THE ALMA MATER SOCIETY
OF THE UNIVERSITY OF BRITISH COLUMBIA VANCOUVER

AMS EXECUTIVE COMMITTEE
Minutes of December 7, 2017

Attendance
Present: Alan Ehrenholz (President), Max Holmes (VP Academic), Alim Lakhiyalov (VP Finance), Pooja Bhatti (VP Administration), Sally Lin (VP External), Marium Hamid (Student Services Manager), Kelsi Wall (Policy Advisor), Keith Hester (Managing Director), Sheldon Goldfarb (Archivist & Clerk of Council)

Recording Secretary: Sheldon Goldfarb

Call to Order
The meeting was called to order at 10:02 am.

Agenda
- The agenda was approved (Max, Alim).

Minutes
- The minutes of November 29 were approved (Pooja, Sally).

Managing Director Review
- Alan:
  - The annual review stage that is supposed to be done in November will be done starting now.
  - We’ll use the template from last year.

Sexual Assault Support Centre
- Alan: SASC wanted to come introduce themselves. They can’t make it this morning, but will pop by your offices this afternoon.

Sexual Assault Policy
- Max:
  - A Sexual Violence Prevention and Response Policy is a high priority for the AMS.
  - The University has one, and we don’t.
  - Also, our Respectful Environment Policy is three years old and hasn’t been reviewed.
- It doesn’t even say when the review should be done or who should do it, because it was created before our current rules on reviewing policies were put in place.
  - The two policies should work hand in hand; they will affect each other.
  - I’d like to see a group created to look into this, consisting of an Executive as chair and including HR, SASC, perhaps the Ombudsperson, and the Policy Advisor.
  - Perhaps this could be a working group of the Executive Committee.
    - It might take longer to do it that way, but this is an important issue and may need time.
  - I would suggest a motion from the Executive to get this started.
  - We’ll need to consult with staff, the Constituencies, etc.
  - The process may not finish with our Executive.
- Alan: Something binding and in the minutes is good.
- Alim: Will the policy be similar to UBC’s?
- Max:
  - Some things will have to be different; some things we don’t agree with in their policy.
  - But some things we can follow: they have good definitions, and those can be useful in determining jurisdiction.
    - We have to be able to know when things should be done by us, when by the University’s office, when by SASC.
  - UBC put a lot of work into their policy, and it was reviewed by their legal counsel.
- Sally:
  - Looking forward to more coordination.
  - We all want an Internal Policy.
  - There’s also the Our Turn document on sexual violence, which we’re supposed to be implementing.
  - We need to figure out how those two will work together.
- Marium:
  - Our Turn is more an evaluation. Our policy will be more internal.
  - They complement each other. They won’t be duplicating.
- Sally: I don’t want the reporting procedures under Our Turn to contradict our policy.
- Max:
  - Obviously, people are going to have different structures.
  - That’s why we want an Internal Policy.
  - We shouldn’t tell clubs or others not to implement things now.
  - We can start implementing and see if there are any problems, and that can inform the policy.
- Alan: Having a working group headed by an Executive will mitigate risks involved with changing things.
- Sally:
But we don’t want to change and then have to change again and begin from scratch.
Typically, implementation comes after policy.
Implementing Our Turn now doesn’t make sense if we’re doing a new policy.
I would like efforts to be more coordinated.
- Max:
  - Nothing has really started yet, so we can coordinate.
  - It’s very flexible.
  - All these concerns can be addressed.
- Marium: I think this will be more of a protocol into which recommendations from Our Turn can be integrated.
- Alan: This would go to Council as an Internal Policy?
- Max: Yes, and the policy should include special rules for amending it; we want solid protections in place when it’s being reviewed.
- Marium: An Executive can coordinate the group looking into this, but they should not write the first draft. I’m not sure we have the expertise.
- Sally: And the policy would apply to Executives.
- Alan: Well, it would apply to everyone in the organization.
- Marium: HR should have major input, and the first draft should be a collaborative effort.
- Max:
  - I see the Executive member on this group being the one who will coordinate consultation (with clubs, Constituencies, the members at large). They will also take care of the timeline, the meetings, the documents. They will make sure things happen.
  - The work of writing will be done by the working group’s subject matter experts (Policy Advisor, HR Manager, someone from SASC, the Ombudsperson).
- Alan: Let’s discuss further next week.

Student Services Manager
- Keith:
  - We’re thinking of making this a full-time position.
  - We’ve been lucky with the recent managers, but we can’t depend on that.
  - Each year for the first couple of months the new Student Services Manager (SSM) has to find out the status of things.
  - There’s a loss of knowledge in the transition.
  - What is needed is more continuity.
  - The new SSM would also oversee SASC as well as the Services currently overseen by the current SSM.
- Pooja: So they would no longer be a student.
- Keith: That’s correct. But the assistant manager, who would handle the day-to-day work, would be a student.
- Max: When would this happen?
- Keith: At the end of Marium’s term. We’re talking about it now to give ourselves time to get ready.
- Max: Is there a worry about student staff reporting to a permanent manager? Would it be more uncomfortable for them?
- Keith: That’s certainly a consideration.
- Sally: Having our Student Services be student-run is a unique aspect of us. I know we value continuity, but maybe something else is more important: the authentic student touch.
- Keith: The Society is run by students, but does every part have to be run by students?
- Max:
  - The SSM does a lot of work with the University, advocating for Services.
  - Our Student Services are currently represented by a student.
  - I worry about having a non-student setting direction for the Services.
- Alan: But as recently as two years ago we had a non-student Executive Director overseeing the Services.
- Marium:
  - I’m not going to be SSM again, so there’s no conflict of interest.
  - What added benefit will a permanent manager bring besides continuity?
  - And the Services do have strong continuity.
  - Students don’t react well to reporting to senior managers.
  - They relate better to student managers.
  - If there’s a permanent manager, there can be a gap.
  - I would also recommend against splitting services (SASC and the other Services).
  - We should look into better procedures for carrying knowledge further.
  - Maybe we could create a Senior Student Services Manager.
- Alan:
  - Creating a Senior Student Services Manager would create redundancies.
  - I don’t think the proposal would split services; there’d still be a SASC Manager for SASC and an Assistant Manager for the other seven services.
  - The Assistant’s hours would go up to 25-35 a week.
  - The SSM would coordinate between both the SASC Manager and the Assistant Services Manager.
- Keith: We’d be looking for a recent graduate with experience in the field and knowledge of the organization.
- Alim:
  - It’s important to have someone with a fresh outlook. The hiring process would have to look at that.
  - The seven Service coordinators bind as a team; they have their own culture; we want to make sure the new person doesn’t take away from that.
Marium:
- We have people volunteering for their whole degree. People stay in the Services for a long time.
- The culture is what makes the Services special.
- I still don’t see the value in having a permanent manager, especially now, in a flux year when we’ve just added two new Services of a quite different type (Vice and eHub).
- I would not have applied for the Assistant position. As the manager I get to work with the Executive and talk to the University. But that would not be true for the new Assistant position.

Keith: We could limit the permanent manager’s term to three years to ensure fresh perspectives.

Max:
- There’s also the issue of paying more money to hire a permanent manager.
- Also, we want someone youthful and dynamic, but also someone who can oversee SASC. It would be difficult to find someone like that.
- I don’t see the value added by this proposal.
- We can maybe look to improve continuity in other ways, in a way that doesn’t involve adding someone expensive.

Sally:
- Giving more hours to an Assistant would also be a new expense.
- We’re a student society run by students.
- Are we having issues with continuity?

Alan: If we hire one person, are we no longer run by students?

Max:
- No, but we’d be less run by students.
- We think we’ll add value with continuity, but we may significantly change the culture.
- There’s also the Services review: who would run it? Students should be running it.
- With a non-student manager there would be less direction from students.
- In the businesses we give the managers autonomy; if we create a permanent manager for the Services, that may happen there too.

Keith: I see the concern, but the Society will still be run by students. The manager would be working with Student Council and the student Executive.

Sally:
- The Services have a level of intimacy that might change if we do this.
- One of our aims is to provide student positions so that students can get experience.
- Council is always told to stay at a high level, so where is the intimate day-to-day student touch going to come from?
AMS Executive Committee
Minutes of December 7, 2017

• Keith: The Executive Committee.
• Sally: The second we change this, Services becomes a staff department and not a student department. We’ll be losing some student ownership.
• Alan: This is something to revisit.

Men and Boys Advocacy
• Pooja:
  o This group has been trying to become a club since 2016 and has been rejected three times.
  o Now they’ve written to ask us to revoke the decision.
• Alan: We’ve talked to our lawyers, but this is not a legal claim yet.

Referenda
• Upcoming referenda:
  o U-Pass (100% certain)
  o Fee changes
  o Housekeeping bylaw changes
  o Tuition (modifying the 2014 referendum calling for the AMS to advocate for reduced tuition)
  o Student Court (coming from the Governance Committee).
• Max: We may want to make some housekeeping changes to the bylaws, including changes to the VP Academic job description.
• Alan: We made some very big changes to the bylaws recently. We don’t need to go back to the students and say we need to housekeep some more.
• Max: Do we need a Referendum Coordinator?
• Alan: If we decide we need one, we can direct HR to post for it.
• Kelsi: Do we want to reopen the 2014 tuition referendum?
• Max:
  o The 2014 referendum passed because of things at the time over which students were angry.
  o We can revisit it to make it more solid.
  o Currently it asks for things that are not realistic and not beneficial and that hurt our image.
• Re electronic petitions:
  o Max: We’re going to use Formstack as was done before.
  o Alan: Look at alternatives before you decide.

Athletics Update
• Alan: We have to report to Council in January on what we think about the $21 fee. We can provide an update on our progress.
• Max: We need to tell Council our worries over the fee.
• Alan: Yes, we can talk of the MoU we’re proposing and the sticking points about it.
• Alim: UBC’s Kavie Toor has offered to come to Council to present the athletics budget.
• Alan:
  o That will tell us how they are planning to spend the money.
  o Our proposal will say we want to tell them how to spend it.
  o We will prepare a draft MoU for the Executive and Council.
• Alim: Not for January.

Musqueam Communication Policy

• Max:
  o Need to update the title of Policy Advisor.
  o Also want to add a designated Executive.
  o The current policy says every communication has to go through the Executive; we should modify that.
  o We want to make it easier to communicate.

Adjournment
The meeting adjourned at 11:30 am.