



Agenda

February 15th, 2017 - 5:30pm
B201 MacCorry Building
Winter General Meeting

The Society of Graduate and Professional Students recognizes the traditional and ancestral territories of the Anishinaabe and Haudenosaunee Nations on whose lands we gather on today.



I. Adoption of the Agenda

A. Adoption of the Agenda

MOTION 02/15/17:1

Moved: Saba Farbodkia (president@sgps.ca)

Seconded: Stuart Clark (vp.finance@sgps.ca)

BIRT the SGPS General Meeting adopt the Agenda for the February 15th, 2017 Winter General Meeting.

Motion has been carried.



II. Executive & Speaker Reports

A. Executive Reports

- a. President – Saba Farbodkia (no report submitted)

Saba Farbodkia (President): Want to give an update on promised things from last year.

Recommendation that have been made and have been extensively consulted involved in implementation so we're happy about that.

Mental health – had a project facing our membership – Sebastian working on; insurer to conduct a survey for things provided by health and dental plan on ways things can be improved. Begins tomorrow.



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Improving research problems at Queen's – had a discussion with the Principal on how Queen's seems to see a discussion with research prominence in the strategic framework at Queen's. Unfortunately, presented that there were two competing forces due to catching up with both. For graduate students, two are completely in line. Research prominence and course work for graduate students are the same thing for those doing research based programs. Met with committee.

Equity issues reflected in the curriculum of programs offered by Queen's; lots of conversations at different Universities; especially with recent concerns at Queen's. Incorporating some equity related learning outcomes in Queen's insurance.

Last thing – proud of: talking about failures. Important thing – to conduct a research project to figure out what the relations with SGPS students; faced roadblocks to doing this project; still facing those. SGS flagged work to the ethics Board at Queen's – data collected was taken away because they hadn't received research clearance. Working on this.

- b. VP Graduate – Sebastian Gorlewski (no report submitted)
Sebastian Gorlewski (VP Graduate): Didn't submit a report – focused on conference and journal writing. Updates – SAP usage is steady on main issues: academic issues and concerns. Mental health survey audit is coming out at the beginning of March – trying to get 5% to 10% response rate to generalize responses to SGPS members. Working with department heads and student leaders like yourself to get started. SGS not keen to get research on student population if results are not all positive in their view. Performance lounge space – key at the SLC; usage has been pretty good, used at least once a day, every day.
- c. VP Professional – Kishan Lakhani (no report submitted)
Kishan Lakhani (VP Professional): Was sick, so didn't submit a report; apologies. Career Week February 27th – March 3rd (2 weeks) – all week there will be professional headshots, resume workshops. Wednesday – workshop will be on networking. Look at advertising for this! Update – HR front, reviews for HR protocols finishing tomorrow, providing an internal report for the Executive and transition report. That's generally the larger updates.
- d. VP Finance & Services – Stuart Clark (report attached)



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- e. VP Campaigns & Community Affairs – Anastasiya Boika (report attached Anastasiya Boika (VP Campaigns & Community Affairs): Two things: workshop series is ongoing; always advertised on our website – on calendar on our website. Every Wednesday night 6pm-8pm, usually held in the JDUC. Bystander intervention training in March, wellness sessions in March.

Hoping for more people for the Orientation Roundtable – connect with Ana if you're interested.

B. Speaker Report

- a. Speaker – Jennifer Williams (oral report)

C. Approval

MOTION 02/15/17:2

Moved: Saba Farbodkia (president@sgps.ca)

Seconded: Stuart Clark (vp.finance@sgps.ca)

BIRT SGPS General Meeting approve the Executive and Speaker Reports.

Ciara Bracken-Roche (Graduate Student Senator) – Who shut down the report?

Adam Ali (Graduate Student Senator) – Sebastian, I missed, someone in the SGPS doesn't want research done?

Sebastian Gorlewski (VP Graduate) – School of Graduate Studies, would like to paint a positive picture; concerned about if research

Valerie Freemantle (Geography Representative) – With the ethics Board, was it an issue with not following the ethics protocol, or was it a concern with ethics?

Saba Farbodkia (President) – We are not a part of Queen's; we are an independent organization. We need an external ethics Board; we don't have that. So we thought we could use the privilege of being students at Queen's; but wasn't allowed. So yes, it was an unfortunate matter. Problem is that when offered if we do own ethics Board; no still need a PI.

Kristopher Jones (Sociology Department Representative) – Why does the Queen's ethics Board have jurisdiction over the SGPS?



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Saba Farbodkia (President) – If we do our research uptake some data within the University, particularly they have conducted in the last six years, so that’s Queen’s property, it’s at their discretion to share.

Ciara Bracken-Roche (Graduate Student Senator) – Did you actually put forward an application to the ethics Board?

Saba Farbodkia (President) – The thing with that is that we weren’t doing quality insurance for own organization. Health and Dental wants a survey – we’re actually conducted a survey on Queen’s University services, so it falls under another ethics category.

Motion carries.



Financial Report

A. Financial Report - VP Finances & Services – Stuart Clark (financials attached)

B. Approval

MOTION 02/15/17:3

Moved: Saba Farbodkia (president@sgps.ca)

Seconded: Stuart Clark (vp.finance@sgps.ca)

BIRT SGPS General Meeting approve the Financial Report.

Mike from KPMG Manager that lead audit of orgnazation in 2016. Brought copies of draft financial statements from last year. High level highlights from organization. First few pages are the independent auditors report – what all companies requires, gives reader information about the statements. Recognizes capital purchases made by Society - \$44K of computers, office/space improvements. Recognizes that loan to AMS was provided, regular payments being made. Next statement is statement of operations – onto income statement. Showcases revenue and expenses of organization; excess of revenue over expenses; shows a profit overall in 2016, “in the black”. Described assets over time. Cash surplus at the end of 2016, which increased from last year.

See draft Financial Statement on SGPS website for more detailed organization.

Alexander Cushing (Mining Engineering): As a non-for-profit organization, does Revenue Canada care if we have a slight surplus.



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Mike (KPMG)– As long as they are not seeing regular excessive surplus and investment, it's a non-issue.

Motion carries.



IV. SGPS and University Committee Reports

- A. Trustee Report** – Graduate Student Trustee – Adam Ali (no report submitted)
Adam Ali (Graduate Student Senator): No Board meetings in the last few weeks – next one is in two weeks. Wanting to speak about anti-racism and equity issues.

Joined Board retreat planning committee – hoping to have social justice issues on this.
Conference call today.

B. Commissioner Reports

- a. Athletics Commissioner – Lindsay Ruitter (report attached)
- b. Equity & Diversity Commissioner – Tahseen Chowdhury (report attached)
- c. International Students Affairs Commissioner – Chiedza Pasipanodya (report attached)
- d. Social Commissioner – Yann Grand-Clement (report attached)
Yann Grand-Clement (Social Commissioner): Few things to add; situations has been a bit fluid for planning. Social will be hosting next event on Tuesday for students staying for Reading Week – pool and free food on Tuesday 8pm-10pm at the Grizzly Grill.

A week later on February 28th, Tuesday, Board Game night from 8pm-10pm at the Grad Club.

Semi Formal on Friday, March 31st – you'll be hearing more about this in the coming weeks as we start hammering out the details and what will be happening. Keep an eye out for emails.

C. Committee Reports



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D. Other Reports

- a. University Rector – Cam Yung (report attached)
Cam Yung (University Rector): Apologies for not submitting a report; clearly a first year in the position, so just figuring out timing. Huge focus has been on the Agnes Benidickson Tricolour Award – five recipients have been chosen, going to be receiving award on April 8th! Focusing a lot on Equity and Race and Racism – focusing on this at the upcoming Board Trustee retreat. Focusing also on drinking culture with resources being provided and working with student groups, Student Affairs, Student Wellness Services, KFL&A and sitting in on meetings – much to do about changing culture at Queen’s about alcohol and drug consumption.
- b. Chief Returning Officer – Annie MacGregor (oral report)
Annie MacGregor (Chief Returning Officer): Uncontested elections, so no issues. Voting begins tonight at midnight and goes til Friday at 4:00pm. Easy, breezy.

E. Approval

MOTION 02/15/17:4

Moved: Saba Farbodkia (president@sgps.ca)
Seconded: Stuart Clark (vp.finance@sgps.ca)

BIRT SGPS General Meeting approve the Trustee, Commissioner, Committee & Other Reports.

Motion carries.



V. Senator’s Report

- A. **Senator Report** – Graduate Student Senator – Ciara Bracken-Roche (no report submitted)
Ciara Bracken-Roche (Graduate Student Senator): Giving an update after the last Senate meeting – major things was around social justice issues on campus regarding Planning committee from Principal. Committee met three times in January and meeting throughout February til end of March. Reviewing past reports and presenting recommendations to Principal at the end of March. Hosting a website for feedback, town hall consultation sessions, and/or email committee at: implemenationrdi@queensu.ca.

Truth and Reconciliation task force are bringing forward final recommendations by the end of term.



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Cool: Queen's has offered 5 Syrian Refugees places to start at Queen's in the Fall 2017 (4 in 2017 and 1 in 2018).

Another interesting thing for Graduate students – following external review of research has criticized new budget model, saying that new budget model has resulted in net loss for research intensive loss. Members of Senate wanted this issue dealt with; more grant options for researchers.

Christopher Cochrane (Member At Large) – Is there an SGPS representative on the RDI implementation team? Multiple SGPS members ran, but undergraduate students received the positions.

Adam Ali (Graduate Student Senator)– It's 2 students, 2 staff, and 2 Faculty.

Ciara Bracken-Roche (Graduate Student Senator) – I can follow up on that for students if you'd like.

Christopher Cochrane (Member At Large) – There was an external review of research, is that publicly available?

Ciara Bracken-Roche (Graduate Student Senator) – Yes. We received a presentation on it, so once the minutes are

Motion carries.



Other Reports



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Main Motions

A. Executive Oversight Committee

Motion 02/15/17:5

Whereas SGPS Council is responsible for oversight of the SGPS Executive, and

Whereas many issues facing the proper functioning of the SGPS Executive can be sensitive and of a private nature, and

Whereas over the years, there have been calls for enhanced transparency and accountability of the Executive that have gone unanswered,

BIRT the SGPS accept the following Policy, establishing an Executive Oversight Committee.

x.x.1. Purpose:

The Executive Oversight Committee shall be responsible for providing a constructive review of the performance of elected Executive members of the SGPS, and for facilitating resolution of concerns about the functioning of the elected SGPS Executive.

x.x.2. Membership

- a) The Executive Oversight Committee shall be composed of four (4) SGPS members-at-large, as well as the Speaker, who shall be Chair.
- b) No two members of the committee may be from the same Representative Group, as defined in Bylaw.
- c) SGPS Council will nominate and elect SGPS members to the committee at the March Council meeting of each year. Membership on the committee will commence on May 1, and terminate on April 30 of the following year.
- d) All members shall receive Conflict Resolution training, at a minimum matching the level required of the SGPS Executive.
- e) All members must sign a confidentiality agreement, which shall be identical to that signed by members of the Executive.
- f) No individual holding a position that reports to the Executive (eg. commissioners, coordinators, or staff members) shall be a member. The Executive shall ensure that staff (either full- or part-time) are available to the committee if relevant to the Committee's purpose.



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- g) No Member of Council, excluding the Speaker, is eligible to be a member. If a member of the Committee is elected to represent their department or fulfill another obligation, as outlined in B.5.1, they shall cease to be a member of the Committee upon assuming the new responsibility.
- h) If the membership of the committee falls below that outlined in x.x.2(a), a new member, or members, will be elected at the next Council meeting.
- i) Members of the committee shall receive an annual salary amounting to \$1200.

x.x.3. Evaluation:

Without limiting the generality of the foregoing, the Committee shall:

- a) conduct an evaluation of the Executive which will include at a minimum a self, peer, and team evaluation, on a trimester basis (i.e., in each of the Summer, Fall and Winter terms). This will be achieved through the use of a survey that will be filled out, at a minimum, by the elected Executive Officers and the Director. Surveys are to be analyzed and constructive feedback will be provided regarding the performance of the elected executive as individuals and their performance as a team;
- b) present these findings (with appropriate level of detail): privately to each elected executive as relates to their position; to the executive as a team; and to Council in camera, as a summary of team performance. No less than two members of the Executive Oversight Committee shall be present at any feedback session. The delicate and confidential nature of the information shall be respected; and
- c) conduct the Winter term evaluation with the aim of ensuring a smooth transition to the next executive. The Winter term evaluation will establish if the following has been completed to the satisfaction of the committee and to that of Council:
 - i. completion of term,
 - ii. completion of year plan objectives,
 - iii. completion of transition report, and
 - iv. completion of all duties as outlined in Bylaw, Policy, employee contracts, relevant policy manuals, and other applicable guidelines.
- d) The committee shall not report to General Meetings. Any questions regarding the nature or proceedings of the Committee raised at General Meetings shall be addressed by the Speaker.

x.x.4. The Executive Oversight Committee (as represented by at least two non-chair members at any time) shall observe at least one Executive Meeting per trimester.

x.x.5. Investigation: The Executive Oversight Committee shall be responsible for investigating performance concerns regarding the Executive, following one of two procedures:



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- a) two parties approach the Executive Oversight Committee and request involvement, because they agree that they are unable to find a resolution or restore a working relationship after investing their own efforts to communicate and seek resolution; or
- b) the committee receives a formal letter of complaint. The complainant must submit a signed letter to the Chair of the Executive Oversight Committee outlining the nature of the complaint as well as providing preliminary evidence to document the nature of the situation (i.e. establishing a pattern of behaviour versus an isolated incidence) and prove that the complainant has attempted to communicate the problem to the defendant and to resolve the situation on their own without success. Maintaining impartiality to the best of their ability, the Committee will undertake the following steps after receiving a formal letter of complaint:
 - (i) meet with the complainant(s) to ensure that signed letter accurately reflects their concerns,
 - (ii) meet with the defendant(s) to deliver the letter of complaint and review the defendant's options,
 - (iii) allow the defendant(s) an appropriate amount of time in which to gather their own evidence documenting the falsity of the complaint, if they wish to contest the formal complaint,
 - (iv) alert Council that a formal complaint has been submitted, omitting all personal details until the Committee deems it in the best interest of all parties, and
 - (v) inform Council on either the closure of the complaint or any further course of action taken.

x.x.6. Documentation

All documents regarding evaluations and investigations shall remain confidential and be archived for the duration of 1 year after the completion of an executive term or resolution of the complaint, whichever is later. The documents shall be kept in a locked box to be stored in the SGPS office, to which only the Speaker shall have access.

X.x.7 Protection from Reprisal

All reasonable steps consistent with the law and the rights of the complainant shall be taken by the committee and its members charged with investigation of a good-faith report of an alleged act to protect the position, reputation, privacy and confidentiality of an individual who has made a report. Any breaches of confidentiality shall be reported to the Chair who will in turn inform the complainant (if not anonymous) if confidentiality can no longer be maintained.



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No person shall take any reprisal against an individual who files a complaint through this committee. Acts of reprisal will be subject to reporting and, where applicable, disciplinary action.

The filing of a complaint shall not constitute harassment within the terms of the SGPS Harassment/Discrimination Policy. Any complainant who believes that he or she has experienced a reprisal as a result of making a disclosure of an alleged act pursuant to this policy and these procedures should document the details and immediately inform the Chair of the committee. The Chair shall ensure that the allegation is investigated and, if justified, that the appropriate corrective steps are taken.

Moved: Christopher Cochrane

Seconders: Mark Asfar, Travis Skippon, Caileigh Gruner

Christopher Cochrane (Member At Large) - In the many years that I have been involved with the SGPS, the only thing that has been consistently requested of the Executive is an increase in transparency and accountability. I have seen these requests as a member-at-large, as a Councillor representing my department, and when I served as President. Executive teams have gone to varying effort to address these concerns, and yet the concerns remain. Today I am proposing a new structure that I hope will bolster the ability of Council to oversee the Executive, while allowing the Executive to continue to function as a coherent group.

SGPS Policy states that Council is responsible for overseeing the activities of the Executive. The relatively large number and variety of experience of Councillors, combined with the public nature of meetings, with minutes posted online, makes constructive and honest oversight effectively impossible. Many of the issues impacting Executive performance are either highly personal or of a confidential nature. A room of thirty people unfamiliar with the practical nature of these positions is not conducive to meaningful problem solving, conflict resolution or productive feedback. The Executive Oversight Committee that I am proposing is intended to be an alternative, to strengthen the level of oversight provided by Council while liberating Councillors from the additional burden of understanding the Executive dynamic.

The policy I am proposing has 7 parts, that I will outline in brief.



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1. Purpose. The Executive Oversight Committee shall be responsible for providing a constructive review of the performance of elected Executive members of the SGPS, and for facilitating resolution of concerns about the functioning of the elected SGPS Executive.
2. Membership. There shall be four members-at-large, plus the Speaker, who shall Chair the committee. All members will receive conflict resolution training and be bound to the same level of confidentiality as the Executive. There are limits on eligibility: no Councillors may be members, direct reports to the Executive may not be members, and only one member may be allowed from a given Representative Group. These restrictions are aimed at limiting the possibility of nepotism, and continuing to ensure that all Councillors have equal information. To encourage participation, members shall be paid an annual salary of \$1200.
3. Evaluation. The committee shall perform periodic evaluations of the functioning and productivity of the Executive. They will not question the decisions made by the Executive, but merely review the work product. Review of Executive decisions is left to Council. The results of the evaluations will be shared with Council, in camera - this is intended to allow the evaluations to be blunt, honest, and constructive. No reports shall be made to General Meetings - the purpose of the committee is to strengthen Council's oversight capabilities, not make public Executive dysfunction or dereliction.
4. The committee shall observe at least one Executive meeting per term. This will allow the committee to assess the functioning of the Executive as a team and ensure that appropriate decision making structures are used. Reports on these observations will be made to council.
5. Investigation. This is the second key function of the committee. This provides a safe neutral avenue for the issuance of complaints or concerns about the Executive. There are two mechanisms - one of conflict resolution by consenting parties, and one of complaint by one party against another. These two processes are outlined. Empowering the committee to perform this function will assist in resolving conflict with or within the Executive by a neutral body of trained and informed individuals. The hope is that this will resolve personal or professional issues before they impact Executive function and productivity.
6. Documentation. Any documents generated in the process of investigation or evaluation are to be destroyed either one year after the completion of the Executive term or the resolution of the complaint, whichever is later. Only the Speaker shall have access to documents, such that cases may be reviewed if necessary.
7. Protection from Reprisal. This section is critical, and is intended to protect complainants from retaliatory actions by the Executive. Should a Commissioner submit a complaint about Executive action, the Executive must not treat them poorly in response. Any apparent acts of retaliation will be reported to Council, and it is left to Council to decide on appropriate discipline.

I want to make it clear that this motion has nothing to do with the current or any specific past SGPS Executive. It is intended to address a chronic absence of constructive oversight. The current structure of Executive oversight encourages the Executive to obscure facts or, in some cases, lie to Council. There



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is presently no mechanism for members to report concerns with the Executive, short of the theatric airing of dirty laundry in a public venue, which only further discourages individuals from seeking Executive positions. There is no way for Council to know if a member of the Executive is neglecting their duties, and there is a strong disincentive for other members of the Executive to disclose this information.

I hope that this policy and the committee that it forms will make headway against these issues, and produce a stronger Council, a stronger Executive, and a stronger SGPS.

Stuart Clark (VP Finance & Services) – Want to start by saying thank you to Chris to bring this up; we think this is a great idea, if this serves as an endorsement, it really solves two problems with running this organization over the past year: (1) Siloing, decision making body is each responsible for organization issues – rarely exposed to work of other Executives unless drawn in on other projects. Need to have that information about what other people’s portfolios are being completed. If we’ve learned anything about our history, Jenny could confirm, but we haven’t impeached a member. Consistution may not be the best way to keep us accountable. So on that front it serves that issue very well. (2) We need to keep this organization accountable; we rarely air dirtly laundry when we do work in the SGPS; good tool to allow us to collaborate as a team or individually. I would encourage members to debate this, but then vote for this motion.

Kristopher Jones (Sociology Department Representative) – I had a question with regards to the mention of the \$1,200 payment – No other committees require the payment; why justify this cost?

Christopher Cochrane (Member At Large) – Having sat on SGPS meetings, members will have to seek training; this committee needs to be full. One of the other aspects of this is you can’t have multiple members from one discipline, so harder to fill committee meetings. Limiting through exclusions; as a starting point for this committee, need a “carrot” to get this started.

Jared Houston (Member At Large) – I think there’s some valuable suggestions here, but shouldn’t be put into policy as it stands. Would not facilitate discussion. To provide some understanding, use a standing committee or a struck committee, fill it with those involved and would have some kind of answer and resolution offered. What’s going to change with this policy, the purpose section looks like councilors people don’t do this anymore – power is taken out of Council’s hands. Second issues is that councilors cannot sit on Council. Most troubling, one issues of debate in the past is about nature of confidentiality with SGPS dual role as corporation and democracy. Council only accessing in-camera, not a way to facilitate discussion. Useful in the sense that you could use for Councillor, but as a policy as it stands, I think it disempowers Council.



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Adam Ali (Graduate Student Trustee) – Thank you Chris – I really believe that from the way you have described the motion it makes its intentions a bit more clear to me. We would agree with the spirit you describe. I have many concerns – Jared covered some of them. I'm just wondering beforehand, can Chris or the seconders discuss any implications to changing governance structure in putting this policy in place? How are those situated, how does power flow? How does this affect democratic process of Council? How does this effect election processes? We would have election of oversight committee one month after the Executive? Is there \$5,000 that can be allocated? Is that money available to us? How does this affect HR policy in by law and policy?

Christopher Cochrane (Member At Large) – I'll start by addressing Adam's question and bringing back to Jared's statement. Where this sits in the governing structure, this is a committee of Council. This is a sub-structure of Council. It doesn't take any power from Council, it essentially reports exclusively to Council and acts on behalf of Council. It doesn't take any power away, it initially is a report generating body. For elections, Executive elections take place in February and then oversight committee is elected by Council to complete duties outlined by Council. Is there \$5,000 available – the financial report for the last few years, we have surplus, so we can't find that money. Over time, we can claw back on this, because this is something new, we need some additional incentive to do some work to get some training. In terms of HR policy, I don't see this impacting HR policy, and I refer to Mark on this as he wrote much of that policy. This is just a way to bring additional information to Council as there has been a lack of opportunity to bring forward concerns.

Mark Afar (Member at Large) – Financially, based on the wonderfully large surplus, if there's something to spend money on this, it would be a good idea. To use a metaphor, this is not renovating a house, but rather adding on an elevator to make it accessible; it's a resource to Council. From an HR perspective it would not change anything. In the past, we strike committees and fix the issue, and then report back. It's usually hard to establish committee to do very hard, detailed work. Matters of confidentiality or HR concerns, we have to call a lawyer. I think the idea of the committee is that this committee would have this information and be tasked from the start. Could task a committee, or could question Executives in Council – this policy provides a third option, a specific committee to report back to Council to exist on this purpose. Better and more efficient way to bring concerns back to the Executive.

Adam Ali (Graduate Student Trustee) – Responses to this – spirit of the motion itself seems to be misaligned. When we're talking about accountability and transparency, in the past, it has been advocated within the Executive body, but without. Membership and Council wanting and divulging information. I don't think this committee solves this. Mark – the lack of teeth committees have; I don't see anything about how the committee would discipline, solve conflicts...etc. Third, this is absolutely an HR issue, if we look at the Directors role (Executive Director), answers to the – Directors lead the transition, developing a transition plan (something the committee would do). Are there different



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objectives from the HR policy and this committee. There's a lot of things here, but the Director performs a lot of the functions that the committee would do. Presenting of findings – can be filtered through Executive then presented to Council; that's what the wording says – could insulate the Executive. Chris talked about Exec being held to scrutiny – that's something we can speak about, that those two things are separate entities.

Stuart Clark (VP Finance & Services) – Some things I like – it's weird to be an SGPS Executive; you're not an employee of the organization. Part of the process of the Director is to go to performance evaluations with their superiors and subordinates in the organization. We go through performance evaluation, but we don't have a dedicated HR group like the AMS – cannot provide feedback, strategies – it's a conflict management and HR management system. For us to have any chance to get that feedback while in siloed roles to address as a team. I'm particularly sympathetic that Council should oversee policy decisions by Executive; but our issues is not about is Stuart doing his job, but rather personal issues that are relevant from this policy.

Adam Ali (Graduate Student Trustee) – Instead of spending \$5,000, why don't we spend money on an HR organization to do an audit, or an HR person for the organization. Hiring someone as an expert in HR and in conflict resolution would be a better idea than a committee who has the exact same training as the Executive. My solution would be to hire an HR person or an auditor to get the real issue

Emma Thompson (Kinesiology Department Representative – Arts) – Would they have the same training as the Executive? They are not situated to have the best solutions to problems, given training.

Christopher Cochrane (Member At Large) – Adam, you said it doesn't outline how the organization would do discipline. This organization would report to Council and would do discipline based on already information in policy. They would report to Council. This would shrink the size of the group – for an example, Mark and I were on a team. Mark was mean to me. He's so mean to be, it's affecting my ability to do my job. As an Executive, there's nothing I can do, except go to Council to have a discussion in front of 40 people I don't know and hope that they can do something about it; and if they can't, then I have to quit. There's no way of that specific problem, other than I step back and don't do anything, because I don't want to be exposed to this problem. We can have people have a small group discussion about this issue and they can facilitate this discussion; it's more about shrinking this discussion. Furthermore, Council has a publically released minutes; it's a barrier to coming forward and saying anything. Can put forward recommendations.

Adam Ali (Graduate Student Trustee) – Now you're not talking about conflict resolution. What I'm saying is the Executive Director is responsible for that.



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Christopher Cochrane (Member At Large) – The Director would be responsible for this. It is within the Executive’s responsibility to be able to discipline. There’s currently no way for the Director outside of Ontario Employment Law to seek redress if there’s conflict. Executive has the authority to do things that organization doesn’t have redress for. If there are complaints filed, the committee can’t force the Executive to do anything, Council recommendations can be made – here’s the information because of complaints made. You also talked about hiring an expert to solve these problems, that is an alternative solution that could work, but in his experience, it would be better to have an organization to have...

Adam Ali (Graduate Student Trustee) – Like an HR role.

Christopher Cochrane (Member At Large) – To the point of going through conflict resolution, I’m sure that there are people here who can speak better to this. They themselves have gone to counsellors who have the same training that they have, because some issues are easier to resolve when you’re not part of the issue, not part of that problem.

Stefy McKnight (Member At Large) – I just have a quick question or comment based off of my experience, in close relation to this. I’m a President for a Board of Director and my responsibility to do that specifically, and something that I found – I’m in support of this motion, but I’m just wondering how to regulate conflict that would go to this committee – what is considered a conflict, what is the severity of this conflict. I feel once there is a conflict, that can be blown out of proportion at times. I totally respect people’s conflicts, but don’t want to overwork this committee. I think that there is something important with people rectifying issues in what this committee.

Korey Pasch (Political Studies Representative) – Oversight and transparency has been lacking in my three years as a Councillor. I just want to lend support in what Adam is saying; having a more permanent position than this committee. This motion kind of mixes up transparency and oversight and need for Executive dispute resolution; I don’t know if this is the right way to do this. How would this committee actually resolve the problem of not presenting truth to Council? In terms of transparency that have come up in the last couple years, the use of Roberts Rules; attendance of Executive members at Council meetings has been an issue, and submission of written reports ahead of time – these are areas that need to be focused on, rather than creating more bureaucratic movements.

Ciara Bracken-Roche (Graduate Student Senator) – There are things in the motion that are very needed, but then there are things listed that aren’t needed. Transparency, the way the motion reads, this committee would be an insular committee that would be less transparent than the set-up that we already have. Speaking to confidential issues in Council, we have a way around issues of confidentiality by going in camera. The main spirit of this motion is to have an SGPS Ombudsperson, is there a way to work with the University Ombudsperson or bring in an HR specialist or conflict management person. Is



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paying them a conflict of interest? Perhaps we could shift this to a later date, if you would be willing to have this conversation with some individuals at a later date.

Saba Farbodkia (President) – A lot of things were already mentioned. I want to talk a bit about the role of President; the President has a role of oversight over the Executive. Within the current structure of the Executive, it is very difficult to fill this role of the Executive. I think it's very important for this committee to fulfill their role better in providing oversight, besides Council. It's very difficult, if you see a member of your team, it's very difficult to bring forward this topic in front of 40 people knowing that it will be in the minutes, it will be public material next week. That could be solved with having somebody, I guess, I just want to say as President, I support this.

Jared Houston (Member At Large) – Unless this motion is passed, if people have a grievance, have to go in front of Council. I think this is false, there are two formal processes – if you have harassment issues, there are processes at the University or through the SGPS. This motion does not represent some new, needed system to raise

Adam Ali (Graduate Student Trustee)– Chris, honestly, what you've said tonight has actually made me more understanding of your intentions. I don't see this spirit within this motion. I agree with Ciara that we defer this motion to February or March Council, bringing forward to the Bylaw and policy committee under the Speaker. I absolutely see the spirit, but I didn't see that with the language. It opens the door to some undemocratic processes at a later date.

Mark Asfar (Member At Large) – Seeing as we're going to have a motion on this, thank you Jared for bringing up the harassment policy, I worked very hard on this. This policy is not about harassment; it's about qualitative feedback for the Exec to do better, and Council to be informed. It's information you don't get through any systems we have in place now. There's been some talk about hiring an HR person. I would caution this that the HR person, like the Director, would be limited in their role. External HR person would be helpful. I would also warn about involving the University; we've done good at Queen's maintaining separation, but this may compromise that relationship. This committee keeps power within Council.

Sebastian Gorlewski (VP Graduate): I think we've been presented good points on either side, could we call to question.

Call to question defeated.



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Adam Ali (Graduate Student Trustee) – I motion to defer this motion to March Council, after being sent through the Bylaws and Policy committee.

Stuart Clark (VP Finance & Services) – Motion to call to question on deferral.

Motion to call to question on deferral carries.

Motion to defer carries.

B. Investigation into Appropriate Mechanisms of Ensuring Executive Function and Accountability **Motion 02/15/17:6**

Whereas the proper implementation of any oversight mechanism requires an intimate familiarity of the nature of the work performed,

BIRT the membership task the Executive with performing an investigation into appropriate mechanisms of ensuring Executive function and accountability,

BIFRT the investigation shall answer the following questions:

- How can Executive members be better held accountable to Council?
- How should Council be made aware of dereliction of duty by one or more Executive members, and what mechanisms can Council use to respond?
- What is the best way to provide performance reviews and feedback to Executive members throughout their terms in office?

BIFRT the Executive shall provide a report to the March Council meeting, to provide adequate time for review and implementation of any novel mechanisms for oversight.

BIFRT the Executive shall seek input from the Executive-Elect, as appropriate.

BIFRT the Executive shall provide an interim report to the February Council meeting.

Moved: Christopher Cochrane

Seconders: Mark Asfar, Travis Skippon, Caileigh Gruner

Christopher Cochrane (Member At Large): I'd like to withdraw this motion, in light of the previous motion's discussion.



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Motion withdrawn.

C. Non-fee Referendum Questions

Motion 02/15/17:7

Whereas the SGPS Executive has indicated problems understanding the views of their membership, and

Whereas the SGPS has a mechanism by which to directly ask the opinion of their membership during elections, and

Whereas the burden to add referendum questions currently requires a number of signatures comparable to the total participation rate in SGPS elections, and

Whereas there is already a quorum for acceptance of a referendum result at 10% of the total membership, and

Whereas it may be of value to allow for non-binding questions to be asked of the membership

BIRT P.9.5 be amended to read:

P.9.5 Referendum Questions

- a. The SGPS may conduct referenda on any matter within the jurisdiction of the SGPS.
- b. Referendum questions for the purposes outlined in P.1.2 shall be binding on the SGPS and actively enforced by the Executive.
- c. Referendum questions may be submitted to the Chief Returning Officer by Council or by a petition bearing the signatures of not less than twenty five (25) ordinary members of the SGPS.
- d. Eligible referendum questions must be submitted to the Chief Returning Officer no later than the day nominations for the election in which the question is to be asked close.
- e. Referenda may only be held during the fall and winter terms and may only take place outside an ordinary election period if a special referendum date is approved by Council or to replace a previous referendum invalidated because of lack of quorum. No question may be submitted for referendum if a question on the same topic has been the subject of a referendum within the previous eleven (11) months, unless the prior referendum was invalid due to lack of quorum.
- f. Notwithstanding anything in this Policy, no question put to referendum shall include any statement about the consequences of the referendum's outcome.



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Moved: Christopher Cochrane

Seconders: Mark Asfar, Travis Skippon, Caileigh Gruner

Christopher Cochrane (Member At Large) – Lower the burdern from 10% to 25 ordinary members. If you want to run a referendum, you might as well chat with the 400 people you need to. If people want to change 25, I think 25 is a reasonable.

Emma Thompson (Kinesiology Department Representative – Arts) – This may seem like an obvious question, but if you would want to do a survey?

Christopher Cochrane (Member At Large) – If you look at statistics for elections, we get 25%; survey uptake, you're closer to 25% - you're getting an order of magnitude more on your question. This doesn't block anyone from running a survey, but if you want a direct way to ask a question.

Stuart Clark (VP Finance & Services) – This is similar to what the AMS does, they ask a question specifically on Orientation week and Fall term break, when participation is high. It is a good advocacy tool at that end, like a capital project or some change in student policies.

Ciara Bracken-Roche (Graduate Student Senator) – Can you explain the motion; I don't understand how it is different than what we currently have.

Travis Skippon (Member At Large) – The main difference is that if you want to ask a referendum question, it is binding. The SGPS has to do that thing – should we approve this fee, then the SGPS has to approve that fee. This would allow us to ask questions like “Should the SGPS exclusively run dry social events” – if the vote was yes, we wouldn't have to do that, but we would know what the majority of members would want. So that's the main thing – it's a way to ask Yes/No questions to the membership without being shackled to the result.

Ciara Bracken-Roche (Graduate Student Senator) – That really helps; sorry it's been a long day. So one asks the questions – the SGPS. Anyone can put in a question if they have 25 questions, as long as it is within the jurisdiction of the SGPS. If we start asking questions, how would we guage if it's binding or not. The only binding referendum questions would be ones with student fees. All referenda are binding; this change doesn't entertain the notion of binding questions. I think it's better to see how this pans out.

Motion carries.



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D. Reporting of Election Demographics

Motion 02/15/17:8

Whereas the recent 2017 AMS election had a voter turnout of 45.7% and

Whereas the 2016 SGPS election had a record-breaking voter turnout of 27.5%, and

Whereas it is likely that some bodies within the SGPS have very low engagement,

BIRT following the 2017 SGPS election, the SGPS elections team release a report outlining the proportion of votes cast per SGPS representative group.

BIFRT the report outline the barriers to disclosure of the aforementioned information, should disclosure or collection of data be restricted or impossible.

BIFRT the report contain, where applicable, recommendations on possible changes to the SGPS Election policy or procedure to eliminate these boundaries to collection or disclosure.

Christopher Cochrane (Member At Large) - We have some challenges with voter turnout, even with something so issue; there's probably large portions of campus that we don't interact with. Maybe the SGPS has issues connecting with certain departments; we may be keyed in to certain departments, but not others. But I also understand that some departments or representative groups – if the election teams that there may be a problem. If it's an issue, then reporting back on the issues.

Stuart Clark (VP Finance & Services) – I don't believe that OnQ allows us this function; I don't know the cost of this. To my knowledge of talking to the AMS elections team.

Stefy McKnight (Member At Large) – I just want to be clear that a lot of graduate students have two OnQ accounts, so a lot of students aren't getting the notification that they – check your student ID netID.

Annie MacGregor (Chief Returning Officer) – We only have access to student IDs, so we can't send an email.

Ciara Bracken-Roche (Graduate Student Senator) – You have access to netID email accounts, all emails get into the same email, so if you are able to send out a student email.



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Kishan Lakhani (VP Professional) – One of the issues, we can't get the disclosures;

Kristopher Jones (Sociology Department Representative) – If it's an issue of technical ability, could we use the last motion we voted on to put forward a question about this.

Christopher Cochrane (Member At Large) – Tonight we're voting on the intent to collect this information, that would be important. Not disagreeing. Call to question.

Motion on call to question carries.

Moved: Christopher Cochrane
Seconders: Mark Asfar, Travis Skippon, Cailleigh Gruner

Motion carries.



New Business

- A. **All Candidates Debate**
- B. **Time to Completion Discussion – Adam Ali – Graduate Student Trustee**
- C. **Canadian Federation of Students Discussion – Mark Asfar**

Items B and C were moved to the February meeting of Council on February 28th, 2017 due to time constraints.



Notices of Motion & Announcements

- A. **None**



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IX. Adjournment

A. Adjournment

Motion 02/15/17:9

Moved: Saba Forbodkia (president@sgps.ca)

Seconded: Stuart Clark (vp.finance@sgps.ca)

BIRT this SGPS Winter General Meeting be adjourned.

Motion carries at 9:46pm.