

# November 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 approximately five times since our September appointment and below you will find a summary of our activities, projects and a list of our goals.

## 1. Works in Progress:

Regarding Goal 5, working to fill the advisory board, as of now it has been decided that the Presidential staff will be responsible for compiling a list of all interested candidates. Once complete, the list will be presented to the committee who will review and decide which candidates it will like to initially offer the positions to and in the event of refusal, who they would select as their next choice. This conversation will likely occur in camera to preserve confidentiality and the privacy of the candidates. Due to scheduling difficulties, this will be pushed back to the next HR committee meeting during the first week of December and will be completed then.

Regarding Goal 8, reviewing Committee Chair compensation, as of now a survey was sent out to all non-exec committee chairs dating back to 2016 when the current system was introduced. Due to possible conflicts of interest, this is mainly being handled under the purview of the Vice-Chair, Samantha Peng and AMS President, Chris Hakim, as such my report will be brief. Currently, there is a total of 8 respondents and the average amount of work they listed is 4 hours per week and stated chairs need better training and support. As such it suggests a possible increase of hours (i.e. the current claim is 3 hours per week) and better training and support during Councilor orientation is needed.

## Works Completed

After the chair and Chief Electoral Officer (CEO) conducted multiple interviews for the positions of Chief Returning Officer (CRO), Communications Officer (CO) and Events Officer (EO), along with 2 Polling Officers (Pos), the CEO came to an HR Committee meeting to discuss and finalize the committee's choice for candidates. As of now, the HR committee will recommend Isabelle Ava-Pointon, Palak Barman and Declan Rounce to the positions of CRO, CO and ELO,

respectively. Farzeen Ather and Jodi Yim are recommended by the Elections Committee for the 2 polling officer positions. The appointments will be on the agenda for the November 27<sup>th</sup> council meeting.

Regarding, goal 1, establishing an Ombudsperson review system, as code states the committee must review the activities of the Ombudsperson three times a year and as of now a working prototype has been established. After discussing the matter with the Ombudsperson, it has been decided that they will submit a report to HR committee after the end of each term. The report will categorize and list the cases reviewed by the Ombudsperson, as much as can be stated without breaking privacy and confidentiality procedures. The Ombudsperson will then present this report to the committee, giving a breakdown and answering all questions or points brought forward by the committee. As this has not been done in over a decade, the system and specifics in the report will continue to change as the committee works with the Ombudsperson to fine tune the details, however as of now this goal has been more or less completed. Also, I will clarify that this report is not submitted to council as the Ombudsperson is already obligated to give an end of the year report, whereas this task is specifically for the committee's purview.

Overall, this concludes the human resources committee report for November. If you ever have any questions feel more than free to contact me.

Sincerely,

Riley Ty, Chair