HR Comm Minutes
Alma Mater Society of UBC Vancouver
Feb 2, 2022 at 1:00 PM PST
@ ZOOM

Attendance

Members Present:
Aadim Rajan (SaL), Cole Evans, Romina Hajizadeh, Matthew Ho, Sophie Penniman

Members Absent:
Emily Covell (Staff), Avery Chan, Ananya Swaminathan

I. Call to Order

II. Territorial Acknowledgements

III. Approval of the Agenda

Motion:
Move to Approve Agenda

Motion moved by Romina Hajizadeh and motion seconded by Aadim Rajan (SaL). Passed

IV. Discussion -> Increasing productivity for HR Comm moving onward

- Aadim raised some observations for areas of improvement with back pay requests: potentially developing/reviewing any policies around overtime/approval. This would free the committee up to spend more time on more pressing matters.
  - Cole agreed with Aadim's proposal and mentioned that staffing changes could contribute towards restructuring back pay requests.
  - Matthew and Sophie both thought that this would be an important area to explore, as part of HR Comm's continuing review of its practices.
  - Romina will invite Sheldon to the next HR Committee to review the code changes needed to make this happen, and to ensure this policy reflects the goals of the society.
  - Aadim suggested as an action item that each HR Committee member brought three goals or guiding philosophies (i.e. cost-effectiveness, empowerment, etc.) to the next meeting that they would like to apply to this new policy.
• Romina raised a point that had been discussed in Governance Committee about adjusting the wages of student committee chairs to reflect hours worked (instead of a single flat-rate salary).
  o Cole talked about establishing expectations for committee chairs in accordance with their compensation levels
  o Sophie asked how executive compensation would be factored in, and asked if committee chairs could be payed hourly instead of a flat rate.
  o Aadim brought up the concern that committee objectives and workload changes year to year and varies throughout the year. He proposed a standard flat-rate compensation scheme that works out the nuances of each committee’s workload.

• Discussion about executive salaries and potential executive salary increases/ways to additionally compensate executives that aren’t salary increases.

• Matthew commented: Need time to brainstorm-- Especially the process of getting them to the chairs more effectively! Something that should be controllable by HR committee-- the transition reports.

V. Adjournment

Meeting Adjourned at 1:43 PM PST