BuildAMS – Governance Review Proposal
Presentation to Council
February 25th, 2015
Overview

• Background
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• Purpose/Mission
• Structure
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• AMS2030/BuildAMS Linkage
AMS entering 100th anniversary year, and has developed rapidly to become the largest and most complex student society in North America.

Last governance review in 1994 called “CORP”

Report adopted, and over 75% of contents adopted, outlining the structure of today’s AMS.

AMS has grown so complex, with ad hoc reviews over the years, need holistic review process

New SUB will have an impact upon the AMS’s future operations, and is an opportune time to start the process of building the “new AMS”
Overview

• BuildAMS is a year-long governance audit process that will be conducted in tandem with a strategic planning process (AMS2030)

• Work began in July 2014 to begin developing review process that would encompass the entire organization

• Council raised concerns regarding timing, scope, budget, which have been addressed through modifying the proposal
Purpose/Mission

• The purpose is to create a modern governance structure that serves the needs of students both today and into the future.
  – Streamlined and simplified structure to navigate within
  – More opportunities for participation and involvement in all aspects of the AMS’s operations
  – Addressing complex internal challenges that have arisen due to the societies’ rapid growth and re-focusing
Structure

• BuildAMS is broken into four stages:
  – Stage 1: Internal Benchmarking Process
  – Stage 2: Post-Move Internal Review
  – Stage 3: External Review
  – Stage 4: Public Consultation

• BuildAMS is guided by a committee of student staff, Councilors, Executives, and permanent staff, with a student staff team lead coordinating the process
Stage 1: Internal Benchmarking

• “You can’t know where you’re going until you know where you’ve come from”
• Process goal is to collect information on the current societies’ internal structure, processes, organizational structures
• Develop a comprehensive outline of how the AMS currently functions, which will assist in informing future phases
• Uses focus groups, review of governing documents, one-on-one interviews. Objective data only.
• Information gathering.
Stage 2: Internal Review

- New SUB has a large impact upon the AMS’s internal operations. Unwise to delve into a full review when the Society will shift its own operations.
- “Long exposure” process. Looking at the society from info gathered in Stage 1, determining growth, adaptation, and deficiencies to inform Stage 3.
- Similar process to Stage 1, but blending both objective and subjective data.
- Information gathering.
Stage 3: External Review

- Determining best practices from a consultant is key to validating information gathered in the first two phases.
- Will be sought through an open RFP process, and consultant will lead their own process in consultation with the BuildAMS Committee.
- Report will provide clear and tangible recommendations for review at the end of Stage 4, which be sent to AMS Council for adoption.
Stage 4: Public Consultation

- Public consultation and buy-in from all stakeholder groups is key
- Constituencies, clubs, AMS staff, Council, etc. all included
- General survey, focus groups, one-on-one interviews, will be used to collect feedback
- Feedback will be compiled, and blended with the information from all previous stages to develop final report
Final Report

- Final report will take into account information from all previous stages, and will develop a comprehensive overview with clear recommendations for AMS Council and membership to review.
- Will be submitted no later than March 30th 2016, and implementation will be determined by Council at the time of adoption.
- To be completed by Executive Projects Assistant and the Consultant.
Timeline

- Variable depending on the decisions of the BuildAMS committee, progress of each Phase.
- March-May – Stage 1
- June-November – Stage 2
- September-February – Stage 3 (including RFP)
- January-March – Stage 4
- March 30 2016 – Final report delivered to AMS Council
AMS2030/BuildAMS Linkage

- Strategic planning process should also include regular, cyclic reviews of the AMS’s structure. 20 years since the last review.
- At the end of each mid-year plan (5 years), a review process will be triggered to determine whether a full-scale review or a small-scope review is needed.
- Review to be completed by the end of the next mid-year plan.