

GSA Council Meeting AGENDA
Monday, January 20, 2014 at 6:00 pm
Telus 1-34

A light, vegetarian dinner will be served at 5:00 pm

Benjamin Louie (University Architect and Director, Office of the University Architect), will be displaying the *Campus Open Space Master Plan* storyboards in Council Chambers (Telus 1-34) during the pre-Council dinner, from 5:00-5:45 pm. He will be available to discuss the plans and answer any questions you might have.

In accordance with the Standing Orders of Council, **substantive material** (the bulk of agenda materials) is sent to all Council members at least one week prior to the date of the meeting to give members abundant time to review. Any additional substantive material received after this mailing will be emailed as soon as possible.

Reports from committees, Directly-Elected Officers, and management are emailed the Friday before a Monday meeting so that the content is as current as possible.

OPEN SESSION

1. Roll Call
2. Approval of the 20 January, 2014 Agenda
3. Approval of the Minutes from the 18 November, 2013 GSA Council meeting
Attachments:
 - Minutes from the 18 November, 2013 GSA Council meeting
4. Changes in Council Membership
 - i. Introduction of New Councillors (*If you are new to Council, please let us know it is your first meeting*)
 - ii. Farewell to Departing Councillors (*If this is your last Council meeting, or if your last Council meeting is approaching, please let us know*)

Presentations and Councillor Announcements

5. UAI - Education Abroad
Brent Epperson (GSA President) will introduce the guest and the item.
Guest: Caroline Lawson (Exchange Programs Coordinator, Education Abroad Program, University of Alberta International)
Presentation will begin at 6:15 pm.
6. Councillor Announcements

Action Items, Elections, Appointments, Special Business

**Attached
Numbered Pages**

3.0-3.18

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| <p>7. Changes to GSA Bylaws and GSA Policy RE: Change of Title: Vice-President Student Life to Vice-President External and Student Life - Second Reading of GSA Bylaws (unanimously passed via online vote December 2013), Only Reading of GSA Policy (changes to Policy require one reading)
 Brent Epperson (GSA President) will present the item.
 <i>Attachments:</i></p> <ul style="list-style-type: none"> • Cover Letter from the GSA President • Outline of Issue • Triple Column: Proposed Changes to GSA Bylaws and GSA Policy • Proposed Changes to GSA Bylaws and GSA Policy if Approved <p>8. GSA Board's 2013-2014 Strategic Work Plan: Update (For Information)
 Brent Epperson (GSA President) will present the item
 <i>Attachments:</i></p> <ul style="list-style-type: none"> • Letter from the GSA President <p>9. Special Business (none at this time)</p> | <p>7.0-7.1
 7.2
 7.3-7.18
 7.19-7.24</p> <p>8.0-8.3</p> |
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Reports

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| <p>10. President</p> <ul style="list-style-type: none"> i. President's Report ii. GSA Board iii. Budget and Finance Committee (no meetings this reporting period) iv. Governance Committee <p>a) Nominating Committee</p> <ul style="list-style-type: none"> i. Nominating Committee Report | <p>To Be Distributed
 To Be Distributed
 To Be Distributed
 To Be Distributed
 To Be Distributed</p> |
| <p>11. Vice-President Academic</p> <ul style="list-style-type: none"> i. Vice-President Academic's Report | <p>To Be Distributed</p> |
| <p>12. Vice-President Student Services</p> <ul style="list-style-type: none"> i. Vice-President Student Services' Report ii. Student Affairs Advisory Committee (joint chair: Vice-President Student Life) (no meetings this reporting period) | <p>To Be Distributed</p> |
| <p>13. Vice-President Student Life</p> <ul style="list-style-type: none"> i. Vice-President Student Life's Report ii. Awards Selection Committee | <p>To Be Distributed
 To Be Distributed</p> |
| <p>14. Vice-President Labour</p> <ul style="list-style-type: none"> i. Vice-President Labour's Report ii. Negotiating Committee (no meetings this reporting period) iii. Labour Relations Committee | <p>To Be Distributed
 To Be Distributed</p> |

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|---------------------------------------|--------------------------|
| 15. Senator | |
| i. Senator's Report | To Be Distributed |
| 16. Speaker | |
| i. Speaker's Report | To Be Distributed |
| 17. Chief Returning Officer | |
| i. Chief Returning Officer's Report | To Be Distributed |
| ii. Elections and Referenda Committee | To Be Distributed |
| 18. GSA Management | |
| i. Executive Director's Report | To Be Distributed |

Question Period

19. Written Questions

20. Oral Questions

Adjournment

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Telus 1-34

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Presentation will begin at 6:15 pm.

**Attached
Numbered Pages**

**3.0-3.18*
*previously
distributed**

6. Athletics and Recreation Fee: Information Session on Proposed Increase
Brent Epperson (GSA President) will introduce the guest and the item.
Guest: Kerry Mummery (Dean, Faculty of Physical Education and Recreation)
and Ian Reade (Director of Athletics, Faculty of Physical Education and Recreation)

Presentation will begin at 6:30 pm.

Attachments:

- Outline of Issue
- Information Provided by the Faculty of Physical Education and Recreation in Response to Information Request from Student Members of ARFAC

6.0-6.2

6.3-6.6

7. Councillor Announcements

Action Items, Elections, Appointments, Special Business

8. Changes to GSA Bylaws and GSA Policy RE: Change of Title: Vice-President Student Life to Vice-President External and Student Life - **Second Reading** of GSA Bylaws (unanimously passed via online vote December 2013), **Only Reading** of GSA Policy (changes to Policy require one reading)

Brent Epperson (GSA President) will present the item.

Attachments:

- Cover Letter from the GSA President
- Outline of Issue
- Triple Column: Proposed Changes to GSA Bylaws and GSA Policy
- Proposed Changes to GSA Bylaws and GSA Policy if Approved

8.0-8.1*

8.2*

8.3-8.18*

8.19-8.24*

***previously
distributed as Item**

7

9. GSA Board's 2013-2014 Strategic Work Plan: Update (**For Information**)
Brent Epperson (GSA President) will present the item

Attachments:

- Letter from the GSA President

9.0-9.3*

***previously
distributed as Item
8; redistributed
with updates**

10. Special Business (**none at this time**)

Reports

11. President

- i. President's Report
- ii. GSA Board

11.0

11.1

iii.	Budget and Finance Committee (no meetings this reporting period, will be meeting on January 22, 2014)	11.2
iv.	Governance Committee	
a)	Nominating Committee	
i.	Nominating Committee Report	11.3
12.	Vice-President Academic	
i.	Vice-President Academic's Report	12.0
13.	Vice-President Student Services	
i.	Vice-President Student Services' Report	13.0-13.1
ii.	Student Affairs Advisory Committee (joint chair: Vice-President Student Life) (no meetings this reporting period)	
14.	Vice-President Student Life	
i.	Vice-President Student Life's Report	14.0-14.1
ii.	Awards Selection Committee	14.2
15.	Vice-President Labour	
i.	Vice-President Labour's Report	15.0-15.1
ii.	Negotiating Committee (no meetings this reporting period)	
iii.	Labour Relations Committee	15.2
16.	Senator	
i.	Senator's Report (none at this time)	
17.	Speaker	
i.	Speaker's Report (none at this time)	
18.	Chief Returning Officer	
i.	Chief Returning Officer's Report (see ERC report)	
ii.	Elections and Referenda Committee	18.0
19.	GSA Management	
i.	Executive Director's Report	19.0-19.1

Question Period

20. Written Questions (**none at this time**)

21. Oral Questions

Adjournment

Meeting Minutes
18 November, 2013
GSA Council Meeting

[Note: All materials referred to in these Minutes are stored in hard copy in the Official File, as well as electronically]

IN ATTENDANCE:

Brent Epperson (President)	Shamandeep S Pawar (Business MBA)	Luciana Cavalcante (Lab Med & Pathology)	Burkhard Ritter (Physics)
Colin More (VP Academic)	Dominic Strickland (Business MBA)	Solomon Aomateng (Law)	Rhona Rogers (Poli Sci)
Monty Bal (VP Labour)	Claire Deng (Business PhD)	Keitha Langston (SLIS)	Jiyun Chung (Psychiatry)
Megha Bajaj (VP Student Services)	Navjot Sandhu (Chem and Materials Eng)	Rebekka Puderbaugh (Linguistics)	Allison Hahn (Psychology)
Daniel Prins (Speaker)	Jeremy Wohland (Civil and Enviro Eng)	Chunendra Kr Sahu (Mech Eng)	Jessica Laubach (Psychology)
Roy Coulthard (Senator/Deputy Speaker)	Pengfei Wang (Comp Lit)	Igor Pravdivyi (Medical Genetics)	Jaqueline Torti (Public Health)
Nathan Andrews (Councillor-at-Large)	Brendan Nearey (Drama)	Ninad Mehta (Med. Microbiology & Immunology)	Arnold Wong (Rehab Med)
Qiang Li (Councillor-at-Large)	Leanne Labossière (Earth & Atmos Sci)	Laura Zenith (Medicine)	Yasmin Merchant (Religious Studies)
Richard Zhao (Councillor-at-Large)	Blake Fensom (Economics)	Axel Trujillo (MLCS)	Alison Murata (Renewable Resources)
Dulal Paul (AFNS)	Connie Yuen (Ed Psych)	Micaela Santiago (Nursing)	Kyle Kipps (Renewable Resources)
Michelle Borowitz (Anthro)	Sulya Fenichel (Elementary Ed)	Oksana Zimka (Nursing)	Curtis Rollins (Res Eco and Enviro Sociology)
Lacey Fleming (Anthro/Vice-Chair Nominating Cmte)	Amanda Lim (English & Film Studies)	Sudip Subedi (Oncology)	Kerry Rose (Secondary Ed)

3.1

Aaron Veldstra (Art and Design)	Eve Robidoux-Descary (Faculte Saint-Jean)	Geetha Venkateswaran (Pediatrics)	Susan Cake (Sociology)
Jennifer Wang (Biochem)	Sumit Mandal (Human Ecology)	Emily Douglas (Philosophy)	Kelsi Barkway (Sociology)
Michele DuVal (Bio Sci)	Sarah Vela (Hum Computing)	Jennifer Crawford (Phys Ed and Rec)	M Bernier (Speech Path and Audiology)
Syed Shakeeb Ahmed (Business MBA)			

GUESTS: Robin Everall (Associate Dean of Students), Kristin Foster (Pacific & Western Director, Studentcare), Kerry Mummery (Dean, Faculty of Education & Recreation)

REGRETS: Hasin Haroon (VP Student Life), Isaac Odoom (CRO & Councillor-at-Large), Qian Tang (Councillor-at-Large), Chelsea Gordon (Occ Therapy), Gina Hargreaves (Occ Therapy)

The meeting was called to order at 6:00 pm.

Approval of Agenda

1. Approval of the 18 November, 2013 Agenda

Members had before them the 18 November, 2013 Consolidated Agenda, which had been previously distributed on 15 November, 2013.

B Epperson MOVED to approve the agenda. SECONDED by S Vela.

Motion PASSED UNANIMOUSLY.

Approval of Minutes

2. Minutes

i. Minutes from the 18 October, 2013 GSA Council meeting

Members had before them the 18 October, 2013 GSA Council Minutes, which had been previously distributed on 7 November, 2013.

M Bajaj MOVED to approve the minutes. SECONDED by S Vela.

Motion PASSED UNANIMOUSLY.

Changes in Council Membership

3. Changes in Council Membership

i. Introduction of New Councillors

This was the first meeting for a number of Councillors: SS Ahmed (Business MBA), S Pawar (Business MBA), S Subedi (Oncology), K Kipps (Renewable Resources), M Bernier (Speech Path and Audiology), K Barkway (Sociology).

ii. Farewell to Departing Councillors

None.

Presentations and Councillor Announcements

4. Student Mental Health Report: Presentation of Report

B Epperson introduced the item and the guest, R Everall (Associate Dean of Students). Members had before them the Student Mental Health at the University of Alberta Executive Summary and Student Mental Health at the University of Alberta Final Report, both as submitted by R Everall.

B Epperson noted the following:

- Mental health is a top GSA priority, and at the conferences he attended since last GSA Council, he learnt that mental health is a priority for graduate students across Canada. Further, the University of Alberta is leaps and bounds ahead of other universities in Canada, both in terms of what they have already accomplished and what they hope to accomplish over the next year with R Everall's efforts
and
- The latest version of R Everall's report with some minor editorial changes is available now on the Dean of Students' website.

R Everall then spoke about the Student Mental Health Final Report, and raised the following points:

- This is the third time she has been to GSA Council in two years, and Council is thanked for its interest in the topic;
- In January 2012, she began as Provost's Fellow of Student Mental Health and she looked at mental health services at the University of Alberta, and at other North American institutions. She found that not all initiatives will work on all campuses the same way. The U of A is a large, publically funded research intensive university with limited or restricted funds and therefore cannot implement the same programs and initiatives as smaller private institutions;
- The Student Mental Health Final Report is intended to provide a strategic framework to identify what the U of A has and what its mental health landscape looks like;

- The report also addresses how the U of A should communicate its hidden mental health resources, how it should deal with mental health in the short term, and what mental health on campus will look like in five years;
- Students are at the centre of the research (talking to students through focus groups, individual and departmental meetings, etc);
- Important to look at what the U of A has, what it offers and how it might change what is offered based on what students say, not what administration thinks the students need;
- When talking about mental health it is important to not just think about the clinical end of the spectrum. Mental health follows the full spectrum, from people who are functioning well to people who are struggling, and there are a variety of services at the University that are appropriate along the entire spectrum;
- The University has services and support in place all over the campus, but many are invisible. There are mental health services not housed specifically within the University Wellness Centre - there are satellite offices for psychologists and social workers all over campus. Some faculties have had psychologists housed within them for many years;
- The University is also working on building support for the needs of students both on and off campus, including housing, food, financial, and other needs;
- Graduate students have expressed concern about going into the Mental Health Centre and seeing one of their own students there. This prompted discussions with the GSA about how to address the needs of graduate students, and there is now a full-time psychologist working in Triffo Hall solely to meet with graduate students;
- The funding to support new mental health initiatives at the U of A came from the provincial government, and lasts until 2016. Hopefully it will be renewed after that point;
- Orientations are critically important places for getting information about mental health services on campus to new students, and R Everall offered to work with departments, faculties, and student associations on orientations;
- Working on augmenting the Helping Individuals at Risk program by putting together a software package for reporting, so that it becomes a connect-the-dots process to identify individuals who are struggling early, and get them help while their problems are still small and easily fixed, and before they become magnified and difficult to deal with; *and*
- R Everall concluded by challenging Councillors to think about how the U of A thinks about these issues critically outside the culture of student care. R Everall also encouraged them to engage in a broader way with how the University might change the culture on campus and noted that she is always open to being contacted by students to discuss mental health.

Following the presentation, there were a number of questions:

- L Labossière asked if instead of just orientations it was possible to have someone come speak further on in the semester. R Everall responded that either herself or the outreach psychologists and social workers can come and discuss mental health with groups of students any time;
- N Andrews asked that, if the office in Triffo Hall was established due to the specific needs of graduate students, could R Everall give a sense of how effective it has been, and what plans there might be to expand it? R Everall responded that the Triffo Hall office is too new to talk about its effectiveness, but she would be happy to report back in a year on that. In terms of expanding services, she stated that it is important to keep offering more services, but it is also important to look at how that expansion takes place. It might be offering more of the same, or coming up with other ways of addressing mental health; her office will monitor the usage of the office and look for more resources for graduate students;
- S Vela asked if there was any career counseling available. R Everall replied that there is career counseling available through CAPS, and that there are other resources available through faculties;
- N Metha asked if she could give a rough estimate on numbers at Triffo Hall versus the main Mental Health Centre? R Everall responded that they do not yet have those numbers. N Metha also asked if she had contacted departmental coordinators about having mental health be part of departmental orientations since many graduate students miss the general orientation. R Everall responded that the goal is to get the information out in so many different ways that it does not matter which orientation a student goes to, they get the information they need. N Metha also asked if medical students can access mental health resources on campus. R Everall responded that yes, these are for everyone; *and*
- M Santiago stated that she had looked at the charts for last year and this year about where there are in-faculty psychologists, and noticed there are more this year. She asked where Nursing fits in, and if the faculties that gained psychologists expressed need and that is why they got a psychologist? R Everall responded that the faculties that received psychologists were chosen based on the number of students in them.

There were no further questions.

B Epperson thanked R Everall.

5. "Health and Dental 101"

B Epperson introduced the item and the guest, K Foster (Pacific & Western Director, Studentcare). B Epperson noted that if any Councillors had specific questions about coverage or other matters, this was not the time to raise those. Case specific questions can be directed to Studentcare.

K Foster then spoke about Studentcare and raised the following points:

- The GSA management and staff are to be commended on their high level of organization and professionalism and noted that the GSA has gone through a lot of changes and that there is not another graduate student group that has the same amount of accountability;
- The GSA is one of the first graduate student organizations in Canada to have a health and dental plan; the plan has a travel component that covers up to 120 days per trip and the complete duration of any academic exchange;
- Studentcare represents the GSA in third-party negotiations so students do not have to talk to anyone other than Studentcare. They also conduct member priority surveys to make sure that the plan that gets designed is the best for students. The last survey for the GSA was in March 2013;
- Studentcare created a network of service providers for students to save money. If a doctor or therapist is a member of the network, the student will get 20%-30% off, in addition to the amount covered by the plan;
- 83% of GSA members are enrolled in the plan. Of all the graduate student associations Studentcare represents, the GSA has the highest number of dependants enrolled; last year just over \$900,000 was spent on prescription drugs, and over \$700,000 was spent on dental claims, most of it on preventative services;
- GSA staff is often the first point of contact for a student who has questions about the health and dental plan. Studentcare works closely with GSA staff to help students find the resources that they need. The GSA takes the lead in reviewing any material that is then brought to Council. Council's role is to review the actions of the board and familiarize themselves with the information Studentcare provides, and then take that information back to their departments; *and*
- There is a new Student Health and Dental Plan Office location on the 6th floor of SUB.

Following the presentation, there were a number of questions:

- M Borowitz asked why the switch was made to Desjardin. K Foster responded that the best way to get a competitive quote is to shop around, and sometimes that leads the existing provider to make a better offer, and sometimes it leads to a switch in providers. The offer from Desjardin was really good, so the switch was made
and
- S Fenichel asked why some things require a doctor's referral, while others do not? K Foster responded that insurance companies have prices for everything, and place more restrictions on things like massage therapy because it is more enjoyable. The more

restrictions that are placed to limit accessibility, the cheaper your bottom line will be. All decisions have a price tag attached to them and are negotiated when establishing the plan - removing the doctor's note for massage therapy has never made it to the top of the priority list, but it could if students asked for it.

There were no further questions.

B Epperson thanked K Foster, and noted that the GSA has built an excellent working relationship with Studentcare. Members were encouraged to contact Studentcare with any specific questions they may have.

6. Athletics and Recreation Fee: Information Session on Proposed Increase

B Epperson introduced the item and the guest, K Mummery (Dean, Faculty of Physical Education & Recreation). B Epperson noted the following:

- K Mummery is here to discuss a fee request for his faculty. The GSA position on this matter is that it opposes across-the-board graduate student tuition increases beyond the Consumer Price Index (CPI), international student tuition differential increases beyond CPI, the introduction of new market modifiers that are not part of a clear regulatory framework, and the introduction of new mandatory non-instructional fees that do not result from a new regulatory framework negotiated between University administration and the GSA;
- This stance is based on feedback from Council and the tuition forums the GSA held over the summer. We are asking for a new regulatory framework from the government, or possibly the institution, around MNIFs, but these are ongoing discussions;
- We see this presentation from K Mummery as the beginning of a dialogue; if students want a service and want to pay for it, the GSA will not oppose it, so K Mummery is here to explain why his faculty needs the fee and what it will provide to students; *and*
- We will have more feedback from the Dean coming shortly related to a series of questions presented to him by student representatives on ARFAC.

K Mummery spoke about the Athletics and Recreation Fee and raised the following points:

- The Faculty of Physical Education and Recreation (FPER) is an integrated faculty, that has a high service component. K Mummery oversees after academics, operations, recreation services, and varsity athletics; not all universities in the country seat the non-academic parts under an academic dean. It is popular in western provinces to do it this way, but not in the east, and this provides FPER with interesting and exciting opportunities for services, teaching and research;

- FPER's costs have escalated over cost of living in the past 10 years. FPER is accruing debt which affects the services they can offer to students;
- FPER's athletics programs are the most successful in the country and they take athletics very seriously, producing athletes at national and international levels of competition; varsity sports provide opportunities for over 500 athletes to participate in elite athletic programs and pursue their passions and FPER wants to build a sense of community around athletics teams such as that which is seen at major universities in the US;
- The request for a fee increase is independent of the current budget crisis. FPER has been working on the timing of asking for a fee increase since before the budget was cut; the fees that FPER gets pay only a portion of the support for everything they provide and offset their other costs through additional fees to students over and above the Athletics and Recreation Fee. Income is also brought in through facility rentals on south and north campus to external users;
- FPER is currently running a deficit in excess of \$400,000 this year. \$380,000 of that comes from athletics and recreation overages; both the services offered to students and the athletics programs have seen growth above the cost of living since the last increase in the fee 20 years ago;
- FPER does have the option to curtail services to cut costs, but do not want to do that. There is an agreement in place that a portion of the athletics costs are attributed to an Athletics and Recreation Fee and they are not asking to be funded 100% through the fee;
- FPER is meeting with the GSA and SU Councils because they want to have a discussion about the fee, and because they believe that they have a close relationship to the student associations because of the services they provide; *and*
- Part of the increase in fees is to match the programming available with the excitement of the new PAW Centre.

Following the presentation, there were a number of questions:

- S Vela asked that K Mummery include what percentage of hours are facilities available for students vs athletics vs rentals. K Mummery replied that they should be able to break down the usage into those types of numbers, and noted that students are able to rent facilities as well;
- M Bajaj asked if K Mummery could talk about the source of the budget deficit. K Mummery responded that the deficit started around 1993, when they had their last major fee increase. Since then they have had cost of living increases but the costs related to operating and running programs have increased beyond cost of living. The budget deficit has come

from uncontrollable costs, not increases in salaries, but operation costs, travel, etc. Have covered a lot of it through external fundraising;

- M Bajaj also asked what proportion of graduate students participate in varsity sports? K Mummery responded that it is generally a low number. Support of athletes is generally five years, so many graduate students have used up their eligibility to play on varsity teams during their undergraduate years. However, they believe that varsity sports are a source of student engagement and all students should be involved with them, and with recreation services;
- M Bal asked if the deficit could be broken down into what is for athletics and what is for recreation. K Mummery said that those numbers are not available yet, but will be included in the report up to and including the current year that is being prepared. They are dealing with the current year now because of the budget pressures, but would be looking for a fee increase regardless;
- R Coulthard asked if K Mummery could give an idea of what would happen five years out if the increase did not get approved. Would there be incremental losses of teams, shortened hours of access or something else? K Mummery replied that the problem is that FPER tries to maintain services by generating revenue. About 50% of their total budget is raised from external sources. So if the fee is not increased, they would have to raise more money from external sources. FPER is currently looking at additional sources of revenue generation, such as putting a bubble over Foote Field to be used year round. Although it would cost \$3M, it would raise \$340,000 in revenue every year. Without a fee increase FPER would have to become much more businesslike in their operations. Right now they do a lot of things outside of their academic mission and mandate to support the community broadly. Without the fee increase there would be cuts in programs and more rentals to facility growth and demands on the program;
- B Epperson asked K Mummery to address the consultation process governing the fee increase, and what kind of accountability is envisioned regarding the use of the fee? K Mummery replied that everything is transparent, but they will have to determine how the funding is used and how they communicate that. Although FPER is entering into the process to secure a fee increase, they wanted to discuss the issue with the GSA and SU Councils before going to MBAC with a dollar figure or proposal;
- N Metha said that his stipend hasn't kept up with costs of living either. Seventy percent of his department do not go to the University gym because it lacks equipment, space, and the timing of use does not make sense for them. Instead, they pay out of pocket to use the hospital gym. How can he go back to his department and justify to them paying more for services they do not use? Eighty percent of his department do not watch varsity sports

either. Will there be increases or improvements in the facilities currently present? K Mummery replied that by this time next year the PAW Centre will be opening, with some increases in programming and equipment. He also stated that regardless of what facilities and events are being looked at, the majority of students will not use them. He believes in working with groups to provide the equipment and services people want and need. Something has to be done to continue to bring students to campus for campus life, to work out and to watch sports. No mandatory fee covers one hundred percent of people. N Metha further asked how he can justify the increase to his department? Is there a one-line statement to give to advisors, who pay the fees, about the increase? K Mummery responded that he thinks it speaks to the quality of life, and the quality of campus life. The GSA, SU and FPER work hard together, and the PAW Centre is an example of how we are trying to increase services to the student body. Want to increase campus life because we can see the value of that at US schools, and we are trying to show the value of that here;

- C More asked how K Mummery would respond to criticism that student athletics shouldn't be funded through a MNIF? K Mummery replied that this is the model of funding that has been used at the University for decades. Athletics are partially funded through that fee. Taking that away would be a fundamental change to the funding model used for decades, and used at other universities for decades, to fund athletics. It is a touchy subject because it is funding a small 500 athletes devoted to sports out of a student body of 40,000. But it was established many years ago, and they do not want to establish a new model, they just want contribution to catch up with costs. They are not looking for one hundred percent contribution. It is part of the student experience, something decided long ago, and they are not asking to come to a new agreement, just for fees to be increased;
- M Santiago asked what percentage of student fees is used to fund the varsity athletics travel budget? K Mummery replied that he does not have that figure but will have it in response to the GSA and SU questions. He further stated that the fees that do go towards travel are used for regular season travel only. Any travel for championships or exhibition games comes from fundraising;
- R Zhao asked K Mummery to elaborate on how current budget cuts have affected the faculty and the decision to increase the fee. K Mummery responded that they are separate. Any cuts to budget have not been to athletics or recreation programs, they have been to the staff and professoriate of FPER. In three and a half years they have lost thirteen percent of their professoriate due to budget cuts. But the cuts do not affect Athletics and Recreation because they are funded separately from the base budget except for their support services. He says he would not tie the request to the budget cuts, as it is coming separately from those cuts. He also wanted to remind the GSA that it is not the faculties

that are cutting the budget or services, or increasing costs to students, he feels personally that it is the government that has cut us, and it is the government that the SU and GSA are working with against the University;

- M Bal asked what K Mummery's long-term vision was in using examples of the US model of alumni relations and student engagement with athletics in light of their much larger budgets. K Mummery responded that there are a few things that the model does that FPER aspires to, such as the strong aspect of student life, and students involved with the success of their teams. There are also many things they do not aspire to, such as the budget being driven by two main teams (men's football and men's basketball) and everything else riding on their coattails. The long-term goal for athletics in a Canadian university is to allow Canadian athletes to reach their maximum potential staying in the Canadian system. Not all sports follow this model, for example basketball wants them to go to the NCAA, but swimming wants them to stay in Canada. FPER wants to continue the long tradition of sports, maintain a high level of performance, and to grow engagement of the study body and general population in its success. He does not aspire to a true American model because there are so many horror stories; *and*
- B Epperson stated that K Mummery's comment was controversial. The GSA and the SU are not working with the government against the University. The GSA represents the interests of graduate students based on consultation, and are a soft power organization. Sometimes the GSA works with the government, sometimes with the institution, and sometimes with both at the same time. The GSA sees administration as a partner, but also sometimes, and simultaneously, an adversary. The GSA is careful to differentiate the issues. K Mummery responded that as a dean, he maintains an administrative position, but oversees a faculty with graduate students in it. Those graduate students are their elite athletes in terms of academics. He works for the benefit of athletes, undergraduate students and graduate students in the faculty. B Epperson responded that he has a colleague from the University of Calgary who believes students were not hurt by the budget cuts because they were protected by the tuition freeze. However, the GSA opposes both the budget cuts and the tuition freeze. The GSA does counter government, and has a similar relationship with them as they do with administration.

There were no further questions.

D Prins thanked K Mummery.

7. FGSR Update

B Epperson MOVED to go into closed session. SECONDED by M Bajaj.

Motion PASSED UNANIMOUSLY

C More MOVED to go into open session. SECONDED by B Epperson.

Motion PASSED UNANIMOUSLY

8. Councillor Announcements

None at this time.

Action Items, Elections, Appointments, Special Business

9. GSA Elections and Referenda: Proposed Changes to GSA Bylaw - Second Reading (unanimously passed at first reading in October 2013)

E Schoeck presented the item. Members had before them the outline of issue, cover letter from the GSA CRO, proposed changes to GSA Elections Bylaw, and proposed changes to GSA Referenda Bylaw, which had been previously distributed on 7 November, 2013. In addition, E Schoeck noted that last Council the first reading of the changes to bylaws passed unanimously. Policy was also passed at that time and took effect immediately. There is a much shorter document today. It is our Speaker who initiated many of these changes when he was CRO.

B Epperson MOVED that the GSA Council approve, on the unanimous support of the GSA Board and the unanimous advice of the GSA ERC, the proposed revisions to GSA Bylaws, Part VIII: Elections, and GSA Bylaws, Part XI: Referenda, as outlined in the attached three-column documents, effective immediately. Seconded by R Zhao.

Motion UNANIMOUSLY PASSED. 0 opposed, 1 abstention (Qiang Li).

Reports

10. President

i. President's Report:

Members had before them a written report, which had been distributed on 15 November, 2013. In addition, B Epperson noted the following:

- Recently attended the CAGS, CBoC and Royal Society of Canada symposium. H Haroon is currently attending the CASA conference to see if the GSA wants to pursue membership in the future;
- The four provincial GSA presidents were at CAGS. The conference highlighted the need for a strong provincial voice and association that we can leave in place for future graduate students. We have not set the date yet, but will be meeting to form a new organization and there will be three GSA representatives there. We want to leave a strong organization behind;
- In Alberta, students have more access to their government than in other provinces and sometimes, depending on who is Minister, we can actually have influence;

- CAGS is one of two major events where students from across Canada can talk to each other. The main issues facing GSAs across Canada are funding, mental health, graduate supervision, and professional development, and we are doing better at addressing these than most other GSAs;
- There isn't another GSA in the country that's trying to do as much as we are for improving professional development for graduate students;
- The staff of the GSA has helped a great deal in the transformation of the GSA over the last few years;
- The University of Calgary is also doing well. As is the Université de Montréal, but it is difficult to compare with them because their GSA is grouped into the students' union with shared fees with undergraduates that we do not get at the University of Alberta;
- Instead of increasing tuition on international students, the University really needs to be fixing their indirect cost issues. The Université de Montréal have asked us about signing a letter to give to the federal government because they are not putting enough into Tri-Council grants for indirect costs;
- B Epperson asked M Bal to speak to the indirect costs issue, and M Bal noted that a comparison of the University of Alberta's indirect costs with other institutions shows that our intake is significantly lower than elsewhere in Canada. If the University were collecting as much as other institutions, the administration would say that it would not go towards reducing tuition. But a lot of the budget problems we have are related to not getting enough for indirect costs. The University has to stop using the excuse that no one else does it or that it's not in the culture. The university needs to start collecting these kinds of fees;
- B Epperson also attended the Conference Board of Canada Post-Secondary Education Summit, which is an entirely new undertaking. The GSA was invited to participate by the Provost (currently on leave) Carl Amrhein. We were lucky to be able to participate since we no longer have a provincial graduate student body;
- The conference had four goals: 1) to create a skills and post-secondary education strategy for Canada; 2) to track and report on the system's performance in achieving the strategy's vision and goals; 3) to build a strong empirical base and foster dialogue among skills and PSE stakeholders; and 4) to raise public awareness of the nature and importance of the skills and PSE sector to Canada's economy, society, and culture;
- If you look to where universities are recruiting graduate students moving forward, they are recruiting from China, India and Brazil. China, for example, is looking more to Australia, because there is one person they talk to there about setting up a graduate scholarship. In Canada, they have to talk to each university

separately and it is becoming a hassle to deal with. Canada needs a national strategy for post-secondary education to deal with this and other issues;

- Our educational system is not meeting the needs of the economy in the ways that it used to. There needs to be more people in trades, and there are not enough academic jobs for all the PhDs we are creating. It is a popular myth that PhD students won't get work, and it is true that most will not get jobs in the academy, but we are succeeding as leaders in business and non-profit sectors. PhD programs need to be reformed to train students for the jobs they will actually do, not for going into the academy;
- CBoC needs to have regional conferences with GSA participation and the conference needs to be expanded outside of Ontario. As well, B Epperson noted some issues with the conference, including that there was only one group there to represent First Nations, that it was not bilingual, and that CBoC needs to have involvement from all post-secondary institutions. The GSA intends to participate in the conference for the next five years and hopefully whoever from the GSA attends next year will see these changes;
- The Royal Society of Canada symposium brought what was missing at CAGS and CBoC. It focused on First Nations as the fastest growing demographic in Canada and the need to increase First Nations enrolment in post-secondary institutions;
- There was good discussion around student debt at CBoC, although the keynote speaker said that student debt is a myth, but he believes costs affect access and students are afraid of debt. These issues should be brought forward at future CAGS and CBoC meetings;
- Conversations are happening around compensation. The idea is that to compete with the best universities in the world, they have to pay administrators competitive salaries to retain talent. On the other hand, to keep education affordable, public support of post-secondary institutions is necessary. All of these need to be combined into a single broader dialogue; *and*
- Councillors were reminded about the upcoming Tuition Forum and that it was not too late to sign up. Councillors-at-Large were also invited to attend.

ii. GSA Board

Members had before them a written report, which had been distributed on 15 November, 2013. The report stood as submitted.

iii. Budget and Finance Committee

No meetings this reporting period.

iv. Governance Committee

No meetings this reporting period.

11. a) Nominating Committee

i. Nominating Committee Report

Members had before them a written report, which had been distributed on 15 November, 2013. The report stood as submitted.

12. Vice-President Academic

i. Vice-President Academic's Report

Members had before them a written report, which had been distributed on 15 November, 2013. The report stood as submitted and, in addition, C More noted a new task force has been created to examine the role of GFC committees. It has one graduate student and one undergraduate student representative.

The following questions were asked:

- Q Li asked about the discussion that took place at MBAC/TBAC and GFC regarding the proposed tuition increases. B Epperson responded that he opposed the tuition increases at those meetings. He further stated that some remarks by committee members towards student representatives were not respectful. The general sense of the committee is that this a reasonable fee and students should not be upset about it, and they did not understand why students would vote against this. The committee is coming from a position of privilege compared to international students. For international students with limited access to employment and funding, the tuition increase is not fair. Unfortunately, it passed. Q Li followed up asking if the GSA has a consultation process planned before the Board of Governors meeting and if there was any way to stop it? B Epperson replied that the GSA will be consulting later this week at the Tuition Forum. He also stated that the tuition increase is a lazy, unimaginative solution and administration should be ashamed for pushing it through. The GSA can and will vote against it but, unfortunately, might not be able to stop it;
- L Labossière asked if there was an avenue through which concerned students could express themselves? B Epperson said they should send emails to M Ferguson-Pell's and P Clark's offices to express their discontent, and if they pass their letters along the GSA, we will also forward the letters for them;
- N Metha asked if professors or departments where tuition is paid from operating grants have shown concern? B Epperson responded that the GSA has not heard directly from any faculty members. L Labossière stated that the

faculty in her department had not heard of the tuition increase until she passed the information on to them; *and*

- R Zhao stated that there is a group of international students who are concerned about the tuition increase and have been meeting to form an International Students Union for consultation and discussion of issues affecting International Students. R Zhao will forward the information to Council via the GSA Office.

13. Vice-President Student Services

i. Vice-President Student Services' Report

Members had before them a written report, which had been distributed on 15 November, 2013. The report stood as submitted and, in addition, M Bajaj noted the following:

- We have been meeting to make decisions about what to do with the North Power Plant space, and will be meeting with Startup Edmonton and ABCampus to collaborate with them on turning the North Power Plant into a venue for hosting events and workshops for student development
and
- The GSA will be sponsoring University of Alberta International's International Week 2014. Students will have a lot of opportunity to attend a lot of different events during I-Week including cultural events, workshops and lectures. We will be advertising it through the GSA Newsletter.

ii. Student Affairs Advisory Committee (joint chair: Vice-President Student Life)

No meetings this reporting period.

14. Vice-President Student Life

i. Vice-President Student Life's Report

Members had before them a written report, which had been distributed on 15 November, 2013. The report stood as submitted. There was no oral report as H Haroon was absent from Council.

ii. Awards Selection Committee

No report at this time, report to follow in December.

15. Vice-President Labour

i. Vice-President Labour's Report

Members had before them a written report, which had been distributed on 15 November, 2013. The report stood as submitted and, in addition, M Bal noted the following:

- The GSA has been working with departments and HR to figure out issues with student pay. There is a communication issue, and we want to make those communication channels better through better training and better information provided at Orientation. The Provost's Office will be working with us to obtain contracts for graduate students
and
- The GSA is also seeing departmental issues in light of the budget cuts and attempts to change policy as a result of these budget cuts. The GSA is working with students to make sure that any changes are not in violation of the Collective Agreement.

ii. Negotiating Committee

Members had before them a written report, which had been distributed on 15 November, 2013. The report stood as submitted.

iii. Labour Relations Committee

Members had before them a written report, which had been distributed on 15 November, 2013. The report stood as submitted.

M Bal MOVED to go into closed session. SECONDED by Q Li.

Motion PASSED UNANIMOUSLY.

C More MOVED to go into open session. SECONDED by N Andrews.

Motion PASSED UNANIMOUSLY.

16. Senator

i. Senator's Report

No report was required at this time. In addition, R Coulthard noted the following:

- In 2011 there was a small absolute international fees decrease that was a consolation prize for accepting the market modifiers. It will be interesting to learn why their position has changed;
- Attended the Alberta Congress Board meeting in Jasper. These meetings are held annually and have heavy participation from the labour sector. This year's conference was not overly relevant to the GSA or post-secondary education, but next year the focus will be on youth and likely more relevant;
- Alberta Congress Board wants more student participation in the future;
- He had the chance to speak with Minister Lukaszuk along with other students. They spoke about professional development, which the Minister is in favour of. The Minister also stated that he supports curiosity based research but not at the expense of applied based research;

- The Senate is running a task force about interacting with Alberta communities to find out what is important to Albertans when it comes to post-secondary education. The GSA might have involvement in this; *and*
- Convocation is next week and members of the GSA will be on stage to congratulate convocating graduate students

17. Speaker

i. Speaker's Report

No report was required at this time. In addition, D Prins asked Councillors, by a show of hands, based on the information presented with so far, who was in favour of an increase in the Athletics and Recreation Fee? No Councillors were in favour of the increase, and several were opposed.

18. Chief Returning Officer

i. Chief Returning Officer's Report

No report was required at this time.

ii. Elections and Referenda Committee

No report was required at this time.

19. GSA Management

Executive Director's Report

Members had before them a written report, which had been distributed on 15 November, 2013. The report stood as submitted and, in addition, E Schoeck noted that the report was intended to show how busy the GSA Office is. The report says these are the issues dealt with in the course of one week, but they are really the issues dealt with in one day. Nine people have responded to the Early Call for Talent and a dinner will be held on Wednesday for anyone interested in running for a Directly-Elected Officer position.

Question Period

20. Written Questions

No written questions were received prior to the meeting.

21. Oral Questions

No questions were asked.

Adjournment

The meeting was adjourned at 9:15pm.

Outline of Issue

Athletics and Recreation Fee: Proposed Increase – FOR DISCUSSION

For Discussion:

In the fall of 2013, the Faculty of Physical Education and Recreation initiated discussion surrounding a potential increase in the Athletics and Recreation fee. The issue was raised both in ARFAC and MBAC/TBAC meetings and, at the November 18, 2013 meeting of GSA Council, Dean Kerry Mummery was invited to attend and speak to this matter (minutes from this presentation are contained within Item 3).

Prior to Dean Mummery's attendance at Council, the student representatives on ARFAC drafted a series of questions regarding the proposed fee increase which was submitted to the Faculty. While Dean Mummery did not have answers to those questions prepared in time to share with Council (the original request for information can be found below), **FPER has subsequently prepared the information (attached to this item as pages 6.2 to 6.5).**

Ian Reade (Director of Athletics) attended GSA Board on January 15, 2014, to discuss the answers to the submitted questions regarding the proposed fee increase. **Dr. Reade and Dean Mummery were subsequently invited to present again at GSA Council, so that Council can have a discussion regarding the proposed fee increase and establish a position before the GSA Directly-Elected Officers attend upcoming meetings at which the proposed increase will be discussed.**

Jurisdiction:

GSA Bylaws, Part III, Council, Section 1.1

"The mandate of the Council is to fulfill all responsibilities listed in Section 95 of the Post-Secondary Learning Act "

GSA Bylaws, Part III, Council, Section 2.2.4.- 2.2.4.1

"The duties of all Councillors shall be: To act as the primary liaison between the GSA and their constituents, including soliciting feedback and opinions..."

Background:

Information Request Submitted to FPER by ARFAC Student Representatives on November 11, 2013:

"As representatives for the University of Alberta Students' Union and the Graduate Students' Association, we have a responsibility to negotiate between funding, student life and services, and academics for all undergraduates and graduates on this campus. We support our student athletes and recognize the challenges of pursuing full academic studies while maintaining a commitment of energy and time to athletics, and we understand the expense of travel. However, we are concerned that the proposed increased to the Athletics and Recreation fees may be a rather significant one. To help us report to our constituents on this issue, we would like to request some additional information. To that end, please see the below questions.

1. An increase to the Athletics/Recreation fee has been considered for several years but has not moved forward. How has your office coped with budget pressures over the past five years and why seek an increased fee at this juncture?

- 2.** Should we expect growth to student services with a fee increase? If so, where do you see the growth?
- 3.** Recreation Services has seen significant growth recently. Can you provide statistics showing student participation in recreational services?
- 4.** What is the annual budget to cover travel cost for our athletes? What (accommodations, transportation, meals, etc) and who (student athletes, staff, management, etc) do travel costs cover? Can you provide a detailed breakdown of these costs for the past five years?
- 5.** What funding sources (scholarships, bursaries, etc) are available to student athletes for travel costs and what the names, values, and duration of these funding sources?
- 6.** How many and which varsity teams travel? How often do varsity teams travel? How many individual student athletes require travel support?
- 7.** Does the Faculty of Physical Education and Recreation fundraise to cover the travel costs of our student athletes in leagues? If yes, can details be provided? If no, why not?
- 8.** Please provide us with the 2009/2010, 2010/2011, 2011/2012, 2012/2013, and 2013/2014 Faculty of Physical Education and Recreation budget as well as a breakdown of the student fees collected during these years and what this revenue was used to fund.
- 9.** What is the exact proposed increase? During the last ARFAC meeting it was mentioned that a \$60 increase would put the U of A in the average range of Canadian universities. Is this the increase we're looking at? Please provide the names of other Canadian universities with athletic/recreational fees and the amounts of those fees.
- 10.** What is the number of graduate students on varsity teams?
- 11.** What kinds of consultation do you envision in the process of seeking a fee increase and in deciding how any increased revenue will be applied? How will students be involved in such consultation? What responsibilities will students have in such consultations?
- 12.** What measures do you propose to ensure ongoing transparency and accountability in the use of fee funding (eg annual reporting to GFC and campus media outlets like the Gateway)?
- 13.** How will you ensure that a proposed increase in Athletics/Recreation fee will meet both undergraduate and graduate student demands and priorities?
- 14.** What are the analytical and decision-making processes that led to your recommendation to increase the Athletics/Recreation fee?
- 15.** Have you examined other sources of funding or fees to support athletics and recreation, in particular to support the costs of varsity team travel? If yes, please outline the sources. If not, please explain why not.

16. Has the Faculty of Physical Education and Recreation examined reducing the number of varsity teams to deal with its current fiscal state? Has the Faculty examined reducing the number of out-of-town events that varsity teams participate in? Has the Faculty examined its using current funding sources, such as Adopt-an-Athlete and the Legacy Fund, to support varsity team travel?"

Information Provided by the Faculty of Physical Education and Recreation in Response to Information Request from Student Members of ARFAC

To: All interested parties
 From: Faculty of Physical Education and Recreation
 Subject: Questions and answers relevant to the Athletics and Recreation Fee

January 7, 2013

1. An increase to the Athletics/Recreation fee has been considered for several years but has not moved forward. How has your office coped with budget pressures over the past five years and why seek an increased fee at this juncture?

The Athletics unit of the Faculty has incurred a deficit for the past five years that has been offset by the Faculty and the university. The contributions by the Faculty and the university cannot continue due in large part to the impact of the decreased government funding.

2. Should we expect growth to student services with a fee increase? If so, where do you see the growth?

The current level of student service already exceeds the capacity of the Faculty to maintain that service, which is why we have a deficit. A fee increase will merely return the fiscal balance. Free admission for all U of A students to Golden Bears and Pandas is part of the current discussion. The PAW centre will create an increased opportunity for students to participate in fitness and recreational activities.

3. Recreation Services has seen significant growth recently. Can you provide statistics showing student participation in recreational services?

A document (THE ATHLETIC AND RECREATION FEE: A Background Report) was circulated to MBAC and ARFAC in November, 2013 that includes these data.

4. What is the annual budget to cover travel cost for our athletes? What (accommodations, transportation, meals, etc) and who (student athletes, staff, management, etc) do travel costs cover? Can you provide a detailed breakdown of these costs for the past five years?

The annual transportation, accommodation and meal costs for the athletes, coaches and trainers are approximately \$1,000,000 per year, including qualifying events and championships. Pre-season events are funded separately and are not covered by fee revenues. These costs have been consistent for the past five years, but have risen at rate significantly above cost-of-living since 2001.

5. What funding sources (scholarships, bursaries, etc) are available to student athletes for travel costs and what the names, values, and duration of these funding sources?

Provided by FPER for GSA Council January 20, 2014

Student athletes receive a per diem of \$20 per day when competing out of town, which is included in the explanation in #4 above. Student athletes also receive team meals while on the road through funds generated by the Adopt an Athlete program. Scholarships and bursaries are used for tuition, fees, books and possibly accommodation.

6. How many and which varsity teams travel? How often do varsity teams travel? How many individual student athletes require travel support?

24 varsity teams travel, and the frequency varies by sport. Most student athletes would travel at least 8 weekends per year, with the exception of football (with 4 road trips).

7. Does the Faculty of Physical Education and Recreation fundraise to cover the travel costs of our student athletes in leagues? If yes, can details be provided? If no, why not?

Yes, fundraising covers some travel costs. Amounts vary by team.

8. Please provide us with the 2009/2010, 2010/2011, 2011/2012, 2012/2013, and 2013/2014 Faculty of Physical Education and Recreation budget as well as a breakdown of the student fees collected during these years and what this revenue was used to fund.

The information requested here has been provided to MBAC and ARFAC. Additional copies can be provided.

9. What is the exact proposed increase? During the last ARFAC meeting it was mentioned that a \$60 increase would put the U of A in the average range of Canadian universities. Is this the increase we're looking at? Please provide the names of other Canadian universities with athletic/recreational fees and the amounts of those fees.

The increase will be \$16.38 per full-time student per term. Comparative data with other Canadian universities have been included in the report provided to MBAC and ARFAC. Information provided to ARFAC describes how the increase was calculated. It is our intent to keep the increase to a minimum in deference to the financial pressure on students.

10. What is the number of graduate students on varsity teams?

There would rarely be more than 5 graduate students that are student-athletes, but there would be far more that are involved in research and service roles with varsity teams. These would include students in the Masters in Coaching program, in the Faculty of Rehab Med, and the sport sciences. Athletics also provides supervision of graduate students and funding for graduate student projects.

11. What kinds of consultation do you envision in the process of seeking a fee increase and in deciding how any increased revenue will be applied? How will students be involved in such consultation? What responsibilities will students have in such consultations?

Provided by FPER for GSA Council January 20, 2014

Consultation includes discussions at ARFAC, at SU and GSA meetings, at MBAC, with UAB, and with any other interested students upon request. Student responsibilities would include reading and understanding the information provided, and communicating with their constituencies. The outcome needs to result in clear recommendations to MBAC but also recommended revisions to funding policies to go forward to other university committees if necessary.

12. What measures do you propose to ensure ongoing transparency and accountability in the use of fee funding (eg annual reporting to GFC and campus media outlets like the Gateway)?

Annual presentations to ARFAC and MBAC would be a normal part of the process. Annual presentations to the SU and GSA are certainly possible, upon request.

13. How will you ensure that a proposed increase in Athletics/Recreation fee will meet both undergraduate and graduate student demands and priorities?

The consultation process is designed to engage students in the use of the increased fee revenue. The revenues are used only for the purposes that have been mandated by the university as outlined in the report provided.

14. What are the analytical and decision-making processes that led to your recommendation to increase the Athletics/Recreation fee?

The documents presented to the SU and GSA reps on the ARFAC committee provide this information. A substantial body of relevant work was done in 1998 and 1999 to determine the scope and purpose of the A&R fee revenue. Analysis of the current financial situation compared to the agreement arrived at in 1999 was the impetus for the current process.

15. Have you examined other sources of funding or fees to support athletics and recreation, in particular to support the costs of varsity team travel? If yes, please outline the sources. If not, please explain why not.

While the 1999 agreement did include conference travel as a base expense to be covered by the A&R fee revenue, we have agreed to cover travel with the current fee revenue and through self-generated revenue (sponsors, donors, alumni, gate). As explained in the ARFAC and MBAC meetings, we are not requesting an increase in the A&R fee to cover travel. We are asking for the fees to cover the costs of staff (excluding benefits which are paid by the university) for coaches, administrators and student employees in Athletics, Recreation Services and Operations. We have provided a detailed breakdown of all staff in the form of an organization chart and budget by category of employee.

16. Has the Faculty of Physical Education and Recreation examined reducing the number of varsity teams to deal with its current fiscal state?

Provided by FPER for GSA Council January 20, 2014

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Yes. To eliminate the operating deficit for Athletics would require the elimination of six to eight varsity programs. If adequate fee revenue is not available, we would have to begin a consultation process with the students and the university to examine this option.

Has the Faculty examined reducing the number of out-of-town events that varsity teams participate in?

Varsity teams participate in a Canada West Conference and the competitions are dictated by the schedules.

Has the Faculty examined its using current funding sources, such as Adopt-an-Athlete and the Legacy Fund, to support varsity team travel?

Yes. An explanation is provided previously in this document.

GSA Council December 2013
Change in GSA Vice-Presidential Title: Vice-President External and Student Life

Dear GSA Council,

As a vibrant student association and in light of national debates regarding post-secondary education, the GSA needs a strong external voice. In GSA Policy, the GSA President is responsible for leading the GSA on bodies external to the GSA. However, this is no longer just a job for one person. Instead, external advocacy and representation needs to be shared between the GSA President and the Vice-Presidents. Therefore, the GSA Board has proposed a title change and update to the Vice-President Student Life portfolio, for it to be **Vice-President External and Student Life**.

With this proposed change in position title, the GSA will not have to introduce a sixth Vice-Presidential position to focus on External Advocacy, as is the case in other Student Associations in Canada. This will save the GSA money while also ensuring that the GSA President does not have to be absent as frequently to attend important national and provincial lobbying events and efforts. Since 2010 the GSA has come through three intense years of rebuilding under the leadership of the elected officials, and support from management and staff, modernizing and streamlining many projects (eg direct deposit, shared drive and filing system, GSA Council support and GSA Nominating Committee efforts). In the past, the GSA has not been able to provide extensive support for external advocacy efforts, but is now in the position to do so.

Background and Evolution of GSA External Advocacy

Prior to 2013-2014, the GSA was involved in external advocacy primarily at the provincial level through membership in the now disbanded Alberta Graduate Council (AGC). The GSA also participated in GU15, and hosted this conference in **April 2012**, which brought together the 15 Graduate Student Associations from across Canada. This proved invaluable for creating relationships and sharing information about provincial and federal issues in the Post-Secondary Education sector. **The 2013-2014 GSA Board Strategic Work Plan was the first to make explicit the priority of the GSA to access membership in external lobbying organizations** by aiming to attend Western Deans Conference in 2014, attend CAGS, monitor and participate in GU15 and the Western Canadian GSA Summit and assess membership in CASA. The GSA remains involved in a number of External Advocacy efforts, including:



- Following the dissolution of the Alberta Graduate Council (AGC), a new provincial advocacy group with a key role for our GSA will be created;
- GU15;
- Canadian Association for Graduate Studies (CAGS) where the changing nature of the PhD was discussed;
- Efforts at creating a Western Group of Graduate Student Associations;
- The GSA will be maintain observer status with the Canadian Alliance of Student Associations (CASA) for the next year to ensure the GSA has a voice federally;
- The GSA can work on looking at the fact that the West is the only region without representation at the Regional Deans Conference;
- Conference Board of Canada;
- Multiple meetings requiring GSA participation with Ministry of EAE and other government leaders/officials.

With this updated title, the recommended and broad qualifications for the VP External and Student Life position should include: experience in advocacy and representation, being comfortable talking with the media and being a spokesperson for the GSA in all forms of communication (written and oral), the ability to build good relationships, and skills in diplomatic communication and advocacy, knowledge of the Alberta government, and knowledge of the federal debates on post-secondary education.



Brent Epperson
GSA President, 2013-2014

www.gsa.ualberta.ca

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Outline of Issue:**Change in Title of Vice-President Student Life: Proposed Revisions to GSA Bylaws and Policies****Suggested Motions:**

GSA Council is asked to consider the following Motions:

1. That the GSA Council **approve**, on the recommendation of the GSA Board, that the title of Vice-President Student Life be changed to Vice-President External and Student Life in the GSA Bylaws (Part IV Officers), as outlined in the attached triple-column document, effective immediately (this is the second reading of the Motion, see the below note).

and

2. That the GSA **approve**, on the recommendation of GSA Board, that the proposed revisions to GSA Policy on "Officer Portfolios, Section 1, General Qualifications", "Officer Portfolios, Section 2, President", and "Officer Portfolios, Section 5, Vice-President Student Life" be changed to reflect the change in title and duties of Vice-President Student Life to Vice-President External and Student Life as outlined in the attached three-column document, effective immediately.

Note: This is the **second** reading of the proposed change to GSA Bylaw. The **first** reading occurred via electronic vote between 14 December, 2013 and 23 December, 2013. **Via this electronic vote, GSA Council unanimously passed (25 ballots cast; 25 'Yes', 0 'No') the following Motion:** GSA President Brent Epperson MOVED that GSA Council approve, on the recommendation of GSA Board, that the title of Vice-President Student Life be changed to Vice-President External and Student Life in the GSA Bylaws (Part IV Officers), effective upon the second reading in January. GSA Vice-President Student Life Hasin Haroon SECONDED.

Jurisdiction:

Amendments to the GSA Bylaws, GSA Bylaws

"All changes to the GSA Bylaws are approved by a two-thirds majority vote in favour at two meetings of Council no less than one week apart."

Bylaws, Part I, 2.1:

"The Policy Manual is under the jurisdiction of Council (Part III) and may be amended by a simple majority vote of Council at any meeting of Council."

Background:

The GSA has become increasingly involved in External Advocacy over the last three years. GSA Policy currently has the GSA President responsible for leading the GSA on bodies external to the GSA, but it is no longer feasible to have only one elected official fulfilling this role. Instead of adding a sixth Vice-Presidential position to focus explicitly on External Advocacy, the GSA Board recommends changing the title of Vice-President Student Life to Vice-President External and Student Life, and including External Advocacy duties in the position's portfolio. **Further details can be found in the cover letter from GSA President Brent Epperson (Item 7.0-7.1).**

Vice-President External and Student Life: Proposal for Bylaw Change.

Current Bylaw/Policy (<i>deletions noted by a strikethrough</i>)	Proposed Changes (<i>additions underlined</i>)	Rationale
--------------------------------------------------------------------	--------------------------------------------------	-----------

GSA BYLAWS

GSA Bylaws, Part IV Officers		
1. General	<i>No Change</i>	
1.1 The Officers of the GSA comprise:	<i>No Change</i>	
1.1.2 Directly-Elected Officers (1.2), and 1.1.3 Council-Elected Officers (1.3).	<i>No Change</i>	
1.2 The GSA has the following Directly-Elected Officers:	<i>No Change</i>	
1.2.2 The President; 1.2.3 The Vice-President Academic; 1.2.4 The Vice-President Labour; 1.2.5 The Vice-President Student Services; and 1.2.6 The Vice-President Student Life.	1.2.2 The President; 1.2.3 The Vice-President Academic; 1.2.4 The Vice-President Labour; 1.2.5 The Vice-President Student Services; and 1.2.6 The Vice-President <u>External and Student Life</u> .	Reflects title change
1.3 The GSA has the following Council-Elected Officers:	<i>No Change</i>	
1.3.2 The Speaker; 1.3.3 The Chief Returning Officer; and 1.3.4 The Senator.	<i>No Change</i>	
2. Directly-Elected Officers	<i>No Change</i>	
2.1 Selection	<i>No Change</i>	
2.1.2 Directly-Elected Officers shall be elected	<i>No Change</i>	

annually pursuant to Part VIII of Bylaw; and		
2.1.3 The term of each Directly-Elected Officer is from May 1 until April 30 of the following year.	<i>No Change</i>	
2.2 Duties of Individual Portfolios	<i>No Change</i>	
2.2.2 The President is the chief executive officer of the GSA and is responsible for the GSA's overall operations as well as external and University affairs. The President or delegate serves as the GSA's representative on the Board of Governors;	<i>No Change</i>	
2.2.3 The Vice-President Academic is responsible for major academic matters and affairs concerning graduate students. The Vice-President Academic serves as the GSA's statutory member on the Graduate Faculties Council;	<i>No Change</i>	
2.2.4 The Vice-President Labour is responsible for labour-related matters concerning graduate students and special projects;	<i>No Change</i>	
2.2.5 The Vice-President Student Services is responsible for GSA and University services provided to graduate students and for space-related issues;	<i>No Change</i>	
2.2.6 The Vice-President Student Life is responsible for matters related to the graduate student experience including	2.2.6 The Vice-President <u>External and Student Life</u> is responsible for <u>external representation and advocacy, along with</u>	Reflects title change

students groups and for special projects; and	<u>the GSA President, and for matters related to the graduate student experience including students groups and for special projects; and</u>	
2.2.7 Specific responsibilities of the President and Vice-Presidents are outlined in GSA Policy.	<i>No Change</i>	

GSA Policy Manual

GSA Policy Manual, Officer Portfolios		
Purpose:	To outline the duties of and qualifications for the Officer positions.	
Scope:	This policy sets out Council’s expectations of the Directly-Elected Officers.	
1. General Qualifications		
	1. Candidates shall have schedules that allow them to attend preset meeting dates for the University committees their position requires them to attend.	
	2. Candidates shall be in good academic standing.	
	3. Candidates shall have exceptional interpersonal and communication skills, proven critical thinking ability, ability to analyze policy, and ability to assess large amounts of governance information in	

<p>order to determine when to “jump in” to a University committee or process in order to ensure that the GSA voice is heard.</p>		
<p>4. All Directly-Elected Officers must be able to work in an environment that is fast-paced, collegial, cooperative, and respectful.</p>		
<p>5. Depending on the unique backgrounds and skills of Directly-Elected Officers, they may be required to assist with special projects or aspects of a colleague’s portfolio. All Directly-Elected Officers may serve as a delegate for another Directly-Elected Officer on any university committee where this parent body (eg GFC) allows such delegation.</p>		
<p>6. Directly-Elected Officers shall assist the VPSL with departmental orientations as needed.</p>		
<p>7. Note: Committee duties for Directly-Elected Officers change regularly.</p>	<p>7. Note: Committee duties for Directly-Elected Officers change regularly. <u>The duties for each Directly-Elected Officer position shall be updated each year and reported to GSA Council.</u></p>	<p>Reflects shifting nature of GSA VP portfolios</p>
<p>2. President</p>		
<p>1. Duties</p>		

<p>a. As President and CEO of the GSA, the President has overall responsibility for ensuring the long-term effectiveness of the GSA at all levels.</p>	<p><i>No Change</i></p>	
<p>b. The President will name an executive Vice-President and, should the President be unable to act for any reason (eg illness, research field trip), as determined by the Speaker and Executive Director, the executive Vice-President will assume the President's duties; any such instance will be reported to Council at its next subsequent meeting.</p>	<p>b. The President will name an executive Vice-President and, should the President be unable to act for any reason (eg illness, research field trip), as determined by the Speaker and Executive Director, the executive Vice-President will assume the President's duties; any such instance will be reported to Council at its next subsequent meeting. <u>A second Vice-President will also be designated to serve as Acting President should the President and Executive Vice-President be unable to act for any reason. See also GSA Board Policy, Section 5, Designation of Executive Vice-President and Line of Succession for Acting President.</u></p>	<p>Reflects current Board Policy Manual re: Succession</p>
<p>c. The President ensures that the GSA carries out its legal functions as specified in the <i>Post-Secondary Learning Act</i>.</p>	<p><i>No Change</i></p>	
<p>d. The President leads the organization internally by shaping a cohesive, cross-trained, dynamic team of Vice-Presidents and managers, and by developing relationships with the University Vice-</p>	<p><i>No Change</i></p>	

<p>Presidents, Chair of the Board of Governors, and Chancellor that advance the GSA's strategic goals.</p>		
<p>e. The President leads development of a strategic work plan for the GSA and works in concert with the Vice-President Labour to craft the GSA's bargaining position and to strategize concerning tuition and other crucial, "big ticket" issues facing graduate students.</p>	<p><i>No Change</i></p>	
<p>f. The President leads the GSA on bodies external to the GSA. This includes:</p>		
<p>i. Membership on the Board of Governors and General Faculties Council.</p>	<p><i>No Change</i></p>	
<p>ii. Playing a lead role on the Alberta Graduate Council.</p>	<p>ii. Playing a lead role on the Alberta Graduate Council <u>in provincial lobbying, along with the VP External and Student Life.</u></p>	<p>Reflects title change and dissolution of AGC</p>
<p>iii. Active participation in the Western Canadian Graduate Student Summit and GU15.</p>	<p>iii. Active participation in the Western Canadian Graduate Student Summit and GU15, <u>along with the VP External and Student Life.</u></p>	<p>Reflects shared responsibility with VP External and Student Life</p>
<p>iv. Advocating for graduate student issues at the city, provincial, and federal levels.</p>	<p>iv. Advocating for graduate student issues at the city, provincial, and federal levels, <u>along with the VP External and Student Life.</u></p>	<p>Reflects shared responsibility with VP External and Student Life</p>

<p>g. The President carries out the above in large part through excellent navigation through a complex governance system, by managing a diverse set of human and financial resources, and by tending constantly to maintenance of key personal and professional relationships.</p>	<p><i>No Change</i></p>	
<p>h. The President maintains the relationship with TD Insurance Meloche Monnex provider of insurance and other such services for graduate students and may delegate this responsibility.</p>	<p><i>No Change</i></p>	
<p>i. The President keeps a watchful eye on the hours spent by the Vice- Presidents on their portfolios in order to balance work-loads.</p>	<p><i>No Change</i></p>	
<p>j. The position of President requires daily contact with the Executive Director and Executive Assistant, weekly contact with the Executive Director on financial matters, daily or weekly contact with the Vice- President Labour as needed, and at least weekly</p>	<p><i>j.</i> The position of President requires daily contact with the Executive Director and Executive Assistant, weekly contact with the Executive Director on financial matters, daily or weekly contact with the Vice- President Labour as needed, and at least weekly contact with the Vice-President Academic, Vice-President <u>External and</u> Student Life, and Vice-President Student Services.</p>	<p>Reflects title change.</p>

contact with the Vice-President Academic, Vice-President Student Life, and Vice-President Student Services.		
k. The position of President averages forty (40) hours per week.	<i>No Change</i>	
2. Committees		
a. The President is a non-voting member of all GSA Standing Committees.	<i>No Change</i>	
b. The President chairs the following GSA boards and committees:	<i>No Change</i>	
<ul style="list-style-type: none"> i. The GSA Board. ii. The Governance Committee. iii. The Budget and Finance Committee. iv. The Nominating Committee, except during the “Early Call for Talent,” where the Vice-Chair takes the lead. 	<ul style="list-style-type: none"> i. The GSA Board. <u>See also GSA Board Policy, Section 10, Line of Succession for Chair of the GSA Board.</u> ii. The Governance Committee. iii. The Budget and Finance Committee. iv. The Nominating Committee, except during the “Early Call for Talent,” where the Vice-Chair takes the lead. 	Reflects current Board Policy Manual re: Succession
c. The President chairs the GSA Alberta Graduate Council Caucus.	c. The President <u>or delegate</u> chairs the GSA Alberta Graduate Council Caucus <u>any committees or caucuses associated with provincial lobbying.</u>	Reflects dissolution of AGC and shared responsibility with VP External and Student Life
d. The President is a member of the GSA GFC Caucus and GSA	<i>No Change</i>	

FGSR Council Caucus.		
e. The President is a member of the following University boards and committees:	<i>No Change?</i>	
<ul style="list-style-type: none"> i. The Board of Governors. ii. The Board Finance and Property Committee (BFPC). iii. The Board Learning and Discovery Committee (BLDC). iv. The Board Safety, Health, and the Environment Committee (BSHEC), normally delegated to the Vice President Labour by the full Board of Governors. v. The Board University Relations Committee (BURC). vi. The General Faculties Council (GFC). vii. The GFC Academic Planning Committee (APC). viii. The University Tuition Budget Advisory Committee and Mandatory Non-Instructional Fees Budget Advisory Committee (TBAC/MBAC). 		

ix. Any committee related to graduate student market modifiers.		
x. The China Institute Board, which the President may delegate.		
3. Qualifications		
a. Candidates must have some experience with budget, negotiations and governance, ideally at the university level.	<i>No Change</i>	
4. Vice-President Labour	<i>No Change</i>	
1. Duties	<i>No Change</i>	
a. The Vice-President Labour (VPL) is the chief negotiator of the Collective Agreement with the University covering all academically-employed graduate students.	<i>No Change</i>	
b. The VPL also negotiates other matters with the University related to graduate student employment, including those issues concerning academically-related employment and issues regarding interpretation of the Agreement.	<i>No Change</i>	
c. The VPL is the key Directly-Elected Officer responsible for defining the GSA's approach to market modifiers; this area of	<i>No Change</i>	

<p>responsibility results in the disposition of hundreds of thousands of dollars to graduate students in various forms.</p>		
<p>d. The VPL receives and seeks resolution of complaints and concerns from graduate students about employment matters, working in concert with the Faculty of Graduate Students and Research, the Graduate Ombudsperson, and the GSA Labour Professional.</p>	<p><i>No Change</i></p>	
<p>e. The VPL serves as the executive vice-president, and, should the President be unable to act for any reason (eg illness, research field trip), as determined by the Speaker and Executive Director, the VPL will assume the President's duties; any such instance will be reported to Council at its next subsequent meeting.</p>	<p>e. The VPL serves as the executive vice-president, and, should the President be unable to act for any reason (eg illness, research field trip), as determined by the Speaker and Executive Director, the VPL will assume the President's duties; any such instance will be reported to Council at its next subsequent meeting.</p>	<p>Reflects current Board Policy Manual re: Succession</p>
<p>f. The VPL may serve as the delegate for the President or Vice-Presidents at any meeting where a delegate is allowed, such as the Board Safety, Health, and the Environment Committee (BSHEC).</p>	<p><u>e.</u> The VPL may serve as the delegate for the President or Vice-Presidents at any meeting where a delegate is allowed, such as the Board Safety, Health, and the Environment Committee (BSHEC).</p>	<p>Numbering change to reflect deletion</p>

g. Time permitting, the VPL may take on or direct specific projects as determined after consultation with the President, GSA Board, Labour Relations Committee, or Council.	f. Time permitting, the VPL may take on or direct specific projects as determined after consultation with the President, GSA Board, Labour Relations Committee, or Council.	Numbering change to reflect deletion
h. In years where there are no direct negotiations, the President and VPL, in consultation with the CRO and Executive Director if needed, will decide on special projects to be undertaken by the VPL.	g. In years where there are no direct negotiations, the President and VPL, in consultation with the CRO and Executive Director if needed, will decide on special projects to be undertaken by the VPL.	Numbering change to reflect deletion
i. The position of VPL requires close contact with the President, GSA Labour Professional, and Executive Director, and regular contact with all Vice-Presidents and the Executive Assistant.	h. The position of VPL requires close contact with the President, GSA Labour Professional, and Executive Director, and regular contact with all Vice-Presidents and the Executive Assistant.	Numbering change to reflect deletion
j. The position of VPL averages thirty (30) hours per week.	i. The position of VPL averages thirty (30) hours per week.	Numbering change to reflect deletion
5. Vice-President Student Life	5. Vice-President <u>External and Student Life</u>	
1. Duties		
a. The VPSL has overall responsibility for student life and engagement. This includes but is not limited to:	a. The <u>Vice-President External and Student Life (VPExSL)</u> has overall responsibility for student life and engagement <u>and shares responsibility for external advocacy and representation with the GSA President.</u> This includes but is not limited to:	
i. Residence life. ii. Student groups.	i. Residence life. ii. Student groups.	Reflects new responsibilities for the portfolio

<ul style="list-style-type: none"> iii. Governance engagement. iv. Departmental orientations. v. Liaison with departmental graduate student associations. vi. Engagement with University or departmental activities. vii. Fundraising for scholarships. 	<ul style="list-style-type: none"> iii. Governance engagement. iv. Departmental orientations. v. Liaison with departmental graduate student associations. vi. Engagement with University or departmental activities. vii. Fundraising for scholarships. viii. <u>External advocacy and representation.</u> 	
<p>b. The above areas of responsibility may change over the term of the position as the University shifts its focuses with respect to student life activities.</p>	<p>b. The above areas of responsibility may change over the term of the position as the University shifts its focuses with respect to student life activities <u>and external advocacy and representation.</u></p>	<p>Reflects new responsibilities for the portfolio</p>
<p>c. The VPSL shall maintain awareness of student groups with respect to risk management and work closely with the GSA Directors in this respect.</p>	<p>c. The VPESL shall maintain awareness of student groups with respect to risk management and work closely with the GSA Directors in this respect.</p>	<p>Reflects title change</p>
<p>d. The Vice-President Student Life (VPSL) is responsible for advising the Executive Director on matters related to Orientation, Awards Night, and similar</p>	<p>d. The Vice-President Student Life (VPSL) <u>VPESL</u> is responsible for advising the Executive Director on matters related to Orientation, Awards Night, and similar activities, with the Directors responsible for delivery of these events.</p>	<p>Reflects title change</p>

activities, with the Directors responsible for delivery of these events.		
<p>e. The position of VPSL requires weekly contact with the President and Director of Operations, and with the other Vice-Presidents weekly as needed.</p> <p>f. The above duties of VPSL require approximately twenty (20) hours per week.</p>	<p>e. The position of VPE<u>Ex</u>SL requires weekly contact with the President and Director of Operations, and with the other Vice-Presidents weekly as needed.</p> <p>f. The above duties of VPE<u>Ex</u>SL require approximately twenty (20) hours per week.</p>	Reflects title change
<p>g. Under the President's direction, the VPSL also assists with all other portfolios and with special projects for approximately an additional ten (10) hours per week.</p>	<p>g. Under the President's direction, the VPE<u>Ex</u>SL also assists with all other portfolios and with special projects for approximately an additional ten (10) hours per week.</p>	Reflects title change
2. Committees		
<p>a. The VPSL chairs the GSA Awards Selection Committee, and co-chairs the GSA Student Affairs Advisory Committee with the VPSS.</p>	<p>a. The VPE<u>Ex</u>SL chairs the GSA Awards Selection Committee, and co-chairs the GSA Student Affairs Advisory Committee with the VPSS.</p>	Reflects title change
<p>b. The VPSL is a member of the GSA Labour Relations Committee, and the GSA AGC Caucus.</p>	<p>b. The VPE<u>Ex</u>SL is a member of the GSA Labour Relations Committee, and the GSA AGC Caucus.</p>	Reflects title change
<p>c. The VPSL sits on the following University boards and</p>	<p>c. The VPE<u>Ex</u>SL sits on the following University boards and committees:</p>	Reflects title change

committees:		
<ul style="list-style-type: none"> i. Committees related to the U-Pass (including the committee external to the University). ii. The Residence Halls Association. iii. The Student Extracurricular Activity Grant Committee. iv. The Athletics & Recreation Fees Advisory Group. v. The Recreation Action Committee. vi. The Residence Budget Advisory Committee (RBAC). vii. The Council on Student Affairs (COSA). viii. The Alumni Council. ix. The Alumni Council Student Life Subcommittee. x. The Festival of Ideas. xi. The Festival of Teaching Steering Committee. xii. The Campus Recreation Advisory Committee. xiii. The Student Engagement Grants Committee. 	<ul style="list-style-type: none"> i. Committees related to the U-Pass (including the committee external to the University). <u>i.</u> The Residence Halls Association. <u>ii.</u> The Student Extracurricular Activity Grant Committee. <u>iii.</u> The Athletics & Recreation Fees Advisory Group. <u>iv.</u> The Recreation Action Committee. <u>v.</u> The Residence Budget Advisory Committee (RBAC). <u>vi.</u> The Council on Student Affairs (COSA). <u>vii.</u> The Alumni Council. <u>viii.</u> The Alumni Council Student Life Subcommittee. <u>ix.</u> The Festival of Ideas. <u>x.</u> The Festival of Teaching Steering Committee. <u>xi.</u> The Campus Recreation Advisory Committee. <u>xii.</u> The Student Engagement Grants Committee. 	<p>Removal due to duplication with VPSS portfolio; Numbering changed to reflect removal</p>
3. Qualifications		
a. Candidates should have some	<i>No Change</i>	

experience with student life issues.		
b. Because this position assists with all other portfolios, experience with governance issues is desirable.	<i>No Change</i>	
	c. <u>Experience with external advocacy or representation would be advantageous.</u>	Reflects new responsibilities for the portfolio

VP STUDENT LIFE PORTFOLIO CHANGE: BYLAW AND POLICY
WITH THE PROPOSED CHANGES IF APPROVED

GSA Bylaws

Officers Bylaw (Part IV) Re-Write.

1 General¹

- 1.1 The Officers of the GSA comprise:
 - 1.1.2 Directly-Elected Officers (1.2), and
 - 1.1.3 Council-Elected Officers (1.3).
- 1.2 The GSA has the following Directly-Elected Officers:
 - 1.2.2 The President;
 - 1.2.3 The Vice-President Academic;
 - 1.2.4 The Vice-President Labour;
 - 1.2.5 The Vice-President Student Services; and
 - 1.2.6 The Vice-President External and Student Life.
- 1.3 The GSA has the following Council-Elected Officers:
 - 1.3.2 The Speaker;
 - 1.3.3 The Chief Returning Officer; and
 - 1.3.4 The Senator.

2 Directly-Elected Officers²

- 2.1 Selection
 - 2.1.2 Directly-Elected Officers shall be elected annually pursuant to Part VIII of Bylaw; and
 - 2.1.3 The term of each Directly-Elected Officer is from May 1 until April 30 of the following year.
- 2.2 Duties of Individual Portfolios
 - 2.2.2 The President is the chief executive officer of the GSA and is responsible for the GSA's overall operations as well as external and University affairs. The President or delegate serves as the GSA's representative on the Board of Governors;
 - 2.2.3 The Vice-President Academic is responsible for major academic matters and affairs concerning graduate students. The Vice-President Academic serves as the GSA's statutory member on the Graduate Faculties Council;

¹ Amended by the Annual General Meeting on March 28, 2011 (R20110328.1).

² Amended by the Annual General Meeting on March 28, 2011 (R20110328.1).

- 2.2.4 The Vice-President Labour is responsible for labour-related matters concerning graduate students and special projects;
 - 2.2.5 The Vice-President Student Services is responsible for GSA and University services provided to graduate students and for space-related issues;
 - 2.2.6 The Vice-President External and Student Life is responsible external representation and advocacy, along with the GSA President, and for matters related to the graduate student experience including students groups and for special projects; and
 - 2.2.7 Specific responsibilities of the President and Vice-Presidents are outlined in GSA Policy.
- 2.3 Honoraria
- 2.3.2 Directly-Elected Officers shall be paid a stipend as detailed in GSA Policy; and
 - 2.3.3 Any changes in the stipend above the Consumer Price Index are subject to explicit approval by Council.

GSA Policy Manual

Officer Portfolios, Section 1 (General Qualifications), Section 2 (President, to reflect shared responsibility for Section 5 (Vice-President Student Life) Re-Write:

1. General Qualifications

1. Candidates shall have schedules that allow them to attend preset meeting dates for the University committees their position requires them to attend.
2. Candidates shall be in good academic standing.
3. Candidates shall have exceptional interpersonal and communication skills, proven critical thinking ability, ability to analyze policy, and ability to assess large amounts of governance information in order to determine when to “jump in” to a University committee or process in order to ensure that the GSA voice is heard.
4. All Directly-Elected Officers must be able to work in an environment that is fast-paced, collegial, cooperative, and respectful.
5. Depending on the unique backgrounds and skills of Directly-Elected Officers, they may be required to assist with special projects or aspects of a colleague’s portfolio. All Directly-Elected Officers may serve as a delegate for another Directly-Elected Officer on any university committee where this parent body (eg GFC) allows such delegation.
6. Directly-Elected Officers shall assist the VPSL with departmental orientations as needed.
7. Note: Committee duties for Directly-Elected Officers change regularly. The duties for each Directly-Elected Officer position shall be updated each year and reported to GSA Council.

2. President

1. Duties

- a. As President and CEO of the GSA, the President has overall responsibility for ensuring the long-term effectiveness of the GSA at all levels.
- b. The President will name an executive Vice-President and, should the President be unable to act for any reason (eg illness, research field trip), as determined by the Speaker and Executive Director, the executive Vice-President will assume the President's duties; any such instance will be reported to Council at its next subsequent meeting. A second Vice-President will also be designated to serve as Acting President should the President and Executive Vice-President be unable to act for any reason. See also GSA Board Policy, Section 5, Designation of Executive Vice-President and Line of Succession for Acting President.
- c. The President ensures that the GSA carries out its legal functions as specified in the *Post-Secondary Learning Act*.
- d. The President leads the organization internally by shaping a cohesive, cross-trained, dynamic team of Vice-Presidents and managers, and by developing relationships with the University Vice-Presidents, Chair of the Board of Governors, and Chancellor that advance the GSA's strategic goals.
- e. The President leads development of a strategic work plan for the GSA and works in concert with the Vice-President Labour to craft the GSA's bargaining position and to strategize concerning tuition and other crucial, "big ticket" issues facing graduate students.
- f. The President leads the GSA on bodies external to the GSA. This includes:
 - i. Membership on the Board of Governors and General Faculties Council.
 - ii. Playing a lead role in provincial lobbying, along with the VP External and Student Life.
 - iii. Active participation in the Western Canadian Graduate Student Summit and GU15, along with the VP External and Student Life.
 - iv. Advocating for graduate student issues at the city, provincial, and federal levels, along with the VP External and Student Life.
- g. The President carries out the above in large part through excellent navigation through a complex governance system, by managing a diverse set of human and financial resources, and by tending constantly to maintenance of key personal and professional relationships.
- h. The President maintains the relationship with TD Insurance Meloche Monnex provider of insurance and other such services for graduate students and may delegate this responsibility.
- i. The President keeps a watchful eye on the hours spent by the Vice-Presidents on their portfolios in order to balance work-loads.

- j. The position of President requires daily contact with the Executive Director and Executive Assistant, weekly contact with the Executive Director on financial matters, daily or weekly contact with the Vice-President Labour as needed, and at least weekly contact with the Vice-President Academic, Vice-President External and Student Life, and Vice-President Student Services.
- k. The position of President averages forty (40) hours per week.

2. Committees

- a. The President is a non-voting member of all GSA Standing Committees.
- b. The President chairs the following GSA boards and committees:
 - i. The GSA Board. See also GSA Board Policy, Section 10, Line of Succession for Chair of the GSA Board.
 - ii. The Governance Committee.
 - iii. The Budget and Finance Committee.
 - iv. The Nominating Committee, except during the “Early Call for Talent,” where the Vice-Chair takes the lead.
- c. The President or delegate chairs any committee or caucuses associated with provincial lobbying.
- d. The President is a member of the GSA GFC Caucus and GSA FGSR Council Caucus.
- e. The President is a member of the following University boards and committees:
 - i. The Board of Governors.
 - ii. The Board Finance and Property Committee (BFPC).
 - iii. The Board Learning and Discovery Committee (BLDC).
 - iv. The Board Safety, Health, and the Environment Committee (BSHEC), normally delegated to the Vice-President Labour by the full Board of Governors.
 - v. The Board University Relations Committee (BURC).
 - vi. The General Faculties Council (GFC).
 - vii. The GFC Academic Planning Committee (APC).
 - viii. The University Tuition Budget Advisory Committee and Mandatory Non-Instructional Fees Budget Advisory Committee (TBAC/MBAC).
 - ix. Any committee related to graduate student market modifiers.
 - x. The China Institute Board, which the President may delegate.

3. Qualifications

- a. Candidates must have some experience with budget, negotiations and governance, ideally at the university level.

4. Vice-President Labour

1. Duties

- a. The Vice-President Labour (VPL) is the chief negotiator of the Collective Agreement with the University covering all academically-employed graduate students.
- b. The VPL also negotiates other matters with the University related to graduate student employment, including those issues concerning academically-related employment and issues regarding interpretation of the Agreement.
- c. The VPL is the key Directly-Elected Officer responsible for defining the GSA's approach to market modifiers; this area of responsibility results in the disposition of hundreds of thousands of dollars to graduate students in various forms.
- d. The VPL receives and seeks resolution of complaints and concerns from graduate students about employment matters, working in concert with the Faculty of Graduate Students and Research, the Graduate Ombudsperson, and the GSA Labour Professional.
- e. The VPL may serve as the delegate for the President or Vice-Presidents at any meeting where a delegate is allowed, such as the Board Safety, Health, and the Environment Committee (BSHEC).
- f. Time permitting, the VPL may take on or direct specific projects as determined after consultation with the President, GSA Board, Labour Relations Committee, or Council.
- g. In years where there are no direct negotiations, the President and VPL, in consultation with the CRO and Executive Director if needed, will decide on special projects to be undertaken by the VPL.
- h. The position of VPL requires close contact with the President, GSA Labour Professional, and Executive Director, and regular contact with all Vice-Presidents and the Executive Assistant.
- i. The position of VPL averages thirty (30) hours per week.

5. Vice-President External and Student Life³

1. Duties

- a. The Vice-President External and Student Life (VPEXSL) has overall responsibility for student life and engagement and shared responsibility for external advocacy and representation with the GSA President. This includes but is not limited to:
 - i. Residence life.
 - ii. Student groups.
 - iii. Governance engagement.
 - iv. Departmental orientations.
 - v. Liaison with departmental graduate student associations.
 - vi. Engagement with University or departmental activities.

³ Amended by GSA Council on July 25, 2011 (R20110725.1 and R20110725.2).

- vii. Fundraising for scholarships.
- viii. External advocacy and representation.
- b. The above areas of responsibility may change over the term of the position as the University shifts its focuses with respect to student life activities and external advocacy and representation.
- c. The VPEXSL shall maintain awareness of student groups with respect to risk management and work closely with the GSA Directors in this respect.
- d. The VPEXSL is responsible for advising the Executive Director on matters related to Orientation, Awards Night, and similar activities, with the Directors responsible for delivery of these events.
- e. The position of VPEXSL requires weekly contact with the President and Director of Operations, and with the other Vice-Presidents weekly as needed.
- f. The above duties of VPEXSL require approximately twenty (20) hours per week.
- g. Under the President's direction, the VPEXSL also assists with all other portfolios and with special projects for approximately an additional ten (10) hours per week.

2. Committees

- a. The VPEXSL chairs the GSA Awards Selection Committee, and co-chairs the GSA Student Affairs Advisory Committee with the VPSS.
- b. The VPEXSL is a member of the GSA Labour Relations Committee.
- c. The VPEXSL sits on the following University boards and committees:
 - i. The Residence Halls Association.
 - ii. The Student Extracurricular Activity Grant Committee.
 - iii. The Athletics & Recreation Fees Advisory Group.
 - iv. The Recreation Action Committee.
 - v. The Residence Budget Advisory Committee (RBAC).
 - vi. The Council on Student Affairs (COSA).
 - vii. The Alumni Council.
 - viii. The Alumni Council Student Life Subcommittee.
 - ix. The Festival of Ideas.
 - x. The Festival of Teaching Steering Committee.
 - xi. The Campus Recreation Advisory Committee.
 - xii. The Student Engagement Grants Committee.

3. Qualifications

- a. Candidates should have some experience with student life issues.
- b. Because this position assists with all other portfolios, experience with governance issues is desirable.
- c. Experience with external advocacy and or representation would be advantageous.

GSA Council December 2013
Change in GSA Vice-Presidential Title: Vice-President External and Student Life

Dear GSA Council,

As a vibrant student association and in light of national debates regarding post-secondary education, the GSA needs a strong external voice. In GSA Policy, the GSA President is responsible for leading the GSA on bodies external to the GSA. However, this is no longer just a job for one person. Instead, external advocacy and representation needs to be shared between the GSA President and the Vice-Presidents. Therefore, the GSA Board has proposed a title change and update to the Vice-President Student Life portfolio, for it to be **Vice-President External and Student Life**.

With this proposed change in position title, the GSA will not have to introduce a sixth Vice-Presidential position to focus on External Advocacy, as is the case in other Student Associations in Canada. This will save the GSA money while also ensuring that the GSA President does not have to be absent as frequently to attend important national and provincial lobbying events and efforts. Since 2010 the GSA has come through three intense years of rebuilding under the leadership of the elected officials, and support from management and staff, modernizing and streamlining many projects (eg direct deposit, shared drive and filing system, GSA Council support and GSA Nominating Committee efforts). In the past, the GSA has not been able to provide extensive support for external advocacy efforts, but is now in the position to do so.

Background and Evolution of GSA External Advocacy

Prior to 2013-2014, the GSA was involved in external advocacy primarily at the provincial level through membership in the now disbanded Alberta Graduate Council (AGC). The GSA also participated in GU15, and hosted this conference in **April 2012**, which brought together the 15 Graduate Student Associations from across Canada. This proved invaluable for creating relationships and sharing information about provincial and federal issues in the Post-Secondary Education sector. **The 2013-2014 GSA Board Strategic Work Plan was the first to make explicit the priority of the GSA to access membership in external lobbying organizations** by aiming to attend Western Deans Conference in 2014, attend CAGS, monitor and participate in GU15 and the Western Canadian GSA Summit and assess membership in CASA. The GSA remains involved in a number of External Advocacy efforts, including:



- Following the dissolution of the Alberta Graduate Council (AGC), a new provincial advocacy group with a key role for our GSA will be created;
- GU15;
- Canadian Association for Graduate Studies (CAGS) where the changing nature of the PhD was discussed;
- Efforts at creating a Western Group of Graduate Student Associations;
- The GSA will be maintain observer status with the Canadian Alliance of Student Associations (CASA) for the next year to ensure the GSA has a voice federally;
- The GSA can work on looking at the fact that the West is the only region without representation at the Regional Deans Conference;
- Conference Board of Canada;
- Multiple meetings requiring GSA participation with Ministry of EAE and other government leaders/officials.

With this updated title, the recommended and broad qualifications for the VP External and Student Life position should include: experience in advocacy and representation, being comfortable talking with the media and being a spokesperson for the GSA in all forms of communication (written and oral), the ability to build good relationships, and skills in diplomatic communication and advocacy, knowledge of the Alberta government, and knowledge of the federal debates on post-secondary education.



Brent Epperson
GSA President, 2013-2014



Outline of Issue:**Change in Title of Vice-President Student Life: Proposed Revisions to GSA Bylaws and Policies****Suggested Motions:**

GSA Council is asked to consider the following Motions:

1. That the GSA Council **approve**, on the recommendation of the GSA Board, that the title of Vice-President Student Life be changed to Vice-President External and Student Life in the GSA Bylaws (Part IV Officers), as outlined in the attached triple-column document, effective immediately (this is the second reading of the Motion, see the below note).

and

2. That the GSA **approve**, on the recommendation of GSA Board, that the proposed revisions to GSA Policy on "Officer Portfolios, Section 1, General Qualifications", "Officer Portfolios, Section 2, President", and "Officer Portfolios, Section 5, Vice-President Student Life" be changed to reflect the change in title and duties of Vice-President Student Life to Vice-President External and Student Life as outlined in the attached three-column document, effective immediately.

Note: This is the **second** reading of the proposed change to GSA Bylaw. The **first** reading occurred via electronic vote between 14 December, 2013 and 23 December, 2013. **Via this electronic vote, GSA Council unanimously passed (25 ballots cast; 25 'Yes', 0 'No') the following Motion:** GSA President Brent Epperson MOVED that GSA Council approve, on the recommendation of GSA Board, that the title of Vice-President Student Life be changed to Vice-President External and Student Life in the GSA Bylaws (Part IV Officers), effective upon the second reading in January. GSA Vice-President Student Life Hasin Haroon SECONDED.

Jurisdiction:

Amendments to the GSA Bylaws, GSA Bylaws

"All changes to the GSA Bylaws are approved by a two-thirds majority vote in favour at two meetings of Council no less than one week apart."

Bylaws, Part I, 2.1:

"The Policy Manual is under the jurisdiction of Council (Part III) and may be amended by a simple majority vote of Council at any meeting of Council."

Background:

The GSA has become increasingly involved in External Advocacy over the last three years. GSA Policy currently has the GSA President responsible for leading the GSA on bodies external to the GSA, but it is no longer feasible to have only one elected official fulfilling this role. Instead of adding a sixth Vice-Presidential position to focus explicitly on External Advocacy, the GSA Board recommends changing the title of Vice-President Student Life to Vice-President External and Student Life, and including External Advocacy duties in the position's portfolio. **Further details can be found in the cover letter from GSA President Brent Epperson (Item 7.0-7.1).**

Vice-President External and Student Life: Proposal for Bylaw Change.

Current Bylaw/Policy (<i>deletions noted by a strikethrough</i>)	Proposed Changes (<i>additions underlined</i>)	Rationale
--------------------------------------------------------------------	--------------------------------------------------	-----------

GSA BYLAWS

GSA Bylaws, Part IV Officers		
1. General	<i>No Change</i>	
1.1 The Officers of the GSA comprise:	<i>No Change</i>	
1.1.2 Directly-Elected Officers (1.2), and 1.1.3 Council-Elected Officers (1.3).	<i>No Change</i>	
1.2 The GSA has the following Directly-Elected Officers:	<i>No Change</i>	
1.2.2 The President; 1.2.3 The Vice-President Academic; 1.2.4 The Vice-President Labour; 1.2.5 The Vice-President Student Services; and 1.2.6 The Vice-President Student Life.	1.2.2 The President; 1.2.3 The Vice-President Academic; 1.2.4 The Vice-President Labour; 1.2.5 The Vice-President Student Services; and 1.2.6 The Vice-President <u>External and Student Life</u> .	Reflects title change
1.3 The GSA has the following Council-Elected Officers:	<i>No Change</i>	
1.3.2 The Speaker; 1.3.3 The Chief Returning Officer; and 1.3.4 The Senator.	<i>No Change</i>	
2. Directly-Elected Officers	<i>No Change</i>	
2.1 Selection	<i>No Change</i>	
2.1.2 Directly-Elected Officers shall be elected	<i>No Change</i>	

annually pursuant to Part VIII of Bylaw; and		
2.1.3 The term of each Directly-Elected Officer is from May 1 until April 30 of the following year.	<i>No Change</i>	
2.2 Duties of Individual Portfolios	<i>No Change</i>	
2.2.2 The President is the chief executive officer of the GSA and is responsible for the GSA's overall operations as well as external and University affairs. The President or delegate serves as the GSA's representative on the Board of Governors;	<i>No Change</i>	
2.2.3 The Vice-President Academic is responsible for major academic matters and affairs concerning graduate students. The Vice-President Academic serves as the GSA's statutory member on the Graduate Faculties Council;	<i>No Change</i>	
2.2.4 The Vice-President Labour is responsible for labour-related matters concerning graduate students and special projects;	<i>No Change</i>	
2.2.5 The Vice-President Student Services is responsible for GSA and University services provided to graduate students and for space-related issues;	<i>No Change</i>	
2.2.6 The Vice-President Student Life is responsible for matters related to the graduate student experience including	2.2.6 The Vice-President <u>External and Student Life</u> is responsible for <u>external representation and advocacy, along with</u>	Reflects title change

students groups and for special projects; and	<u>the GSA President, and for matters</u> related to the graduate student experience including students groups and for special projects; and	
2.2.7 Specific responsibilities of the President and Vice-Presidents are outlined in GSA Policy.	<i>No Change</i>	

GSA Policy Manual

GSA Policy Manual, Officer Portfolios		
Purpose:	To outline the duties of and qualifications for the Officer positions.	
Scope:	This policy sets out Council’s expectations of the Directly-Elected Officers.	
1. General Qualifications		
1.	Candidates shall have schedules that allow them to attend preset meeting dates for the University committees their position requires them to attend.	
2.	Candidates shall be in good academic standing.	
3.	Candidates shall have exceptional interpersonal and communication skills, proven critical thinking ability, ability to analyze policy, and ability to assess large amounts of governance information in	

<p>order to determine when to “jump in” to a University committee or process in order to ensure that the GSA voice is heard.</p>		
<p>4. All Directly-Elected Officers must be able to work in an environment that is fast-paced, collegial, cooperative, and respectful.</p>		
<p>5. Depending on the unique backgrounds and skills of Directly-Elected Officers, they may be required to assist with special projects or aspects of a colleague’s portfolio. All Directly-Elected Officers may serve as a delegate for another Directly-Elected Officer on any university committee where this parent body (eg GFC) allows such delegation.</p>		
<p>6. Directly-Elected Officers shall assist the VPSL with departmental orientations as needed.</p>		
<p>7. Note: Committee duties for Directly-Elected Officers change regularly.</p>	<p>7. Note: Committee duties for Directly-Elected Officers change regularly. <u>The duties for each Directly-Elected Officer position shall be updated each year and reported to GSA Council.</u></p>	<p>Reflects shifting nature of GSA VP portfolios</p>
<p>2. President</p>		
<p>1. Duties</p>		

<p>a. As President and CEO of the GSA, the President has overall responsibility for ensuring the long-term effectiveness of the GSA at all levels.</p>	<p><i>No Change</i></p>	
<p>b. The President will name an executive Vice-President and, should the President be unable to act for any reason (eg illness, research field trip), as determined by the Speaker and Executive Director, the executive Vice-President will assume the President's duties; any such instance will be reported to Council at its next subsequent meeting.</p>	<p>b. The President will name an executive Vice-President and, should the President be unable to act for any reason (eg illness, research field trip), as determined by the Speaker and Executive Director, the executive Vice-President will assume the President's duties; any such instance will be reported to Council at its next subsequent meeting. <u>A second Vice-President will also be designated to serve as Acting President should the President and Executive Vice-President be unable to act for any reason. See also GSA Board Policy, Section 5, Designation of Executive Vice-President and Line of Succession for Acting President.</u></p>	<p>Reflects current Board Policy Manual re: Succession</p>
<p>c. The President ensures that the GSA carries out its legal functions as specified in the <i>Post-Secondary Learning Act</i>.</p>	<p><i>No Change</i></p>	
<p>d. The President leads the organization internally by shaping a cohesive, cross-trained, dynamic team of Vice-Presidents and managers, and by developing relationships with the University Vice-</p>	<p><i>No Change</i></p>	

<p>Presidents, Chair of the Board of Governors, and Chancellor that advance the GSA's strategic goals.</p>		
<p>e. The President leads development of a strategic work plan for the GSA and works in concert with the Vice-President Labour to craft the GSA's bargaining position and to strategize concerning tuition and other crucial, "big ticket" issues facing graduate students.</p>	<p><i>No Change</i></p>	
<p>f. The President leads the GSA on bodies external to the GSA. This includes:</p>		
<p>i. Membership on the Board of Governors and General Faculties Council.</p>	<p><i>No Change</i></p>	
<p>ii. Playing a lead role on the Alberta Graduate Council.</p>	<p>ii. Playing a lead role on the Alberta Graduate Council <u>in provincial lobbying, along with the VP External and Student Life.</u></p>	<p>Reflects title change and dissolution of AGC</p>
<p>iii. Active participation in the Western Canadian Graduate Student Summit and GU15.</p>	<p>iii. Active participation in the Western Canadian Graduate Student Summit and GU15, <u>along with the VP External and Student Life.</u></p>	<p>Reflects shared responsibility with VP External and Student Life</p>
<p>iv. Advocating for graduate student issues at the city, provincial, and federal levels.</p>	<p>iv. Advocating for graduate student issues at the city, provincial, and federal levels, <u>along with the VP External and Student Life.</u></p>	<p>Reflects shared responsibility with VP External and Student Life</p>

<p>g. The President carries out the above in large part through excellent navigation through a complex governance system, by managing a diverse set of human and financial resources, and by tending constantly to maintenance of key personal and professional relationships.</p>	<p><i>No Change</i></p>	
<p>h. The President maintains the relationship with TD Insurance Meloche Monnex provider of insurance and other such services for graduate students and may delegate this responsibility.</p>	<p><i>No Change</i></p>	
<p>i. The President keeps a watchful eye on the hours spent by the Vice- Presidents on their portfolios in order to balance work-loads.</p>	<p><i>No Change</i></p>	
<p>j. The position of President requires daily contact with the Executive Director and Executive Assistant, weekly contact with the Executive Director on financial matters, daily or weekly contact with the Vice- President Labour as needed, and at least weekly</p>	<p><i>j.</i> The position of President requires daily contact with the Executive Director and Executive Assistant, weekly contact with the Executive Director on financial matters, daily or weekly contact with the Vice- President Labour as needed, and at least weekly contact with the Vice-President Academic, Vice-President <u>External and</u> Student Life, and Vice-President Student Services.</p>	<p>Reflects title change.</p>

contact with the Vice-President Academic, Vice-President Student Life, and Vice-President Student Services.		
k. The position of President averages forty (40) hours per week.	<i>No Change</i>	
2. Committees		
a. The President is a non-voting member of all GSA Standing Committees.	<i>No Change</i>	
b. The President chairs the following GSA boards and committees:	<i>No Change</i>	
<ul style="list-style-type: none"> i. The GSA Board. ii. The Governance Committee. iii. The Budget and Finance Committee. iv. The Nominating Committee, except during the “Early Call for Talent,” where the Vice-Chair takes the lead. 	<ul style="list-style-type: none"> i. The GSA Board. <u>See also GSA Board Policy, Section 10, Line of Succession for Chair of the GSA Board.</u> ii. The Governance Committee. iii. The Budget and Finance Committee. iv. The Nominating Committee, except during the “Early Call for Talent,” where the Vice-Chair takes the lead. 	Reflects current Board Policy Manual re: Succession
c. The President chairs the GSA Alberta Graduate Council Caucus.	c. The President <u>or delegate</u> chairs the GSA Alberta Graduate Council Caucus <u>any committees or caucuses associated with provincial lobbying.</u>	Reflects dissolution of AGC and shared responsibility with VP External and Student Life
d. The President is a member of the GSA GFC Caucus and GSA	<i>No Change</i>	

FGSR Council Caucus.		
e. The President is a member of the following University boards and committees:	<i>No Change?</i>	
<ul style="list-style-type: none"> i. The Board of Governors. ii. The Board Finance and Property Committee (BFPC). iii. The Board Learning and Discovery Committee (BLDC). iv. The Board Safety, Health, and the Environment Committee (BSHEC), normally delegated to the Vice President Labour by the full Board of Governors. v. The Board University Relations Committee (BURC). vi. The General Faculties Council (GFC). vii. The GFC Academic Planning Committee (APC). viii. The University Tuition Budget Advisory Committee and Mandatory Non-Instructional Fees Budget Advisory Committee (TBAC/MBAC). 		

ix. Any committee related to graduate student market modifiers.		
x. The China Institute Board, which the President may delegate.		
3. Qualifications		
a. Candidates must have some experience with budget, negotiations and governance, ideally at the university level.	<i>No Change</i>	
4. Vice-President Labour	<i>No Change</i>	
1. Duties	<i>No Change</i>	
a. The Vice-President Labour (VPL) is the chief negotiator of the Collective Agreement with the University covering all academically-employed graduate students.	<i>No Change</i>	
b. The VPL also negotiates other matters with the University related to graduate student employment, including those issues concerning academically-related employment and issues regarding interpretation of the Agreement.	<i>No Change</i>	
c. The VPL is the key Directly-Elected Officer responsible for defining the GSA's approach to market modifiers; this area of	<i>No Change</i>	

<p>responsibility results in the disposition of hundreds of thousands of dollars to graduate students in various forms.</p>		
<p>d. The VPL receives and seeks resolution of complaints and concerns from graduate students about employment matters, working in concert with the Faculty of Graduate Students and Research, the Graduate Ombudsperson, and the GSA Labour Professional.</p>	<p><i>No Change</i></p>	
<p>e. The VPL serves as the executive vice-president, and, should the President be unable to act for any reason (eg illness, research field trip), as determined by the Speaker and Executive Director, the VPL will assume the President's duties; any such instance will be reported to Council at its next subsequent meeting.</p>	<p>e. The VPL serves as the executive vice-president, and, should the President be unable to act for any reason (eg illness, research field trip), as determined by the Speaker and Executive Director, the VPL will assume the President's duties; any such instance will be reported to Council at its next subsequent meeting.</p>	<p>Reflects current Board Policy Manual re: Succession</p>
<p>f. The VPL may serve as the delegate for the President or Vice-Presidents at any meeting where a delegate is allowed, such as the Board Safety, Health, and the Environment Committee (BSHEC).</p>	<p><u>e.</u> The VPL may serve as the delegate for the President or Vice-Presidents at any meeting where a delegate is allowed, such as the Board Safety, Health, and the Environment Committee (BSHEC).</p>	<p>Numbering change to reflect deletion</p>

g. Time permitting, the VPL may take on or direct specific projects as determined after consultation with the President, GSA Board, Labour Relations Committee, or Council.	f. Time permitting, the VPL may take on or direct specific projects as determined after consultation with the President, GSA Board, Labour Relations Committee, or Council.	Numbering change to reflect deletion
h. In years where there are no direct negotiations, the President and VPL, in consultation with the CRO and Executive Director if needed, will decide on special projects to be undertaken by the VPL.	g. In years where there are no direct negotiations, the President and VPL, in consultation with the CRO and Executive Director if needed, will decide on special projects to be undertaken by the VPL.	Numbering change to reflect deletion
i. The position of VPL requires close contact with the President, GSA Labour Professional, and Executive Director, and regular contact with all Vice-Presidents and the Executive Assistant.	h. The position of VPL requires close contact with the President, GSA Labour Professional, and Executive Director, and regular contact with all Vice-Presidents and the Executive Assistant.	Numbering change to reflect deletion
j. The position of VPL averages thirty (30) hours per week.	i. The position of VPL averages thirty (30) hours per week.	Numbering change to reflect deletion
5. Vice-President Student Life	5. Vice-President <u>External and Student Life</u>	
1. Duties		
a. The VPSL has overall responsibility for student life and engagement. This includes but is not limited to:	a. The <u>Vice-President External and Student Life (VPExSL)</u> has overall responsibility for student life and engagement <u>and shares responsibility for external advocacy and representation with the GSA President.</u> This includes but is not limited to:	
i. Residence life. ii. Student groups.	i. Residence life. ii. Student groups.	Reflects new responsibilities for the portfolio

<ul style="list-style-type: none"> iii. Governance engagement. iv. Departmental orientations. v. Liaison with departmental graduate student associations. vi. Engagement with University or departmental activities. vii. Fundraising for scholarships. 	<ul style="list-style-type: none"> iii. Governance engagement. iv. Departmental orientations. v. Liaison with departmental graduate student associations. vi. Engagement with University or departmental activities. vii. Fundraising for scholarships. viii. <u>External advocacy and representation.</u> 	
<p>b. The above areas of responsibility may change over the term of the position as the University shifts its focuses with respect to student life activities.</p>	<p>b. The above areas of responsibility may change over the term of the position as the University shifts its focuses with respect to student life activities <u>and external advocacy and representation.</u></p>	<p>Reflects new responsibilities for the portfolio</p>
<p>c. The VPSL shall maintain awareness of student groups with respect to risk management and work closely with the GSA Directors in this respect.</p>	<p>c. The VPESL shall maintain awareness of student groups with respect to risk management and work closely with the GSA Directors in this respect.</p>	<p>Reflects title change</p>
<p>d. The Vice-President Student Life (VPSL) is responsible for advising the Executive Director on matters related to Orientation, Awards Night, and similar</p>	<p>d. The Vice-President Student Life (VPSL) <u>VPESL</u> is responsible for advising the Executive Director on matters related to Orientation, Awards Night, and similar activities, with the Directors responsible for delivery of these events.</p>	<p>Reflects title change</p>

activities, with the Directors responsible for delivery of these events.		
<p>e. The position of VPSL requires weekly contact with the President and Director of Operations, and with the other Vice-Presidents weekly as needed.</p> <p>f. The above duties of VPSL require approximately twenty (20) hours per week.</p>	<p>e. The position of VPE<u>Ex</u>SL requires weekly contact with the President and Director of Operations, and with the other Vice-Presidents weekly as needed.</p> <p>f. The above duties of VPE<u>Ex</u>SL require approximately twenty (20) hours per week.</p>	Reflects title change
<p>g. Under the President's direction, the VPSL also assists with all other portfolios and with special projects for approximately an additional ten (10) hours per week.</p>	<p>g. Under the President's direction, the VPE<u>Ex</u>SL also assists with all other portfolios and with special projects for approximately an additional ten (10) hours per week.</p>	Reflects title change
2. Committees		
<p>a. The VPSL chairs the GSA Awards Selection Committee, and co-chairs the GSA Student Affairs Advisory Committee with the VPSS.</p>	<p>a. The VPE<u>Ex</u>SL chairs the GSA Awards Selection Committee, and co-chairs the GSA Student Affairs Advisory Committee with the VPSS.</p>	Reflects title change
<p>b. The VPSL is a member of the GSA Labour Relations Committee, and the GSA AGC Caucus.</p>	<p>b. The VPE<u>Ex</u>SL is a member of the GSA Labour Relations Committee, and the GSA AGC Caucus.</p>	Reflects title change
<p>c. The VPSL sits on the following University boards and</p>	<p>c. The VPE<u>Ex</u>SL sits on the following University boards and committees:</p>	Reflects title change

committees:		
<ul style="list-style-type: none"> i. Committees related to the U-Pass (including the committee external to the University). ii. The Residence Halls Association. iii. The Student Extracurricular Activity Grant Committee. iv. The Athletics & Recreation Fees Advisory Group. v. The Recreation Action Committee. vi. The Residence Budget Advisory Committee (RBAC). vii. The Council on Student Affairs (COSA). viii. The Alumni Council. ix. The Alumni Council Student Life Subcommittee. x. The Festival of Ideas. xi. The Festival of Teaching Steering Committee. xii. The Campus Recreation Advisory Committee. xiii. The Student Engagement Grants Committee. 	<ul style="list-style-type: none"> i. Committees related to the U-Pass (including the committee external to the University). <u>i.</u> The Residence Halls Association. <u>ii.</u> The Student Extracurricular Activity Grant Committee. <u>iii.</u> The Athletics & Recreation Fees Advisory Group. <u>iv.</u> The Recreation Action Committee. <u>v.</u> The Residence Budget Advisory Committee (RBAC). <u>vi.</u> The Council on Student Affairs (COSA). <u>vii.</u> The Alumni Council. <u>viii.</u> The Alumni Council Student Life Subcommittee. <u>ix.</u> The Festival of Ideas. <u>x.</u> The Festival of Teaching Steering Committee. <u>xi.</u> The Campus Recreation Advisory Committee. <u>xii.</u> The Student Engagement Grants Committee. 	<p>Removal due to duplication with VPSS portfolio; Numbering changed to reflect removal</p>
3. Qualifications		
a. Candidates should have some	<i>No Change</i>	

experience with student life issues.		
b. Because this position assists with all other portfolios, experience with governance issues is desirable.	<i>No Change</i>	
	c. <u>Experience with external advocacy or representation would be advantageous.</u>	Reflects new responsibilities for the portfolio

VP STUDENT LIFE PORTFOLIO CHANGE: BYLAW AND POLICY
WITH THE PROPOSED CHANGES IF APPROVED

GSA Bylaws

Officers Bylaw (Part IV) Re-Write.

1 General¹

- 1.1 The Officers of the GSA comprise:
 - 1.1.2 Directly-Elected Officers (1.2), and
 - 1.1.3 Council-Elected Officers (1.3).
- 1.2 The GSA has the following Directly-Elected Officers:
 - 1.2.2 The President;
 - 1.2.3 The Vice-President Academic;
 - 1.2.4 The Vice-President Labour;
 - 1.2.5 The Vice-President Student Services; and
 - 1.2.6 The Vice-President External and Student Life.
- 1.3 The GSA has the following Council-Elected Officers:
 - 1.3.2 The Speaker;
 - 1.3.3 The Chief Returning Officer; and
 - 1.3.4 The Senator.

2 Directly-Elected Officers²

- 2.1 Selection
 - 2.1.2 Directly-Elected Officers shall be elected annually pursuant to Part VIII of Bylaw; and
 - 2.1.3 The term of each Directly-Elected Officer is from May 1 until April 30 of the following year.
- 2.2 Duties of Individual Portfolios
 - 2.2.2 The President is the chief executive officer of the GSA and is responsible for the GSA's overall operations as well as external and University affairs. The President or delegate serves as the GSA's representative on the Board of Governors;
 - 2.2.3 The Vice-President Academic is responsible for major academic matters and affairs concerning graduate students. The Vice-President Academic serves as the GSA's statutory member on the Graduate Faculties Council;

¹ Amended by the Annual General Meeting on March 28, 2011 (R20110328.1).

² Amended by the Annual General Meeting on March 28, 2011 (R20110328.1).

- 2.2.4 The Vice-President Labour is responsible for labour-related matters concerning graduate students and special projects;
 - 2.2.5 The Vice-President Student Services is responsible for GSA and University services provided to graduate students and for space-related issues;
 - 2.2.6 The Vice-President External and Student Life is responsible external representation and advocacy, along with the GSA President, and for matters related to the graduate student experience including students groups and for special projects; and
 - 2.2.7 Specific responsibilities of the President and Vice-Presidents are outlined in GSA Policy.
- 2.3 Honoraria
- 2.3.2 Directly-Elected Officers shall be paid a stipend as detailed in GSA Policy; and
 - 2.3.3 Any changes in the stipend above the Consumer Price Index are subject to explicit approval by Council.

GSA Policy Manual

Officer Portfolios, Section 1 (General Qualifications), Section 2 (President, to reflect shared responsibility for Section 5 (Vice-President Student Life) Re-Write:

1. General Qualifications

1. Candidates shall have schedules that allow them to attend preset meeting dates for the University committees their position requires them to attend.
2. Candidates shall be in good academic standing.
3. Candidates shall have exceptional interpersonal and communication skills, proven critical thinking ability, ability to analyze policy, and ability to assess large amounts of governance information in order to determine when to “jump in” to a University committee or process in order to ensure that the GSA voice is heard.
4. All Directly-Elected Officers must be able to work in an environment that is fast-paced, collegial, cooperative, and respectful.
5. Depending on the unique backgrounds and skills of Directly-Elected Officers, they may be required to assist with special projects or aspects of a colleague’s portfolio. All Directly-Elected Officers may serve as a delegate for another Directly-Elected Officer on any university committee where this parent body (eg GFC) allows such delegation.
6. Directly-Elected Officers shall assist the VPSL with departmental orientations as needed.
7. Note: Committee duties for Directly-Elected Officers change regularly. The duties for each Directly-Elected Officer position shall be updated each year and reported to GSA Council.

2. President

1. Duties

- a. As President and CEO of the GSA, the President has overall responsibility for ensuring the long-term effectiveness of the GSA at all levels.
- b. The President will name an executive Vice-President and, should the President be unable to act for any reason (eg illness, research field trip), as determined by the Speaker and Executive Director, the executive Vice-President will assume the President's duties; any such instance will be reported to Council at its next subsequent meeting. A second Vice-President will also be designated to serve as Acting President should the President and Executive Vice-President be unable to act for any reason. See also GSA Board Policy, Section 5, Designation of Executive Vice-President and Line of Succession for Acting President.
- c. The President ensures that the GSA carries out its legal functions as specified in the *Post-Secondary Learning Act*.
- d. The President leads the organization internally by shaping a cohesive, cross-trained, dynamic team of Vice-Presidents and managers, and by developing relationships with the University Vice-Presidents, Chair of the Board of Governors, and Chancellor that advance the GSA's strategic goals.
- e. The President leads development of a strategic work plan for the GSA and works in concert with the Vice-President Labour to craft the GSA's bargaining position and to strategize concerning tuition and other crucial, "big ticket" issues facing graduate students.
- f. The President leads the GSA on bodies external to the GSA. This includes:
 - i. Membership on the Board of Governors and General Faculties Council.
 - ii. Playing a lead role in provincial lobbying, along with the VP External and Student Life.
 - iii. Active participation in the Western Canadian Graduate Student Summit and GU15, along with the VP External and Student Life.
 - iv. Advocating for graduate student issues at the city, provincial, and federal levels, along with the VP External and Student Life.
- g. The President carries out the above in large part through excellent navigation through a complex governance system, by managing a diverse set of human and financial resources, and by tending constantly to maintenance of key personal and professional relationships.
- h. The President maintains the relationship with TD Insurance Meloche Monnex provider of insurance and other such services for graduate students and may delegate this responsibility.
- i. The President keeps a watchful eye on the hours spent by the Vice-Presidents on their portfolios in order to balance work-loads.

- j. The position of President requires daily contact with the Executive Director and Executive Assistant, weekly contact with the Executive Director on financial matters, daily or weekly contact with the Vice-President Labour as needed, and at least weekly contact with the Vice-President Academic, Vice-President External and Student Life, and Vice-President Student Services.
- k. The position of President averages forty (40) hours per week.

2. Committees

- a. The President is a non-voting member of all GSA Standing Committees.
- b. The President chairs the following GSA boards and committees:
 - i. The GSA Board. See also GSA Board Policy, Section 10, Line of Succession for Chair of the GSA Board.
 - ii. The Governance Committee.
 - iii. The Budget and Finance Committee.
 - iv. The Nominating Committee, except during the “Early Call for Talent,” where the Vice-Chair takes the lead.
- c. The President or delegate chairs any committee or caucuses associated with provincial lobbying.
- d. The President is a member of the GSA GFC Caucus and GSA FGSR Council Caucus.
- e. The President is a member of the following University boards and committees:
 - i. The Board of Governors.
 - ii. The Board Finance and Property Committee (BFPC).
 - iii. The Board Learning and Discovery Committee (BLDC).
 - iv. The Board Safety, Health, and the Environment Committee (BSHEC), normally delegated to the Vice-President Labour by the full Board of Governors.
 - v. The Board University Relations Committee (BURC).
 - vi. The General Faculties Council (GFC).
 - vii. The GFC Academic Planning Committee (APC).
 - viii. The University Tuition Budget Advisory Committee and Mandatory Non-Instructional Fees Budget Advisory Committee (TBAC/MBAC).
 - ix. Any committee related to graduate student market modifiers.
 - x. The China Institute Board, which the President may delegate.

3. Qualifications

- a. Candidates must have some experience with budget, negotiations and governance, ideally at the university level.

4. Vice-President Labour

1. Duties

- a. The Vice-President Labour (VPL) is the chief negotiator of the Collective Agreement with the University covering all academically-employed graduate students.
- b. The VPL also negotiates other matters with the University related to graduate student employment, including those issues concerning academically-related employment and issues regarding interpretation of the Agreement.
- c. The VPL is the key Directly-Elected Officer responsible for defining the GSA's approach to market modifiers; this area of responsibility results in the disposition of hundreds of thousands of dollars to graduate students in various forms.
- d. The VPL receives and seeks resolution of complaints and concerns from graduate students about employment matters, working in concert with the Faculty of Graduate Students and Research, the Graduate Ombudsperson, and the GSA Labour Professional.
- e. The VPL may serve as the delegate for the President or Vice-Presidents at any meeting where a delegate is allowed, such as the Board Safety, Health, and the Environment Committee (BSHEC).
- f. Time permitting, the VPL may take on or direct specific projects as determined after consultation with the President, GSA Board, Labour Relations Committee, or Council.
- g. In years where there are no direct negotiations, the President and VPL, in consultation with the CRO and Executive Director if needed, will decide on special projects to be undertaken by the VPL.
- h. The position of VPL requires close contact with the President, GSA Labour Professional, and Executive Director, and regular contact with all Vice-Presidents and the Executive Assistant.
- i. The position of VPL averages thirty (30) hours per week.

5. Vice-President External and Student Life³

1. Duties

- a. The Vice-President External and Student Life (VPExSL) has overall responsibility for student life and engagement and shared responsibility for external advocacy and representation with the GSA President. This includes but is not limited to:
 - i. Residence life.
 - ii. Student groups.
 - iii. Governance engagement.
 - iv. Departmental orientations.
 - v. Liaison with departmental graduate student associations.
 - vi. Engagement with University or departmental activities.

³ Amended by GSA Council on July 25, 2011 (R20110725.1 and R20110725.2).

- vii. Fundraising for scholarships.
- viii. External advocacy and representation.
- b. The above areas of responsibility may change over the term of the position as the University shifts its focuses with respect to student life activities and external advocacy and representation.
- c. The VPEXSL shall maintain awareness of student groups with respect to risk management and work closely with the GSA Directors in this respect.
- d. The VPEXSL is responsible for advising the Executive Director on matters related to Orientation, Awards Night, and similar activities, with the Directors responsible for delivery of these events.
- e. The position of VPEXSL requires weekly contact with the President and Director of Operations, and with the other Vice-Presidents weekly as needed.
- f. The above duties of VPEXSL require approximately twenty (20) hours per week.
- g. Under the President's direction, the VPEXSL also assists with all other portfolios and with special projects for approximately an additional ten (10) hours per week.

2. Committees

- a. The VPEXSL chairs the GSA Awards Selection Committee, and co-chairs the GSA Student Affairs Advisory Committee with the VPSS.
- b. The VPEXSL is a member of the GSA Labour Relations Committee.
- c. The VPEXSL sits on the following University boards and committees:
 - i. The Residence Halls Association.
 - ii. The Student Extracurricular Activity Grant Committee.
 - iii. The Athletics & Recreation Fees Advisory Group.
 - iv. The Recreation Action Committee.
 - v. The Residence Budget Advisory Committee (RBAC).
 - vi. The Council on Student Affairs (COSA).
 - vii. The Alumni Council.
 - viii. The Alumni Council Student Life Subcommittee.
 - ix. The Festival of Ideas.
 - x. The Festival of Teaching Steering Committee.
 - xi. The Campus Recreation Advisory Committee.
 - xii. The Student Engagement Grants Committee.

3. Qualifications

- a. Candidates should have some experience with student life issues.
- b. Because this position assists with all other portfolios, experience with governance issues is desirable.
- c. Experience with external advocacy and or representation would be advantageous.

GSA Council 10 January 2014
GSA Board's 2013-2014 Strategic Work Plan: Update

Dear GSA Council,

As continuing members may recall, **the GSA Council received the GSA Board's 2013-2014 Strategic Work Plan at its May 13, 2013 meeting.** The SWP (which is available online for your review at http://www.gsa.ualberta.ca/en/~media/gsa/SWP/GSA_Strategic_Plan_2013-2014_Final_Version_for_General_Distribution.pdf) was prepared by me, along with my fellow Directly-Elected Officers and GSA management, to direct our efforts and identify areas where we can work with others in the University community. It was also **prepared in consultation with the 2012-2013 team of Directly-Elected Officers, a process which ensures continuity for the GSA in terms of strategic goals, planning, and advocacy.**

As you know, **the Board's 2013-2014 SWP provides us at the GSA with a planning document for this year, a critical time in the University's history** related to the provincial budget and its effects on the University and the graduate student community. As you have heard in Council, 2013 was an extremely busy year for the GSA as we pursued not only the strategic goals identified in the Board's SWP, but also **participated actively in several important national conferences and advocacy opportunities and effectively lobbied University administration on issues such as proposed increases in the International Differential Fee (IDF).**

At the September 2013 meeting of GSA Council, I offered **an update concerning the GSA's progress thus far in pursuing the strategic goals outlined in the GSA Board's 2013-2014 SWP** and promised to update you again on our progress in the new year. Below you will find my second report to you on the Board's SWP.

THE PROVINCIAL BUDGET AND POTENTIAL INCREASES TO TUITION AND FEES

The issue of potential increases to graduate student tuition and fees (as well as the potential introduction of new market modifiers) in the wake of the 2013 provincial budget **continues to be at the forefront of the GSA's priorities.** The GSA held **nine forums over the summer to hear from the graduate student population and to formulate a stance on the U of A's proposals for across the board tuition increases, market modifiers and MNIFs. We heard from graduate students in every Faculty with a graduate program and this aided in the development of the GSA's position on tuition, fees, and MNIFs.** We have widely shared this position with government, the University, and the broader public (the statement can be found at <http://www.gsa.ualberta.ca/GSA%20News/2013/November/tuition.aspx>). In November, when we heard (on very short notice) of **a proposal to increase the IDF,** we organized a second forum to hear directly from graduate students who would be affected by the proposed increase. We are very grateful for all the thoughtful feedback we received from graduate students on this critical issue. **The GSA released a statement regarding proposed increases to the IDF and effectively lobbied University administration and members of the Board Finance and Property Committee to amend the proposed IDF increase from 5% to 1% for international graduate students.** The exception is MBA students, who will see a 5% IDF increase in 2014-2015, along with undergraduate international students. **While the GSA supported the amendment, we remain opposed to the 5% IDF increase for undergraduates and MBA students and recognize that proposed increases to tuition, fees, and MNIFs are likely to recur next year.** We have also had fruitful discussions with Dean Shirvani of the Faculty of Graduate Studies and Research, Acting Provost Ferguson-Pell, Vice-President Advancement O'Neil Outar, and President Samarasekera on **the need to improve funding opportunities for international graduate students. We are optimistic that the University will take substantial steps to address this challenge in the coming year.**

As you heard in the November meeting of Council from Dean K Mummery, **the Faculty of Physical Education and Recreation is also developing a proposal to increase the Athletics and Recreation fee paid by graduate and undergraduate students.** We also closely monitoring this issue and **will keep Council informed of all developments.**

To further help keep you informed, **the GSA launched a Budget Media Tracker in March of 2013** (available on the GSA website at <http://www.gsa.ualberta.ca/11ProvincialBudget.aspx>). **We update the Media Tracker daily and share news stories and other updates related to the provincial and University budgets and other issues affecting post-secondary education.** Since March, there have been over 1475 views of this section of the GSA website (over 1000 unique visitors from Edmonton, Calgary, Lethbridge, Ottawa, Winnipeg, and Vancouver).

Finally, as I reported to you in September, the GSA continues to work with the recently formed **coalition of constituencies with AAS:UA, NASA, SU, and PDFA** to address funding concerns on campus and the effect the provincial cuts will have on the graduate post-secondary experience. We also continue to regularly meet with the Ministry and University administration on these issues and **you will be updated regularly on all developments.**

PRAYER AND MEDITATION SPACE

We are committed to lobbying for **consistently accessible and suitable prayer and meditation space for religious groups on campus** and I am pleased to report that, due to the efforts of the Vice-President Student Life, Hasin Haroon, **we continue to make progress in our pursuit of this strategic goal and are engaged in examining both short- and long-term solutions to this pressing need.** Hasin and I have met with the President, Dean of Students, Vice-President (Facilities and Operations), UAI, and the University Architect on this issue, as well as garnering support from the SU (with whom we are closely working on this issue) and researching the issue of campus prayer and meditation space across Canadian post-secondary institutions. We have also met with members of the University's Interfaith Chaplains Association on the matter. **Discussions persist and Council will receive updates.**

INDIRECT COSTS OF RESEARCH

An important issue that has emerged in connection to provincial cuts to post-secondary institutions and the University's budgetary response is that of indirect costs of research. **Indirect costs, which are overhead costs incurred incidentally to research, average around 51% of the total direct costs of research undertaken at the University of Alberta. Despite explicit University policy that requires indirect costs to be recovered from funding sources, current practice at the University of Alberta is to not fully recover these funds.** The GSA, under the leadership of the Vice-President Labour, has extensively researched this issue and is engaged in ongoing discussions with the University's Vice-President (Research) on the matter. **We strongly believe that the U of A must resolve the matter of indirect research costs, which deprive the institution of millions of dollars every year and will continue to be engaged with this issue.**

PROFESSIONAL DEVELOPMENT

The Vice-Presidents Academic and Student Services, Colin More and Megha Bajaj and I are **working closely with FGSR and other stakeholders (including the Alumni Association) on the development of professional development initiatives for graduate students.** FGSR recently formed two **Professional Development working groups, one composed of internal U of A stakeholders and the other of external community stakeholders,** to move this initiative forward. I serve on both working groups with Vice-President Bajaj and Vice-President More and the GSA will remain an active participant in this process. The GSA regards the creation of enhanced professional development opportunities for graduate students as a crucial priority and you will be updated

throughout the remainder of our terms on this issue.

PERMANENT RESIDENCY APPLICATION ASSISTANCE

The GSA has **prepared a whitepaper for the purposes of lobbying government to create an invigorated** Alberta Immigrant Nominee Program that will provide more graduate students with the chance to attain permanent residency **and are in the process of sharing it with other offices, such as UAI**. We will continue to lobby for this and update Council on our progress. We are also engaged in discussions surrounding offering more on-campus assistance to students applying for permanent residency, such as access to affordable legal advice.

COLLECTIVE BARGAINING

The Vice-President Labour, Monty Bal, along with the GSA's Labour Professional, have met with several students to discuss labour issues and Monty will be leading the upcoming **negotiations for the Collective Agreement governing Academically-Employed Graduate Students** as this is a negotiating year. The GSA's Opening Position was developed by the GSA Labour Relations Committee and the GSA Negotiating Committee and submitted to the University in October. Monty will update Council regularly on the process of collective bargaining.

Information sheets about the CA have also been prepared and circulated widely to graduate students in order to bolster awareness and understanding of the Agreement.

DEPARTMENT LIAISON INITIATIVE (DLI)

As I reported to you in September, in the summer of 2013 the GSA, under the direction of the Vice-Presidents Student Services and Student Life, Megha Bajaj and Hasin Haroon, launched the DLI. Through DLI efforts, over **20 vacant departmental seats on Council were filled** and **the GSA has now visited 34 departments across campus to provide orientations and connect with graduate students.**

GSA INTERNAL AND EXTERNAL ADVOCACY

In addition to our on-campus advocacy work on behalf of graduate students, the GSA has been involved in several important provincial and national advocacy opportunities. In November alone I attended **the annual symposium of the Royal Society of Canada (RSC), the Skills and Post-Secondary Education Summit hosted by the Conference Board of Canada (CBoC), and the Canadian Association of Graduate Studies (CAGS) conference** while the **Vice-President Student Life, Hasin Haroon, attended the Canadian Alliance of Student Associations conference**. We also continue to participate in Public Interest Alberta's Task Force on Post-Secondary Education, which includes other key campus and provincial stakeholders such as NASA, CAUS, and CAFA. **These represent important opportunities for the GSA to discuss the concerns and needs of U of A graduate students with stakeholders and decision-makers from across Canada.** GSA representatives have also attended other key events, such as the most recent meeting of the Alberta Conference Board, and **we are working with our partner GSAs in Calgary, Lethbridge, and Athabasca to found a new provincial graduate students' advocacy group.**

Over the past several months **the GSA has responded to an array of issues (including proposed increases in the IDF and the funding cuts to the Canadian Circumpolar Institute) through the release of statements to all graduate students and the media.** All these statements are available on the GSA's website at <http://www.gsa.ualberta.ca/> and I encourage you to read them.

MENTAL HEALTH AND OTHER SERVICES

Led by the Vice-President Academic, Colin More, our participation in the administration's ongoing mental health review has resulted in an initiative on the part of Associate Dean of Students Robin Overall to establish a **dedicated graduate student counseling space in Triffo Hall**. This space is now **open to graduate students as a satellite office of the University's Mental Health Centre. The psychologist stationed there, Becky Ponting, will be introduced to you all at the January meeting of Council.** Additionally, the Vice-President Student Services,

Megha Bajaj, has worked closely with the administrators of the Graduate Student Assistance Program (GSAP) to extend access to their services (a broad range of wellness, lifestyle, and counseling services) to the partners and dependents of graduate students. Finally, **the GSA has also worked with FGSR and the Office of the Registrar on a special registration status, which will allow graduate students on approved leaves to have access to services such as U-Pass, health and wellness services, and University libraries.** We are very pleased that this initiative has been completed as it is directly-related to **our ongoing efforts, in partnership with other campus stakeholders, to bolster mental health and graduate student well-being at the U of A.**

THE GSA'S LONG-TERM HEALTH

The ongoing, targeted hard work of the GSA staff, management, and financial team has ensured **that the GSA is developing into an organization that will remain strong into the future.** The Audited Financial Statements, which were shared with Council in July, and the quarterly financial statements presented in October are a **powerful indication of the health of the GSA.** An ongoing and thorough review of GSA Bylaws and Policy are also an important component of this work. **The GSA continues to grow as an organization with a solid and transparent financial and governance structure.** At recent conferences attended by GSA representatives much **discussion focused on funding, mental health, graduate supervision, and professional development. I am pleased to report that the GSA's and U of A's initiatives in these areas are setting a model for other Canadian institutions.** Likewise, the GSA's service partners have strongly commended the professionalism and effectiveness of our organization. **The GSA Office also recently obtained a silver level Green Certification from the Office of Sustainability in recognition of our commitment to sustainable office practices.**

ON-CAMPUS HOUSING, RENT INCREASES, AND LEASE AGREEMENTS

The Vice-President Student Life, Hasin Haroon, has been engaging regularly with University administration on a **series of important issues related to graduate student housing** and will continue to work for graduate students' interests in this area. **I am happy to report that the University has agreed to create a policy permitting flexible leases for graduate students (after they have been in their programs for one year) who are graduating shortly, leaving Edmonton temporarily for academic reasons (placements, research/data collection, etc) or on an approved medical leave.** We expect the policy to be in place by April of this year. **Hasin has been lobbying for this since the beginning of his term and this is a success for the GSA.** Residence Services has also agreed to change their policies surrounding students who have graduated to allow them a grace period to remain in their University residences between graduating and moving to new housing.

MOVING FORWARD

Your GSA Directly-Elected Officers will continue to work hard in pursuit of the goals outlined in the GSA Board's 2013-2014 SWP. For the remainder of our terms we will continue our advocacy efforts with both government and administration. We have enjoyed a **strong and collaborative working relationship with FGSR** and will continue to build up and strengthen this affiliation. The GSA Directly-Elected Officers, in particular the Vice-President Student Services, continue to work on the **development and construction of the PAW Centre.** A number of other key issues, including the **development of University policy surrounding academic bullying** and the next stage of the Department Liaison Initiative (meeting with the Dean of Students and Student Group Services to discuss a new MOU and a constitution template for departmental GSAs) remain on the list of upcoming projects for the GSA.

Sincerely,



Brent Epperson, GSA President 2013-2014

**GSA President
Report to Council for January 20, 2014 GSA Council Meeting**

To: GSA Council
From: Brent Epperson
Date: January 17, 2014

Dear Council Colleagues,

Please find below the list of meetings I have attended since the December 16, 2013 GSA Council materials were distributed to you. The GSA Board's Strategic Work Plan update (Item 9, distributed January 10, 2014) stands as my report for this session of GSA Council. I am happy to answer any questions on any of the meetings I have attended.

Best,

Brent Epperson, GSA President

Please find below a list of meetings I attended between December 14, 2013 and January 19, 2014:

December 19	Dinner with Returning Provost, Dr. Carl Amrhein
January 6	Meeting with Dean of FGSR
January 7	Facilitated Coaching and Learning Follow-up
January 8	Meeting with U of A President, Indira Samarasekera
January 9	New Provincial Advocacy (Banister Consulting)
January 9	PIA
January 13	Early Call Hot Topics
January 16	Meeting with Elementary Ed Councillor
January 16	Phone Meeting with Provincial Advocacy Consultant
January 16	Meeting with GSEC representative Brianna Wells
January 17-19	Provincial Advocacy Retreat (attended Jan 17)

**GSA Board
Report to Council for January 20, 2014 GSA Council Meeting**

To: GSA Council

From: Ellen Schoeck, Executive Director and Coordinator of the GSA Board; Heather Hogg, Director of Operations; and Courtney Thomas, Associate Director

Date: January 17, 2014

The Board reports regularly to Council by listing its agenda items, motions/agreements, and main items of discussion. Motions of Agenda approval and approval of the Minutes are not included unless there were amendments made. Closed session items are not minuted. The President, Vice-Presidents, Director of Operations, Director of Services and Governance, Financial Manager, and I will be happy to answer any questions or provide more information at the Council meeting.

8 January, 2014 GSA Board Meeting

Main Agenda Items:

APIRG Referendum Proposal; External Relations Travel Expenses; Templates Used for Estimated and Actual External Relations Travel Expenses; Muslim Prayer Space; Dinner with the Provost; SACIE; *and* ARFAC

Motions and Agreements:

MoB **AGREED** to use Travel Expenses Templates in the future.

MoB **AGREED** that a 15% contingency fee be added to the Travel Expenses Templates.

15 January, 2014 GSA Board Meeting

Main Agenda Items:

Athletic and Recreation Fee: Proposed Increase; Replacement Costs for U-Pass Stickers; Proposed Attendance at Robbie Burns Night (Opportunity for Advocacy with the NDP); Proposed Attendance at the "We Love Laurie" event (Opportunity for Advocacy with the Liberals); Proposed Attendance at the PIA Advocacy Strategy Meeting; Muslim Prayer Space

Motions and Agreements:

BE **MOVED** that the GSA Board **approve** sending BE to the Robbie Burns Night (Opportunity for Advocacy with the NDP). Seconded by HaH. **MOTION CARRIED** unanimously.

BE **MOVED** that the GSA Board **approve** sending send a VP to the We Love Laurie" Event (Opportunity for Advocacy with the Liberals). Seconded by MeB. **MOTION CARRIED** unanimously.

BE **MOVED** that the GSA Board **approve** sending send BE and on VP to the PIA Advocacy Strategy meeting. Seconded by HaH. **MOTION CARRIED** unanimously.

Governance Committee
Report to Council for January 20, 2014 GSA Council Meeting

To: GSA Council
From: Brent Epperson
Date: January 17, 2014

Dear Council Colleagues,

As stated in GSA Policy, “the Governance Committee will...make any routine or editorial changes to the governance documents as deemed necessary by the Committee”. In August 2013 the Governance Committee passed a motion approving **the delegation to the Chair and Vice-Chair of the Governance Committee of future approval of “purely editorial” changes**. “Purely editorial” was deemed to include punctuation, italicization of Latin terms, capitalization, spelling, factual errors, font adjustment, and re-numbering.

In consultation with the GSA VP Labour, as Vice-Chair of the Governance Committee, we have made a number of purely editorial changes to GSA Policy, including factual errors, and clarifying language in a section of the referenda policy.

I would be happy to report further orally.

Sincerely,
Brent Epperson, GSA President and Chair of the Governance Committee

**GSA Nominating Committee (NoC)
Report to Council for January 20, 2014 GSA Council Meeting**

To: GSA Council
From: Lacey Fleming, Vice-Chair of the NoC
Date: January 17, 2014

Dear Council Colleagues,

The report from the GSA Nominating Committee is a summary of discussion/decisions the NoC has made since its last report together with a list of all vacancies filled.

The Bylaw governing the NoC is located in Part V (Standing Committees). Policy governing NoC is found in the GSA Policy Manual, in the sections titled "Nominating" and "Standing Committees." As provided for in its terms of reference, the GSA Nominating Committee (NoC) has been conducting business via e-mail.

Early Call for Talent and Training

GSA Policy states "The NoC will actively seek out potential candidates for all GSA Directly-Elected Officers and Council-Elected Officers positions." 2013 is the **third year** of the NoC Early Call for Talent Training program. Early Call for Talent students participated in various Early Call for Talent Sessions in December 2013: Governance and GSA 101, Collective Agreement 101, GSA Services 101, GSA Health and Dental Plan 101, and GSA Board, Council and Budget 101. In January, the Directly-Elected Officers facilitated a **Hot Topics Session** for Early Call for Talent students to review current critical issues facing the GSA. The NoC also hosted a number of **catch-up sessions** for Early Call for Talent students in January for any students who missed the December sessions.

Bodies External to the GSA

As noted above, Council has delegated to the NoC the responsibility of filling positions on all committees external to the GSA. Normally, all vacancies are advertised. According to the Policy Manual, "advertising may be waived in instances where, in the NoC's view, it is urgent to fill a vacancy" (GSA Policy **Manual**, Nominating, 5.2).

1) General Faculties Council Committee on the Learning Environment

The graduate student-at-large vacancy on GFC CLE was advertised through the GSA Newsletter at the end of November 2013. One application was received. The NoC voted to recommend **Kangyi Lou (MSc Renewable Resources)** to the GFC Nominating Committee for consideration for this position.

2) Centenary Planning Committee

The GSA Nominating Committee required one graduate student to serve as the GSA's delegate on this Alumni Council committee. As it was urgent to secure a delegate for the next meeting, the GSA NoC Vice-Chair decided to waive advertising and pro-actively search for a graduate student delegate. **Scott Varga (MA Human Ecology) was elected to serve as the GSA's delegate.**

**GSA VP Academic
Report to Council for January 20, 2014 GSA Council Meeting**

To: GSA Council
From: Colin More
Date: January 17, 2014

Dear Council Colleagues,

Happy New Year, everyone! I hope you all managed to squeeze in some good times over the holidays!

Since winning the pre-Christmas fight against proposed hikes to international tuition (for now), the GSA finds itself, more or less, doing old-fashioned politicking once more. Two big items for me personally are working with the administration on **graduate studies reforms**, and the laying of the foundations for a **professional development program**.

Graduate reform is one of President Samarasekera's top priorities. So far, it appears to consist of two elements: one, a new funding model for students; two, a refocusing of FGSR's role. Both of these were discussed, presumably in some detail, at a Deans' retreat on the weekend of January 11-12. As I write this, we haven't heard the outcomes of those discussions. We can, however, guess broadly at what they are considering. A new funding model will likely try to apply more consistency across programs, departments, and faculties in terms of minimum pay, teaching requirements, and length of guaranteed funding. FGSR, meanwhile, is envisioned as focusing less on administration and more on standards. However, these are still early days -- discussions will be ongoing for the foreseeable future.

As you have heard from the President and read in the letter before you on the Board's SWP, **the professional development program is moving along well.** Two panels have been struck by Renee Polziehn of FGSR. One consists of individuals from the institution; the other, people from the business, non-profit, and government sectors. We are using these panels to determine what skills or qualities organizations outside the academy value most, and would like to see developed further in graduate students. We can then begin to craft a formal program to reinforce those traits. Since the U of A already has many excellent supplementary programs for graduate students, this will likely include the packaging of several existing programs into something more cohesive. It's an exciting time!

Have a great month!

Colin More, GSA VP Academic

Please find below a list of meetings I attended between December 14, 2013 and January 19, 2014:

December 16	Meeting with SU VP Academic
January 7	Winter Orientation
January 8	Meeting with U of A President, Indira Samarasekera
January 9	Winter Orientation
January 13	Early Call Hot Topics
January 14	Meeting with SU VP Academic
January 15	GFC Nominating Committee
January 15	GFC Executive Committee

**GSA VP Student Services
Report to Council for January 20, 2014 GSA Council Meeting**

To: GSA Council
From: Megha Bajaj
Date: January 17, 2014

Dear Council Colleagues,

Happy New Year and hope you had a good winter break.

Below is an update from some of the meetings I attended since last Council:

U-Pass Admin Meeting:

As a follow-up from my December Council report, the SU, in consultation with the GSA, has drafted a proposal to **lower the cost of a U-Pass replacement sticker**, which will be discussed in the upcoming ETS U-Pass meeting this month. Other **student associations in Edmonton are also supporting this proposal** and I will update you as we make progress on this.

Soft-Seating Budget for the PAW Graduate Student Lounge:

As you have heard from the President and read in the update on the Board's SWP, earlier in 2013 the GSA was informed that the PAW project budget would not cover the cost for soft seating and furniture for the graduate student lounge. I was told that this money has to either come from the GSA or that graduate students would have to pay a fee for this. This was a surprise for us as **this cost should have been included in the PAW budget** since graduate students will be paying a fee once PAW is up and running. Over the past few months Brent and I worked on this issue, which involved a lot of discussions with Facilities and Operations. I am **pleased to inform you that we were able to get this sorted out. The soft seating cost will be covered by Facilities and Operations and the PAW budget and students will not have to pay extra money for this.** I would like to **thank the Dean of Students, Dr. Frank Robinson**, who helped us in this matter.

Meeting with President Samarasekera:

I, along with the other Directly-Elected Officers, met with President Samarasekera and discussed the GSA's priorities for the rest of our term. I specifically spoke with her about the **professional development program** and the **provincial nominee program** that we are working on and she was supportive.

In addition, I also attended a **departmental orientation, an orientation for international students, and the GSA Winter Orientation** this month.

I would also like to remind you that **International Week 2014 is scheduled from January 27th - February 1st 2014**. More information can be found here:
<http://www.globaled.ualberta.ca/InternationalWeek.aspx>.

Finally, I am happy to report to you that **the partners and dependents of all graduate students can now take advantage of the broad range of wellness, lifestyle, and counseling services offered by the**

Graduate Student Assistance Program (GSAP) provided by Homewood Human Solutions! This is a great service that the GSA has negotiated for and I encourage you to take advantage of it.

Sincerely,

Megha Bajaj, GSA VP Student Services

Please find below a list of meetings I attended between December 14, 2013 and January 19, 2014:

December 19	U-Pass Admin.
January 3	International Student Orientation
January 6	Departmental Orientation (Bio-Sci)
January 6	U-Pass Advisory Group Meeting
January 8	Meeting with U of A President, Indira Samarasekera
January 9	Winter Orientation
January 9	Flexible Leases in Residences
January 13	Early Call Hot Topics
January 16	U-Pass Admin.
January 16	Student Groups Meeting

**GSA VP Student Life
Report to Council for January 20, 2014 GSA Council Meeting**

To: GSA Council
From: Hasin Haroon
Date: January 17, 2014

Dear Council Colleagues,

I hope you are all doing well. I hope you are keeping safe in the intense wind. A window in my living room was actually smashed to bits by the wind - I did not even know that was possible. Something to keep in mind I suppose. Anyways, this is what I have been up to this past month:

- **Athletics and Recreation Fee Advisory Committee** – I have had meetings with the Athletics Director (Iane Reade) and the rest of the ARFAC Committee. Ian Reade was also invited to present on the issue to GSA Board and will be attending Council on Monday. As mentioned earlier, we now have a number for the increase, which will help us as we go forward on discussions of this issue. We will be looking forward to your input on the matter on Monday.
- **Prayer Space** – I have met with the University Architect, Ben Louie, who has a potential space in mind for long-term quality prayer space. We are now working on the issue to try and confirm the use of this space if possible. Please keep in mind however that it is just a proposal at this point in time.
- **Orientations!** – We have been attending departmental orientations for new students admitted this term, and held our Winter Orientation, which went very well.
- **Flexible leases for graduate students in residences** – In my last report, I mentioned that we reached an agreement with the university on flexible leases for graduating students living in residence. I have met with the Michener Park and Newton place residence association presidents to get a better idea regarding the needs of graduate students, and would welcome any suggestions from you.

If you have any questions regarding anything in my report, feel free to drop me an email or ask at Council.

Sincerely,
Hasin Haroon, GSA VP Student Life

Please find below a list of meetings I attended between December 14, 2013 and January 17, 2014:

December 18	Student Aid
December 19	ARFAC Sub-Committee
December 19	Dinner with Incoming Provost, Dr. Carl Amrhein
January 3	International Student Orientation
January 3	Departmental Orientations
January 7	RAC
January 8	Infill Housing
January 9	Winter Orientation
January 9	Departmental Orientation
January 9	Flexible Leases Meeting

January 13	Early Call Hot Topics
January 13	ASC Adjudication Training
January 14	Prayer Space Meeting
January 16	LRC

**Awards Selection Committee
Report to Council for January 20, 2014 Meeting of GSA Council**

To: GSA Council
From: Hasin Haroon
Date: January 17, 2014

Dear Council Colleagues,

Members of the Awards Selection Committee met on January 13, 2014 for a training session for the adjudication of the GSA Awards, which will occur between January 20 and January 31, 2014. We received 121 applications total for the 13 different awards offered by the GSA. I look forward to reporting on the recipients of the GSA Awards at the February meeting of Council.

Sincerely,
Hasin Haroon, GSA VP Student Life and Chair of ASC

**GSA VP Labour
Report to Council for January 20, 2014 GSA Council Meeting**

To: GSA Council
From: Monty Bal
Date: January 17, 2014

Dear Council Colleagues,

Welcome back to the U of A, for those of you who left over the holidays. I enjoyed a few weeks back home in NY with family and hope that you all enjoyed your time off as well. Just a public service announcement: don't fly United and if you do, never take their first offer if they ask you to change to another flight. Anyways back to business: I attended a few meetings since we last had Council, and the details on some of these are as follows.

BoG Annual Holiday Dinner:

I attended the dinner with the other Directly-Elected Officers. Outside of talking about hockey and my research, I made an effort to inform anyone who would listen to me about **the risks associated with Collective Agreement non-compliance**. I also made an effort to inform Board of Governors members about the impact of some proposed policies on graduate students as a result of recent budget cuts. I was able to **provide examples from my meetings with various departmental groups and individuals over the past month**, particularly on issues associated with proposed changes to funding offers and the impact of future efforts to increase IDF fees on the functioning of labs, for example. I feel that those I talked to were receptive to my concerns and will continue to hammer home the importance of CA compliance.

Meeting with President Samarasekera:

I met with President Samarasekera with the other Directly-Elected Officers. As with the BoG dinner, I **made an all-out effort to inform the President of the changes which students are experiencing across campus due to budget issues and CA compliance issues**. Although the President did not feel that compliance was an issue directly related to the scheduled meeting, she did nevertheless state that Administration will be dealing with these issues more directly in the near future.

Orientations:

I attended a number of winter orientation sessions with some of the other Directly-Elected Officers. I sought to **stress the importance of students reading the CA and informing themselves of their rights**. I also enjoyed notifying students of the various obligations departments have with respect to information on contracts and the employment of time use sheets (some departments believe this is optional).

ASC Adjudication Training:

I received training on how to adjudicate applications for GSA Awards (the competition for this year closed on January 15). **Most important for all of you and your departments is informing students next year that these awards are available annually and they should make an effort to apply so they can be considered for some cash prizes and recognition for their work as teachers and researchers.**

Moving forward, there are a number of issues outstanding which we are continuing to work on. The most important of these is the collective bargaining process. To this end, the LRC met recently to

discuss potential revisions and clarification to make the CA more user friendly (see the report from the LRC). Furthermore, we will also discuss potential changes to deal with information asymmetries which currently exist in the collective bargaining process. In addition, we have recently been notified that overpayment of students and then forcing students to repay (with little notification or grace period) continues to be an ongoing issue with HR. To deal with this, **I will work with Heather Hogg to push the University to provide tangible results in changes to this process so that students do not have to deal with unexpected pay cheque cuts. I will push hard to move forward the proposed task force to deal with these payroll related issues.**

Finally, as always, if there are any issues of concern related to your RA/TAsip, please contact us directly so we can work to help you out.

Thanks,

Simarjit S. Bal (Monty), GSA VP Labour

Please find below a list of meetings I attended between December 14, 2013 and January 19, 2014:

December 26	GFC Campus Law Review Committee
January 3	International Student Orientation
January 3	Departmental Orientations
January 8	Meeting with U of A President, Indira Samarasekera
January 9	Winter Orientation
January 13	Early Call Hot Topics
January 13	ASC Adjudication Training
January 16	LRC
January 17-19	Provincial Advocacy Retreat (attended Jan 18-19)

**GSA Labour Relations Committee
Report to Council for January 20, 2014 GSA Council Meeting**

To: GSA Council
From: Monty Bal
Date: January 17, 2014

Dear Council Colleagues,

The GSA LRC met on **16 January 2014** to discuss the **collective bargaining 2013-2014 process for the 2014-2015 AEGSA Collective Agreement** and to **provide advice to the GSA Negotiating Committee** concerning negotiations with the University. **The LRC also discussed potential structural revisions and other changes to the Collective Agreement to improve its clarity.**

I will report further orally.

Respectfully,
Monty Bal, GSA VP Labour and Chair of LRC

**GSA Elections and Referenda Committee
Report to Council for January 20, 2014 GSA Council Meeting**

To: GSA Council
From: Isaac Odoom
Date: January 17, 2014

Dear Council Colleagues,

According to ERC mandate, “the ERC shall advise the CRO on all matters pertaining to elections, referenda and by-elections. **At least one (1) month prior to the opening of nominations for the General Election**, ERC shall meet to assist the CRO in the planning of election events” (GSA Policy Manual, Standing Committees Section 9 Elections and Referenda Committee). **ERC met on December 05, 2013 to begin planning the 2014 General Election, and continues to work on planning the election events.**

At its January 10, 2014 meeting, the ERC main agenda items were:

- Election Campaign Videos (reviewing process and developing questions)
- President, VP Academic, VP Labour, VP Student Services, VP Student Life, and Councillor-at-Large Information Packages
- General Elections Communications
- Voting Instructions
- All-Candidates Meeting Agenda
- Discussion of Directly-Elected Officer Candidate Forum (February Council)

Nominations will open at the end of January and the General Election Bylaws and Policies can be found here: <http://www.gsa.ualberta.ca/07Governing%20Documents.aspx>.

Feel free to contact me with any questions: gsa.elections@ualberta.ca.

Best,

Isaac Odoom, Chief Returning Officer

**GSA Executive Director
Report to Council**

To: GSA Council
From: Ellen Schoeck
Date: January 17, 2014

Dear Council Colleagues,

I am reporting on the Early Call for Talent and Training and Building the 2014-2015 GSA Budget and Five-Year Budget/Business Plan.

Early Call for Talent and Training

This program is unique in Canada and, I believe, in North America. It is rooted in the GSA Council-approved mandate of the GFC Nominating Committee (NoC), which was created during my first year with the GSA, in 2010. Under the leadership of then President Roy Coulthard, the NoC was established to seek out graduate student talent for both committees and for elected office (especially GSA President and VPs).

The GSA has seen a **dramatic rise in the cumulative number of councils, committee and task forces where graduate students are represented: from some 40 in 2009-2010 to some 175+ today.**

This year, with respect to the proactive search and training of potential elected officers, we have had a total of 16 graduate students respond. Two decided to first focus on getting their new PhD programs started, five are considering running for Councillor-at-Large before considering President or VP, and the others are considering what positions they might run for when nominations open on January 27. Under the leadership of NoC Vice-Chair Lacey Fleming (Councillor for Anthropology), the GSA has run the following training sessions: **GSA/Governance 101, GSA Council, Board, Budget, and Board Strategic Work Plan 101, GSA Collective Agreement 101, GSA Services 101, a Hot Topics session with the current Directly-Elected Officers.** Three catch-up sessions have been set aside for any Early Call students who had to miss training sessions in December. The current elected officials, staff and management have all participated in running these intensive sessions and the entire effort has been superbly supported by Lisa Hareuther, Nominating Committee Coordinator. Under the guidance of CRO Isaac Odoom and the Elections and Referenda Committee, there will be an election forum at Council in February. This is one of the latest changes to our program as it evolves and we gain more experience.

Building the 2014-15 GSA Budget and Five-Year Budget/Business Plan

Council will see the **proposed 2014-2015 budget at the February meeting as part of a broader, rolling five-year plan.** Last year, under former President Ashlyn Bernier, we went through 17 drafts of the budget and business plan as we entered year two of rebuilding the GSA. This year, under President Brent Epperson, we anticipate 3-4 drafts of the budget and business plan – a significant indicator of the GSA's recent evolution.

The GSA has a modernized support system for its budget planning. Led by President Brent Epperson, we have an interactive team comprised of our Chartered Accountant Shirley Ball, Financial Manager Dorte Sheikh, and former U of A departmental budget heads Heather Hogg and myself. Director of Services and Governance Courtney Thomas is also involved in aspects of budget planning and Manager of IT and Infrastructure Casey Germain supports us with information concerning insurance and

infrastructure. Our Budget and Finance Committee is ramping up to review the budget proposals and will also meet jointly with the GSA Board.

We will be offering GSA Budget 101 for Councillors in February.

As always, the detailed management reports submitted weekly to the Board are attached.

Best,
Ellen Schoeck, Executive Director