

Executive Performance and Accountability Committee

Meeting Minutes - August 28, 2024

Date: Wednesday, August 28, 2024

Time: 4:00 PM

Location: Room 3511 or Zoom

<https://ubc.zoom.us/j/69620259749?pwd=EnprqYaX2a88zraQxd4lAt9mDbEjo2.1>

Attendance

Present

Eshana Bhangu

Kamil Kanji

Abeer Amir

Esther Lu

Riley Huntley

Regrets

Cameron Taylor

Lawrence Liu

Gunho Kim

Guests

Call to Order

The meeting was called to order at 4:31pm

Approval of the Agenda

Moved: Riley

Seconded: Abeer

BE IT RESOLVED THAT the agenda is adopted as presented

Unanimous consent.

Approval of Minutes

Moved: Abeer

Seconded: Riley

BE IT RESOLVED THAT the minutes of the August 17th meeting of the EPA Committee be approved as presented

Code Changes Discussion

- Kamil: As discussed at the last meeting, we want to make changes to EPA structure at Council meetings. Sheldon prepared code changes to facilitate these changes. These changes will optimise EPA sessions while facilitating open sharing at Council.
- Kamil shared his screen to display the code changes:
- Major changes relates to survey process: four times a year (March, June, September, December) -> twice a year (September and January), giving more time to receive and implement feedback.
 - Feedback: Should it be gathered in December instead? Or should we specify when feedback is presented? Consensus to amend the code change to present at the 2nd meeting in September and January.
- Major changes for EPA sessions:
 - a. A history of EPA approaches over the years was discussed.
 - b. EPA Committee: President reports to the Committee once a month on their performance and the performance of VPs. Committee can invite VPs to report performance. Committee will then discuss the report without the President present.
 - i. This removes the requirement for the President and VP to individually report to Council once a month.
 - ii. This ensures the President is actively managing the Executive and engaged with their portfolios.
 - iii. Feedback: is the wording strong enough by “inviting” VPs to report performance? Current wording is stronger. It was confirmed there are still mechanisms to ensure VPs are accountable.
 - c. EPA Council: Vice Chair reports to Council once a month on EPA matters in camera without VPs or staff present, with the president present. Minutes are kept on this discussion.
 - i. This ensures EPA matters are still brought forward to the Council in an efficient, robust manner.
- Kamil: Identified the need for more investigative processes by the EPA for concerns brought forward by, or regarding, the Executive. This ensures we are not “winging” investigations, especially in the presence of blatant violations.
- EPA Committee will observe this evening’s EPA Council session to gauge the effectiveness of current model.
- **Action Item: Invite AMS President to next EPA meeting for consultation and to discuss proposed changes.**

EPA Committee Size

- Kamil: Does the current size facilitate robust discussions and ensure the committee can meet quickly if needed to address concerns raised regarding the Executive?
- Eshana: How would we formulate a revised committee size, ensuring non-committee chairs?
- Kamil: The current size is 7, proposing 5. This will ensure efficiency and meeting in a timely manner.
- Feedback was collected from the group and there was no object to proceed with 5. Quorum considerations were discussed.

Survey

- Qualtrics Survey will allow for more data, privacy, professionalism, and consistency. Different survey for the performance of the President as opposed to for the performance of the Vice Presidents.
- No previous surveys to use or work from.
- Themes:
 - Measuring Executive against their goals.
 - Measuring Executive against Job Description as well as requirements of their positions as outlined by Bylaws and Code.
 - Measuring Executive against the AMS' guiding principles and values (e.g. work environment: collaborative?)
- Generalized questions are needed, however, they should also questions specific to their portfolios (e.g. bookings).
- We need to be mindful that some positions may only have 1 direct report and that feedback will be diluted if the questions are written too specific for feedback from direct reports.
- Plan: Make a Google Doc to facilitate the developing of questions collaboratively amongst the EPA, Riley and Kamil will build out the Qualtrics survey.
- What performance can be hard to measure?
 - Advocacy: achieving wins vs attempts? Kinds of advocacy (mandate focused, data driven, etc.)?
 - Finance: fiscal responsibility?
 - Student Engagement/External: are student actually engaged? Spending money but no results?
- Timeline:
 - Aim to launch by end of the second week of September (send out on the 16th).
 - Collect feedback for 2 weeks (close on the 27th).
 - Report on feedback in early October.



Adjournment

There being no further business, the meeting was adjourned at 5:52pm.

Next Meeting

TBD, next week, coordinated via when2meet.

Executive Performance and Accountability Committee

Meeting Minutes for October 4, 2024

Room 3511

Attendance

Present

- Riley Huntley (Nursing Councillor & Vice Chair)
- Eshana Bhangu (Arts Councillor & Governance Chair)
- Lizzy Ou (Design Councillor)
- Cameron Taylor (Engineering Councillor & Student Life Chair)

Guests

- N/A

Regrets

- Lawrence Liu (Arts Councillor & Human Resources Chair)
- Kamil Kanji (Governor)
- Abeer Amir (Commerce Councillor)

Call to Order

The meeting was called to order at **4:03 PM PDT**.

Adoption of the Meeting Agenda

Moved: Riley

Seconded: Eshana

"BE IT RESOLVED THAT the agenda is adopted as presented."

Motion carried.

Agenda Items

1. Conflict of Interest

Riley: While we have all signed declarations of potential or actual conflicts with organizations, I'd like us to be proactive and take the same approach to declare conflicts for individuals that may be the discussion of this committee. If you are uncertain about an actual or apparent conflict, please declare it anyway if you are comfortable and we can discuss it as a committee (in the absence of a



chair) if it is a conflict.

2. EPA Feedback – Survey Results & Presidents’ Council

Riley: The EPA survey results were distributed by Kamil last night, let’s review these together. Kamil has already outlined that we need to maintain the utmost confidentiality with these results – they cannot be discussed with anyone outside the Committee, including other Councillors. Due to the sensitive nature of this feedback, we need to move in camera.

Eshana: Agreed, it is imperative that confidentiality is maintained throughout this process. While I trust everyone, for this process and committee to work, it is super important that people trust the process and confidentiality.

Riley: We can also review the feedback that was collected from Presidents’ Council, I’ll distribute that in camera with the same expectation for confidentiality.

Eshana:

Moved: Riley

Seconded: Eshana

Thirded: Lizzy

“BE IT RESOLVED THAT the meeting enter an in camera discussion.”

Motion carried. The meeting went in camera at 4:03pm

The meeting left in camera at 5:27pm

Old Business

New Business

Next Meeting

The next scheduled meeting will be scheduled once a new Speaker has been appointed.

Adjournment

There being no further business, the meeting was adjourned at **5:27PM**.

Executive Performance and Accountability Committee

Meeting Minutes for October 9, 2024

Room 3529

Attendance

Present

- Riley Huntley (Nursing Councillor & Vice Chair)
- Eshana Bhangu (Arts Councillor & Governance Chair)
- Abeer Amir (Commerce Councillor)
- Lizzy Ou (Design Councillor)
- Cameron Taylor (Engineering Councillor & Student Life Chair)

Guests

- N/A

Regrets

- Lawrence Liu (Arts Councillor & Human Resources Chair)
- Kamil Kanji (Governor)

Call to Order

The meeting was called to order at **5:20 PM PDT**.

Adoption of the Meeting Agenda

Moved: Riley

Seconded: Eshana

"BE IT RESOLVED THAT the agenda is adopted as presented."

Motion carried.

Agenda Items

1. In Camera Discussion

- EPA Review – Presidents' Council & Survey Feedback

Moved: Riley



Seconded: Eshana

Thirded: Cameron

“BE IT RESOLVED THAT the meeting enter an in camera discussion.”

Motion carried.

The meeting went in camera at 5:20pm

The meeting left in camera at 5:55pm

Moved: Riley

Seconded: Lizzy

“BE IT RESOLVED THAT EPA Committee recommends that Council direct the Committee to formally consider the executive performance of Drédyn Fontana, VP Academic and University Affairs, for misrepresentation to AMS Council and Constituencies, poor performance and conduct, and lack of confidence in his ability to complete his goals.”

“BE IT FURTHER RESOLVED THAT the Committee recommends Council be provided with recommendations for executive accountability by the next AMS Council meeting.”

Motion carried.

Old Business

New Business

Next Meeting

The next scheduled meeting will be scheduled once a new Speaker has been appointed.

Adjournment

There being no further business, the meeting was adjourned at **5:57PM.**

Executive Performance and Accountability Committee

Meeting Minutes - October 18, 2024

Date: Friday, October 18, 2024

Time: 4:00 PM

Location: Room 3511 or Zoom

Attendance

Present

- [Kamil Kanji](#)
- Riley Huntley
- Lizzy Ou
- Eshana Bhangu
- Dylan Evans

Regrets

- Abeer Amir
- Cameron Taylor

Guests

Call to Order

The meeting was called to order at 4:23pm

Approval of the Agenda

Moved: Riley

Seconded: Jasper

BE IT RESOLVED THAT the agenda is adopted as presented

Unanimous consent

Approval of Minutes - Delayed

Moved: Riley

Seconded: Eshana

BE IT RESOLVED THAT that we meet without having approved the last meeting minutes.

Unanimous consent

Discussion on VP AUA Inquiry Process To Date

- Letter
- Conflicts
- Witness Interviews

Move in camera

Moved: Jasper Seconded: Riley Third: Eshana

Unanimous consent

Adjournment

There being no further business, the meeting was adjourned at 5:45pm.

Next Meeting

Executive Performance and Accountability Committee

Meeting Minutes for October 24, 2024

Room 3529

Attendance

Present

- Riley Huntley (Nursing Councillor & Acting Chair)
- Eshana Bhangu (Arts Councillor & Governance Chair; departed 5:44pm)
- Lizzy Ou (Design Councillor)
- Dylan Evans (Forestry Councillor)
- Cameron Taylor (Engineering Councillor & Student Life Chair)
- Abeer Amir (Commerce Councillor)
- Jasper Lorien (Senator)

Guests

- N/A

Regrets

- Kamil Kanji (Governor)

Call to Order

The meeting was called to order at **5:39 PM PDT**.

1. Adoption of the Meeting Agenda

Approved by consent.

2. Approval of Minutes

Motion to adopt minutes from October 4th and October 9th. (6-0-1). Jasper abstains.

Eshana was asked to leave the meeting to allow the remainder of the committee to discuss the inquiry.

Committee moves in camera at 5:45pm.

3. Update on the ongoing Inquiry re: the VP AUA



4. Letter from the VP AUA to EPA

5. Discussion on the Special Meeting of AMS Council

The committee leaves camera at 7:44pm.

The meeting was adjourned at **7:45pm**.

Executive Performance and Accountability Committee

Meeting Minutes for October 30, 2024

Room 3511, 4:00 PM - 6:00 PM

Attendance

- Riley Huntley (Nursing Councillor & Vice Chair)
- Lizzy Ou (Design Councillor)
- Dylan Evans (Forestry Councillor)
- Cameron Taylor (Engineering Councillor & Student Life Chair & HR Chair)
- Abeer Amir (Commerce Councillor)

Guests

- N/A

Regrets

- Jasper Lorien (Senator)
- Kamil Kanji (Governor)
- Eshana Bhangu (Arts Councillor & Governance Chair)

Call to Order

The meeting was called to order at **4:05 PM PDT**.

Adoption of the Meeting Agenda

Moved: Abeer

Seconded: Lizzy

"BE IT RESOLVED THAT the agenda is adopted as presented."

This motion passes (unanimously).

Adoption of the past Meeting Minutes

Moved: Cameron

Seconded: Abeer

"BE IT RESOLVED THAT the Oct 24 meeting minutes are approved as presented."

This motion passes (unanimously).

Agenda Items



1. **Conflict of Interest Management Plan**
2. **Council Update**
3. **Investigation Progress Update**

Moved: Cameron

Seconded: Abeer

ThirDED: Dylan

“BE IT RESOLVED THAT the meeting enter an in-camera discussion.”

The meeting went in camera at 4:10 PM.

The meeting left in-camera at 5:37 PM.

Old Business

New Business

Next Meeting

The next scheduled meeting will be determined by committee availability (w2m).

Adjournment

There being no further business, the meeting was adjourned at **5:41 PM.**

Executive Performance and Accountability Committee

Meeting Minutes for November 6, 2024

Room 2514, 4:00 PM - 6:00 PM

Attendance

Committee Members

- Riley Huntley (Nursing Councillor & Vice Chair)
- Lizzy Ou (Design Councillor)
- Dylan Evans (Forestry Councillor)
- Cameron Taylor (Engineering Councillor & Student Life Chair)

Guests

- Betty Huang (HR), joined at approx. 5:25 PM, left at approximately 5:50 PM
- Justin Lieu (ED), joined at approx. 5:25 PM, left at approximately 5:50 PM

Regrets

- Abeer Amir (Commerce Councillor)
- Jasper Lorien (Senator)
- Kamil Kanji (Governor)
- Eshana Bhangu (Arts Councillor & Governance Chair)

Call to Order

The meeting was called to order at **4:05 PM**.

Adoption of the Meeting Agenda

Moved: Cameron

Seconded: Lizzy

"BE IT RESOLVED THAT the agenda is adopted as presented."

Adopted by consent.

Adoption of the past Meeting Minutes

Moved: Dylan

Seconded: Rylan

"BE IT RESOLVED THAT the [Oct 30 meeting minutes](#) are approved as presented."



Adopted by consent.

Agenda Items

Moved: Riley

Seconded: Cameron

Thirded: Lizzy

“BE IT RESOLVED THAT the meeting enter an in-camera discussion.”

The meeting went in camera at 4:15 PM.

The meeting left in camera at 5:55 PM.

1. VP AUA Report

Moved: Riley

Seconded: Dylan

“BE IT RESOLVED THAT the EPA Committee ratifies the *EPA Committee Final Report - Dredyn Fontana, Vice President, Academic and University Affairs*, a fact-finding document, delivered to Dredyn Fontana and AMS Council on November 6, 2024.”

Motion carried.

2. Council Meeting & Presentation

3. EPA Recommendation

Moved: Riley

Seconded: Dylan

“BE IT RESOLVED THAT the EPA Committee, as directed by AMS Council on October 9 when initiating an EPA inquiry into the VP AUA, approves recommendations to be presented to AMS Council regarding Dredyn Fontana.”

Motion carried.

Next Meeting

The next scheduled meeting will be determined by committee availability (W2M).

Adjournment

There being no further business, the meeting was adjourned at **5:58 PM.**