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. This land acknowledgement reminds us that rich Indigenous governances still exist, and will go into the future. This should also serve as a reminder that we are benefitting by living on this land that is a traditional territory of indigenous people.

I. Announcements

II. Adoption of the Agenda

A. Adoption of the Agenda

MOTION 09/27/22:01
BIRT SGPS Council adopt the Agenda for the September 27th 2022 meeting

Devin Fowlie moves, Emils Matiss seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

III. Minutes

A. Approval of the Meeting Minutes

MOTION 09/27/22:02
BIRT the SGPS adopt the minutes from the August 16th 2022 Council Meeting

Beth Langdon moves, Lizzie Bygott seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

IV. Executive & Speaker Reports

A. Executive Reports

a. President – Beth Langdon (report attached)

i. Addressing any new council members (as students are joining in September for the first time)- please feel free to speak up during council if you have questions or follow up outside of council to Aileen (speaker@sgps.ca) or Beth (president@sgps.ca) and they can raise your point unanimously. We want to ensure that everyone’s opinion and voice is heard!

ii. Regarding report:

1. New counseling service. If there is feedback or comments from students direct them to Beth or other executive members. Share the service to others- check SGPS social media for further information.

iii. Beth attending the Board of Trustees meeting on Friday with Tony Hu – New Graduate Student Trustee. University has 3 main governing bodies: Board of Trustees, University Council, and the Senate. The Senate determines academic matters, University Council is an oversight body that is formed of
alumni and can inform decision making, and the Board of Trustees decides large financial matters- sometimes overlaps with the Senate. At the Board of Trustees meeting Beth will be making a speech about matters affecting students- mentioning housing but if there are other messages that we want her to cover reach out so she can do so.

b. VP Graduate – Devin Fowlie (report attached)
   i. Report highlights:
      1. Finished hiring process and into the onboarding process of student advisors. Currently operating with 4 but will be moving forward with 3 as one Student Advisor has stepped down- will reassess at the end of February as their contracts are renewed then incase more advisors need to be onboarde.
      2. Meeting with University in various capacities regarding funding. Touched base with various council members regarding this to gain information from the different departments on topics such as delays in funding and minimum funding amounts, etc. The university is aware of these issues and there plans to be a push to increase minimum graduate funding at the university level. Previously was upped to $20,000 (as of 2021), moving it to $22,000 (for 2022) and still working on raising the limit. Will bring the student feedback to SGS and concerned parties. Additionally, hosting some townhall meetings throughout the fall semester so students can attend and have a discussion with various university groups such as SGSPA, PSAC, Student Affairs. First meeting is October 4th from 4:30-6pm in Kingston Hall rm 101. Schedule is online and some do have pre-determined topics.
      3. Daycare issue is still ongoing. Increase funding is on the table. Trying to rally a letter campaign and still source feedback from students around the benefit and need for this service.
   ii. There are in-person/virtual office hours listed on the website for the different SGPS executive members if you are looking to connect further.
   iii. Tony Hu question- “reason for the delays in graduate funding?”
      1. No specifics have been mentioned. QGA and IQGA stated that funding was on track with what it has been in the past. The reason for the delay is unclear and some lack of communication between distribution of funds from the university level and what is getting to departments. Devin is still working towards finding a reason for the disparity to further inform students.

c. VP Professional – Chloe Stone (report attached)
   i. Goal: continue to optimize HR practices. Planning with Andria Burke about setting out yearly plan. Have implanted a disconnect from work policy-
meant to make people feel like they can be away from emails/communications. Policy can be used as a tool to ensure that work is being practiced within its scope. Continuing to ensure that work practices are in line with that set out by Ontario.

ii. In-person orientation events have been keeping the executive council busy, credit to Emilia for organizing those events.

d. VP Finance and Services – Sandra Wright (no report)
   i. Budget for the academic year will be discussed in a separate item. Finance committee is working to approve financial assistance.

e. VP Community – Emilia Ganslandt (report attached)
   i. Social commissioner did end up resigning, so we are currently hiring. Applications are due October 6th at midnight and information can be found on the website and social media. Executive took on orientation to which we had strong attendance. In October we have more events such as haunted walk tour of Queen’s, Pumpkenferno tickets – check report and social media for specific dates.
   ii. Townhall – a great opportunity to have student voices heard. Devin and Emilia will condense notes from these meetings to better advocate for students in committees and meetings moving forward.
   iii. An Clachan system – increasing concerns from residents regarding issues around bike theft. Discussions with security will be held moving forward. Direct residents of An Clachan residents with concerns to Devin (vp.graduate@sgps.ca) or Emilia (vp.community@sgps.ca) and they can communicate information as to what is being done.

B. Speaker Report
   a. Speaker – Aileen Editha (no report)

C. Approval

MOTION 09/27/22:03

BIRT SGPS Council approve the Executive and Speaker Reports.

Emils Matiss moves, Emilia Ganslandt seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

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

A. Senator Report – Graduate Student Senator – Emils Matiss (no report)
   a. Just came from senate session
      i. Grad studies executive council- most members are aware of housing and funding issues but there is some disconnect with university admin (admin recognizing more the undergraduate rather than the graduate needs). Going to continue raising concerns and will provide updates from Senate as they occur.

B. Trustee Report – Graduate Student Trustee – Tony Hu (no report)
a. Provided a brief introduction of himself for the council.
b. First meeting attending will be this Friday and Saturday. If anyone has a topic they want Tony to know or perspective to have he can bring them to the upcoming Board of Trustees meeting.

C. Commissioner Reports

a. Athletics & Wellness Commissioner – Clare Gaherty (report attached)
b. Equity & Diversity Commissioner – Jane Mao (report attached)
   i. Emilia will comment on Claire and Jane’s behalf as they couldn’t attend due to meeting time adjustment: everything Claire and Jane wanted to mention are listed in their reports, if there are any questions contact the commissioners at athletics@sgps.ca and equity@sgps.ca respectively.
c. Indigenous Graduate Liaison – Noah Favel (report attached)
   i. Commenting on the organization and structure of the equity and inclusion orientation event held for the Faculty of Law. Had a lot of pressure placed on him to head the event in a limited amount of time and resources. Queen’s is placing emphasis on equity, diversity, and inclusion (EDI) events yet the organization for this particular event started about 1wk before and fell on Noah with emphasis that he lead the event and provide a speech to all students with less than 24hrs notice. A debrief for the event is upcoming to understand what went wrong and to identify ways that Queen’s Law can ensure it doesn’t happen again. Noah is suggesting that a third-party contractor be responsible for the EDI aspect instead of keeping it as student led.
   ii. Beth comments on the above topic: Thanks Noah for bringing this topic forward. Not good practice to put the responsibility of leading this kind of session on the students it’s meant to serve- hypocritical practice. Extending support to Noah on behalf of the executives, to assist in mending this as the burden should not again fall to you.
      1. Noah comments that he will draft a letter and then seek signatures of support from the executive to pass to the Faculty of Law administrators and orientation planners to ensure this doesn’t happen again.
d. International Students’ Affairs Commissioner – Sabrina Masud (report attached)
   i. An Clachan – another vandalism issue occurred this week; bike room got broken into and students fear the apartments may be next. Students are expressing their frustrations and An Clachan doesn’t seem to be handling them – directing students to make reports to security but not consoling and supporting students as needed. Townhall will hopefully provide a better forum for this.
      1. Tony Hu asked for a brief report on this matter.
2. Sabrina comment – A report was passed to the SGPS executives but briefly, video recording of 2 vandals walking into the area and trying to steal a bike which a resident recorded. One of the perpetrators had a bat and children were in the vicinity thus the video created anxiety around the community members. Following this, there have been 3 bike room break-ins across the past month and a half. Students have been diligently reporting to security and even the police, but the reports are not being taken seriously by Queen’s and no action has been taken to protect students.

3. Emilia Ganslandt comments – Sabrina provided a report and it has not been shared yet to ensure that students voices are being heard and a brief will be curated with those that participate at townhall to ensure that everyone is represented when the information comes out. Want to allow students to speak directly to the university bodies at the next townhall before a statement is released.

   ii. This week a protest happened in front of Stauffer in support of the incident in Iran- PSAC Social Justice Committee held this event. Members in International Student Affairs Standing Committee who have asked for meetings and conversation around this topic. Hoping to hold a meeting this week with committee members to discuss this issue further. Look to have a sharing circle or alternative platform for students to express their views. If anyone is looking to collaborate or contribute, please reach out to Sabrina (international@sgps.ca).

e. Social Commissioner – position vacant

D. Committee Reports

E. Department Reports

F. Other Reports

   a. University Rector – Owen Crawford-Lem (report attached)

      i. Discussing housing- now is a good time to be collecting this information as there is a lot of focus on this with the municipal and mayoral elections ensuing. The housing report could be shared with Owen and combined with data collection that he is spearheading with consultants to better understand the situation. Focus is primarily within the university district. More specifically international students are facing uncertainties and difficulties and the more we have in writing the more powerful our statement will be.

      ii. Congratulating Tony on his appointment.

      iii. The office of the rector is funding a bursary for emergency purposes. This is available for all students- direct students in need to student affairs as that is where the bursary lies. Refer to the following link: https://www.queensu.ca/rector/rectors-bursary-0
G. Approval

MOTION 09/27/22:05

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

Beth Langdon moves, Devin Fowlie seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

VI. Question Period and Departmental Issues

VII. Business Arising from the Minutes

VIII. Main Motions & Discussion

A. Approval of 2022-23 budget

MOTION 09/27/22:06

BIRT SGPS Council approve the first reading of the proposed 2022-23 SGPS budget.

a. Sandra Wright screenshares and comments on the preliminary budget:

i. Income for SGPS this year is broken into Health and Dental and then Student Fees- amounts will be finalized by end of November after students are finished opting in or out of programs.

ii. Student fee is $85 fee that pools into most of the expenses, whereas the Health and Dental fees students pay stay within that program.

iii. Financial Assistance and Grant funding is where financial assistance applications can be made from students- pulled from SGPS fee that everyone pays.

iv. Have targeted grants and awards

1. Sandra wants to revamp the grant program (reinstate a program that was canceled prior to COVID)

v. Currently at a $10,000 surplus right now but trying to get closer to $0 as we are a non-for-profit but having extra is a good situation to be in incase unexpected expenses arise.

b. Question from Tony Hu – “Do students fees role over to the next year if they aren’t spent?”

i. Sandra - Student fees get reassessed yearly to ensure there aren’t excessive fees being applied with nowhere to allocate them. If there is a surplus it does get rolled over into next year.

c. Beth Langdon notes:

i. If there is a large or minor surplus it can get allocated into student needs such as in financial assistance bursaries. Feedback from council in the
Winter term would be beneficial to receive input to help determine where those excess funds should be allocated.

Beth Langdon moves, Sandra Wright seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

B. Ratification of by-election results

MOTION 09/27/22:07
BIRT SGPS Council ratify the results of the September 2022 SGPS Trustee By-Election.

Emils Matiss moves, Emilia Ganslandt seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

C. Second reading of proposed changes to SGPS BP

MOTION 09/27/22:07
BIRT SGPS Council approve the second reading of the proposed changes to SGPS Bylaw and Policies B.1. Peer Academic Advisor Program.

1. Devin Fowlie shares screen and provides comments:
   a. Main changes are name alterations from academic advisors being changed to student advisors. Rebranding to stay consistent with previous position titling- makes referral of the service simpler.
   b. Substantive changes have been to the hiring process (B1.4)
      i. Previously needed a full hiring committee which consisted of: Devin (VP Graduate), President (or their delegate), QUIC (Queen’s University International Centre), University Ombuds Person (or their delegate), and Queen’s Human Right’s Office. Challenging to get all the various parties together for the hiring process nor are they invested at the same level to be in attendance in this capacity. Devin reached out to all parties involved and they all agreed that a transition to advisory roles would allow them to stay associated with this process but not be caught in the logistical planning. Not required to be part of the committee but can provide support (optional members), ultimately meaning that their absence in the process doesn’t cause any time delays in hiring. Moved to B1.4 Section B.
      ii. B1.4 Section A is now changed to hold at least one of the SGPS Indigenous student liaison, equity and diversity commissioner and international student commissioner- can be all participants but need at least one. Idea behind this is that we want voices that can speak to equity and diversity within the hiring process.
      iii. Added a current SGPS student advisor to the hiring process in replace of the president as they can speak on the needs of the role and best service the hiring process.
   c. B1.4 Section H changes:
      i. If a required member is not able to attend all interviews, they can advise on the selection of candidates, but they cannot provide a
vote as opposed to prior if they missed any interviews, they could not provide any insight. This adjustment allows for greater flexibility and input from all on the hiring committee.

Lizzie Bygott moves, Emils Matiss seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.

B.1 **Peer Academic Student** Advisor Program

B.1.1 Definitions

a. “**Memorandum of Agreement**”: a contractual agreement between Queen’s University School of Graduate Studies and the SGPS.

b. “**Client**”: an SGPS Member seeking confidential support on issues related to academic and university life.

c. “**Inquiry**”: a question from a client that can be answered with minimal communication between the client and the Program Administrator.

d. “**Case**”: a client issue that requires in depth investigation and planning by a **Peer Academic Student** Advisor as assigned by the Program Administrator.

B.1.2 Personnel

a. **Peer Academic Student** Advisors are individuals hired by the SGPS that are responsible for:
   1. taking on Client Cases as assigned by the Program Administrator;
   2. promoting student self-advocacy;
   3. providing confidential support to Clients by informing them of pertinent rules, regulations or guidelines;
   4. working with Program Administrator to maintain Client records and files in a secured, confidential fashion;
   5. make recommendations to the VP Graduates on potential University wide policy changes to benefit SGPS members;
   6. compiling term reports with the help of the **Peer Academic Student** Advisor Program Coordinator for review;
   7. consulting more qualified persons if the Case is beyond the scope of the **Peer Academic Student** Advisor’s ability; and
   8. other tasks as assigned by the Program Administrator or VP Graduate.

b. Program Administrator is responsible for the day-to-operations of the program including:
   1. scheduling of **Peer Academic Student** Advisors;
   2. ensuring proper completion and filling of confidentiality forms and Case notes;
   3. monitoring the general **Peer Academic Student** Advisor Program email account;
   4. answering short inquiries to the program;
   5. assisting the VP graduate in **Peer Academic Student** Advisor Program advertisement;
   6. scheduling and recording **Peer Academic Student** Advisor training;
(7) balancing Peer Academic Student Advisor workload by assigning Client Cases;
(8) acting as the institutional memory of the Peer Academic Student Advisor Program; and
(9) other tasks as assigned by the VP Graduate.

c. The VP Graduate is an individual elected by the membership of the SGPS to manage the Peer Academic Advisor Student Program including:
   (1) acting as Chair of the Peer Academic Student Advisor Hiring Committee;
   (2) following the guidelines in the Memorandum of Agreement;
   (3) consulting with the Program Administrator and Peer Academic Student Advisors in the daily functioning of the Program;
   (4) advertising the Peer Academic Student Advisor Program to SGPS member and the Queen’s community;
   (5) acting as the final oversight of the Peer Academic Student Advisor Program; and
   (6) reviewing program statistics to advocate for Queen’s University level policy changes to benefit SGPS members.

B.1.3 Mandate

a. The Peer Academic Student Advisor Program provides members of the SGPS with general information, advice, advocacy and support services with regards to aspects of academic and university life.

b. The advocacy role of the Peer Academic Student Advisors consists of: facilitating dialogue; attempting to find resolutions to concerns; referring to other services available to resolve issues; and assisting in accessing formal routes of resolution.

c. Peer Academic Student Advisors are encouraged to promote self-advocacy of the Client whenever possible as well as assist in answering questions and resolving Client concerns as they arise. No actions should be taken without the Clients’ expressed and informed consent.

d. Peer Academic Student Advisors shall follow due process and seek resolution/mediation of a Client’s Case at the appropriate level of the organization (lowest to highest).

e. All communications between a Client and the Peer Academic Student Advisor Program will be kept confidential, unless authorized explicitly by the Client or where required by law.

f. The Peer Academic Student Advisor Program may refuse to investigate a complaint that appears to be an abuse of the Peer Academic Student Advisor Program’s function. The Peer Academic Student Advisor Program will provide a letter (in hard copy or electronic copy) of explanation to a refused client at the client’s request.

B.1.4 Hiring Process

a. The Peer Academic Student Advisor Hiring Committee members shall consist of:
   (1) the VP Graduate who shall chair the committee;
   (2) the President (or his or her delegate) a current SGPS Student Advisor;
   (3) at least one of:
      i. the SGPS Indigenous Student Liaison a representative from the Queen’s University International Centre (or his or her delegate);
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ii. the SGPS Equity and Diversity Commissioner;
   i.iii. the SGPS International Student Commissioner; and
   (3) the University Ombudsperson (or his or her delegate);
   (4) a representative from the Queen’s Human Rights Office or the Queen’s Equity Office
   (or his or her delegate); and
   (4) the Peer Academic Student Advisor Program Administrator.

b. The Student Advisor Hiring Committee shall also consist of the following optional members as
   advisors to the Student Advisor Hiring Committee. Such members may provide input at each
   stage of the hiring process but shall not be required to convene the Hiring Committee:
   (1) the President (or their delegate)
   (2) the University Ombudsperson (or their delegate)
   (5) a representative from the Queen’s Human Rights Office or the Queen’s Equity
   Office (or their delegate)

b-c. The VP Graduate in consultation with the Peer Academic Student Advisor Program
   Administrator shall develop an appropriate job description and help carry out an
   advertising campaign to recruit potential Peer Academic Student Advisors.

d-e. The SGPS shall advertise the available position as widely as possible (website, mailing lists,
   and newsletter, where possible). The call for applications shall last a minimum of 14 days.

d-e. The Peer Academic Student Advisor Hiring Committee shall review all applications, with
   input from the advisory members describe in b. as appropriate, short list qualified
   applicants, and conduct interviews.

e-f. The members of the Peer Academic Student Advisor Hiring Committee shall declare any
   conflicts of interest at the beginning of the hiring period. If a member of the Peer
   Academic Student Advisor Hiring Committee is found to be in a conflict of interest, the
   member shall not participate in the Peer Academic Student Advisor Hiring Committee.

f-g. The Peer Academic Student Advisor Hiring Committee shall make decisions by Simple
   Majority. In the case of a tie, the Chair shall be entitled to break the tie.

h-i. Should a member of the Peer Academic Student Advisor Hiring Committee not be able to
   attend all candidate interviews, that member may advise on the selection of candidates
   but will no longer shall not be allowed a formal vote as counting towards the Simple
   Majority in g., until the hiring process has concluded. able to participate in the Peer
   Academic Advisor Hiring Committee.

b-i. The VP Graduate shall report to Council, on behalf of the Peer Academic Student
   Advisor Hiring Committee, on the outcome of the hiring process.

B.24.4.1 Emergency Hiring
In the event that one or more Peer Academic Student Advisor is unable to perform their duties, the
VP Graduate and the Program Administrator may appoint a replacement Peer Academic Student
Advisor.

B.1.5 Peer Academic Student Advisor Program Review
a. Program review will assist the VP Graduate in exercising his or her responsibility over the
   Peer Academic Student Advisor Program. The review shall be conducted by the Peer
   Academic Student Advisor Program Administrator in consultation with the VP Graduate.
   The review shall consist of:
(1) an overview of collected Peer AcademicAdvisor Program statistics from the previous twelve months;
(2) interviews with Peer AcademicAdvisor Advisors;
(3) interviews with on-campus student assistance services including but not limited to the School of Graduate Studies, the University Ombudsperson, Student Wellness Services, Queen’s University International Centre, and the Human Rights Office;
(4) review of client feedback surveys.

b. The Peer AcademicAdvisor Advisor Review shall be conducted during the summer and a report shall be presented to the August Council Meeting.

B.1.6 Peer AcademicAdvisor Advisor Evaluation

a. The Peer AcademicAdvisor Advisor evaluation will be conducted annually to assess the performance of Peer AcademicAdvisor Advisors during the term of their contract. The review shall be conducted by the VP Graduate and consist of:
   (1) an interview with the Peer AcademicAdvisor Advisor;
   (2) an interview with the Peer AcademicAdvisor Advisor Program Administrator;
   (3) evaluation of the Peer AcademicAdvisor Advisor’s clients’ surveys; and
   (4) interviews with on-campus student assistance services that the Peer AcademicAdvisor Advisor interacted with.

b. These evaluations will be discussed internally with the SGPS Executive and the Peer AcademicAdvisor Advisor Hiring Committee if the Peer AcademicAdvisor Advisor applies for re-hire.

B.1.7 Peer AcademicAdvisor Advisor Contract

Each Peer AcademicAdvisor Advisor shall have an employment contract with the SGPS outlining their term and remuneration, responsibilities, work hours, confidentiality, code of conduct, respect for the client’s right to direct and self advocate, responsibilities of the SGPS, complaints against employees, discipline and termination and other.

B.1.8 Training

a. Each Peer AcademicAdvisor Advisor shall receive training that will include:
   (1) familiarization with on-campus services including but not limited to the School of Graduate Studies, the University Ombudsperson, Student Wellness Services, Queen’s University International Centre, Campus Security, and the Human Rights Office;
   (2) Peer AcademicAdvisor Advisor Program client intake, record keeping, and confidentiality procedures;
   (3) mental health assessment;
   (4) conflict resolution/mediation;
   (5) intercultural competency; and
   (6) other training as identified by Peer AcademicAdvisor Advisor Program Personnel;

b. Training is to begin within 2 weeks of start of the Peer AcademicAdvisor Advisor contract.

c. The majority of training must be completed before a Peer AcademicAdvisor Advisor can
begin taking on Client Cases, recognizing that potential scheduling issues may hinder complete training.

- Peer AcademicStudent Advisors re-hired to the Peer AcademicStudent Advisor Program are not required to repeat training already received.

### B.1.9 Peer AcademicStudent Advisor Reports

- **a.** Peer AcademicStudent Advisors shall submit a report to the Peer AcademicStudent Advisor Program Coordinator at the end each academic term as follows:
  - i. Summer term report due September 15th;
  - ii. Fall term report due January 15th; and
  - iii. Winter term report due May 15th.
- **b.** Reports shall include:
  - i. statistics on number of Cases and types of Cases;
  - ii. referrals made;
  - iii. resources accessed;
  - iv. barriers encountered in pursuit of a resolution of each Client Case; and
  - v. other information as directed by the Peer AcademicStudent Advisor Program Coordinator or VP Graduate.
- **c.** Peer AcademicStudent Advisor Program Personnel will meet to discuss reports at the time they are due.
- **d.** Peer AcademicStudent Advisor reports will be scrubbed of any client-identifying information by the Peer AcademicStudent Advisor Program Coordinator before being released publically.
- **e.** The VP Graduate will present public reports to Council and the Dean of the School of Graduate Studies.

### B.1.10 Confidentiality and RecordKeeping

- **a.** All Clients are required to sign a confidentiality agreement that clearly states how any personal information will be handled by the Peer AcademicStudent Advisor Program prior to the Case being heard.
- **b.** Peer AcademicStudent Advisors are required to fill out an intake form during, or immediately after, the first meeting with a Client.
- **c.** All paper Case notes, including confidentiality agreement and intake form, will be digitally recreated, and stored on a secure server. Paper copies will be destroyed.
- **d.** All Case records will be kept for a period of two years following Case completion, after which they shall be destroyed.

### B.1.11 Funding

- **a.** The Peer AcademicStudent Advisor Program shall be funded by:
  - i. the Membership through a mandatory student fee; and
  - ii. the School of Graduate Studies through the Memorandum of Agreement.
- **b.** The VP Graduate shall evaluate funding sources annually and seek additional sources if
IX. Other Business

X. Notices of Motion & Announcements

XI. Adjournment

Adjournment

MOTION 09/27/22:08

BIRT this meeting of SGPS Council be adjourned.

Emils Matiss moves, Beth Langdon seconds. No points of discussion on this motion. No dissenting votes; the motion passes unanimously.