Background

• April 2017 the VP AUA office was restructured to eliminate most of the topical commissioners
• October 2017 adjustments to the structure were made after the by-election
• February 2018 one year after the restructure, the VP AUA reviewed the office structure and proposed changes
• March 2018 the VP AUA consulted with student senate caucus, advocacy committee, student board of governors, and other stakeholders on new structure
• April 2018 the VP AUA has proposed changes to the structure of the office with approval from Executive Committee (HR Committee could not meet)
Structure Prior to May 2017

VP Academic and University Affairs

AVP Academic and University Affairs (20 Hours)

Aboriginal Commissioner (10 Hours)
Campus Development Commissioner (10 Hours)
Academic Affairs Commissioner (10 Hours)
Mental Health and Wellbeing Commissioner (10 Hours)
Equity Commissioner (10 Hours)
International Students’ Commissioner (10 Hours)
Observations from this Structure

• The VP AUA ended up having 7 direct reports and this would bog down there time with management
• There was no one responsible for campaigns or outreach leaving the work to the VP and AVP
• With only 10 hours of work a week commissioners had very little time in the office
• Commissioner positions were topical but work would overlap and it proved difficult to fill all the positions
• Some years had more work in one area and this left some commissioners doing more work than others
• 80 staff hours a week in total
Structure May 2017 - October 2017

VP Academic and University Affairs

- Campaigns and Outreach Commissioner (15 Hours)
- AVP Academic and University Affairs (20 hours)
- Indigenous Students Commissioner (15 hours)
  - University Affairs Commissioner (15 hours)
  - University Affairs Commissioner (15 hours)
Observations from this Structure

- The VP AUA ended up having 3 direct reports and this freed up there time significantly
- The AVP managed half of the office and this significantly took up there time
- With every commissioner working 15 hours a week people were in the office more often
- The Indigenous Students Commissioner had very little work and difficulty reaching out to groups on campus
- The AVP worked far more than 20 hours a week in order to manage staff and accomplish there tasks
- 80 staff hours a week in total (no change)
Structure October 2017 - Now

VP Academic and University Affairs

- Campaigns and Outreach Commissioner (20 Hours)
- AVP Academic and University Affairs (25 hours)
  - University Affairs Commissioner (15 hours)
  - University Affairs Commissioner (15 hours)
Observations from this Structure

• The VP AUA ended up having 2 direct reports and this freed up their time even more
• The AVP managed half of the office and this still significantly took up their time
• With every commissioner working at least 15 hours a week people were in the office more often
• Although the Campaigns and Outreach Commissioner worked on the Indigenous Advisory Group there remains significant work the AMS ought to do
• This system created significant gaps in our Academic Affairs work, leaving work undone
• 75 staff hours a week in total (change of 5 less hours)
Areas of Concern for New Structure

- The VP AUA should not have more than 3 direct reports otherwise they will have too much time spent in staff meetings and managerial work.
- The AVP AUA position is not sustainable, any AVP should not have more than 20 hours a week and 1 direct report.
- Every Commissioner should continue at 15 hours a week to have them in the office for a sufficient amount of time.
- Campaigns and Outreach Commissioner must report to VP in order to keep campaigns and outreach a priority.
- There needs to be far more time dedicated to Academic Affairs (student senator support, curriculum consultations, faculty specific advocacy, academic concessions and accommodations, fall reading week, exam scheduling).
- More staff hours are needed, the VP spent far too much time on reports, submissions, and other tasks leaving less times for meetings and strategic planning for advocacy.
Proposed New Structure

VP Academic and University Affairs

AVP University Affairs (20 Hours)

University Affairs Commissioner (15 hours)

Campaigns and Outreach Commissioner (20 Hours)

AVP Academic Affairs (20 hours)

Academic Affairs Commissioner (15 hours)
Advantages to this Structure

- The VP AUA will have 3 direct reports, observed to be manageable in the past
- Recognizes the need for Academic Affairs supports, while continuing to support University Affairs
- Every Commissioner in the office will still work at least 15 hours a week, with Campaigns reporting to the VP
- Increase to 90 hours of staff work a week allowing more time for the VP AUA (net increase of 10 hours)
- Two AVPs so neither is overworked, also with only one direct report to free up their time
- AVPs will help hire their respective commissioners (in may) to help foster collaboration
Thank You!
Any Questions or Comments
(Potential) Disadvantages or Gaps

- Net increase of 10 hours will increase staff budget during a year with a minimum wage increase
- There still remains a gap in the amount of work the AMS should be doing for Indigenous Affairs
- The VP AUA Office has proven extremely difficult to hire for, receiving the least applicants for at least 2 years now
- Academic Affairs side of the office is necessary now, but could prove less so after a senate governance review
- Net increase of 10 hours may create more management than expected for VP
Solutions for Disadvantages and Gaps

• Increased budget, however University and Academic Affairs Commissioners hired one month later, also there is a need for more resources dedicated to advocacy

• Incoming President exploring creation of an Executive Projects Assistant for Indigenous Affairs

• More engagement and advertising of positions by outgoing and incoming VP and staff members

• Review of Academic Affairs side of the office after one year, especially if there is a senate governance review

• Net Increase may be more management but both AVPs have extensive management experience and this will continue to be a priority in hiring