



Minutes
October 27th, 2015 - 5:30pm
Wallace Hall, John Deutsch University Centre



Adoption of the Agenda and Minutes

A. Adoption of the Agenda

MOTION 10/27/15:1

Moved: Chris Cochran (president@sgps.ca)

Seconded: Mark Asfar (vpp@sgps.ca)

BIRT SGPS Council adopt the Agenda for the October 27, 2015 Special Council Meeting.

Motion Carried (unanimously)



Main Motions

A. Hiring Policy Changes

MOTION 10/27/15:2

Moved: Mark Asfar (vpp@sgps.ca)

Seconded: Chris Cochran (president@sgps.ca)

Whereas the SGPS is undergoing a reassessment of its Human Resources system and the roles of its various employees; and

Whereas SGPS Commissioner and Coordinator positions have changed substantially in scope and purpose over the last few years; and

Whereas the Executive has consulted with SGPS Permanent Staff to identify shortcoming and problems with the current Commissioner and Coordinator Structure; and

Whereas a more streamlined Commissioner structure would improve reporting and efficiency, while still maintaining the option and flexibility to hire additional employees in coordinator or assistant roles;

BIRT SGPS Council approve the changes to SGPS Policy Sections P.1.5, P.1.8, P.2.2, P.8.2.4, P.8.2.8, P.8.2.11, and P.8.2.13 as seen in the Appendices



Minutes

October 27th, 2015 - 5:30pm
Wallace Hall, John Deutsch University Centre

Mark Asfar: Based on a review of our practices, and conversations with the people holding these positions, it has become clear that we needed to realign some of these positions, and to add a little more flexibility to the hiring. Of note from these policy changes is the removal of the hard set term of Office for Commissioners and Coordinators, as well you will notice that we are removing the specific descriptions of Coordinators from policy entirely. The concept is that the 4 commissioners (Social, International Students' Affairs, Equity and Diversity, and Athletics) will be able to propose the hiring of individuals, whether they be coordinators or researchers, to help them achieve their goals. This process will be done by submitting their year plan, including the proposed hires. The rest is fairly self-explanatory, but if you have any questions, please feel free to ask.

MOTION TO AMEND

Moved: Eric Fedosejevs

Seconded: Mark Asfar

BIRT SGPS Council amend P.2.2.3.e by adding, after the first sentence, "The Athletics Commissioner shall not be employed by, or receive remuneration from, Athletics and Recreation."

Eric Fedosejevs: I just feel that since this position is meant to be representing the SGPS and dealing directly with A&R in some of their duties, it is possible that if they are also employed by A&R, such as working at the ARC, or receive remuneration, as some varsity athletes do, that there may be instances where a conflict of interest may arise. Thus, I feel we should ensure this does not happen.

Jared Houston: How do you perceive that this may be a conflict of interest?

Eric Fedosejevs: Because these people may likely have a vested interest in Athletics and Recreation, which may influence their judgement when representing students.

Rebecca Torrance: The SGPS already struggles with filling these positions with candidates, and I feel that this change wouldn't help that at all.

Mark Kellenberger: I would like to reiterate what Rebecca said, it is often difficult finding people to apply, and the likely people to want to be involved in this position may also be involved with A&R in some other way.

Laith Juwaidah: Is there any way to avoid a conflict of interest, without fully excluding these people?



Minutes

October 27th, 2015 - 5:30pm

Wallace Hall, John Deutsch University Centre

Travis Skippon: Just throwing it out there, but we could put in policy that the Athletics Commissioner cannot make more money from A&R than they would from the SGPS. Basically limiting the amount they can receive elsewhere. But that seems like a bad idea.

Ian Moore: Would conflict of interest be barred in any form from anything in the employment contracts? Thus making this statement in policy redundant?

Mark Asfar: There is a clause that deals with the declaration of conflicts of interests, but nothing that specifically disallows.

Rebecca Torrance: I feel that we should just have faith that the persons filling these positions will continue working with the best interests of the society in mind.

Mathieu Crupi: I can see there being situations where the Commissioner may end up feeling awkward from being put in that position if they did work for both, but I don't see it being a problem with conflict of interest, merely feeling awkward having to represent the SGPS to another of their employers.

Eric Rapos: Seeing no further discussion, we shall move to a vote on the amendment.

Motion to Amend Does Not Carry (1 in favour, remaining opposed)

Eric Rapos: we now return to discussion on the main motion.

Jhordan Layne: With the new model, would current coordinators have to reapply to their positions, or would they be eligible under re-hiring policy?

Mark Asfar: Right now, we are only planning on hiring the 4 Commissioners, and the re-hiring policy will not be in effect due to the jobs and structural changes for this round of hiring. Everyone will have to apply for the positions. That said, prior experience will be considered.

Mathieu Crupi: I raised this to the Speaker by email, but I just wanted to clarify the naming of the Equity and Diversity Commissioner. In some places the full name is listed, while in others, it is listed as "Equity Commissioner".

Eric Rapos: Previously there was a change to the position name to include "and Diversity" and this was added in the document, but there may have been some instances where it was left out. Rest assured the name is Equity & Diversity Commissioner, and this will be updated throughout B&P in its entirety.

Jonathan Samosh: I had a question about the 1 year term lengths, with the Commissioners now being able to hire their teams of coordinators. If this is the case, there is a delay in the hiring of



Minutes

October 27th, 2015 - 5:30pm
Wallace Hall, John Deutsch University Centre

coordinators, meaning their one year term would overlap with the next term of the commissioner – is this the intent?

Mark Asfar: Yes, keeping this overlap would allow for a smoother transition, as the coordinator(s) would be able to bring the commissioner up to speed before wrapping up their term.

Ian Moore: I just had a question about the removal of the Sustainability Coordinator. This is a position often filled by someone with a specific set of skills and interests; do we feel that the person filling the VPCCA position can take on the responsibilities of the sustainability portfolio in addition to their other duties, and still be effective?

Mark Asfar (speaking rights from Chris Cochrane): Yes, we feel that sustainability fits well with the portfolio, and should be a welcome addition. With regard to taking on the role, the VPCCA will still be able to run a de facto sustainability commission, and have volunteers or people filling positions to help out with the roles. A lot of this will come from the members of the Sustainability Standing Committee, which will not cease to exist.

Jhordan Layne: I have a concern with the one year term limit of Commissioners and the turnover that this creates. Is there a way to solidify the demands of the position into policy, or a way to entice people into staying in positions longer?

Mark Asfar (speaking rights from Travis Skippon): The re-hiring policy exists for this purpose. If people are interested in staying around they can. With regard to the transition, we are also looking at changes to permanent staff roles, to have someone specifically to help with the commissioner roles, much like we have the Executive Assistant to help the executive in their roles.

Jared Houston: I have two things I would like to discuss. First, will the Exec be the ones filling out contract with hired coordinators? And I feel that maybe we should move to the variable term lengths for coordinators, to allow more flexibility.

Mark Kellenberger: Yes, the Exec will be doing those for sure. And I totally agree with you about the term lengths being variable.

MOTION TO AMEND

Moved: Mark Kellenberger

Seconded: Chris Cochrane

BIRT SGPS Council amend P.2.2.1.b to remove “and Coordinator”.



Minutes

October 27th, 2015 - 5:30pm

Wallace Hall, John Deutsch University Centre

Mark Kellenberger: This would allow the flexibility to hire for smaller projects, not restricting us to one year terms.

Travis Skippon: I am in favour of this; it allows for work splitting and the flexibility the Exec and Commissioners need to effectively run operations of the Society.

Eric Rapos: Seeing no further discussion, we shall move to a vote.

Motion to Amend Carries (1 opposed, remainder in favour)

Eric Rapos: we now return to debate on the main motion.

Mathieu Crupi (speaking rights from Laith Juwaidah): Should we specify training for Coordinators that should be completed before hiring? For example they should have at least completed AODA training? Also, is there any specific structure of what happens if a commissioner is away? Would a coordinator take over in their absence?

Mark Asfar (speaking rights from Christina Huber): There is already specific training listed for all employees in policy – this training is provided by the SGPS upon being hired. Also, when Commissioners are requesting specific hires, they can request additional training within their year plans. As far as absences, there is not in this policy, nor in existing policy a procedure for absences of Commissioners. That said, and planned absences would be included in the year plan, and work divided as required.

Eric Rapos: Seeing no further discussion, we shall proceed to a vote on the Motion, as amended.

Motion Carries (unanimously)



Minutes
October 27th, 2015 - 5:30pm
Wallace Hall, John Deutsch University Centre

B. Contract Extension

MOTION 10/27/15:3

Moved: Mark Asfar (vpp@sgps.ca)

Seconded: Chris Cochrane (president@sgps.ca)

Whereas the SGPS human resources and structural review is ongoing, and has only recently identified necessary structural changes in the organization;

BIRT SGPS Council authorize the VPP to extend current SGPS Commissioner and Coordinator contracts by one (1) month while the new SGPS hiring process commences.

Mark Asfar: Now that we have made some changes to positions, we need some time to hire the new Commissioners, so we are proposing the extension of the current Commissioners and Coordinators by one month.

Eric Rapos: Any discussion on the motion?

Eric Rapos: Seeing none, we shall proceed directly to the vote.

Motion Carries (unanimously)



Adjournment

A. Adjournment

Motion 10/27/15:4

Moved: Chris Cochrane (president@sgps.ca)

Seconded: Mark Asfar (vpp@sgps.ca)

BIRT this meeting of SGPS Council be adjourned.

Motion Carries (unanimously)



Minutes
 October 27th, 2015 - 5:30pm
 Wallace Hall, John Deutsch University Centre

SGPS Council Attendance - October 27, 2015			
#	Position/Department	Name	Signature
SGPS Non-Voting Members			
n1	Executive Director	Sean Richards	Present
n2	Executive Assistant	Andria Burke	Regrets
n3	Social Commissioner	Ciara Bracken-Roche	Absent
n4	Equity & Diversity Commissioner	Erica Baker	Absent
n5	International Students Affairs Commissioner	Jhordan Layne	Present
n6	Athletics Coordinator	Prashant Agrawal	Absent
n7	Planning Coordinator	Jamie Summers	Absent
n8	Logistics Coordinator	Margaux MacDonald	Absent
n9	Equity & Diversity Coordinator	Mathieu Crupi	Present
n10	International Students Affairs Coordinator	Ahmed Abdel Razek	Absent
n11	Sustainability Coordinator	Megan MacCallum	Absent
n12	Speaker	Eric Rapos	Present
n13	Deputy Speaker	Alan Awez Mohammad	Regrets
n14	Chief Returning Officer	Travis Skippon	Present
n15	University Rector	Mike Young	Absent



Minutes

October 27th, 2015 - 5:30pm
Wallace Hall, John Deutsch University Centre

SGPS Voting Members			
1	President	Chris Cochrane	Present
2	Vice President Graduate	Mark Kellenberger	Present
3	Vice President Professional	Mark Asfar	Present
4	Vice President Finance and Services	Christina Huber	Present
5	Vice President Campaigns and Community Affairs	Lorne Beswick	Regrets, Proxy to Mark Asfar
6	Graduate Student Trustee	James MacLeod	Absent
7	Graduate Student Senator	Eric Rapos	Present
8	Law Senator	Ian Moore	Present
9	Rehab Senator	Cate Preston	Absent

Non-Departmental Voting Members			
10	Aboriginal Student Representative	Natasha Stirrett	Absent
11	International Student Representative	Bo Liu	Absent
12	Mature Student Representative		
13	Part-Time Student Representative		



Minutes
 October 27th, 2015 - 5:30pm
 Wallace Hall, John Deutsch University Centre

Faculty of Arts & Science Departmental Voting Members			
14	Art Conservation	Christina McLean	Present
15	Art History	Rachael Hencher	Absent
16	Biology	Eric Fedosejevs	Present
17	Chemistry	Nakkiran Arulmozhi	Absent
18	Chemistry		
19	Classics	Fallon Bowman	Present
20	Computing	Ben Cecchetto	Absent
21	Computing	Laith Juwaidah	Present
22	Cultural Studies	Rami Bahgat	Absent
23	Economics		
24	English Language & Literature	Tatevik Vika Nersisyan	Regrets
25	Environmental Studies		
26	French Studies	Kyle Stepa	Absent
27	Gender Studies	Zoya Islam	Absent
28	Geography	Nemoy Lewis	Present
29	Geological Sciences & Geological Engineering	Marina Joury	Present
30	German Language & Literature		



Minutes
 October 27th, 2015 - 5:30pm
 Wallace Hall, John Deutsch University Centre

31	Global Development Studies	Hayley Morgan	Absent
32	History	Anastasiya Boika	Present
33	Industrial Relations	Tristan Difrancesco	Absent
34	Kinesiology and Health Studies (Arts)	Emma Thompson	Present
35	Kinesiology and Health Studies (Science)	Robert Bently	Present
36	Mathematics and Statistics	Dave Riegert	Absent
37	Philosophy	Jared Houston	Present
38	Physics, Engineering Physics & Astronomy	Faleh Altal	Absent
39	Political Studies	Korey Pasch	Present
40	Psychology	Sara Furlano	Present
41	Religion	Robert Lawson	Absent
42	Sociology	Dominic Kucharski	Regrets
43	Urban and Regional Planning	Julia Sjaarda	Absent

Faculty of Health Sciences Departmental Voting Members			
44	Nursing		
45	Rehab Sciences (Professional)	Kim Mikalson	Regrets
46	Rehab Sciences (Research)	Kristin Ostler	Absent



Minutes

October 27th, 2015 - 5:30pm
Wallace Hall, John Deutsch University Centre

47	Rehab Therapy		
48	Anatomy and Cell Biology	Marvin Ferrer	Absent
49	Biochemistry		
50	Physiology		
51	Microbiology and Immunology		
52	Pharmacology and Toxicology	Yohan D'Souza	Absent
53	Pathology and Molecular Medicine		

Faculty of Engineering and Applied Science Departmental Voting Members			
54	Biomedical Engineering	Fiona Serack	Present
55	Chemical Engineering	D'Arcy Turner	Absent
56	Civil Engineering	Kenneth Mak	Present
57	Civil Engineering		
58	Electrical and Computer Engineering	Hao Li	Absent
59	Electrical and Computer Engineering	Wei Kong	Absent
60	Mechanical and Materials Engineering		
61	Mechanical and Materials Engineering		
62	Mining Engineering		



Minutes

October 27th, 2015 - 5:30pm
Wallace Hall, John Deutsch University Centre

School of Business Departmental Voting Members			
63	Graduate Students (MSc/PhD)	Jonathan Samosh	Present
64	Policy Studies	James Barsby	Absent
65	Masters of International Business (MIB)	George Chalhoub	

Faculty of Education Departmental Voting Members			
66	Graduate Education (MEd)	Michael Chee	Absent
67	Graduate Education (PhD)	Stefan Merchant	Absent
68	ESS President	Mike Mollenhauer	Absent
69	ESS VP External	Brittney Pakkala	Absent
70	ESS Representative	Alyssa Broadbell	Absent
71	ESS Representative	Kate Carr	Present



Minutes

October 27th, 2015 - 5:30pm
Wallace Hall, John Deutsch University Centre

Faculty of Law Departmental Voting Members			
72	Graduate Law	Maseeh Haseeb	Absent
73	LSS President	Megan Berlin	Regrets
74	LSS Representative	Cecilia Yang	Absent
75	LSS Representative	Carly Watt	Present
76	LSS Representative	Rebecca Torrance	Present