



AMS Human Resources Committee October/November 2018 Report

Dear Council and AMS Members,

I am very happy to report that the AMS Human Resources Committee has been doing a great job at accomplishing our Committee responsibilities as outlined in the AMS Code of Procedure, as well as our own goals that we have been working towards completing. With this report you'll find a summary of what we've been up to, as well as what we're looking forward to getting done over the next while.

Ambitious Goals

I am very pleased with the goals our Committee has set out to achieve this year. While ambitious, the 2018/19 AMS Human Resources Committee Goals looks to make important changes and improvements to a variety of the Society's HR aspects. Some selected goals that we are excited to be working on include:

- Investigating employee satisfaction and sentiment in cooperation with the AMS Human Resources Manager
- Creating a new Councillor Orientation Package, which will hopefully contribute positively to the functioning of AMS Council for years to come by providing more accessible information to new Councillors.
- Looking at improving recruitment for AMS positions, as well as overall employee satisfaction, by creating relevant campaigns.



- Conducting wage reviews on Executive and appointed positions within the Society to ensure people are getting paid appropriately.

I am very confident that this Committee will have no issue in completing all of our goals by the end of our term, and am very much looking forward to seeing these positive changes implemented.

AMS Advisory Board

One of our biggest accomplishments so far has been the overhaul of the AMS Advisory Board, making new and exciting code changes to ensure its productive functioning. The AMS Advisory Board is an important advising body that will have a great positive effect on the Society by providing advice to Council on the more business, managerial, and operational side of the AMS. We are looking forward to appointing nominees in the coming weeks, and are very excited to see how these experienced individuals can contribute to the success of the AMS.

Hiring

Another item that has kept us extremely busy has been hiring various Council appointed positions. The positions we've been busy filling include:

Positions on the Elections Committee, hired in cooperation with AMS Elections Administrator Halla Bertrand:



- Chief Returning Officer
- Communications Officer
- Events Officer

Other important positions that we look forward to appointing in Council soon include:

- Speaker of Council
- Professional Members on the AMS Advisory Board
- Student Members on the AMS Advisory Board

I am happy to say that we received a number of applications for all positions, and are confident as a Committee that we have and will nominate some of the best talent UBC has to offer.

Our Committee has also been hard at work making changes to standardize hiring timelines for future Human Resources Committees. Pending adoption of Council, these changes will ensure that the positions of Speaker of Council, Elections Administrator, and Ombudsperson, will be filled before the start of when the next Council begins their term.

AMS Employee Feedback Survey

We have been working with the AMS Human Resources Manager, Praneet Sandhu, in overseeing and distributing an Employee Feedback Survey. This survey should be reaching all AMS employees soon, and we are looking forward to presenting the results of this survey to Council.



Looking Forward

While we've already accomplished a lot the past couple of months, there's still many items we're working on. Here's a rundown of what to expect moving into next term.

- **A Report to Council on the AMS Employee Feedback Survey**
- **A New Councillor Orientation Package**
- **Work on a Campaign to Improve Student Recruitment**
- **A Comprehensive Wage Review of AMS Executives and Council Appointed Positions**
- **Working with the AMS Human Resources Department to Improve the AMS Jobs Portal**

We can't wait for you to see what we've been working on, and I am personally very excited to see this Committee continue to create positive change at the AMS.

As always, please feel free to reach out to me at anytime at hcom@ams.ubc.ca if you have any questions, ideas, or just want to chat.

Cole Evans

Chair, AMS Human Resources Committee