

BuildAMS – Governance Review Proposal

Presentation to Council

February 25th, 2015



Overview

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- Structure
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Background

- 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 it's 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

