INTRO FROM SANDI

Welcome to this edition of People@SFU. Over the past couple of months we have been working hard on a number of projects that are intended to support you and your staff.

We have updates on a number of these projects some of which include the job evaluation project that is completing Phase 2 and getting ready for Phase 3; a new section aimed at providing you with current and topical information as we move into collective bargaining; and continuing to showcase a number of new learning opportunities to build knowledge, skills and competencies.

Lastly we want to recognize and celebrate all women everywhere on International Women's Day - March 8th.

As always, please connect if there are topics of interest, ideas, or suggestions you’d like to see included in future editions.

My best,
Sandi
SFU has once again been recognized as one of Canada’s Top Family-Friendly employers and one of BC’s top employers for 2019.

This is the tenth year SFU has been awarded with Canada’s Top Family-Friendly award and the eighth year SFU has been awarded BC’s top employer award. Notable factors that led to this result include, SFU’s generous maternity and parental leave top-up payments, SFU’s pension plan and SFU’s development of UniverCity alongside the notable amenities available to staff.

For the full breakdown please visit: https://content.eluta.ca/top-employer-simon-fraser

Contact: Cookie Purewal, Coordinator, Learning & Development

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**JOB EVALUATION UPDATE**

**Total Rewards**

As of March 31, 2019 we will have completed Phase 2 of the job evaluation project.

Thank you to all of the leaders who worked with us to review and communicate results to their staff with tight timelines and snow days!

Below is a summary of the latest information.

**Phase 2: Communicate & implement results**

We held over 80 cascade meetings with leaders to review the project scope, the Hay methodology, and the job evaluation results. Then leaders were asked to share this information with their staff.

Key messages for the remainder of Phase 2:

- Hay grades and applicable salary changes for APSA staff will be implemented for the March 15 payday.
- New Hay grades for Excluded staff will be implemented for the March 15 payday. Any applicable salary changes will be implemented shortly.
- Applicable retro payments will be backdated to November 25, 2018. The timing of the retro payment is still TBD. Please do not contact payroll as our website will have an update when a date is confirmed.
- All outstanding occupied re-evaluation requests, pre-February 15 have been included in the job evaluation results. Evaluations for the period before November 25, 2018, using the old SFU job evaluation method, are currently being completed. Compensation will notify leaders when this evaluation has been completed and if applicable retro payments will be made.
- Leaders, please ensure you have communicated the job evaluation results with your staff as individual employee letters with the results will be sent out.

**Phase 3: Cleanup and maintenance**

Phase 3 is expected to begin April 1, 2019. Our first area of focus will be developing and evaluating all IT job descriptions (local & enterprise) in partnership with our IT leaders. Second, we will work with the VPs to determine the priority order of support on all other requests brought forward from Phase 2.

In combination with Phase 3, our compensation service support priority is:

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

Learn more and stay informed about the job evaluation project with:

- SFU Hay job evaluation project video
- Job evaluation website

Contact: Tanya Morrison, Director, Compensation
THE ROAD TO BARGAINING

Labour Relations

All of the University’s agreements with the Unions and APSA expire this year, and we are anticipating a busy round of contract negotiations. Bargaining dates are still to be determined, but we expect to start in the early spring.

What happens during collective bargaining?

Union and university representatives from across the University community will meet to discuss changes to various articles and clauses within the agreements that will support respective guiding principles and interests.

The University has engaged in a lengthy consultation process and a mandate has been developed based on the strategic goals of the University, the 2019 Sustainable Services Negotiating Mandate provided by the Public Sector Employers’ Council (PSEC).

Both parties at the bargaining table will present and discuss their proposals with supporting data, make counter-proposals and reach agreements on individual proposals that together will form the basis for a renewed agreement. Typically non-monetary items will be discussed first followed by monetary items such as benefit improvements or general wage increases.

The duration of collective bargaining is conditional upon a number of factors, one being the number of proposals being tabled, and the other being the nature, complexity and implication of the changes sought.

Bargaining is a very dynamic and fluid process and both the University and the Unions will at times need to make concessions and compromises in order to reach agreements. The parties have to remain engaged in constructive negotiations at the bargaining table, and we rely on the strong collaborative relationships we have built between bargaining years.

Media and Updates

The University will keep the community apprised of key developments once bargaining commences and periodic factual updates on the status of proposals will also be available on our LR website as bargaining proceeds.

Contact: Chris Hatty, Director, Labour and Employee Relations

CANNABIS UPDATE

SFU has a commitment to a “supportive and healthy work environment” and recognizes the impact of cannabis legalization on the health and safety of SFU employees. Cannabis use comes with risks and restrictions on campus, see detailed information on the cannabis webpage: https://www.sfu.ca/human-resources/cannabis.html

Contact: Rosie Dhaliwal, Specialist, Diversity & Inclusion and Education
LEARNING & DEVELOPMENT OPPORTUNITIES

Learning & Development

We’re pleased to be rolling out more new workshops this spring, aligned with SFU’s Learning & Development Framework. Here are a few:

- **Managing Mental Health in the Workplace**, facilitated by the Canadian Mental Health Association. Feedback from a pilot session with SFU leaders was extremely positive: “An excellent session and important topic.”

- **Creativity, Innovation and Human-Centered Design for the Workplace**, facilitated by SFU’s RADIUS. With the complexity of today’s workplace challenges, the workshop will focus on ways to generate new ideas and fresh approaches, drawing on design thinking for social innovation.

There are a few spaces remaining in the **Customer Relations & Service Excellence workshop** which is relevant to anyone who provides customer service (internally or externally).

Registration information and a full listing of workshops are available on our website: [https://www.sfu.ca/human-resources/learning-development.html](https://www.sfu.ca/human-resources/learning-development.html)

Contact: Tara Black, Director, People Development

EQUITY, DIVERSITY AND INCLUSION UPDATE

Equity, Diversity, and Inclusion

All staff are invited to join the Speaker Series as part of the community conversation on Equity, Diversity and Inclusion.

Ableism and Disability in Higher Education: Possibilities for Radical Inclusion

- **Date:** Wednesday April 3, 2019, 2:30 - 4:30 pm
- **Location:** Diamond Alumni Centre, Burnaby Campus
- **Speaker:** Wendy Harbour, Director of National Center for College Students with Disabilities

Registration is required for this free event that will be live-streamed to the Surrey and Vancouver campus.


Inclusive Events Checklist

For those who host events on campus, the EDI initiative has collaborated with the Centre for Accessible Learning in developing the following checklist: [https://www.sfu.ca/content/dam/sfu/vpacademic/files/equity_diversity_inclusion/Accessible%20Inclusive%20events%20checklist%20-%20Jan%202016%202019.pdf](https://www.sfu.ca/content/dam/sfu/vpacademic/files/equity_diversity_inclusion/Accessible%20Inclusive%20events%20checklist%20-%20Jan%202016%202019.pdf)

Awareness Days

- **March 8:** International Women’s Day
- **March 22:** World Water Day
- **April 7:** World Health Day
- **April 22:** Earth Day
- **April 28:** National Day of Mourning (**dedicated to remembering those who have lost their lives, or suffered injury or illness on the job or due to a work-related tragedy**)

Contact: Rosie Dhaliwal, Specialist, Diversity & Inclusion and Education
REVISIONS TO RESEARCH PERSONNEL EMPLOYMENT PRACTICES

**Workforce Planning**

As a result of requests from both Faculty members and research personnel, a review of the University's policies governing the employment of grant-funded research personnel was undertaken. This has resulted in proposing some significant changes to our policies to recognize these people as employees of the University and the associated rights and benefits that flow from that status. The project will also focus on providing better tools and support to faculty supervisors as the research personnel transition to becoming employees. The initiative has been broken into 3 phases:

**Phase 1 (Completed):** comprehensive review of current policies and practices, consultation with key stakeholders, and development of recommendations

**Phase 2 (Currently in progress):** Implementation Planning

**Phase 3 (TBD):** Implementation – PDF’s

The first group to be onboarded as employees will be the postdoctoral fellows with an estimated timeframe for mid to late year.

**Phase 3 (TBD):** Implementation – RAs

The larger group of RAs will follow successful implementation of PDF’s.

Completed activities include:

- A project team representing graduate studies, research areas, and Human Resources assembled.
- Drafted revisions to the policy for Postdoctoral Fellows which will be out for consultation shortly
- Stakeholder meetings and a series of town halls are being arranged to gather feedback - check website for dates.

For more: [https://www.sfu.ca/vpresearch/contact/revisions-to-research-personnel-employment-practices.html](https://www.sfu.ca/vpresearch/contact/revisions-to-research-personnel-employment-practices.html)

**Contact:** Elsa Plican, Project Lead-Human Resources

LEADERS THAT INSPIRE

**Leading People**

We sat down with Dugan O’Neil, SFU’s Associate Vice-President, Research to ask him about being a leader in hopes of inspiring others.

**What does being a leader mean to you?**

“For me, being a leader involves tackling complex, multi-part problems. It’s about defining the problem, taking in a lot of input, figuring out the root causes, listening to people, and then bringing everybody on board to row the boat in the same direction to come up with a solution.

Leadership is also about defining a shared vision and translating it into milestones and then trusting that your team can implement all the individual components that go into making that vision happen over time.”

**What do you love about being a leader?**

“I really like working with people as a leader. Most of the problems worth solving can’t be solved alone.”

**What advice would you give to newer leaders?**

“I have found that when people don’t understand the rationale for a decision, they often assume or create one, which might have nothing to do with what I had in mind when making the decision. If you’re as open as you can be at every step and communicate well with the people on the team, it helps build the needed trust.”

Visit our website for the full summary: [https://www.sfu.ca/human-resources/learning-development/leaders-profile.html](https://www.sfu.ca/human-resources/learning-development/leaders-profile.html)

**Contact:** Tara Black, Director, People Development