

August Report of AMS Human Resources Committee

Chair: Riley Ty

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Dear Council,

At the time of this report, the HR committee has met eight times since our appointment and much of this report will focus on works in progress, as we near the implementation phase of our goals. Feel more than free to reach out to me for any corresponding questions and or concerns.

1. Works in Progress:

1. Since council last met in July, the AMS Ombudsperson, has tendered his resignation, effective one month from August 6th, 2019 (i.e. September 6, 2019). Given this development the committee has immediately been working on next steps, starting with a complete review of the Ombudsperson JD. Finding no major issues at the time, the Ombudsperson Job posting should be posted on Icruit. Given that a law student would be an ideal candidate, the current Ombudsperson has offered to post the notice on the law student Facebook page and the law student society will be contacted for further assistance. One the application period is closed the committee and HR will move on to interviews and a new incumbent should be in position by September. The incumbent has also offered to provide assistance in anyway whatsoever to help the committee find a replacement.
2. In regards to the filling the vacancy on the Advisory Board, the executive has cleared up the definition of operational management and is instead looking for an individual with primarily Human Resources experience, and organizational management, as the previous incumbent brought said experience to the Advisory Board. It has been noted that many of the Board's professional members are current Business faculty and while councilor's and executives are encouraged to nominate ideal candidates, the chair has reached out to CUS, who has excellent relations with the Sauder faculty, to possibly fill the position. Although developing an official JD was discussed in committee, there have also been concerns, based on past experience, that any potential JD will be used too rigorously, by candidates, when determining expectations regarding the position. At this time, the committee advises interested parties to refer to the specific Advisory Board sections of code, as this should be a detailed and sufficient description of the Board, its

duties and what commitment specifically details. An announcement to the next AMS Council meeting will also be made.

3. Regarding goal 3, the development of possible strategies to better advertise AMS positions and increase diversity and recruitment, the Vice Chair and member at large George Kachkovski, has suggested numerous steps, including fostering relationships with on campus groups (i.e. Rec, Residence Life, etc.), advertising at the bookstore, boothing at AMS events, etc. to facilitate the process. The HR coordinator has also suggested possible new features into the HR system, such as a subscription for unselected volunteers and jobs candidates, as another possible idea, but it will depend on the limitations of the system once fully assessed. The HR Coordinator and President, will be the liaisons between the committee and appropriate parties, for executing many of these suggestions, in order to accurately determine what is feasible. Many of the suggestions appear promising and if councilors would like to see the Next Steps document stating all suggestions, then please contact the Chair for further inquiry.
4. In developing an AMS Ombudsperson review, the chair has contacted the Clerk of council regarding past reviews. The information is currently being compiled and any new system will be finalized in committee and with the input of the new Ombudsperson.

If you have any suggestions or feedback, we are always excited to hear them, feel more than free to let us know what you think.

2. Works Completed

At this time the committee was focused on the planning stage of its goals, fulfillment and execution should be commencing in September and all developments will be made in the following report.