Oversight Year-Start 2015-2016
Oversight Committee
Things we do

PAI (Performance Accountability Incentives)

Performance Complaints (towards Executives)

Authorize Gift Receipts

Ombudsperson

Financial Investigation

Executive Compensation Reviews

Evaluation of PAI Process
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Performance Accountability Incentives

- 40% Meeting Attendance
- 30% Achievement of Duties
- 30% Participation in Goal Making

Total: $5000
Performance
Accountability Incentives

40% Meeting Attendance
30% Achievement of Duties
30% Participation in Goal Making

$5000
<table>
<thead>
<tr>
<th>Meeting Type</th>
<th>% Worth</th>
<th>How is it Measured</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Committee</td>
<td>40%</td>
<td>Total percentage of time that an executive is present at Executive meetings (partial meetings taken into account.)</td>
</tr>
<tr>
<td>Council</td>
<td>30%</td>
<td>Total percentage of Council meetings attended</td>
</tr>
<tr>
<td>Standing Committees</td>
<td>30%</td>
<td>Total percentage of 2 Standing Committees meetings attended</td>
</tr>
</tbody>
</table>
Performance Accountability Incentives

$5000

40% Meeting Attendance

30% Achievement of Duties

30% Participation in Goal Making
How

- Every duty receives a total possible score of 1
- Executive can achieve an 0.25; 0.5; 0.75; 1.0 on all duties.
- Council directives and others are counted as 1 as well.
- Currently reviewing code on executive duties, stay tuned on the new set of executive duties.
Code Updates

- A lot of executive duties within code is outdated.
- Currently, we’ll be waiting for a revamp of executive duties
- Tentative deadline: last August Council meeting.
Performance Accountability Incentives

- 40% Meeting Attendance
- 30% Achievement of Duties
- 30% Participation in Goal Making

$5000
Big change

- PAI not tied to achievement of goals.
- PAI tied to how well the executive participates in the goal making process.
Kind of goals

- 2 types: “Position Statements” and Short Term Goals.

- At least 1 “Position Statement” and 2 Short Term Goals

- At most 2 “Position Statement” and 3 Short Term Goals.
“Position statement”

- Long term strategic direction that can’t be completed in one executive year.

- Called “Position Statement” because not really goals and “Position Statement” sounds sexy.

- After some feedback (Pierre produces Position Statements), we may have to rework what it’s called.
Short Term Goals

- Preferably not related to "Position Statement".
- Things that can be completed reasonably in one executive term.
## Summary of what we need

<table>
<thead>
<tr>
<th></th>
<th>“Position Statement”</th>
<th>Short Term Goal</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minimum</strong></td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td><strong>Maximum</strong></td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td><strong>Additional Requirements</strong></td>
<td>A set of “dream states”</td>
<td>- A set of Sub-goals</td>
</tr>
<tr>
<td></td>
<td>Several milestones that can be achieved this year</td>
<td>Steps to complete Sub-goals</td>
</tr>
</tbody>
</table>
Periodical Reviews

Each round of review is worth 25% of the overall 30% allocation.
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Effective Evaluation

1. Discussion on the relevance of goals
2. Discussion on need of goal revisions
3. Discussion on goal progress
4. Discussion on goal timelines
5. Feedback on goal achievements
6. Written self-evaluation on goal progress
Performance Accountability Incentives

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Serious Breach of Value

- Oversight, contingent on finding a serious breach of value or duty by the executive can recommend PAI reduction to Council.

- It’s a **recommendation.** Oversight can’t reduce PAI. Needs 2/3 in Council.
Appeals

- Oversight does not deal with Appeals.
- Only AMS Council can accept appeals and modify Oversight’s decision.
# Summary Cheat Sheet

<table>
<thead>
<tr>
<th></th>
<th>Total Percentage</th>
<th>$</th>
<th>Component</th>
<th>Component Percentage</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Goal Setting</strong></td>
<td>30%</td>
<td>$1500</td>
<td>Goal Setting</td>
<td>7.5%</td>
<td>$375</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Review #1</td>
<td>7.5%</td>
<td>$375</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Review #2</td>
<td>7.5%</td>
<td>$375</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Final Review</td>
<td>7.5%</td>
<td>$375</td>
</tr>
<tr>
<td><strong>Meeting</strong></td>
<td>40%</td>
<td>$2000</td>
<td>Exec Comm</td>
<td>16%</td>
<td>$800</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Council</td>
<td>12%</td>
<td>$600</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Standing</td>
<td>12%</td>
<td>$600</td>
</tr>
<tr>
<td><strong>Duties</strong></td>
<td>30%</td>
<td>$1500</td>
<td>N/A</td>
<td>30%</td>
<td>$1500</td>
</tr>
</tbody>
</table>
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3 Types of Complaints

Personal Harassment

Breach of Duties

Breach of Values
Other Basics of Complaints

- Who can submit them? Pretty much anyone (Councillors, AMS/GSS Members, External bodies that deal with the AMS)

- How to submit a complaint? Email oversight@ams.ubc.ca
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Note on Publicity

- We’ll be as public as possible except for cases when (an) individual(s) physical and/or mental health and wellbeing is compromised as a direct result of a specific record being published.