



Minutes
September 15th, 2015 - 5:30pm
McLaughlin Room, John Deutsch University Centre



Presentations

A. Canadian Federation of Students

Eric: We have some guests from CFS. Please hold questions until the end. Please give the guests your undivided attention.

Gabrielle: National executive representative.

Michelle Blank: Staff at CFS. Very excited to talk about findings of a survey.

Gabriel: I'm also a recent graduate student. I just finished my Master's of social work at the University of Ottawa. At my time there I was involved in the Graduate Student Association as the external commissioner. Things that will crop up on this presentation will be from my own campus. What we are going to be doing will be kind of the very brief role of the CFS just to give you the background. Then we will go into the Non-syllabus Campaign and the survey and the next steps.

We represent 300,000 members at provincial and 600,000 at national level. We have this federation in Ontario, it's who we are and why we're here. We represent 38 students unions all the province. We help resource executives as well as students with developing campaigns, and priorities on campus throughout the year. As well, we do things like get students to go to the federal elections. I have distributed some materials around the room to see the type of work that we do. We have a pamphlet that explains what it is.

You are all members of the CFS. We also provide services for students on many campuses. Some of you know the ISIC Cards and ethical bulk purchasing networks. Those are the types of works that we do. We also have embedded our structures in Ontario and national graduate caucuses. Those are structures that work specifically for graduate students and work on graduate student issues. Some of the examples of the things that we do at the Canadian Federation of Students for graduate students – we have campaign that supports student parents because we know as graduate students that some of students are parents and it is increasingly difficult to resource them and find child friendly spaces on campuses.

We also post residency fees campaigns. How many of you know post residency fees are? Not all but a few around the room – that's great. Those are lowered fees in the later portions of your programs because in those portions of your programs you utilize less resources on campus. But provide a lot to the university in terms of labour, in terms of your presence on campus. We've been advocating for lowered tuition fees during the later half of graduate programs. That is one example of a campaign. We finally have the Graduate Mental Health Campaign that had been started two years ago that took the form of a survey.



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Michelle Banks: Mental health was prevalent in student's minds. Now more than ever than two years ago. Main topic people are talking about on campuses. We wanted a graduate student perspective and also that whatever came out of mental health survey were really tangible and graduate student specific. Graduate students can be students and are also workers and protection changes drastically.

There were some changes in the Occupational Health and Safety Act a few years ago that brought this to the forefront. Suddenly it became the responsibility of the employer to make sure your mental health was taken care of in the workplace. As a student, those protections did not exist. Because of that we started doing a little digging, and what kind of stuff was actually out there for graduate student mental health. We found there was significant lack of research, a lot on the employer side. A lot around secondary schools; high school and post-secondary. Bullying was a big issue. There was very little at the post-secondary level and almost none in the graduate student level. The first step would be for us to do something that wasn't necessarily proving were issues but to show people what the issues were. And finally the reason we took on the project is that we have a close coalition partners with the public service lines of Canada and CPE (Canadian Public Employees) which both represent graduate student workers on campuses in Ontario. We had a lot of possibility to reaching graduate student in the province.

Gabrielle: Here we have time line of projects so you know how much has gone into this to get us where we are at today. The survey was developed in summer of 2013 and in November 2013 we had the campaign launch at our Ontario Graduate Student Symposium. And then after that from January 2014 until January 2015 was various pushes to try to get students to fill out the survey. We relied a lot on executives and locals on different university campuses across the province to really engage their students in participating in the survey and filling it out. Whether that was emails that were sent out to departmental from the executives or face to face outreach to the post-graduates as you'll see in the material that is passed out. Finally, from January to April 2015, we developed the methodology in how we were going to really look at the survey results and see what they were telling us and then from May 2015 we did the initial analysis. The outreach for this survey was very positive. We saw that a lot of students were excited about it and wanted to fill it out. Felt like it was a need on their campus. We relied a lot on the student union for the survey to be filled out.

Michelle Banks: What does harassment look like? The idea was we wanted to paint a picture that necessarily have not been graduate student or have not had the experiences we're talking about in the presentation. So that as grad students and advocates we could show what it looks like as we advocate for members. To do that we came up with three distinct cards, which we are going through very briefly. This is not a comprehensive presentation but we are going to discuss where the specific questions that we asked the graduate students. We are going to discuss who and where these behaviours came from



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towards graduate students. Finally, we looked at the effects they had on the graduate students. We did not quantify everything.

Gabrielle: What does graduate harassment look like? These are quantitative parts. We asked at this point survey respondents if they have experienced or witnessed experiences or incidence of harassments or bullying. Specifically we were focusing on behaviours. Have you experienced or witnessed behaviours of harassments or bullying? Here are some of the stats that we came up with.

- 71% of students have witnessed or experienced verbal abuse
- 42% have experienced or witnessed intimidation
- 10% of students have experienced or witnessed physical assault
 - By far the lowest number of all of the incidence or behaviours that were witnessed or experienced but 10% having experienced physical assault is kind of alarming.
- 30% have experienced or witnessed unwanted sexual advances
- 41% have witnessed or experienced homophobic language, jokes or insults
- 28% have experienced or witnessed trans-phobic language, jokes or insults
- 49% have experienced racist language, jokes or insults
- 55% have experienced or witnessed sexist language, jokes or insults
- 38% have experienced or witnessed xenophobic language, jokes or insults
- 70% have experienced or witnessed pressure to overwork which is a lot and a lot of us around this room can relate to that
- 63% have talked about how they have experienced or witnessed undermining, sabotaging, ignoring or professional exclusion or isolation, spreading rumours or gossip
 - Encompasses a lot of things, but there is an outside perspective – not just things lived from the inside
- 41% have experienced or witnessed criticism or unkind comments sent by text, email or posted on social networking sites – so we were gathering some data on cyber bullying within graduate circles

We asked how often did you see or experienced those behaviours. We had a choice of three answers. There was once, more than once but not frequently, and frequently. And we can see that almost half of survey respondents said more than once. So we asked where they have experienced behaviours. And we were overwhelmed with the response. We were given very specific answers and also left with other categories. We were not necessarily able to capture everything. In many cases, graduate students actually checked more than once of those options. It's because of the frequency of these behaviours – that it is really common. The ones that we have shown up here – these ones came up over and over again. These were themes that we saw quite a bit. I want people's attention on these last three here. It was more than once that it was campus support systems where they witnessed or experienced these



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behaviours from. External organizations were something I heard about when we started these surveys – student placements, doing research in other places – these were all instances graduate students can encounter these behaviours. Finally, graduate students were actually very quick to see that it was a structural problem and that we can't do anything about it as graduate students.

Gabrielle: Now we will look into the main findings because going through the quantitative data that were questions that we asked multiple choice answers. We also asked graduate students to describe those experiences that they had witnessed or experienced. So as you can imagine we got a lot of stories from personal accounts and stuff they had seen in open ended questions. It was a lot of work that took all summer to sift through all of those experiences and come up with different themes as to where these experiences fell under. And after we compiled all that data and looked at all of the different themes, we came up with several major findings. And we can see that we can draw. So the first – we see that non-constructive criticism, inadequate guidance, exposure to bullying, harassing behaviours has a negative impact on graduate students. It's something we have seen through the answers. We see that there is a lot of self-blame, a lot of self-fault for situations. We see the word guilt – the word feeling guilty is frequently associated with over-work. Even though, because they feel like they're failing to meet expectations, they also recognize that the amount of work is unreasonable and no person can complete it without feeling kind of worn-down. They still feel guilty by not being able to accomplish that work. There is a lot of reluctance to recognize the situation.

Michelle: The other thing we feel important when talking about these issues. These behaviours actually impact witnesses – similarly or the same as actually as people who experience them. People who were telling us about the things they were witnessing were using words like uncomfortable and guilty. The reason they were feeling that way were disempowering reasons such as feeling powerless. What was interesting though is that graduate students in all of these cases were very quick to blame the institution to blame the fault. They were quick to tell us it wasn't in a specific cases – that it's not that it's that person's fault – but the institution should protect me from having to experience these reasons.

Gabrielle: Lastly, students have identified that financial issues and worries played a major role in their mental health. So threats to funding and work prospects – and when we asked what other things affect your mental health – 59% responded that stress associated with paying tuition fees and other institutional costs played into that stress and on their mental health.

Eric: So unfortunately that is the end of 15 minutes. If we do we wish to give our guests additional time – I would need a motion for approval. If there is interest in that – I need a mover and a seconder and a majority of approval to provide more time. Mover? Seconder? How long do you wish to extend for?

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Eric: Motion to extend for 5 minutes. Moved by Julian and Seconded by Chris. All in favour? All opposed?

Gabrielle: I'm going back then just for a second. Just to add something about this line – financial stress. When we consider the institutions asking graduate student unions on their campuses to run referendums to ask members for levies in order to pay for extra counselors on campuses. So we clearly see that financial stress is causing mental health. So this should be considered by the institution and they should invest resources for graduate students instead of asking them to bear the grunt of their own resources. Also we saw that other types of financial stresses happened like car payments, child care payments, rental costs and things like that. The last thing that we wanted to talk to you about was the next step. Now we have all of this information, the collection of the survey portion has ended. And what are we doing now with this information. Well we're doing what we're doing right now – we're presenting the findings to the student unions and coalition partners and allies. With an eye to try to create campus and provincial recommendations based on these research findings. And we want to ask the questions – to you and the student union – what would that look like at Queen's University. So try to think about that and think about the new plans for the new year. If there is anything that we can implement – some projects that you have in mind, or use this data for your future goals – we would love to be involved and to help. And you have at your disposal our contact information. And in November, we will release the next steps provincially for the campaign. And this is the email at which you can contact us for any questions.

Eric: Thank you we have 3.5 min for questions. If there are any questions for our guests – feel free to ask those now.

Ben: Here post residency period – how much are from the tuition from subsidy at Queens is about 15,000 and government subsidies most of them. How much does it change between universities?

Michelle: I'm not exactly sure what numbers you are asking about. Those numbers on that paper is the numbers the institutions have advertised as their tuition fees.

Ben: What I am asking about is what portion of the total cost per student is paid by the student and by the institution, per University. A breakdown of the percentage of the cost which is tuition/institutional contribution.

Michelle: So you mean the extra fees? The cost the student pays or the institution?

Ben: The institution.

Michelle: These are the costs the student pays.



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Ben: How much student pay? Versus BC, which is more expensive? Where does the discrepancy come from? Subsidy grants and things? Tuition at university is from grants to students. That's wrapping up that figure – tuition in Ontario is it because of subsidizing?

Gabrielle: Are you talking about subsidies or rent and stuff?

Ben: In universities – you need to know the cost per students and then the governmental and provincial level at the institution the graduate considered that they are being payed.

Gabrielle: What do we know – I don't know the number, but I do know that the province of Ontario does not have a vision for post-secondary education. And does not prioritize subsidizing the education and that's why we have higher tuition fees in the country. So compared to other provinces – that's why their net wide administration – the province keeps bouncing the ball off of each other. The administration would say we don't have enough money from government – and the government would say the administration can do it.

Ben: But you need to know the other number – so you need to know the total costs of student. Worth investigating that took?

Eric: Room for one more question.

Korey: Will we have access to the slides?

Gabrielle: We can send it to one of the executives.

Chris: If you send it to me, I can send it to them.

Eric: They will be included in the minutes as part of the presentation. Well thank you very much for your time.

B. Thrive - Emily Johnston and Sydney Downey

Emily: We're running initiative through community resources. The initiative is called Thrive, stemmed from work with staff and noticing on average for absence for 50% were related to mental health. Those are the hardest ones for us to get them back to the work place. So there is a lot of argument for preventative strategies for addressing mental health on campus for prior to these absences. We were contacting other universities in Canada – and found that UBC has an initiative. UBC has Thrive, it is an initiative which looks at student, faculty and staff. And we all work together to create a positive space. Very successful initiative going into year 6 and the UBC initiative is looking to extend it. It has increased education and dialogue for what it means to have mental health. So part of pairing for first year at Queen's we have committee that forms and contains Kingston community at large, we have a few



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graduate members on committee – we have students, we have admin, and we have health which is a big staff. We are looking to get a lot more engagement – graduate students don't feel included. Mental health is a big initiative. We are looking for engagement on campus. If you are looking for others to look for members. We are looking for this initiative to go for yearly basis. We are looking for different strategies, looking at activities that promote mental health. I'm leaving business cards, please contact. We love engagements and thoughts - what events attract graduate students. We would like to create a campus that is positive.

Eric: We have time questions – any?

No questions.



Adoption of the Agenda and Minutes

A. Adoption of the Agenda

MOTION 09/15/15:1

Moved: Chris Cochrane (president@sgps.ca)

Seconded: Mark Asfar (vpp@sgps.ca)

BIRT SGPS Council adopt the Agenda for the September 15, 2015 Council Meeting.

Eric: Are there any changes?

Christina: Yes. The budget I have made some minor changes to it.

Eric: Christina has told me that the agenda that was attached has been updated. So she is motioning to amend that to replace it with a new version of the budget that has been updated. So is there a secondary for this amendment? Alright, Mark. So this will require further approval because it did not receive the seven day update. All in favour of amending the agenda? If anyone would like to see the budget at this time, otherwise we will discuss this later.

Amendment to Add new Appendix A moved by Christina and seconded by Mark.

Eric: All in favor? All opposed?

Eric: Amendment carries. So we are now back to the main topic of agenda with the Appendix A being distributed at that time. Are there any changes to that agenda? Seeing none.

Eric: All in favour? All opposed?



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Eric: Motion carries.

B. Adoption of the Minutes
[SEE ATTACHED MINUTES]

MOTION 09/15/15:2

Moved: Chris Cochrane (president@sgps.ca)
Seconded: Mark Asfar (vpp@sgps.ca)

BIRT SGPS Council adopt the Minutes for the August 25, 2015 Council Meeting.

Eric: The minutes were attached. Are there any changes to the minutes?

Mark K: In speaker - in executive reports, I had said school of graduate studies will be open from 31st of August to 2nd of September - it should read to second of October instead of September 2.

Eric: Any other changes to the minutes?

Chris: Under Adoption and Agenda of Minutes, I had asked to change order of Other Business, not Mark A.

Eric: Any other changes to the minutes? Seeing none. Motion 09/15/15-2 be the council adopt the minutes of the August council meeting – all in favour? All opposed? Abstentions? Motion carries.



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Executive & Speaker Reports

A. Executive Reports

- a. President – Chris Cochrane (report attached)

Chris: Two things that I want to add. Due to overwhelming students involved complaining – I have been placed on the implementation team of the prevention of sexual assault. So initially that committee which was going to control the recommendation from the sexual assault prevention working movement had only one student. However, the director had a little campaign to get people to write in. And through his work, they have added me onto that committee. So now the SGPS is represented on that committee. And that's it.

- b. VP Graduate – Mark Kellenberger (report attached)

Mark K: None to add.

- c. VP Professional – Mark Asfar (report attached)

Mark A: First I would like to thank the organizers for all of their hard work on orientation week. We really appreciate the work. Also commend the permanent staff who are working incredibly hard in the office right now. We are inundated with students looking for SWAG – we are now one stop shop for graduate students. Lots of student looking for free staff. We are the one stop shop for graduate students. Another thing to add to my report that it was not open at lunch due to maintenance. It was permanently resolved. Please encourage friends - it should be open for lunch for the foreseeable future.

- d. VP Finance & Services – Christina Huber (report attached)

Christina: None to add.

- e. VP Campaigns & Community Affairs – Lorne Beswick (report attached)

Lorne: Nothing – but I would like to amend the minutes. So that everything that Mark said – I said as well.

Eric: We will add a ditto from Mark.

B. Speaker Report

- a. Speaker – Eric Rapos (report attached)

Eric: Nothing to add.



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C. Approval

MOTION 09/15/15:3

Moved: Chris Cochrane (president@sgps.ca)

Seconded: Mark Asfar (vpp@sgps.ca)

BIRT SGPS Council approve the Executive and Speaker Reports.

Eric: So are there any questions for the executive or myself on either verbal or written reports? Seeing none. All in favour? All opposed?

Motion carries.



IV. Senator, Trustee, Commissioner, Committee & Other Reports

A. Senator Report – Graduate Student Senator – Eric Rapos (report attached)

Eric: Nothing to add to senate report as it has not met in open discussion since then. Senate is coming up in a couple of weeks, so report on that in the next SGPS council.

B. Trustee Report – Graduate Student Trustee – James MacLeod (report attached)

Eric: James sends his regrets but attached his report.

C. Commissioner Reports

- a. Equity & Diversity Commissioner – Erica Baker (no report)

Eric: Not present.

- b. International Students Affairs Commissioner – Jhordan Layne (no report)

Jhordan: Nothing to add.

- c. Social Commissioner – Ciara Bracken-Roche (no report)

Eric: Social commissioner is not present.

Eric: Ciara sends her regrets – and will give a full report on the activities of the full report on October.

D. Committee Reports

Eric: There were no committee reports. Are there any committee reports to be delivered orally? Seeing none.



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E. Other Reports

- a. University Rector – Mike Young (no report)

Eric: University Rector is not present.

- b. Chief Returning Officer – Travis Skippon (no report)

Travis: Education student society should be happening by end of this week.

- c. Student Advisor Program Administrator – Andria Mahon (no report)

- d. Departmental Reports

- i. School of Kinesiology and Health Studies (Arts) – Jennifer Wigglesworth (report attached)

Eric: Jennifer's not present.



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F. Approval

MOTION 09/15/15:4

Moved: Chris Cochrane (president@sgps.ca)
Seconded: Mark Asfar (vpp@sgps.ca)

BIRT SGPS Council approve the Senator, Trustee, Commissioner, Committee & Other Reports.

Eric: If there are any questions for myself or any of the other people in this section that have delivered reports that are here, now is the time to do so. Seeing none. All in favour? Abstentions? Motion carries.



Question Period & Departmental Issues

A. No Questions or Departmental Issues Received

Eric: As I mentioned, none have been submitted. As I mentioned as last time as well, this will be the last meeting I will allow them from the floor. In the future, they will require submitting questions and writing some days in advance, as well as departmental issues to make sure that council has adequate time to add questions. If there are any questions or any issues we can address them now. Alright seeing none. We see several members.



Business Arising from the Minutes

A. Student Life Center Council (postponed)

MOTION 08/25/15:9

Moved: Chris Cochrane (president@sgps.ca)
Seconded: Mark Asfar (vpp@sgps.ca)

Whereas SGPS Council is entitled to appoint one member-at-large to sit on the Student Life Center Council;

BIRT SGPS Council appoint [insert name] as the SGPS Appointee to the Student Life Center Council for the 2015/2016 term.

Chris: In August meeting, there was some lack of information about what the Student Life Center was going to do because there was some change of management. This is the committee that is going to be making long-term strategic decisions about what the Student Life Center is going to be. So instead of planning once a month kind of thing, there will be looking at 3 year plan to a 5 year plan. So long term



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planning for the Student Life Center is JDUC, Student Center, Macklin – and what are we going to do with those spaces in the longer term. This is going to be a very light committee in that it will meet at least two or three times over the academic year. If anyone is interested in being involved in long term planning of student life on campus – this is a good committee.

Eric: Are there any nominations or questions about this committee? Something we kind of need to fill. I sat on this committee for three years – it was very informative. If there is anyone interested or have questions, you can feel free to ask those now.

Mark: You get to vote on this like renovations, space, and what’s going into spaces. If you have like home décor you need to do it. It’s going to be here for the next ten to fifteen years. You can say at an alumni meeting - you can be like I pick that color of paint. Maybe not bad.

Eric: Any nominations or any questions?

Chris: I nominate Mark Kellenberger.

Eric: Second? Mark A. Mark Kellenberger – do you accept?

Mark: I accept.

Eric: Are there any other nominations?

Eric: Seeing no other nominations, we are moving to a vote then.

Eric: Be it resolved that SGPS council appoint Mark Kellenberger to the 2015-2016 term of the Student Life Center Council?

Eric: All in favour? All opposed? Abstentions? Motion carries.

B. Judicial Committee

MOTION 09/15/15:5

Moved: Chris Cochrane (president@sgps.ca)

Seconded: Mark Asfar (vpp@sgps.ca)

Whereas SGPS Policy P.11.2.c states that the membership of the Judicial Committee shall be “seven (7) members of SGPS Council, at least one from each of the five (5) academic divisions, appointed by Council”;

Whereas 6 positions were filled at August Council;

BIRT SGPS Council appoint [insert name here] to the SGPS Judicial Committee.



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Chris: We already went through this in August and I think we just lacked a person at that time. The judicial committee is our contribution. We oversee non-academic cases. We have maximum of one to two meetings a year. This is a relatively lean committee involvement.

Eric: So just to add a few more details as the Chair of the Judicial Committee. Whenever there is a complaint - if it does need to go to further investigation or a hearing. I will select three members of that committee to form the judicial. That's due to the availability of scheduling and to reduce any possible conflicts of interest. Even if we do get two cases this year, it is possible that you still wouldn't end up on a committee. So it is not a huge commitment, but it is something that we do need to fill.

Chris: I nominate Jon Samosh.

Eric: Is there a second for this nomination? Lorne. Do you accept?

Jon: I accept.

Eric: Are there any other nominations?

Ben: I nominate myself.

Eric: Second? Chris.

Eric: Are there any other nominations? Seeing none.

Eric: So we do have two candidates for this position. So I ask both of you to come up to the front. We are going to have a little debate off and introduce ourselves. Each of the two candidates will be given about two minutes to introduce themselves to explain why they feel they would be a good candidate for this position. So we will open up a question or two, then we will open up for a vote.

Jon: I'm John Samosh, MSc-PhD representative here at School of Business. Three quick point why I am running for this position. First I was the deputy speaker last year so I'm familiar with bylaw policy. I'm not practicing anymore but I'm a lawyer. I do have special training in alternate dispute resolution and with my current research and course work in graduate studies in conflict and conflict resolution. So all that together, I will be thrilled to participate.

Ben: I am withdrawing my nomination.

Eric: Ben has withdrawn his nomination.

Chris: I have received an indication that Mark K would like to resign as the rep to SLC Council if possible.

Eric: Let us deal with the motion currently on the floor.



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Eric: So we are back to one candidate. So I do have to open the floor again. Are there any nominations for this position? Seeing none. Will move to voting Motion 09/15/15-5 – whereas SGPS policy that Judicial Committee should be seven members of SGPS council one from each of the five academic positions from SGPS Council whereas six positions were filled in August council. John Samosh be appointed onto the SGPS Judicial Committee on SGPS. All in favor? All opposed? Abstentions? Motion carries.

Mark K: If there are any members that would like to join the Student Life Center Committee then they can take my position.

C. SGPS Budget (Second Reading)

MOTION 09/15/15:6

Moved: Christina Huber (vpfs@sgps.ca)

Seconded: Chris Cochrane (president@sgps.ca)

Whereas the SGPS Bylaws state that the SGPS Budget must be approved by SGPS Council;

BIRT SGPS Council approve the 2015/2016 budget as seen in Appendix A (second reading).

Eric: This is the appendix that was replaced. So we will pass around this new version. We will take quick two to three minutes just to read through this before we go any further.

Chris: Is this recess?

Eric: Just a few seconds to read this. We are not going to call a formal recess. Another minute or two before Christina reads this.

Eric: Christina, tell us about the budget.

Christina: I'll first go over minor changes. I have now included revenues and health and dental fees. So you can see that matches our expenses for the health and dental plan. The other item that I changed is salaries and budgets. And now I have added salaries and budgets to expenses. Also, University Center payment under expenses was decreased by about \$23,000. That's good news. And extra \$53,000 was included in the budgets. It still balances. Do you want me to go over general stuff?

Eric: You have 5 minutes to go over this.

Christina: The budget is very different from last year. So any questions?

Eric: I will open questions. That being said, this was presented for a first reading in August.



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Eric: Few minor updates since then, so few last budgets. We do have a few new members – any questions for Christina now time to do so.

Julian: Not all questions were answered last time. For the total volume, foot note nine, refers to number of other budget line number items – it was not clear whether this is for exclusively for last year for or for total year. Have we basically eliminated those budget categories?

Christina: Each line as it goes down is for that year.

Julian: If you look at foot note nine – it refers to a number of line items in the total that do not seem to be reflected in the new budget. Do those categories still exist? Have they still been removed?

Christina: They have been transformed and disappeared to another line.

Julian: This one's just come up. We collected University Center mandatory \$110,000 and now you're saying we're only paying out \$87,000. Does that mean we're collecting too much for the University Center mandatory fee? Should we be defraying from next year's fee selection?

Christina: So this is just has been changed. May want to take into consideration next year.

Chris: Additional detail. Number for University Center mandatory fee: The scale for that member was based on how much we had paid last year. We paid roughly \$100,000. Because the SGPS had removed itself from being part of the Grey House – we don't have to pay as much into the University Center anymore. So we predicted we're going to have to pay this much then we had the executive decided to reduce our obligations so we don't have to pay as much. But that explains why there is a difference there.

Eric: Any other questions?

Emily: My main question is the University Center that had this piece that so it collectively had the budget and expenditures – is there difference there and will it be distributed?

Christina: Yes, and it will be distributed.

Eric: Any other questions? Mark K pass rights to Julian.

Julian: There's one that says fees being collected or purchased or another. PSAC – health and dental contributions – we have 110,000 revenue to that. However, it is not the second time the health and dental plans that matched the fees being revenues out – hence there's about 100,000 being spent on other categories. Not sure how PASC would feel about this. We are adding 100,000 on revenue to add to budget. Not sure if this sustainable or whether should be still doing this.

Christina: I'll pass to Chris.



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Eric: You can pass to Chris.

Chris: Two things to be spoken to here. One is that the expenses for the health and dental plan is an estimate. We pay a certain amount. Depending how heavily that service is used, we have to pay the provider a certain amount. If everyone happened to go max out everything that they have on their health and dental plan, we would be in trouble. We would have to find in budget somewhere. So we're estimating how much we have able to spend – that's how we determine what we can offer. And so with the additional \$100,000 that the PASC has offered to us – that gives us that ability to say that now we actually offer \$100,000 of additional services. So for getting this money, we are exposing ourselves to more risk. Again, so if everyone took advantage of the benefit that we offered – it's not like a one to one thing. So because we have exposed ourselves to further risk that allows us to offer better plans and so we would not do that if we did not receive that money. Traditionally, the SGPS's ran on a significant surplus that partially as result of people not utilizing the additional resources. So say we increased a risk exposure by \$100,000 but we end up actually handing out \$20,000. That leaves SGPS \$80,000 and that has been put into a pile and has been put into the checking account. And so this year instead of just filling a massive surplus, we decided that we're going to take that and use it. And we primarily funneled that to extend the bursaries instead, which I believe based on my understanding of how people feel on where they want the bursaries would go towards addressing student health. But if one of the main factors that everyone's problems are is that they have this financial stress and we can alleviate some of that. If you don't agree, we can not do that. But that's the rational for that.

Eric: Any other questions? Somebody would like to pass speaking rights to Julian? So James is passing his speaking rights.

Julian: So basically just to respond to that. Something council should be aware of – alternative would be to say that in future year we can collect less. Various ways one can choose to approach this. If we're saying we're using \$100,000 from the union from other categories – the other way of saying that is that \$100,000 specific is that we don't necessarily collect and that's why we need to redistribute it to bursary. So I think this is something where there are not two categories where money is collected and not necessarily being used for the purpose of being collected. If we want to be spending between those categories, if people are happy for those expenditures, it should be on that budget.

Mark A: The changes are as of now. That's conversation for next year's council. It's risk communication for us. If PSAC health and dental plan sudden massive additional cost, then we want that 100,000 buffer to help us be prepared for that. So right now it is in a state for financial backup for next year. We should put this money or know we need every dollar that can count for health and dental cost. So it may renew or it may not. Next year's executive will have the numbers and we will bring more accurate ones.



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Eric: Any other questions or discussions on the budget? Seeing none. Motion 09/15/15-6 approval by council - All in favour? All opposed? (one) Abstentions? (one)

Motion carries.



Main Motions

A. International Bursary

MOTION 09/15/15:7

Moved: Chris Cochrane (president@sgps.ca)

Seconded: Mark Asfar (vpp@sgps.ca)

Whereas the SGPS and PSAC901 have a history of collaboration in supporting graduate and professional students on campus; and

Whereas PSAC901 has made significant financial contributions to the SGPS International Bursary program;

BIRT the SGPS International Bursary be henceforth known as the **SPGS-PSAC901** International Bursary.

BIFRT all instances of the term SGPS International Bursary in SGPS Policy be replaced with SGPS-PSAC901 International Bursary; and

BIFRT all advertising and marketing of this bursary by the SGPS reflect this name change.

Chris: In August, we had very similar approach to the dental bursary. The committee on PSAC901 has agreed to give us \$20,000 to put towards international students. Part of that agreement is that we will change the way we refer to our bursary, instead of the SPGS International Bursary, it will be the SGPS-PSAC901 International Bursary. It was me getting approval from council for making that change in our advertisement.

Eric: Any questions on this motion? Seeing none. All in favour?

Julian: This motion has a typo in the BIRT clause; it says SPGS, much like last month's motion.

Eric: Is this a motion to amend?

Commented [EJR1]: This was wrong in publication of the Agenda, and was the typo that was mentioned by Julian, the minutes should still reflect the inaccurate spelling, as of time of reading.



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Chris: This is a typo, copy and past from previous month's motion..

Eric: As it is a typo, it can be fixed without approval. With that change – all in favour? All opposed?
Abstentions?

Motion carries.

B. SGPS Anti-Harassment Policy

MOTION 09/15/15:8

Moved: Mark Asfar (vpp@sgps.ca)

Seconded: Chris Cochrane (president@sgps.ca)

Whereas the SGPS Human Resources Standing Committee List of Recommendations published in the August 2015 SGPS Council Package recommended that: “A clear and easily accessible SGPS Anti-Harassment Policy needs to be created, or the current harassment reporting procedures need to be clarified and communicated to all SGPS personnel. Much ill will was to be found due to a lack of harassment or disciplinary policies within the program. Rather than allowing tension to build, problematic behaviour and action need to be remedied as they occur. As many of the problems that happened were caused by inexperienced individuals operating within a perfect storm of misinformation and mistrust, this committee urges council to make a clear, well-defined, and easy to follow policy regarding harassment and discipline available immediately.”; and

Whereas reporting harassment through the Queen’s University Harassment/Discrimination Complaint Policy and Procedure may be intimidating or inaccessible to some students; and

Whereas SGPS full time staff occupy a grey area in the Queen’s University community when it comes to Human Rights Office interventions and university policies.

BIRT SGPS Council approve the addition of Policy Section P.17 as seen in Appendix B.



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Mark A: I've been working on this policy all summer we were missing our own internal policy. We work on this in conjunction with human rights office – I've done a lot of work on this. So I have worked on this in conjunction with human rights office. Good usable policy, document is large – it is somehow larger than the Queen's policy. Successful internal policy is the goal. Doesn't replace the university policy, still get help through university. This is alternative and want to solve internal, that option will be on the table. And two, it gives a more clear option to the resolution to the permanent staff. They are not paid by the university (the students) and very little that can be done to protect them. This gives means to give internally to report the harassments and the meant to solve the harassment. They are the face of the organization downstairs – useful additional tool and making SGPS accessible and making them part of SGPS.

Eric: Any question or comments about the anti-harassment policy that has been proposed?

Travis: Internal option, will this cover SGPS harassing another member? Or how about someone harassing from the outside or just inside-inside harassment?

Mark A: We mentioned it deep in the document. We have no way if they are external from Kingston, so it is more internal, so people we work most closely with.

Eric: Any other questions? Jared.

Jared: I found couple of sentences that are incomplete so just voice those. First sentence is in p17p0.8.

Eric: Have you found those instances Mark A?

Jared: Question about content – this came out so quickly after the recommendation from human resources from standing committee. Question on section p17.0.4. First person VP professional, alternative points of contact – However is there another suitable avenue to be contacted in the event of harassment Also, there are two incomplete lines where it seems the end of sentences were left out.

Mark A: Yes. It was the intent that an SGPS member could contact any member of SGPS Council as a first point of contact if they feel more comfortable doing so.

Mark A: Can I get the two lines?

Jared: Yeah it reads "Alternative dispute resolution and the use of a moderator to create an open dialogue between the two parties."

Mark A: Should be "maybe used anytime". I don't even know how that got cutoff. Can we add that?

Eric: That is a typographical error – as long as no objection, then "maybe used at anytime".



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Jared: Second one P.17.2.8 Second sentence reads “However, where there is objective evidence to show that the complaint was maliciously filed, with deliberate intent to injure or mislead.”

Mark A: It should say something along the lines of “there may be repercussions.” is what the line should be.

Eric: So same thing, we are adding “there may be repercussions”. Are there any objections? No objections. Seeing none. That is noted as an ammendment. Mark is noting these in his policies.

Eric: Any questions on anti-harassment policies?

Jared: P.17.2.5, investigating harassment. The previous point P.17.2.4 refers to the first point of contact and how this is determined, and this section refers to someone being selected to perform an investigation. There is some criteria as to how this person is selected, but ultimately how are they chose, and who is doing the selection? The initial contact?

Mark: The primary point of contact along with the person who the complaint is being filed against. It needs to be a mutual party chosen by all.

Eric: Any other questions? One last chance – so there’s no other discussion. Motion 09/15/15-8 - All in favour? Opposed? (none) Abstentions? (none)

Motion carries.

VIII. Other Business

- A. None

IX. Notices of Motion & Announcements

A. Notices of Motion

- a. No Notices of Motion Received

B. Announcements

- a. The next SGPS Council Meeting will be on **Tuesday, October 13, 2015 at 5:30pm** in the McLaughlin Room. Motions and Reports are due to the Speaker **no later than 4pm on Tuesday, October 6, 2015.**



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Eric: One more announcement. Date for new councilors – potentially the last council meeting for some of you – thank you for your participation for last year. Some started new term, but as of October first it is officially the turnover, and new to meeting welcome to council - it is going to be an exciting year. Are there any other announcements that would like to make announcements? Last chance. Seeing none. Move to section ten.



Adjournment

A. **Adjournment**

Motion 09/15/15:9

Moved: Chris Cochrane (president@sgps.ca)

Seconded: Mark Asfar (vpp@sgps.ca)

BIRT this meeting of SGPS Council be adjourned.

Eric: All in favour? All opposed? Motion carries. The meeting is adjourned.



Attendance

Present Members (SGPS Non-Voting Members):

- Sean Richards
- Jhordan Layne
- Eric Rapos
- Alan Awez Mohammad
- Travis Skippon

Present Members (SGPS Voting Members):

- Chris Cochrane
- Mark Kellenberger
- Mark Asfar
- Christina Huber
- Lorne Beswick
- James MacLeod (Proxy to Chris Cochrane)



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- Eric Rapos
- Ian Moore
- Cate Preston

Present Members (Non-Departmental Voting Members):

- None

Present Members (Faculty of Arts & Science Departmental Voting Members):

- Emily Cloutier
- Rachel Hencher
- Fallon Bowman sends her regrets
- Ben Cecchetto
- Laith Juwaidah
- Tabitha Renaud
- Jennifer Wigglesworth sends her regrets
- Robert Bently
- Jared Houston
- Korey Pasch
- Sara Furlano

Present Members (Faculty of Health Sciences Departmental Voting Members):

- Kim Mikalson

Present Members (Faculty of Engineering and Applied Science Departmental Voting Members):

- Julian Chesterman
- Kenneth Mak

Present Members (School of Business Departmental Voting Members):

- Jonathan Samosh
- George Chalhoub

Present Members (Faculty of Education Departmental Voting Members):

- None

Present Members (Faculty of Law Departmental Voting Members):



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- Megan Berlin
- Cecilia Yang
- Carly Watt sends her regrets
- Rebecca Torrance sends her regrets