



THE ALMA MATER SOCIETY OF THE UNIVERSITY OF BRITISH COLUMBIA

AMS Human Resources Committee

Minutes for November 19, 2019 – 3:30 PM, NEST Room 3511

Present: Riley Ty (Chair - Councillor), Danny Liu (Proxy for Michelle Marcus), Samantha Peng (Councillor - Vice Chair), Carmen Kim (Councillor), Jonathan Kew (Councillor), Chris Hakim (AMS President - video conferencing), Katrin Iacono (AMS Ombudsperson), Praneet Sandhu (AMS HR Manager), Leslie Tulet (AM HR Coordinator), Ahsan Sahibzada (AMS Chief Electoral Officer)

Regrets: George Kachkovski (Member at large)

Call to Order

The meeting was called to order at 5:35 pm.

Territorial Acknowledgement

We acknowledge that we are on the unceded, traditional, and ancestral territory of the Musqueam people. It is important to recognize that learning has happened long before our time here, and that we are very privileged to be on these territories that are not ours.

Approval of Minutes

- Be it resolved that the November 1st minutes be approved. Moved by Jonathan Kew and seconded by Danny proxy for Michelle

Approval of the Agenda

- Be it resolved that the Agenda be adopted. Moved by Riley Ty and seconded by Carmen Kim.

Introductions and Check-in Activity

Updates From the Chair

In Camera Discussion Items (x2)

- Moved by Riley Ty, Seconded by Michelle Marcus , Thirded by Carmen Kim
- **The Committee entered in-camera at 3:45pm**
- **The Committee exited in-camera at 4:16pm**

Discussion: Ombudsperson Role and Review

- Riley: hasn't been done in over a decade
- Katerine: need suggestions on how to refine this, very preliminary

- Revisit every September, January, March
- Two of the results ended with open files (?)
- Chris: changing the salary
 - Just research work being done at the moment
 - Chris misunderstood, this is about something else in reviewing Ombudsperson role
- Katerine: Reviewing what this position should be like in the future
- Jonathan: How do we proceed with reviewing now?
- Katerine: Challenges inherent, can't talk about freely, but that's why it's difficult to do now
- Riley: Definitely a work in progress
 - Contact Sheldon for the old annual reports
- Katerine: Doesn't feel like she has anything substantial to share from the last 6 weeks
- Chris: We aren't equipped to handle sexual violence cases
 - Difficulty in hiring an ombudsperson, due to compensation
 - It's hard to get great candidates for this position when the compensation isn't good enough
 - **Wants this committee to discuss COMPENSATION & QUALIFICATIONS for future hiring of the Ombudsperson**
 - We can also look at other universities and see what they're doing and ballpark it based on that
- Katerine: Do you have to have a fulltime staff for this?
- Leslie: This is a great question, but we'll be better equipped after Katerine has been around for a year what the answer to that question is
 - The position falls within our tier position
 - To do it outside of it is operationally very difficult
 - We should wait for the data first
- Chris: We are getting bad candidates and hiring bad candidates
 - We need to get out of the tier system
 - Who can do it fulltime
- Katerine: Position is 20 hours a week at \$15/hour → you're only going to get students but we don't need to hire a student
 - Somehow make it so the UBC investigations office takes on the workload
 - Chris: Jurisdictional gap
 - They can enforce academic participation but not club participation
 - We have jurisdiction over club participation

- They can't provide reports to the AMS

Discussion: Ad Hoc Committee Chair compensation

- Chris: The chair approached Chris to ask about compensation as they are doing just as much as any other chair
 - Recommendation to compensate the chair of the committee
- Katerine: Actually she drafted a contract and sent it to the chair, but he refused to sign it
- Chris: Just learned about this so we'll have a conversation about this at another point

Discussion: Goals Check in

Other Business

Adjournment

The meeting was adjourned at 4:50 pm