

**February Report of  
AMS Human Resources Committee**

**Chair: Riley Ty**

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**February 21, 2019**

Dear Council,

At the time of this report, the HR committee has met approximately nine times since our September appointment. However, given that the committee is meeting later today, some of the contents in this report may be provisional in nature. As always, if you have any questions, concerns or suggestions, you are more than welcome to contact myself or drop by at an HR Committee meeting.

**1. Works in Progress:**

Regarding Goal 2 - Develop strategies to help increase the diversity and number of student applicants - as per the suggestion of our member at large, a prudent method to accomplish this goal is to directly go to under represented groups on campus (i.e. the resource groups and indigenous committee) and encourage them to apply to the AMS. The reasoning for this idea is that there may be disassociation among students with the current methods of online promotion (i.e. emails, newsletters, etc) whereas asking in person may promote better encouragement. While this will be further discussed today, the chair has followed up with the VP Administration to develop a list of potential groups and groups that the committee can reach out to.

Regarding Goal 3 - Review hiring process for appointees in Code (Section IX C, Article 2(8)) and possible changes – As of now, the committee is charge by code to post the JDs for all 3 of the appointee positions (i.e. Ombudsperson, Speaker of Council and Chief Electoral Officer) and we are currently working with the incumbents to update the JDs and make appropriate changes in time to post by March 1<sup>st</sup>.

Regarding Goals 4 - reviewing the transition process for student governance and service positions – based on previous conversations, the Chair has asked the President to investigate the possibility of all executives having a debriefing with their current staff about preferred transition processes, in order to have appropriate methods in place for new hiring.

Today the committee will also receive a presentation from the HR department regarding the results of the annual employment survey and will have a conversation about possible changes and or areas of note. In addition, the committee will also discuss a number of code changes to codify best hiring practices, remove all gender pronouns in committee JDs and streamline the updating process for JDs of current staff.

## **2. Works Completed:**

Regarding Goal 6 - Review AMS Health and Safety Policy - after discussions with the HR department, it has become clear that the committee has no jurisdiction or duty to review the policy in question. Instead, any and all changes to the policy are the sole purview of the AMS Health and Safety subcommittee and as such, it is being dropped as a goal.

Overall this concludes the monthly report! Thank you and stay tuned for the March Report.

Sincerely,

Riley Ty, Chair