project reporting, project wrap up and the transition to “business as normal” for all APSA /APEX roles* (*except local & enterprise IT roles – see below). A final project communication update with more details will follow in the New Year.

IT JOB EVALUATION PROJECT

Hay Job Evaluation Methodology continues to be implemented for all IT jobs (local & enterprise) starting first with enterprise IT roles. Enterprise IT leaders worked with HR to identify, clarify, and gather additional information on roles with generic profiles (vs. job descriptions) which then allowed Compensation to evaluate these jobs using the Hay method. Meetings with both Enterprise IT Directors and Local IT leaders will happen in early 2020 to review evaluation results and once completed, leaders will meet with employees to share the results.

DAY-TO-DAY JOB EVALUATION REQUESTS

While our wait times in 2019 were significantly reduced over previous years, we are still challenged with continued high volumes and multiple re-organization projects. A reminder that we are doing our best to respond as quickly as possible and will respond based on a priority assessment of needs.

Please take this into consideration when submitting your requests and note that requests with missing documents cannot be placed in the queue until complete. Check out How to Submit a Job Evaluation Request on our website which will help to minimize delays in processing.

POLY PARTY

In recognition of the great work of our POLY professionals who keep our University running smoothly, the Poly reps and HR have been collaborating on creating job descriptions for all POLY roles as a foundation for future compensation work for this group. A working group and a local ambassador group representing all groups are currently working through the drafting of the JDs with the goal of completing them by the end of January 2020.

CONTACT
Tanya Morrison
Director, Compensation
Tanya_morrison@sfu.ca

TOTAL REWARDS

LABOUR RELATIONS

TSSU BARGAINING UPDATE

Since April 2019, we have been bargaining with TSSU which has involved 16 meetings where we’ve exchanged proposals and counter proposals on most of the articles of the collective agreement. During this period of time, TSSU ran certification drives for both Graduate Facilitators (learning support in the Student Learning Commons) and Research Assistants. These actions were challenging to the bargaining process, as a new set of proposals must be prepared and introduced to bargaining, new representatives introduced to the bargaining teams on both sides, and a great deal of new information processed and understood in order to create appropriate language in the collective agreement.

We are proud of the fact that, despite these interruptions, we have been able to maintain steady momentum in bargaining and continue to bargain according to overarching principles of providing financial support and teaching experience to our graduate students. In the New Year we hope to increase that momentum and sign off on the general articles before moving to monetary proposals. We also expect to start bargaining with our other Unions in the new year.

CONTACT
Chris Hatty
Director, Labour and Employee Relations
hatty@sfu.ca
SUPPORT THE SEARCH FOR SFU’S NEXT VICE-PRESIDENT, ACADEMIC AND PROVOST

SFU is currently undertaking a process to select its next Vice-President, Academic and Provost. Members of the SFU community are invited to share feedback with the Search Committee to help shape the position description and candidate profile. All students, faculty and staff are invited to participate online, in person or in writing before January 17th.

Learn more: https://www.sfu.ca/pres/search-for-vice-president-academic/vpa-search-community-consultation.html

CONTACT  Kera McArthur  
Search Committee Secretary  
vpa_search@sfu.ca

STAY INFORMED WITH MEDIA MATTERS

Stay informed and keep your team up to date with all things SFU by subscribing to the Media Matters newsletter. This daily email features a comprehensive list of SFU-related stories appearing in local, national and international news outlets.

Subscribe and learn about SFU in the news: https://www.sfu.ca/communicators-toolkit/tools/email-marketing/stay-up-to-date.html

CONTACT  Kevin Cherney  
Internal Communications Associate  
kcherney@sfu.ca