This message is on behalf of Joy Johnson, SFU’s Vice-President, Research and International, Jon Driver, Vice-President, Academic and Provost pro tem, Dugan O’Neil, Associate Vice-President, Research, Jeff Derksen, Dean and Associate Provost, Postdoctoral and Graduate Studies, and Sandi de Domenico, Associate Vice-President, Human Resources. It has been sent to all VPs, deans and associate deans of research.

To: The SFU Community,

We wanted to inform you that the first phase of the Research Personnel Initiative (RPI) to bring Postdoctoral Fellows on as employees of SFU is nearing completion and the project team has started work to do the same with Research Assistants (RA).

This initiative was launched in support of our goal to strengthen SFU as a research university and of solidifying the roles of research personnel, including graduate students, through more stable and better-defined employment.

WHAT’S COMING
The project team’s work in this phase will involve:

- Gathering data: reviewing current RA roles to gain an understanding of the work they’re doing
- Building role profiles: creating profiles (categories) for the types of work RAs do
- Creating an onboarding plan: defining a process for the intake of RAs as employees
- Onboarding: transitioning those categorized as RAs to employee status
- Developing HR practices: updating policies and creating processes that align to SFU values and legislated requirements
- Working with TSSU: providing employee names once they’re onboarded, to respect the RAs’ right to unionize

OUR ASK
The project team will be reaching out to representatives from your area in the coming weeks, to participate in the data gathering process and in developing the HR processes after that. These are valuable opportunities to help with the definition of foundational elements required to support a robust research entity and a healthy relationship with the union, and we hope you’ll show your support for their involvement.

MORE INFORMATION
The project team is committed to providing regular updates via email and the RPI project website, and will answer questions submitted to rp_info@sfu.ca.

In the meantime, please share this project update and show support for its goals and requirements in relevant team meetings, and direct any questions, concerns or feedback to Jim Tucker, Project Manager for RPI (jim_tucker@sfu.ca or 604-842-3456).

All our research personnel play a valuable role in the life of the university – we look forward to welcoming them as employees.

Sincerely,

Joy Johnson
Vice-President, Research and International
Simon Fraser University

Dugan O’Neil
Associate Vice-President, Research
Simon Fraser University

Jon Driver
Vice-President, Academic and Provost pro tem
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