

GSA Council Meeting CONSOLIDATED AGENDA

Monday, April 24, 2017 at 6:00 pm
2-100 University Hall, Van Vliet Complex

The GSA acknowledges that the University of Alberta is situated on Treaty Six territory and Métis homelands.

Substantive material is sent to all GSA Council members at least one week prior to the date of the meeting to give members abundant time to review (in accordance with the Standing Orders of Council). 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.

Speaker Sulya Fenichel in the Chair

A pizza dinner will be served at 5:15 pm.

Attached Numbered Pages

OPEN SESSION

1. Roll Call
2. Approval of the 24 April 2017 Agenda
3. Approval of the Minutes from the 20 March 2017 GSA Council Meeting
Attachment:
 - i. Minutes from the 20 March 2017 GSA Council Meeting
4. Changes in GSA Council Membership
 - i. Introduction of New Councillors (*If you are new to GSA Council, please let us know it is your first meeting*)
 - ii. Farewell to Departing Councillors (*If this is your last GSA Council meeting, or if your last Council meeting is approaching, please let us know*)

3.0 - 3.10

Councillor Announcements

5. Councillor Announcements

Action Items

6. Proposed Changes to GSA Bylaw and Policy on GSA Council, GSA Officers, and GSA Standing Committees
Sarah Ficko (GSA President and Chair of the GSA Governance Committee) will present the item

Attachments:

- i. Cover Letter from the GSA President to GSA Council **6.0**
- ii. Outline of Issue: Proposed Changes to GSA Bylaw and Policy on GSA Council, GSA Officers, and GSA Standing Committees **6.1**
- iii. GSA Council: Double Column of Proposed Changes **6.2**
- iv. GSA Officers: Double Column of Proposed Changes **6.3 - 6.6**
- v. GSA Standing Committees: Double Column of Proposed Changes **6.7 - 6.16**

Elections, Appointments, Special Business, Updates

7. GSA Council Elections

Antonio Bruni (Vice-Chair of the GSA Nominating Committee) will present the item

GSA Councillor-at-Large Positions (4 vacancies)

Attachment:

- i. Nominees for GSA Councillor-at-Large (4 vacancies) **7.0 - 7.4**

GSA Standing Committees

a. GSA Board (1 vacancy)

Attachment:

- i. Nominee for the GSA Board (1 vacancy) **7.5 - 7.6**

b. GSA Appeals and Complaints Board (3 vacancies)

Attachment:

- i. Nominees for the GSA Appeals and Complaints Board (3 vacancies) **7.7 - 7.8**

Discussion

8. GSA Board 2016-2017 Strategic Work Plan: Final Update

Sarah Ficko (GSA President) will present the item

Attachments:

- i. Letter from the GSA President to GSA Council **8.0 - 8.1**
- ii. 2016-2017 GSA Board Strategic Work Plan – April 2017 Update (Colour-Coded) **8.2 - 8.16**
- iii. 2016-2017 GSA Board Strategic Work Plan **8.17 - 8.32**

9. Bill 7 Information

Sarah Ficko (GSA President) and Sasha van der Klein (GSA VP Labour) will present the item

As circulated through the GSA Newsletter on April 7, 13, and 21, 2017, you can learn more about

Bill 7 here: <http://bit.ly/2oeMkFg>

<http://bit.ly/2o5WjKR>

Reports

10. President (**Sarah Ficko, GSA President**)

- i. President's Report **10.0 - 10.4**
- ii. GSA Board **10.5 - 10.6**
- iii. GSA Budget and Finance Committee (**no meetings this reporting period**)
- iv. GSA Governance Committee **10.7**

11. GSA Nominating Committee (**Radim Barta, GSA Nominating Committee Chair**)

- i. GSA Nominating Committee Report **11.0 - 11.2**

12. Vice-President Academic (**Firouz Khodayari, GSA Vice-President Academic**)

- i. Vice-President Academic's Report **12.0 - 12.1**

As part of the GSA Vice-President Academic's report, Firouz has included a document outlining a series of proposed changes to FGSR policies on examinations, which the FGSR Policy Review Committee will soon consider. You can find the document [here](#).

13. Vice-President External (**Masoud Khademi, GSA Vice-President External**)

- i. Vice-President External's Report **13.0 - 13.1**
- ii. GSA Awards Selection Committee (**no meetings this reporting period**)

14. Vice-President Labour (**Sasha van der Klein, GSA Vice-President Labour**)

Prepared by L Hareuther, J Tanguay and C Thomas for GSA Council 24 April 2017

- i. Vice-President Labour's Report 14.0 - 14.1
 - ii. GSA Negotiating Committee **(no meetings this reporting period)**
 - iii. GSA Labour Relations Committee **(no meetings this reporting period)**
- 15. Vice-President Student Services (Alireza Talaei, GSA Vice-President Student Services)** 15.0 - 15.1
- i. Vice-President Student Services' Report
 - ii. GSA Student Affairs Advisory Committee **(no meetings this reporting period)**
- 16. Senator (Jane Traynor, GSA Senator)**
- i. Senator's Report **(no written report at this time)**
- 17. Speaker (Sulya Fenichel, GSA Speaker)**
- i. Speaker's Report **(no written report at this time)**
- 18. Chief Returning Officer (Carolina Martinez, GSA Chief Returning Officer)**
- i. Chief Returning Officer's Report **(no written report at this time)**
- 19. GSA Elections and Referenda Committee (Leigh Spanner, GSA Elections and Referenda Committee Chair)**
- i. GSA Elections and Referenda Committee Report **(no meetings this reporting period)**
- 20. GSA Management (Courtney Thomas, GSA Executive Director)** 20.0 - 20.7
- i. Executive Director's Report

Question Period

- 21. Written Questions (none at this time)**
- 22. Oral Questions**

Adjournment

GSA Council Meeting MINUTES
Monday, March 20, 2017 at 6:00 pm
2-100 University Hall, Van Vliet Complex

IN ATTENDANCE:

Sarah Ficko (President)	Ahmed Najar (Councillor-at-Large)	Amanda Radil (Ed Psych)	Daniel Krysz (Oncology)
Firouz Khodayari (VP Academic)	Helena Ramsaroop (Anthropology)	David Li (Electrical & Computer Engineering)	Andrew Woodman (Pharmacology)
Sasha van der Klein (VP Labour)	Francesca Jean; Michele DuVal (Biological Sciences)	Lorna Sutherland (Elementary Education)	Hanin Aburasayn (Pharmacy & Pharmaceutical Sciences)
Masoud Khademi (VP External)	Graham Little (Biomedical Engineering)	Shaina Humble; Kevin Kvas (English & Film Studies)	Jay Worthy (Philosophy)
Sulya Fenichel (Speaker)	Trent Nabe (Business MBA)	Neil Prather (History & Classics)	Stephen Hunter (Phys Ed & Rec)
Preshit Verma (Deputy Speaker)	Katie Lafreniere (Business PhD)	Mohammed Abdul-Bari (Human Ecology)	Drew Shepherd (Physics)
Carolina Martinez (Chief Returning Officer)	Beth Richardson (Cell Biology)	Jocelyn Beyer (Humanities Computing)	Brayden Whitlock (Physiology)
Darcy Bemister (Deputy Returning Officer)	Mengqi Fang (Chemical & Materials Engineering)	Kris Joseph (Library & Info Studies)	Michal Juhas (Psychiatry)
Jane Traynor (Senator)	Anis Fahandej-Sadi (Chemistry)	Atticus Harrigan (Linguistics)	Joanna Scanlon (Psychology)
Michelle Campbell (Councillor-at-Large)	Wai Man Wong (Civil & Environmental Engineering)	Michelle Michelle (Math & Statistical Sciences)	Kevin Lien (Public Health)
Alicia Capello (Councillor-at-Large)	Natalie Mahé (Communication Sciences & Disorders)	Masoud Aliramezani (Mechanical Engineering)	Alesha Reed (Rehabilitation Medicine)
Nicole Noel (Councillor-at-Large)	Roshan Shariff (Computing Science)	Allison Lewis (Medical Genetics)	Maryse Ndilu Kiese (Religious Studies)
Phil Oel (Councillor-at-Large)	Dorian Lang (Drama)	Melissa Silva (Medicine)	Ryan Stanfield (Renewable Resources)
Ned Onwugbufo (Councillor-at-Large)	Benjamin Gruber (Earth & Atmo Sciences)	Jay Friesen (MLCS)	Stephanie Le (Resource Economics & Environmental Sociology)
Robert Reklow (Councillor-at-Large)	Melody Li (East Asian Studies)	David Parent (Native Studies)	Christopher Charles (Secondary Education)
Dasha Smirnow (Councillor-at-Large)	Benjamin Denga (Ed Policy Studies)	Mischa Bandet (Neuroscience)	Paige Gorsak (Women's and Gender Studies)

Guests: Colten Yamagishi (Program Manager, Studentcare); Kim Nguyen-Phuoc (Medical Genetics); Gregory Blomquist (English & Film Studies)

Speaker Sulya Fenichel in the Chair.

The meeting was called to order at 6:00 pm. Speaker acknowledged that the University of Alberta is situated on Treaty Six Traditional Territory and Métis homelands.

Roll Call**1. Roll Call of Council Members in Attendance**

Approval of Agenda**2. Approval of the 20 March 2017 Consolidated Agenda**

Members had before them the 20 March 2017 Consolidated Agenda, which had been previously distributed on 17 March 2017. M Khademi **MOVED**; N Prather **SECONDED**.

Motion **PASSED** unanimously.

Approval of Minutes**3. Minutes from the 27 February 2017 GSA Council meeting**

Members had before them the 27 February 2017 GSA Council Minutes, which had been previously distributed on 17 March 2017. N Prather **MOVED**; M Khademi **SECONDED**.

Motion **PASSED**; 1 Abstained.

Changes in Council Membership**4. Changes in GSA Council Membership****i. Introduction of New Councillors: none****ii. Farewell to Departing Councillors**

This was the last meeting for a number of Councillors: A Najjar

Councillor Announcements**5. Councillor Announcements**

M Campbell and P Oel, Councillors-at-Large noted that there would be a Research on Tap event on May 12 and invited graduate students to attend. They also noted that they were looking for two new organizers to lead this event and that the role of the organizers was to find volunteer speakers, to pick different and engaging topics, and to liaise with the Faculty Club. Interested graduate students can direct their questions to Michelle (mmc7@ualberta.ca) and Phil (aoel@ualberta.ca).

S Ficko noted that an initial meet and greet was organized for Indigenous graduate students interested in forming a new student group and that individuals from all faculties were invited to join. She indicated that a first meeting was scheduled for Tuesday, March 28, 2017 at 5 PM in the South Academic Building (SAB) 2-15.

F Khodayari noted that the University was organizing a campus-wide forum on the development of signature research and teaching areas from 12:00 PM to 1:00 PM on Thursday, March 23, 2017.

A Najjar noted that he was finishing his term as a GSA Councillor-at-Large soon and he reflected on including the Truth and Reconciliation Commission into graduate learning, the generous and compassionate people he has met, the importance and merit of graduate students, and the help he received from Brent Epperson, Graduate Student Ombudsperson and S Ficko.

Action Items**6. GSA Health and Dental Plan Fees for 2017-2018**

MOTION BEFORE COUNCIL: That the GSA Council **APPROVE**, on the recommendation of GSA Board, that the GSA Health and Dental Plan Fee be set at \$500.36/annum, effective September 1, 2017, with collection from graduate students to begin September 1, 2017.

S Ficko introduced C Yamagishi, program manager at Studentcare. She noted that the projected increase for the GSA Health and Dental Plan (Plan) fee for 2017-2018 was much more modest than last year and specified that the increase amounted to \$7.41 for a total of \$500.36. Speaker clarified for GSA Council that the issue on the floor was to approve the cost of the plan and she added that C Yamagishi was not here to answer personal questions, concerns or issues on the Plan.

A Lewis asked how partner service providers were chosen, and more specifically, how does Studentcare decide who is in the network and who is not. C Yamagishi explained that Studentcare reached out to medical practitioners to offer the promotion of their practice in return of the practices offering discounts to plan members. He noted that practitioners who are part of the Dental Network now offered a 30% discount, it was a 20% discount in the past. He added that, in many instances, practitioners reached out to Studentcare to become part of the network. He explained that there was a vetting process, especially for dentists who were required to use the Canadian Life and Health Insurance Association (CHLIA) fee guide for pricing. C Yamagishi also encouraged GSA Councillors to bring forward any concerns they have about network providers to Studentcare so they could fix them. A Lewis stated that having received services from both a network and non-network practitioner, the savings

were not noticeable and she noted that there should be more transparency around fees. C Yamagishi agreed and explained that because there was no set fee guide in Alberta, prices varied greatly from one practitioner to the other.

S Ficko offered a point of information that NASA, with the assent of the GSA, sent a letter to the government requesting the establishment of a fee guide for dental professionals in Alberta and she added that Alberta was the only province without a fee guide.

M Juhas asked if there was any sort of alternative actions if the motion did not pass. C Thomas explained that the fee must go to the Board of Governors in early April so GSA Council would have to vote on an alternative options, probably before the next scheduled GSA Council. C Yamagishi stated that the proposed increase was presented to the GSA Board to ensure it was a balanced approach.

D Smirnow asked if students covered by the spousal plan could access the discounts offered by the network. C Yamagishi responded by the affirmative that was also possible to stack plan benefits if students have compounded coverage.

MOTION: That the GSA Council **APPROVE**, on the recommendation of GSA Board, that the GSA Health and Dental Plan Fee be set at \$500.36/annum, effective September 1, 2017, with collection from graduate students to begin September 1, 2017. S Ficko **MOVED**. A Radil **SECONDED**.

Motion **PASSED** unanimously.

7. Proposed Changes to GSA Policy on Academically-Related Graduate Student Group Awards

MOTION BEFORE COUNCIL: That GSA Council **APPROVE**, on the unanimous recommendation of the GSA Board, changes to GSA Policy, GSA Grant Application Policy and Information, as shown in the attached double column document and effective April 1, 2017.

S Ficko presented the item and noted that the 2017-2018 budget, which was approved by GSA Council at their February meeting, included an increase to the fund for Academically-Related Graduate Student Groups. She explained that last year two different groups came forward to suggest changes to this policy to include funding for new groups and for current groups to be able to access funds at any point in a funding period, and not just 6 weeks in advance of their event, so long as they apply before their event had taken place. She noted that A Talaei and the office staff went through these recommendations and developed the proposed changes to GSA policy, as outlined in the double column document. She specified that the main proposed changes included offering a start-up fund of \$250 for new Academically-Related Graduate Student Groups, and allowing groups to apply for funding for an event at any point the funding period in which their event was held, so long as they applied in advance of their event.

D Smirnow requested clarification as to why an application received after an academic event would not be eligible, and whether the application just had to be submitted or whether it had to also be approved before the event. S Ficko replied that groups only needed to submit an application before their event. C Thomas noted the reason for requiring applications to be submitted in advance of the academic event was to ensure that there was enough money in the funding period and it was standard practice for grants to require that applications were submitted in advance of the event that is to be funded.

MOTION: That GSA Council **APPROVE**, on the unanimous recommendation of the GSA Board, changes to GSA Policy, GSA Grant Application Policy and Information, as shown in the attached double column document and effective April 1, 2017. S Ficko **MOVED**. F Khodayari **SECONDED**.

Motion **PASSED** unanimously

8. 2017 GSA General Election Results: To Receive for Information For Purposes of Transferring Banking Signing Authority

MOTION BEFORE COUNCIL: That GSA Council **RECEIVE FOR INFORMATION** the results of the 2017 GSA General wherein the following graduate students were duly elected as President, Vice-President Academic, Vice-President External, Vice-President Labour, and Vice-President Student Services:

President	Babak Soltannia
Vice-President Academic	Firouz Khodayari

Vice-President External	Masoud Khademi
Vice-President Labour	Sasha van der Klein
Vice-President Student Services	Chenyang Feng

S Ficko presented the item and noted that the reason for bringing the 2017 GSA General Election results to GSA Council was to officially record their names in the GSA Council minutes as it is a requirement of the GSA's bank to transfer signing authority on May 1.

MOTION: That GSA Council RECEIVE FOR INFORMATION the results of the 2017 GSA General wherein the following graduate students were duly elected as President, Vice-President Academic, Vice-President External, Vice-President Labour, and Vice-President Student Services. S Ficko **MOVED**. T Nabe **SECONDED**.

Motion PASSED unanimously

9. Motion Proposed by the Graduate Students of English Collective Concerning Discussion of Unionization

Shaina Humble (English & Film Studies Councillor) presented on behalf of the Graduate Students of English Collective (GSEC).

MOTION BEFORE COUNCIL: The Graduate Students of English Collective motions that the GSA Council **DISCUSS AND CONSIDER DIRECTING** the GSA Board to engage in further education and consultation of graduate students regarding their rights to unionize and freedom of association.

S Humble expressed that GSEC hoped that the discussion today would be collaborative between GSEC and GSA Council and that their main concern was the limited consultation conducted in this matter. She added that GSEC would like to find ways to increase involvement and to prepare for the incoming Government's changes to the legislation.

S Ficko explained that GSA consultation was done on campus and also by the Alberta Graduate Provincial Advocacy Council (ab-GPAC). She noted that the GSA agreed that this item would need to come back to Council once we get more information back from the government. She specified that, at this time, it was unknown what the future framework would be and that it would be preferable to know where the government would land on this issue before spending our time and energy on this. S Ficko suggested that GSA Council wait to hear back from government before discussing this issue any further.

N Prather asked if the GSA had any information about the unions of TAs and RAs in other provinces and added that the University of Toronto TAs were on strike specifying that they might have useful information to share about this. N Prather agreed that this was not the best time to discuss this.

T Nabe stated that he had considered the motion and the resources forwarded by GSEC and asked how many members were in that group. K Kvas responded with 91 members. T Nabe asked how many people voted to bring this forward to the GSA. S Humble responded that their quorum was 10 and that was how many voted to bring it forward. She also noted that that the motion was drafted in consultation with the GSEC Labour and Equity Committee. T Nabe further stated that the statement in the package, the letter sent out to various stakeholders at the University and in the provincial government, said that the GSA Board acted undemocratically and he asked if, before making that statement, they consulted with Wade King or anyone on campus that could determine if that was an accurate statement. K Kvas responded that Wade King is a human rights advocate. T Nabe agreed and asked why we were discussing this now instead of waiting for the government's response. Speaker reminded GSA Council to keep to the motion at hand. S Humble responded that GSEC's main concern was for more information and education. They would like to know how a referendum would happen and when. K Kvas added that there had been two years of attempted consultations and several months spent discussing this issue with members at large and trying to get something on the table here. He noted that these things take a long time; this might seem sudden but they have been discussing it since last October.

A Harrigan asked for clarification in regards to the motion as to whether GSEC was interested in learning about more right to strike or in fighting for the right to not have right to strike. Speaker asked GSEC to clarify what the motion was directing GSA Board to do. K Kvas responded that the motion was directing the GSA Board to have more consultation and to provide more information to discuss the issue more, neither for nor against the right to strike.

F Jean stated that when the GSA last tried to consult, there was not a lot of response and asked how GSEC planned to get more people to respond. S Humble responded that GSEC's main goal would be fore more collaboration and education; their department wished for more avenues of response and more time and exposure. F Jean asked for specific examples. K Kvas

responded that the reason for the lack of engagement was a lack of time; they did not have time to consult adequately with their members. S Ficko stated that when all students were emailed, they received 62 responses and that the GSA held a town hall and only one person attended. She also indicated that a month later, the GSA had much higher response rates regarding consultation on tuition fees. She added that a mandate to educate people was difficult when no one attended. K Kvas responded that if people here in GSA Council thought this was important, they could take it to their own faculties and get better responses. S Ficko stated that GSA Council was asked to consult with their constituents but still did not receive a lot of input.

N Prather added that virtually every graduate student was involved in a class or coursework, that might be the only time to get them all together and asked about the logistics of providing information at a class at the beginning of the year. S Ficko agreed this was a good point but this would only reach first year since many graduate students did not have classes after that point. Additionally, the GSA staff was already stretched while undertaking departmental orientations (which would be a sort of model for this) and the GSA might be forced to hire another staff member to make that happen. N Prather stated that at least we could get higher numbers. M DuVal added that in their department (Bio Sci) there were many different disciplines and that reaching everyone in one class would be impossible.

Speaker read out written notes from C More (Councillor-at-Large), who was not able to attend but who had submitted his thoughts prior to GSA Council:

I don't have much to add to the discussion without knowing what the discussion will actually be, but I thought I would mention two points that I think are quite important to keep in mind:

(1) "Unionization" is not the same as "right to strike". Sarah mentions this in her letter to Council, but I believe it is worth reiterating, as it is a seemingly subtle, yet extremely important, point. My sense is that the right to strike is being seen as a much more general instrument than it would be. My understanding of the current provincial discussion is that, in the "ideal" case, the government would merely replace the clause in the *Post-Secondary Learning Act (PSLA)* which currently says that, in the event of a contract dispute, the two parties (GSA and University) are subject to binding arbitration, with one saying something to the effect that the students are entitled to strike *under the same circumstances*. That is, students would *only* be able to strike **in the event of a contract dispute, and only in the context of a contract dispute**. Not as a negotiation tactic, not because there is some other aspect of how graduate students are being treated which needs to be addressed, but because there is an otherwise unresolvable contract dispute.

To this context, I would add my own sense that the conversations the government is willing to have on right-to-strike, for better or for worse, have moved on. If there is a will, a conversation could be had on the GSA's internal consultation processes, but until the new legislation is presented, additional advocacy to the government would be strictly for show.

(2) "Unionization" is an entirely different beast than right-to-strike. Under current provincial legislation, it is unclear what flavour of unionization would even be legal, much less how effective it would be. The details are complex. And any attempt to answer those questions rests on the state of the legislation, which, as we know, is currently being reviewed and likely changed in some unknown way. Which brings me to the core of my second point:

We have no way to predict in which ways provincial legislation is likely to change under the current review process. While I am certainly sympathetic with "simply" looking into the ways a GSA *could* unionize, the fact is that even if we wanted to any implementation would be incredibly complex. This is not necessarily a reason *not* to unionize, but I would point out that all of the little details, which would determine the form and, more importantly, the effectiveness, of a union depend on the underlying legislative framework. Right now, we cannot predict the form of that framework.

Therefore, my recommendation for the motion (as presented in Council materials) is to reject it. Not because it is without merit, but because now is the wrong time. Unionization is certainly something to be investigated, if the will is there. However, given its inherent complexity, it is best investigated in the framework of a known legislative environment. Once that framework is known, an efficient and intelligent conversation could be had, but not before -- given the number of unknowns it would, frankly, be a waste of GSA resources.

A Lewis stated that she sees both sides of the argument and that when the GSA originally sent out the emails she spoke to people and handed out leaflets but did not see good engagement either. She added that, in contrast, they recently had a meeting where they brought up right to strike and when the possibility of not having that right was addressed, people became

more interested. A Lewis would like more information to take back to her departments. She asked the kind of Graduate Assistantship the 91 students comprising GSEC's membership held. S Humble responded that they represented a variety; most work as RAs, some PhDs worked as Principal Instructors, some worked as Contract Academic Staff Teachers. A Lewis asked if they were thesis or course-based. S Humble responded that it varied. A Lewis added that they recently did a survey on increasing engagement: they send multiple emails, provided pizza, and talked to many people and had about 50% response rate.

A Radil asked GSEC to clarify what they meant by 'freedom of association'. K Kvas explained that there was a constitutionally protected right to form and join the association of your choice, especially in regards to unions and added that this right was specifically curtailed in this province, which was unique in Canada. A Harrigan responded that the GSA was a union; the way the Alberta Labour Relations Board classified union was a group of people who get together and vote on stuff like this. K Kvas disagreed, as we are not protected by the Labour Relations Board or *Employment Standards Code*. T Nabe asked who were these opinions from. K Kvas responded that this was a fact about the law in Alberta, the GSA was under the Post-Secondary Learning Act and that graduate students were excluded from the *Employment Standards Code* and the *Labour Relations Code*. N Prather added that he had spent a lot of time being active in unions and noted that K Kvas was correct, unless someone is directly covered by the *Labour Relations Code* this legislation was not applicable and he added that the issue was very complex and we needed more information.

J Worthy noted that the GSA had a comparison with the responses to the tuition issue and those to the right to strike issue and noted that part of the issue was that most students did not understand the stakes. He added that everyone he had spoken to about this had many questions that he was not able to answer, because of the complexities already mentioned. He stated that graduate students did need more information and that it would be good to start doing this now to be ready when this issue arose so decisions could be made more productively. P Gorsak stated that in speaking to the eight students in their new department, they were in the same boat – they did not know what this meant and how it affected them.

M Juhas asked Speaker to clarify if this was a motion to discuss this right now rather than when we heard from the government. Speaker clarified that there was agreement in that more information was needed and that the issue on hand was the timing. J Worthy added that given the complexity of the issue, we should begin now and added that if we started only when we had the decision from the government we would be starting from behind. S Ficko responded that the government was currently changing the legislation and she added that when they came back it would likely be one of three options: it would either maintain the status quo, added an amendment with right to strike, or possibly scrapped the *PSLA* to move under the *Labour Relations Code*. She noted that, until we understood the framework, it was difficult to move ahead. She indicated that the GSA understood that people wanted information but that, until we understood the direction to go in, it was hard to expend GSA resources (funds and staff time) without a framework. K Kvas asked what expenses were anticipated and why the GSA didn't just have a union representative come in. S Ficko explained that a union representative only represented one side of the issue and that consultations would need to be unbiased. She also noted that probably only a labour lawyer could present both sides of the argument and hiring a labour lawyer could represent a significant cost. A Lewis noted that depending on what the government came back with, this might be a non-issue if they kept the status quo. A Fahandej-Sadi asked when the GSA would hear back from the government and if the changes would take effect immediately. S Ficko responded that the government was drafting legislation and it had to then go to Cabinet and it then depended how easily it got through Cabinet. She added that the worst-case scenario is if there were changes and it came into effect immediately and we had to do something in time for the next round of bargaining. She specified that the submission requested a two-four year grace period if the changes to the legislation introduced the right to strike legislation. A Fahandej-Sadi clarified that it was in the order of years. S Ficko agreed that yes, it could be anywhere between months and years. N Prather asked who were the GSA bargaining with and that if the GSA was bargaining with the University, what would happen to students getting funding from outside sources and who the bargaining agents would be. He added that the Alberta Teachers' Federation had a Bargaining 101. S Ficko explained that right now the GSA bargained with the University for TAs, RAs, PIs, GRAFs, and graduate students academically-employed for short term employment and that the GSA did not know what this would look under unionization. D Bemister stated that one could ask for the GSA to provide information but it was not hard to google these things on your own time and not put all the onus on the GSA. He asked if the GSA should spend hours talking about unionization when the role of GSA Council is to represent all students on all issues and he added that the right to strike came up last month and now we were talking about unionization, which were very different.

J Traynor expressed that we have an undetermined timeline with possible legal implications in terms of what the GSA could and could not do and she added that, while early consultation is great, speaking to constituents without all the facts was hard. She asked if it was the sole GSA's responsibility at this time when we did not have all the information. She noted that if this was as complicated an issue as it appeared to be, we would need external consultation, which costs money. K Kvas agreed with J Traynor and he added that we should be talking about this externally but the GSA was the sole representative body. He asked if

the GSA wanted to be involved and represent those people. J Traynor was not sure this answered her question, of course the GSA was here to represent graduate students, which may include right to strike and unionization but it also included many other pressing issues. She added that there would be consultation planned as soon as the government takes action. She asked what the justification was of using GSA resources now rather than when it would have a greater need at another point. S Humble responded that as a Councillor she went back to her department and consulted and that their main concern was to find ways to minimize voter apathy and found that knowledgeable people get more involved.

M Juhas pointed out that this discussion had strayed outside of scope and that the motion was very vague. He added that regardless of whether the motion passed or failed, there was no commitment; it could happen in two months or two years. J Worthy asked if the GSA had plans to discuss this when it came up. Speaker pointed out that this was in the GSA Council Material. D Parent stated that the question being asked could be reduced to "Why Now" and noted that there was something interesting happening here where we waited for the government to decide. He added that it might be helpful to come up with a strategy before that. He added that some comments had been made about talking about this elsewhere were classic union bashing and that GSA Council was not the time to talk about these things, which was antithetical to democracy. J Traynor responded that it was always time to educate yourself to make informed decisions but her concern regards the justification for resource allocations and that the biggest concern was a lack of information and the amount of resources allocated to hypothetical situations when there was the prospect of concrete information. K Kvas stated that this was a question of advocacy; if people were interested in this and wanted the GSA to advocate for them to do that, the GSA should rather than waiting for the government. He added that GSA Councillors needed to talk to everyone in their departments, inform them, and see what they want to do so that we know our position going forward. M DuVal stated that she would be shocked to find out that anyone in this room disagreed with the spirit of the motion the question was timing. N Prather agreed that J Traynor brought up a serious question of what the GSA, as an organization, does and he added that he thought this would help us decide. He added that GSA Councillors should be directed to gather questions and submit them to the executive to compile. Speaker added that this was, in fact, already the central, named responsibility of all GSA councillors. S Ficko asked Councillors to go forth and ask questions.

J Leifso thanked the GSA Board and GSEC for answering so many tough questions and asked what was the nature of the abGPAC submission to the Government. S Ficko responded that binding arbitration was more protective of graduate students as a whole.

D Smirnow referenced C More's email and stated that she was confused about the difference between unionization and right to strike and noted that there seemed to be a lot of moving pieces and it was not clear if they were all actually connected. She noted that GSEC felt that there was not sufficient consultation and she asked what GSEC was trying to accomplish. Speaker clarified that they felt it was better to prepare now. D Smirnow clarified her question, stating that there were different underlying questions here and unionization was just a tool and she enquired as to what was GSEC's motivation. K Kvas responded that personally, the sheer number of times he had tried to enforce a simple clause in his agreement and there are no teeth behind it and that regardless of where he took it, there was nothing supporting him in a dispute. S van der Klein stated that in our Collective Agreement the first step was always an informal process and that this step could take as long as needed to but never takes as much time as filing an official grievance. D Smirnow suggested that maybe GSA resources would be better spent on specific cases rather than a general issue.

A Capello wondered if the urgency in this motion was because GSEC felt like there was not sufficient consultation before the abGPAC submission was sent to government. We cannot change what has already happened and the government was no longer accepting feedback. She added that the GSA needed to wait to hear back from the government so the GSA had a baseline from which to work and that then we can decide as a group how we want the GSA to represent us. She indicated that, as someone who sat on GSA Board and saw some of the behind the scenes, the GSA tried really hard to get feedback from students. J Worthy pointed out that while we didn't know what would happen, there were only three possibilities so we could begin that conversation and talk to students about that. S Ficko agreed, that yes we can talk to students but it took a fair amount of resources to do proper consultation on each of the possibilities and she noted that, as M DuVal said earlier, GSA resources were limited so it would be better to know.

B Richardson pointed out that GSEC felt like the stance taken (in favour of binding arbitration) did not represent them and asked if an official response of "we are not sure" would have been possible. S Ficko explained that the GSA took the feedback available and included it in our opinion piece that we were in favour of binding arbitration. B Richardson asked if they gave them the most informed position they could have. S Ficko responded that yes, the GSA reported our feedback and made a recommendation.

T Nabe responded to D Parent's earlier comments regarding whether or not Council feels that the GSA Board was doing an adequate job of advocating on behalf of graduate students. He and the Business students he had spoken with felt that they were doing so. He asked if there was a risk dedicating resources to this without knowing the direction of the government. K Kvas responded that Canadians had the constitutional right to unionize whether the province said they can or not. An Association of Academic Staff University of Alberta (AASUA) lawyer said that the legislation had to change eventually, based on the Supreme Court ruling in Saskatchewan. He added that the idea that people in Canada do not have the right to unionize was faulty. S Ficko clarified that the Supreme Court ruling referred to essential services, a very different area, and might not apply and she noted that the GSA consulted a labour lawyer prior to taking a position. K Kvas responded that there was still an argument to be made. D Parent pointed out that we are disciplined by the rhetoric around 'resources' and asked if GSA Council could strike an *ad hoc* committee. Speaker deferred to Executive Director for procedural question and C Thomas clarified that the GSA Labour Relations Committee already existed and this was what it was for. D Parent asked if the motion would more adequately be addressed by the GSA LRC rather than GSA Board. M DuVal reminded Council of the last time Council tried to form an *ad hoc* committee and how no one volunteered. That was about the Health & Dental plan, a topic in which people were very invested. C Thomas pointed out that the GSA LRC would be replenished at some point in the next couple of months to work with the GSA Negotiating Committee on the opening position and this could be added to the LRC agenda. She added that the GSA LRC was chaired by the VP Labour and that membership was elected by Council. S Ficko pointed out that all of the GSA Standing Committees also used GSA resources because of the staff preparation time and attendance required, even *ad hoc* committees and standing committees use resources.

M Juhas pointed out that the spirit of the motion was different than the wording and asked if we could insert "immediately" or "in the next three months" into it. Speaker took a moment to consult/clarify with GSEC that the spirit was, in fact, "immediate" and would GSEC like to add a Friendly Amendment? K Kvas agreed to the Friendly Amendment.

S Humble read the motion again but with the addition of the Friendly Amendment to "immediately" engage.

MOTION WITH FRIENDLY AMENDMENT: The Graduate Students of English Collective motions that the GSA Council DISCUSS AND CONSIDER DIRECTING the GSA Board to IMMEDIATELY engage in further education and consultation of graduate students regarding their rights to unionize and freedom of association. S Humble **MOVED**. J Beyer **SECONDED**.

12 in Favour; 38 Opposed; 4 Abstained (M Khademi); motion FAILED.

Elections

10. GSA Council Elections

None at this time.

For Discussion

11. List of Questions to Ask Before Applying to Graduate Studies

Sarah Ficko (GSA President) will present the item.

S Ficko presented the item and noted that a year and a half ago a friend asked her what kinds of questions to ask as a prospective student before coming to graduate school. This list of questions is what she provided to her and thought it could be a useful tool for anyone thinking about applying for graduate school. In conversations with FGSR, they indicated there is currently no resource like this offered and they expressed interest in having a list of suggested questions to ask before applying. These questions were brought forward to GSAB to review and discuss and will also be brought to FGSR Council in April, in order to get both student and supervisor perspectives. The list of questions is separated into four different sections: self-assessment questions, general questions, questions to ask a potential advisor/supervisor, and questions to ask other graduate students who work with your desired supervisor. S Ficko invited Councillors to let her know if they thought any questions were missing or if any questions needed to be reworded. She emphasized these questions will act as a guideline and they are not meant to be part of the application process for grad school. It was noted in GSAB conversations that there will be cultural differences in how potential students and supervisors will approach and phrase these questions. S Ficko invited Councillors to sent any feedback to her before April 1.

A Lewis noted she thought the list of questions was a good idea and that based on her experience completing an engagement survey with students in her department, she thought that a lot of student grievances could be avoided if student has an idea of what to expect in graduate school, and how to select a supervisor and a project. She sent these questions to her graduate coordinator for additional feedback and indicated she will send S Ficko additional materials and resources that her supervisor provided her.

T Nabe agreed the questions were a great resource and noted that a thread throughout the GSA is that it is very focused on the research side of graduate studies. He noted the questions were not as relevant for non-research based work and indicated he would be happy to send S Ficko ideas as to how to incorporate these other types of questions. He stated he would also forward these questions to his faculty for feedback.

M Campbell noted these questions seem most useful when deciding if someone wants to go to graduate school, and asked where this resource will be located in order to reach the people who need it before applying to graduate school. S Ficko replied she talked to FGSR about putting the questions on the FGSR website in a series of drop-down tabs for prospective students to access. M Campbell referenced a useful book related to these questions titled "57 ways to screw up grad school."

P Verma noted he thought the questions were a great initiative and offered another suggestion that his undergraduate university had an online portal which enabled current students to interact with newcomers and share their experiences and answer questions through an online chat board.

A Radil suggested adding some bigger picture questions, such as focusing not just on the work style of the supervisor but adding a question to also find out their supervision philosophy, such as their priorities in terms of students and grant work. She also suggested adding questions about what the competencies are that they think graduate students should be developing over the course of their program and how they support students in reaching those competencies.

L Sutherland suggested stating up front in this document where students can go for help if they run into supervisor or labour issues and S Ficko responded that S van der Klein has been working on a second document for current graduate students focused on graduate student rights, which would include those resources that L Sutherland noted.

S van der Klein indicated she has been collaborating with the Office of Safe Disclosure and Human Rights and the Graduate Ombudsperson in developing the graduate student rights document and that it would combine their resources as well.

Reports

12. President

i. President's Report:

Members had before them a written report, which had been previously distributed on 17 March 2017. The report stood as submitted. In addition S Ficko stated that she attended the launch of the new Massive Open Online Course (MOOC), Indigenous Canada. She noted that the project took two years to complete and the MOOC is composed of 12 modules and that the event featured Cree dancers and Inuit throat singers. She encouraged Councillors to take this MOOC to learn more about the history of Canada.

ii. GSA Board

Members had before them a written report, which had been previously distributed on 17 March 2017. The report stood as submitted.

iii. Budget and Finance Committee

No meetings this reporting period.

iv. GSA Governance Committee

No meetings this reporting period.

13. GSA Nominating Committee

Members had before them a written report, which had been previously distributed on 17 March 2017. The report stood as submitted. In addition M DuVal stated that the GSA Nominating Committee had filled vacancies on external bodies and thanked the students who volunteered to serve on these committees.

14. Vice-President Academic

i. Vice-President Academic's Report:

Members had before them a written report, which had been previously distributed on 17 March 2017. The report stood as submitted. In addition F Khodayari stated he was happy to answer any questions.

15. Vice-President External

i. Vice-President External's Report

Members had before them a written report, which had been previously distributed on 17 March 2017. The report stood as submitted. In addition M Khademi stated that the GSA and the SU are working together on a Letter of Understanding to outline the principles by which the SU will collect Residence Association Fees for graduate students living in residences. He added that graduate students would be able to opt-out of these fees. He explained that, last year, the University stopped collecting these fees and the SU has been collecting the fees since for undergrad students and that the SU has offered to collect these fees for graduate students as well.

ii. GSA Awards Selection Committee's Report

No meetings this reporting period.

16. Vice-President Labour

i. Vice-President Labour's Report

Members had before them a written report, which had been previously distributed on 17 March 2017. The report stood as submitted.

ii. GSA Negotiating Committee

No meetings this reporting period.

iii. GSA Labour Relations Committee

No meetings this reporting period.

17. Vice-President Student Services

i. Vice-President Student Services' Report

Members had before them a written report, which had been previously distributed on 17 March 2017. The report stood as submitted.

ii. GSA Student Affairs Advisory Committee

No meetings this reporting period.

18. Senator

i. Senator's Report – when was this circulated

Members had before them a written report, which had been previously distributed on 17 March 2017. The report stood as submitted. In addition J Traynor stated she volunteered to sit on a task force for the Senate Community Connection and Engagement Committee and that the task force would continue working on the Dialogue on Racism initiated by this committee and would examine what Senate's role is in racism initiatives on campus. She encouraged Councillors to contact her with any ideas they would like brought forward. She also noted that she was approaching the end of her one year term as Senator and she encouraged anyone interested in getting involved to put a nomination forward for the Senator position when nominations open. She indicated that she included in her report pictures from a journaling activity that occurred during Senate Plenary in March, which is modelled on U-School journaling practices.

19. Speaker

i. Speaker's Report

No written report at this time.

20. Chief Returning Officer

i. Chief Returning Officer's Report

Members had before them a written report, which had been previously distributed on 17 March 2017. The report stood as submitted. In addition C Martinez stated there were no complaints or issues during the GSA General Election or the U-Pass Referendum. She indicated that there was a higher voter turnout this year, at 9.7% for the General Election and 17.9% for the U-Pass Referendum and that, moving forward, the GSA ERC met on March 14 to debrief and they will start preparing for the next election as well.

T Nabe asked when the four vacant CAL positions would be filled and C Martinez indicated there would be a by-election in GSA Council. S Fenichel clarified the by-election for these positions would take place in Council in April. S Ficko stated the by-elections would continue until all of the CAL seats are filled and encouraged any interested students to run for these positions.

21. GSA Elections and Referenda Committee

i. **GSA Elections and Referenda Committee Report**

Members had before them a written report, which had been previously distributed on 17 March 2017. The report stood as submitted.

22. GSA Management

i. **Executive Director's Report**

Members had before them a written report, which had been previously distributed on 17 March 2017. The report stood as submitted. In addition C Thomas stated the office is preparing for the financial year end on April 1, and working to reconcile all finances. She noted that auditors would be on site in May and early June, and the audit would come to GSA Council in July.

Question Period

23. Written Questions

None at this time.

24. Oral Questions

Adjournment

The meeting was adjourned at 8:04 pm.



Dear GSA Council Colleagues,

April 13, 2017

The attached double column proposals before you for consideration relate to proposed changes to three sections of GSA Bylaw and Policy: GSA Council, GSA Officers, and GSA Standing Committees, changes first mentioned in my March 20, 2017 report to GSA Council. The GSA Governance Committee (GSA GC) met on March 30, 2017 to discuss these proposed substantive changes, as well as some editorial changes to the Bylaws and Policies noted above and Policy on GSA Caucuses. These editorial changes are discussed in the GSA GC's report to GSA Council. The GSA Board also reviewed the proposed changes before you now at their April 5, 2017 meeting.

Over the past year, as member have heard from me before, the GSA GC has completed lots of review of the GSA's governing documents, preparing an integrated version of GSA Bylaw and Policy, as well as reviewing the governing documents for any needed editorial amendments. The proposed substantive changes before you now can be summarized as follows:

- Insertion of a mandate statement and associated duties for CALs. Discussions concerning CALs and their mandate/roles have been ongoing since 2015 and the mandate now proposed in the double columns builds upon earlier discussions of the GSA GC and GSA Council and serves to reflect in GSA Bylaw and Policy the roles that CALs already play in practice. The GSA GC is also proposing that CALs be added to the jurisdiction of the GSA Appeals and Complaints Board, as is the case already with all other GSA representatives elected either by all graduate students or by GSA Council.
- Proposed changes to GSA Bylaw and Policy on Officers and Standing Committee include:
 - Adding general statements to selected DEO portfolios concerning their broad areas of responsibility reflective of those that they currently focus on.
 - Ensuring that all GSA Standing Committees have an identified Chair and Vice-Chair.
 - Moving serving on the GFC Campus Law Review Committee to the President's portfolio (the President can also delegate this) – this is currently listed in the Vice-President Academic portfolio but typically either the President or the Vice-President Labour serves on it.
 - Moving oversight of GSA events from the Vice-President External's portfolio to the President's portfolio. Events are in the Vice-President External's portfolio as a hold-over from when that position was known as the Vice-President Student Life. The proposed change also specifies that the President oversees GSA events in consultation with other DEOs.
 - Dissolving the GSA Student Affairs Advisory Committee (GSA SAAC), as this committee has not met in over 5 years. The mandate of GSA SAAC was to act as a sounding board for a wide range of matters relating to student services and student life, a function largely fulfilled by GSA Council. If this removal is approved, the GSA SAAC will also be removed from the portfolios of the Vice-President Student Services and Vice-President External, who are listed as members.
 - Clarifying/amending the number of graduate student members on the GSA ASC, GSA LRC, and GSA ERC

I look forward to presenting these changes to you at the April meeting of GSA Council and welcome any questions you may have.

Sincerely,

Sarah Ficko
GSA President and Chair of the GSA Governance Committee and the GSA Board

Outline of Issue (GSA Council)

Proposed Changes to GSA Bylaw and Policy on GSA Council, GSA Officers, and GSA Standing Committees

Suggested Motion for GSA Council:

That GSA Council, on the recommendation of the GSA Governance Committee, **APPROVE** the proposed changes to GSA Bylaw and Policy on GSA Council, GSA Officers, and GSA Standing Committees, as shown in the attached double column documents and effective upon the second reading by GSA Council in the case of GSA Bylaw and the approval of GSA Council in the case of GSA Policy.

NOTE 1: The proposed changes apply to Section C: GSA Council, Section D: GSA Officers, Section F: GSA Standing Committees, Section H: Performance, Conduct, Responsibilities, and Attendance, and the GSA Appeals and Complain Board, Section I: Elections, Section K: Finances, and Section O: GSA Recognition Awards.

NOTE 2: This is the first reading of proposed changes to GSA Bylaw, proposed changes to GSA Policy are presented for information.

Background:

Members of the GSA Governance Committee (GSA GC) discussed these proposals at length at their meeting of March 30, 2017 and then voted to recommend the attached proposed changes to GSA Council unanimously via email vote on April 3, 2017. The GSA GC also approved several editorial changes to the above-noted sections of GSA Bylaw and Policy, which are outlined in the GSA GC report to GSA Council.

At their April 5, 2017 meeting, members of the GSA Board reviewed the proposed changes prior to their onward transmission to GSA Council.

Please see the attached cover letter for additional information.

Jurisdiction:

Section F: GSA Standing Committees, GSA Policy, GSA Standing Committees, Section F.POL.3.2.a
"The GSAB is the senior administrative authority of the GSA as delegated to it by GSA Council."

Section F: Standing Committees, GSA Policy, Standing Committees, Section F.POL.4.2.a

The GC will *"advise GSA Council on GSA Bylaw, matters of GSA Policy not in the purview of any other GSA Standing Committee, or other governing issues and provide a report on recommended changes at the next scheduled GSA Council meeting."*

Section F: GSA Standing Committees, GSA Policy, GSA Standing Committees, Section F.POL.4.2.b

The GSA GC will *"make any editorial changes (such as factual inaccuracies and other editorial issues) to the GSA's governing documents as deemed necessary by the GSA GC."*

GSA Council: Proposed Changes to GSA Bylaw, GSA Council

Current Bylaw (deletions noted by a strikethrough) and Proposed Changes (additions underlined)	Rationale/Background
Section C: GSA Council	
C.BYL.1 Mandate...	<i>No change.</i>
C.BYL.2 GSA Council Composition	<i>No change.</i>
C.BYL.2.1-C.BYL.2.3.a.i...	<i>No change.</i>
C.BYL.2.3.b <u>The duties of CALs will be:</u>	<p><i>An ongoing review of CAL positions and associated mandate began in 2015. The mandate proposed here builds upon earlier discussions of the GSA GC and GSA Council and provides a simple mandate statement to reflect what CALs are already doing in practice. In the proposed changes to Section F: GSA Standing Committee, CALs will also be added to the jurisdiction of the GSA Appeals and Complaints Board, as is the case already with all other GSA representatives elected either by all graduate students or by GSA Council.</i></p> <p><i>These proposed changes also ensure this section parallels C.BYL.2.2.b on Departmental Councillors.</i></p>
C.BYL.2.3.b.i <u>To attend all meetings of GSA Council,</u>	<i>To parallel C.BYL.2.2.b.ii on Departmental Councillors.</i>
C.BYL.2.3.b.ii <u>To ensure that the Speaker and GSA office are kept up to date with their names, departmental addresses, and contact information, and</u>	<i>To parallel C.BYL.2.2.b.iii on Departmental Councillors.</i>
C.BYL.2.3.b.iii <u>To provide additional voices on GSA Council from those offered by Departmental Councillors.</u>	<p><i>Clear mandate statement for CALs to reflect what they already do in practice. As they are elected either by all graduate students or by GSA Council, CALs provide additional voices to those offered by Departmental Councillors.</i></p>

GSA Officers: Proposed Changes to GSA Bylaw and GSA Policy, GSA Officers

Current Bylaw (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
Section D: GSA Officers, GSA Bylaw, GSA Officers	
D.BYL.1 General	<i>No change.</i>
D.BYL.1.1-D.BYL.1.4.a...	<i>No change.</i>
D.BYL.1.4.b Any changes in the stipend above the Consumer Price Index are subject to explicit approval by GSA Council. <u>Any changes to the honorarium are subject to explicit approval by GSA Council.</u>	<i>Proposed addition to note that changes to honoraria beyond CPI require approval by GSA Council.</i> <i>This section is cross-referenced as a note from GSA Management in Section K, Finances, GSA Policy: Budget Principles, Practices, and Procedures, and will need to be changed there as well if this proposal is approved.</i>
D.BYL.2 Directly-Elected Officers	<i>No change.</i>
D.BYL.2.1 D.BYL.2.2.f ...	<i>No change.</i>
D.BYL.3 Council-Elected Officers	<i>No change.</i>
D.BYL.3.1.a – D.BYL.3.1.e ...	<i>No change.</i>
D.BYL.3.1.f <u>Candidates are not allowed to run for multiple positions and, if elected, may not hold other Council-Elected Officer positions.</u>	<i>New section to ensure that candidates for Speaker, Deputy Speaker, CRO, and DRO positions are not nominating themselves for multiple positions or holding multiple positions. Parallels GSA Policy with respect to DEOs.</i>
D.BYL.3.2 – D.BYL.3.3...	<i>No change.</i>

Current Policy (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
Section D: GSA Officers, GSA Policy, GSA Officer Portfolios	
D.POL.4 General Information and Qualifications	<i>No change.</i>
D.POL.4.1-D.POL.4.11 ...	<i>No change.</i>

D.POL.4.12 DEOs will report monthly to GSA Council in writing; these reports will be shared publicly. Reports will include a list of all meetings attended, as well as highlights of work done, initiatives involved with, etc since previous reports. DEOs will also report orally to GSA Council at each meeting attended.	Proposed addition to specify the reporting procedures that DEOs currently do in practice.
D.POL.5 President	<i>No change.</i>
D.POL.5.1 Duties	<i>No change.</i>
D.POL.5.1.a – D.POL.5.1.i ...	<i>No change.</i>
<u>D.POL.5.1.j The President oversees, in consultation with other DEOs and the Executive Director (ED) or delegate, all GSA events.</u>	<i>Proposal to put into GSA Policy what is currently done in practice. The President currently oversees these matters, in consultation with other DEOs and the ED.</i>
D.POL.5.1.j <u>D.POL.5.1.</u> - D.POL.5.1.m <u>D.POL.5.1.n...</u>	<i>No change except to renumber.</i>
D.POL.5.2 Committees	<i>No change.</i>
D.POL.5.2.a The President is a non-voting member of all GSA Standing Committees.	<i>Proposed change to align with proposed changes to GSA Policy, Standing Committees, which would put into GSA Policy what is already done in practice, whereby DEOs can attend any GSA Standing Committee, pending approval from the relevant committee Chair.</i>
D.POL.5.2.b <u>D.POL.5.2.a</u> - D.POL.5.2.e.vii <u>D.POL.5.2.d.vii</u> ...	<i>No change except to renumber.</i>
D.POL.5.2.-e.d.viii <u>The GFC Campus Law Review Committee (GFC CLRC),</u>	<i>Moved from VPA; President typically delegates. Renumbering.</i>
D.POL.5.2.e.viii <u>D.POL.5.2.d.ix</u> - D.POL.5.2.e.ix <u>D.POL.5.2.d.xi</u> ...	<i>No change except to renumber.</i>
D.POL.5.3 Qualifications	<i>No change.</i>
D.POL.5.3.a ...	<i>No change.</i>
D.POL.6 Vice-President Academic	<i>No change.</i>
D.POL.6.1-D.POL.6.1.e...	<i>No change.</i>
D.POL.6.2 Committees	<i>No change.</i>

D.POL.6.2.a The VPA is a member of the GSA Negotiating Committee (GSA NC) <u>(as Vice-Chair)</u> .	<i>Change to parallel proposed changes to GSA Policy, Standing Committees, if approved.</i>
D.POL.6.2.b - D.POL.6.2.c.vix...	<i>No change.</i>
D.POL.6.2.c.x The GFC Campus Law Review Committee (GFC CLRC).	<i>Moved to President's portfolio, see above D.POL.5.2.d.viii. In practice, the President has delegated this to a VP and the VPA has not served.</i>
D.POL.6.2.c.xi – D.POL.6.2.c.xvi <u>D.POL.6.2.c.x – D.POL.6.2.c.xv ...</u>	<i>No change except to renumber.</i>
D.POL.6.3 Qualifications	<i>No change.</i>
D.POL.6.3.a	<i>No change.</i>
D.POL.7 Vice-President External	<i>No change.</i>
D.POL.7.1.-D.POL.7.1.a.iii	<i>No change.</i>
D.POL.7.1.b The VPE is responsible for consulting with the GSA Board and the ED or delegate on matters related to Orientation, Awards Night, and similar activities, with the ED responsible for delivery of these events.	<i>Proposal to move this to the President's portfolio as, in current practice, the President has oversight of GSA events and consults with the DEOs. Events are still located in the VPE portfolio as a holdover from when the VP Student Life position underwent a title change to VP External.</i>
D.POL.7.1.e <u>D.POL.7.1.b - D.POL.7.1.e</u> - <u>D.POL.7.1.d</u>	<i>No change except to renumber.</i>
D.POL.7.2 Committees	<i>No change.</i>
D.POL.7.2.a The VPE chairs the GSA Awards Selection Committee (GSA ASC), and co-chairs the GSA Student Affairs Advisory Committee (GSA SAAC) with the VPSS.	<i>Proposed deletion to removing reference to the VPE membership on GSA SAAC, if the proposed change to remove SAAC is approved by GSA Council.</i>
D.POL.7.2.b The VPE is a member of the GSA LRC <u>(as Vice-Chair)</u> .	<i>Change to parallel proposed changes to GSA Policy, Standing Committees, if approved.</i>
D.POL.7.2.c – D.POL.7.2.c.vi ...	<i>No change.</i>
D.POL.7.3 Qualifications	<i>No change.</i>
D.POL.7.3.a - D.POL.7.3.b	<i>No change.</i>
D.POL.8 Vice-President Labour	<i>No change.</i>

D.POL.8.1.a-D.POL.8.1.g ...	<i>No change.</i>
D.POL.8.2 Committees	<i>No change.</i>
D.POL.8.2.a ...	<i>No change.</i>
D.POL.8.2.b The VPL is a member of the GSA ASC (<u>as Vice-Chair</u>), the GSA GC (as Vice-Chair), the GSA BFC (as Vice-Chair), and the GSA FGSR Council Caucus.	<i>Change to parallel proposed changes to GSA Policy, Standing Committees, if approved.</i>
D.POL.8.2.c – D.POL.8.2.c.i...	<i>No change.</i>
D.POL.8.2.c.ii The Protective Services Advisory Committee, <u>and</u>	<i>Editorial change.</i>
<u>D.POL.8.2.c.iii Committees related to workplace health and safety issues, campus alcohol issues, and mental health and wellness issues.</u>	<i>Proposed addition to clarify that the VPL currently and historically represents the GSA on mental health and wellness issues.</i>
D.POL.8.3 Qualifications	<i>No change.</i>
D.POL.8.3.a – D.POL.8.3.b ...	<i>No change.</i>
D.POL.9 Vice-President Student Services	<i>No change.</i>
D.POL.9.1.a-D.POL.9.1.j ...	<i>No change.</i>
D.POL.9.2 Committees	<i>No change.</i>
D.POL.9.2.a The VPSS co-chairs the GSA SAAC with the VPE.	<i>Change to parallel proposed changes to GSA Policy, Standing Committees, if approved.</i>
D.POL.9.2.b D.POL.9.2.b.ix <u>D.POL.9.2.a – D.POL.9.2.a.ix...</u>	<i>No change except to renumber.</i>
D.POL.9.3 Qualifications	<i>No change.</i>
D.POL.9.3.a ...	<i>No change.</i>

GSA Standing Committees: Proposed Changes to GSA Bylaw and GSA Policy, GSA Standing Committees

Current Bylaw (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
GSA Bylaw, Section F: GSA Standing Committees	
F.BYL.1 General	
F.BYL.1.1 – F.BYL.1.3.c...	<i>No change.</i>
F.BYL.1.3.d Student Affairs Advisory Committee,	<i>Obsolete Committee – has not met in many years.</i>
F.BYL.1.3.e <u>F.BYL.1.3.d</u> GSA Awards Selection Committee,	<i>Renumbering.</i>
F.BYL.1.3.f <u>F.BYL.1.3.e</u> GSA Negotiating Committee,	<i>Renumbering.</i>
F.BYL.1.3.g <u>F.BYL.1.3.f</u> GSA Labour Relations Committee,	<i>Renumbering.</i>
F.BYL.1.3.h <u>F.BYL.1.3.g</u> GSA Elections and Referenda Committee,	<i>Renumbering.</i>
F.BYL.1.3.i <u>F.BYL.1.3.h</u> GSA Nominating Committee, and	<i>Renumbering.</i>
F.BYL.1.3.j <u>F.BYL.1.3.i</u> GSA Appeals and Complaints Board.	<i>Renumbering.</i>
F.BYL.1.4 <i>Ad Hoc</i> Committees	<i>No change.</i>
F.BYL.1.4.a ...	<i>No change.</i>

Current Policy (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
GSA Policy: GSA Standing Committees	
F.POL.2 General	<i>No change.</i>
F.POL.2.1 Unless otherwise specified, quorum of Standing Committees will be four (4) members of that Committee.	<i>Proposed changes below introduce a quorum for each GSA Standing Committee.</i>

Current Policy (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
GSA Policy: GSA Standing Committees	
F.POL.2.2 F.POL.2.1 If the Chair (or Chairs) of a GSA Standing Committee is absent or has a conflict of interest, the Vice-Chair will assume the responsibilities of the Chair (as per GSA Policy, Performance and Conduct, Conflict of Interest, and Conflict of Commitment). may delegate their responsibilities as chair to another member of the committee, subject to the approval of the committee. <u>The Chair and Vice-Chair are voting members of all GSA Standing Committees of which they are members.</u>	<i>Proposed change to introduce a Vice-Chair for each GSA Standing Committee and renumbering.</i>
F.POL.2.3 F.POL.2.2 In the absence of the Chair <u>and Vice-Chair</u> (or Chairs) , the members of a GSA Standing Committee may select an interim Chair from its membership by majority vote, with such an appointment to last for the duration of the Chair's absence.	<i>To accord with the proposed change above and renumbering.</i>
F.POL.2.4 <u>F.POL.2.3</u> ...	<i>No change except renumbering.</i>
F.POL.2.4 <u>Any Directly-Elected Officers (DEOs) may attend any GSA Standing Committee meetings as a guest following approval from the Chair of the committee.</u>	<i>Proposed addition to enable DEOs to attend any GSA Standing Committee meeting as a guest following approval from the Chair of the committee. GSA Policy for BFC (K.POL.2.3) currently specifies that all DEOs are welcome to attend GSA GFC meetings. Proposal to expand this to other GSA Committees as well.</i>
F.POL.2.5 – F.POL.2.9.e ...	<i>No change.</i>
F.POL.3 GSA Board	<i>No change.</i>
F.POL.3.1-F.POL.3.1.c ...	<i>No change.</i>
F.POL.3.1.d All Council-Elected Officers <u>The Speaker and Senator,</u> (Section D: GSA Officers, GSA Bylaw, GSA Officers, Section D.BYL.3) as non-voting members.	<i>In practice, the CRO, in order to maintain neutrality, does not attend GSAB meetings. Likewise, in practice, the Deputy Speaker does not attend GSAB meetings unless acting in the role itself.</i>
F.POL.3.1.e – F.POL.3.3.c...	<i>No change.</i>
F.POL.4 GSA Governance Committee	<i>No change.</i>

Current Policy (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
GSA Policy: GSA Standing Committees	
F.POL.4.1-F.POL.4.2.c ...	<i>No change.</i>
<u>F.POL.4.3 Meetings</u>	<i>Editorial change to standardize language throughout the GSA Standing Committees Policy.</i>
<u>F.POL.4.3.a Quorum is three (3) voting members including either the Chair or Vice-Chair.</u>	<i>Addition of a quorum for GSA GC, as it is proposed to remove the general statement in the current F.POL.2.1 that "Unless otherwise specified, quorum of Standing Committees will be four (4) members of that Committee."</i>
F.POL.5 GSA Budget and Finance Committee	<i>No change.</i>
<i>See Section K: Finances, GSA Policy, GSA Standing Committees, GSA Budget and Finance Committee.</i>	<i>No change.</i>
Section K: Finances, GSA Policy: GSA Standing Committees, GSA Budget and Finance Committee	<i>No change.</i>
K.POL.2 Composition	<i>No change.</i>
K.POL.2.1 – K.POL.2.5 ...	<i>No change.</i>
K.POL.2.6 All Directly Elected Officers (DEOs) are welcome to attend GSA BFC meetings.	<i>Proposed change to expand this statement so that DEOs are welcome to attend any GSA Standing Committee, following approval from the Chair of the committee. Deletion pending approval of new general statement in K.POL.2.4, above.</i>
K.POL.3 – K.POL.4.1 ...	<i>No change.</i>
F.POL.6 GSA Negotiating Committee	<i>No change.</i>
F.POL.6.1 – F.POL.6.2.g ...	<i>No change.</i>

Current Policy (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
GSA Policy: GSA Standing Committees	
F.POL.6.3. Meetings	<i>Editorial change to standardize language throughout the GSA Standing Committees Policy.</i>
F.POL.6.3.a <u>Quorum is three (3) voting members including either the Chair or Vice-Chair.</u>	<i>Addition of a quorum for GSA NC, as it is proposed to remove the general statement in F.POL.2.1 that “Unless otherwise specified, quorum of Standing Committees will be four (4) members of that Committee.”</i>
F.POL.7 GSA Awards Selection Committee	<i>No change.</i>
<i>See Section O: GSA Recognition Awards, GSA Policy, GSA Standing Committees, GSA Awards Selection Committee.</i>	<i>No change.</i>
GSA Policy, GSA Standing Committees, GSA Awards Selection Committee	<i>No change.</i>
O.POL.3 Composition	<i>No change.</i>
O.POL.3.1 ...	<i>No change.</i>
O.POL.3.2 The Vice-President Labour (VPL) serves on the GSA ASC as Vice-Chair, and	<i>Proposed change to formalize VPL as Vice-Chair of this committee. Renumbering.</i>
O.POL.3.3 <u>A minimum of eight (8) and up to twelve (12) graduate student members-elected by GSA Council as voting members. The GSA ASC Chair, in consultation with the GSA ASC Vice-Chair and the Chair of the GSA Nominating Committee, can decide to increase the number of graduate student members on the GSA ASC.</u>	<i>A minimum of eight members, while allowing for the composition to include more members as determined by the Chair, better reflects the workload of the committee with respect to the number of members needed, while still allowing for increased membership in the event that a significant number of award applications are received in a given year.</i>
O.POL.3.4 The VPE will designate a member of the GSA ASC to act as Chair in their absence or in the case of a conflict of interest.	<i>To align with proposed substantive changes to GSA Officer Portfolios, and O.POL.3.2 above, which names the VPL as Vice-Chair of the GSA ASC.</i>
O.POL.4 – O.POL.6.1 ...	<i>No change.</i>

Current Policy (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
GSA Policy: GSA Standing Committees	
F.POL.8 GSA Labour Relations Committee	<i>No change.</i>
F.POL.8.1 Composition	<i>No change.</i>
F.POL.8.1.a - F.POL.8.1.b ...	<i>No change.</i>
F.POL.8.1.c <u>A minimum of four (4) and up to eight (8) graduate student members, elected by GSA Council, as voting members. The GSA LRC Chair, in consultation with the GSA LRC Vice-Chair and the Chair of the GSA NoC, can decide to increase the number of graduate student members on the GSA LRC.</u>	<i>Proposed change to specify the composition of the GSA LRC as this was missing.</i>
F.POL.8.2 Mandate	<i>No change.</i>
F.POL.8.2.a The GSA LRC will discuss issues of concern regarding graduate student assistantships.	<i>See below: clarification concerning the broad mandate of the GSA LRC.</i>
F.POL.8.2.b The GSA LRC will assist the VPL on issues with graduate student assistantship as well as with the interpretation of the CA(s).	<i>See below: clarification concerning the broad mandate of the GSA LRC.</i>
F.POL.8.2.c The GSA LRC, in consultation with the GSA NC, will educate graduate students about the CA.	<i>See below: clarification concerning the broad mandate of the GSA LRC.</i>
F.POL.8.2.a <u>Advise the VPL and the GSA NC with respect to the development of the Opening Position for CA negotiations and other issues related to negotiations as requested by the VPL.</u>	<i>Clarification concerning the broad mandate of the GSA LRC.</i>
F.POL.8.2.b <u>Advise and assist with respect to educating graduate students on the CA as requested by the VPL.</u>	<i>Clarification concerning the broad mandate of the GSA LRC.</i>
F.POL.8.2.c <u>Advise on labour related matters and the CA as requested by the VPL.</u>	<i>Clarification concerning the broad mandate of the GSA LRC.</i>
F.POL.8.3 – F.POL.8.3.a ...	<i>No change.</i>

Current Policy (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
GSA Policy: GSA Standing Committees	
<p>F.POL.9 GSA Student Affairs Advisory Committee</p> <p>F.POL.9.1 Composition</p> <p>F.POL.9.1.a The GSA Student Affairs Advisory Committee (SAAC) is co-chaired by the Vice President External and Vice President Student Services.</p> <p>F.POL.9.2 Mandate</p> <p>F.POL.9.2.a The GSA SAAC will act as a sounding board for a wide range of matters relating to student services and student life.</p>	<i>Obsolete committee that has not met in many years.</i>
F.POL.10 F.POL.9 GSA Elections and Referenda Committee	<i>No change except renumbering.</i>
Section I: Elections, GSA Policy, GSA Standing Committees, GSA Elections and Referenda Committee	<i>No change.</i>
I.POL.18 Composition	<i>No change.</i>
I.POL.18.1 Two (2) members from amongst the eight (8) <u>six (6)</u> voting members of the GSA ERC will be elected by the GSA ERC to serve as Chair and Vice-Chair for the duration of their time on the GSA ERC or until they resign their positions. The election of the Chair and Vice-Chair of the GSA ERC will normally occur at the beginning of the fall term and the persons elected will be reported to GSA Council,	<i>A minimum of six members better reflects the requirements for the committee, in order to provide a plurality of voices without the committee membership being unwieldy in terms of scheduling. This proposed change was discussed by the GSA ERC at their March 14, 2017 meeting and they were supportive of lowering the membership from 8 members to 6 members.</i>
I.POL.18.2 A total of eight (8) <u>six (6)</u> graduate student members, including at least one (1) member of GSA Council elected by GSA Council, as voting members,	<i>See above rationale.</i>
I.POL.18.3 – I.POL.18.21.1 ...	<i>No change.</i>
F.POL.11 F.POL.10 GSA Nominating Committee ...	<i>No changes to F.POL.11 or Section E: Nominating, GSA Policy, GSA Standing Committees, GSA Nominating Committee, except renumbering to F.POL.10, if</i>

Current Policy (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
GSA Policy: GSA Standing Committees	
	<i>GSA Council decides to remove the GSA SAAC.</i>
F.POL.12<u>F.POL.11</u> GSA Appeals and Complaints Board	<i>Renumbering, if GSA Council decides to remove the GSA SAAC.</i>
Section H: Performance, Conduct, Responsibilities, and Attendance, and the GSA Appeals and Complaints Board	<i>No change.</i>
H.POL.1 Performance and Conduct of GSA Officers	<i>No change.</i>
H.POL.1.1 The GSA expects GSA Officers <u>and CALs</u> to contribute to the carrying out of the GSA's fiduciary duty to represent the interests of graduate students at the University of Alberta through conduct that exhibits the highest ethical and professional standards. These graduate student representatives are expected to observe GSA Bylaw and Policy, and are expected to perform their duties with diligence.	<i>Addition of CALS to the jurisdiction of the GSA Appeals and Complaints Board, as is the case already with all other GSA representatives elected either by all graduate students or by GSA Council.</i>
H.POL.1.2 GSA Officers <u>and CALs</u> can be held accountable for their conduct (including conflict of interest or conflict of commitment) and/or the performance of their duties and related matters (including attendance and confidentiality), and may be removed from office (see <u>Section C: GSA Council, GSA Policy, C.POL.5 and Section H: Performance, Conduct, Responsibilities, and Attendance, and the GSA Appeals and Complaints Board, GSA Policy, GSA Standing Committees, GSA Appeals and Complaints Board</u>).	<i>See above rationale.</i>
H.POL.2 – H.POL.5.9...	<i>No change.</i>
GSA Policy: GSA Standing Committees, GSA Appeals and Complaints Board	<i>No change.</i>
H.POL.6 Jurisdiction...	<i>No change.</i>

Current Policy (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
GSA Policy: GSA Standing Committees	
H.POL.6.1 The GSA Appeals and Complaints Board (GSA ACB) is responsible for hearing and deciding appeals of GSA Chief Returning Officer (CRO) decisions and complaints about GSA Officers <u>and CALs</u> as allowed by Section 94(3) of the <i>Post-Secondary Learning Act</i> .	<i>See above rationale.</i>
H.POL.6.2...	<i>No change.</i>
H.POL.6.2.a Complaints about the performance or conduct of GSA Officers <u>and CALs</u> or about conflict of interest or commitment relating to GSA Officers or <u>CALs</u> (see Section H: Performance, Conduct, Responsibilities, and Attendance, and the GSA Appeals and Complaints Board, GSA Policy, Performance and Conduct, Conflict of Interest, and Conflict of Commitment and Section H: Performance, Conduct, Responsibilities, and Attendance, and the GSA Appeals and Complaints Board, GSA Policy, GSA Standing Committee Members, and Representative on University Governing Bodies and Committees)	<i>See above rationale.</i>
H.POL.6.2.b- H.POL.8.8 ...	<i>No change.</i>
H.POL.9 Composition of GSA ACB Hearing Committees	<i>No change</i>
H.POL.9.1 For the purpose of hearing appeals of CRO decisions, the composition and quorum is three (3) members of the GSA ACB. For the purpose of hearing complaints about GSA Officers <u>and CALs</u> , the composition and quorum is five (5) GSA ACB members of which at least two (2) must be Departmental Councillors, alternates, or recent former Departmental Councillors.	<i>See above rationale.</i>
H.POL.9.2- H.POL.14.1...	<i>No change.</i>
H.POL.15 Complaints About the Performance or Conduct of GSA Officers <u>and CALs</u>, Including Complaints About Conflict of Interest or Commitment	<i>See above rationale.</i>

Current Policy (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
GSA Policy: GSA Standing Committees	
H.POL.15.1 Receipt of Complaints and Setting the Hearing Date(s)	<i>No change.</i>
H.POL.15.1.a Complaints about a GSA Officer(s) <u>or CAL(s)</u> will be directed to the GSA ACB Chair and copied to the ED.	<i>See above rationale.</i>
H.POL.15.1.b Complaints may be made by any person(s).	<i>No change.</i>
H.POL.15.1.c Complaints about the performance or conduct of <u>a</u> GSA Officer(s) <u>or a</u> CAL(s), or about conflict of interest or commitment relating to GSA Officer(s) <u>or</u> CAL(s) must be in writing (ie not oral), and signed. They must provide a complete description of the circumstances that have prompted the Complaint, a list of any known witnesses the Complainant intends to call, and any suggested remedy or action.	<i>See above rationale.</i>
H.POL.15.1.d – H.POL.15.2...	<i>No change.</i>
H.POL.15.2.a The GSA ACB Chair will send the Complaint to the GSA Officer(s) <u>or to the CAL(s)</u> being complained about, copied to the ED. The GSA ACB Chair will require a Response, to be received within fifteen (15) working days, and will ask about the possibility of informal resolution; the deadline for a Response may be adjusted accordingly.	<i>See above rationale.</i>
H.POL.15.2.b – H.POL.15.7...	<i>No change.</i>
H.POL.15.8 Powers of a GSA ACB Hearing Committee Concerning GSA Officer(s) <u>and</u> CAL(s).	<i>See above rationale.</i>
H.POL.15.8.a - H.POL.15.8.b...	<i>No change.</i>
H.POL.15.8.c If the Complaint is upheld, the GSA ACB Hearing Committee may	<i>See above rationale.</i>

Current Policy (<i>deletions noted by a strikethrough</i>) and Proposed Changes (<i>additions underlined</i>)	Rationale/Background
GSA Policy: GSA Standing Committees	
issue a letter of warning to the GSA Officer(s) <u>or the CAL(s)</u> related to performance, conduct, or conflict of interest/commitment; may set out clear expectations for future performance, conduct, or conflict of interest/commitment; or make any other decision appropriate to the circumstances. The GSA ACB Chair will monitor the situation. If there is a further complaint about the same GSA Officer(s) <u>or CAL(s)</u> , the written decision of the initial GSA ACB Hearing Committee will be made available for any further hearing together with a report on the monitoring of the situation by the GSA ACB Chair.	
H.POL.15.8.d...	<i>No change.</i>
<u>H.POL.15.8.e</u> The GSA ACB Hearing Committee may remove the CAL(s) from their position, and declare the position vacant.	<i>See above rationale.</i>
H.POL.15.8.e <u>H.POL.15.8.f</u>	<i>No change except renumbering.</i>
H.POL.15.8.f <u>H.POL.15.8.g</u> The GSA ACB Chair will attend GSA Council and report briefly, in closed session, on Complaints concerning GSA Officer(s) <u>and CAL(s)</u> that have been heard and decided.	<i>See above rationale and renumbering.</i>
H.POL.16 Appeals of a CRO Decision...	<i>No change.</i>

GSA NOMINATING COMMITTEE (GSA NoC)
GSA Councillor-at-Large By-Election (4 POSITIONS):
9 NOMINEES

In the 2017 GSA General Election, six (6) out of ten (10) Councillor-at-Large positions were filled. In the GSA newsletters of March 24, 31, April 7, and 13, 2017, the GSA NoC advertised for the remaining four (4) vacant GSA Councillor-at-Large positions. The deadline to receive nominations was April 11, 2017 and nine (9) nominations were received. A call for additional nominations was emailed to GSA Council on April 13, 2017. The deadline to receive additional nominations was Thursday, April 20, 2017 and no additional nominations were received.

There will be a paper ballot vote held at the April 24, 2017 GSA Council meeting.

If you and your alternate are unable to attend the April 24, 2017, meeting of GSA Council and would like to cast an electronic vote for this position, you must contact the GSA Nominating Committee Coordinator (gsa.nomcomm@ualberta.ca) BEFORE 3:00 PM on Monday April 24, 2017, in order to cast your vote in advance of the GSA Council meeting.

Nominees for this position are listed in alphabetical order by last name and will be presented in *reverse alphabetical* order on the ballot. 'None of the Candidates' will also be considered a nominee.

- 1. Sylvester Agbo (Civil Engineering)**
- 2. Spencer Balay (Biological Sciences)**
- 3. Hossein Hosseiniparvar (Music)**
- 4. Sachin Kaushik (MINT)**
- 5. Kerolous Messeha (Medicine)**
- 6. Nicole Noel (Biological Sciences, Medical Genetics as of Sept 2017)**
- 7. Mostafa Tawfeek (Civil Engineering)**
- 8. Andrews Tawiah (Rehab Science)**
- 9. Brayden Whitlock (Physiology)**

Jurisdiction:

Section I: Elections, GSA Policy, Elections, Section I.POL.16.3

"In the event that any CAL positions are not filled by the end of the GSA General Election, or a CAL position is vacated prior to December 1 (or the next working day) GSA Council will be responsible for electing any remaining CALs. When electing any Remaining CALs, the GSA Council will aim to elect graduate students from as broad a range of disciplines as possible. The GSA NoC will decide on procedures and then provide one or more names to GSA Council for consideration, except that the GSA NoC may not waive advertising. Note that the legislated GSA NoC process allows for Councillors to make additional nominations. If the matter is urgent, GSA Council can hold this election electronically."

The names and biographies received for the nine (9) nominees are BELOW on pages 7.1-7.4. Biographies are presented as received (ie not edited).

Biographies and Resumes of Nominees (9 Nominees)

1. Sylvester Agbo

Any other committees:

No

Sylvester Agbo's Bio

I was born and raised in Enugu, Nigeria by my parents. I speak English fluently since English is the instruction language in all schools I attended. After a BSc degree in Civil Engineering at the University of Benin (UNIBEN), Nigeria (2008), I studied at the Federal University of Technology Owerri (FUTO), Nigeria and obtained a MSc. Structural Engineering (2014). While I was at UNIBEN, I represented the Faculty of Engineering in the student's parliament. While I was at FUTO I served as the secretary general of postgraduate student association where I represented the postgraduate students in the school governing council. Here at the U of A, I am a member of the Young Pipeliners Association of Canada, University of Alberta and A Queen Elizabeth II Silver Jubilee Scholar. I volunteered for Graduate Students career exploration symposium, W.P Wagner-High school mentorship, U School mentorship, Visiting Lectureship in Human Right, Global Education programs during the International week.

Sylvester Agbo's Resume

I started my PhD study in September 2016, in the department of Civil and Environmental Engineering where I am studying the effects of internal pressure and circumferential flaw on the tensile strain capacity of X42 NPS pipelines under complex loading condition. I work in Dr. Samer Adeeb research group with a good industrial collaboration. After my undergraduate degree, I worked in the industry for four years where I rose to management level before joining FUTO as a Graduate Teaching Assistant in Civil Engineering department in 2012 and continued until I came to U of A in 2016. Since I started my PhD in U of A in September 2016, I have been a Graduate Teaching Assistant for CIV E 395 for fall 2016 and currently for CIV E 295. I am interested in serving as GSA Councilor-at-Large because I have passion in contributing to discussions and debates that lead to quality decision making for the well-being of the people and to further develop my leadership skills. I am free at the times this committee will meet and have a flexible schedule that can accommodate sitting on a busy committee.

2. Spencer Balay

Any other committees:

No

Spencer Balay's Bio

My name is Spencer Balay and I am running for a GSA Councilor-at-Large position. I was born in Camrose, Alberta and recently completed my Bachelors of Science Specialization in Animal Biology at the University of Alberta (2016). I am interested in animal behavior and the mechanisms that govern them, and am specifically studying means of animal navigation strategies. I am an avid outdoors person, and love to keep both my mind and body active. I am very passionate about the Graduate Student experience, and am looking forward to representing the GSA.

Spencer Balay's Resume

I am currently in my first year of a MSc. program in the Department of Biological Sciences with Dr. Ted Allison. I am studying the role of retinal photoreceptors in the reception of magnetic information using molecular and behavioral parameters in zebrafish. During my BSc. program, I had the opportunity to work in a diverse range of research areas: I have analyzed vegetation diversity in Edmonton urban parklands, studied Grizzly Bear use of railways and the associated rail habitat in Banff, collected small mammal population data in Mbuluzi (Swaziland) and explored coral reef habitats in Tofo (Mozambique). My volunteer experience mostly stems from on the ground field based research projects, but I have recently served as a Graduate Student proxy for the Department of Biological Sciences Curriculum and Courses Committee (CCC) and plan to remain involved. I am looking forward to being more active in my Graduate Student community!

3. Hossein Hosseiniparvar

Any other committees:

No

Hossein Hosseiniparvar's Bio

I was born and grew up in Mashhad, Iran. I studied engineering at Amirkabir University (Tehran Polytechnic), Tehran, Iran. After receiving my bachelor degree and few years of working in the industry, I decided to pursue my education further through an MBA program. Besides my extracurricular activities, my passion for music directed me to become a cofounder and organizer of two national music festivals in Tehran, Iran, 2006 and 2011. After moving from Tehran to Edmonton on August 2015, I changed my major to music and established a new path for my future education, and started my MA program in Ethnomusicology in fall, 2016 at the University of Alberta.

Hossein Hosseiniparvar's Resume

I am in the first year of an MA program in ethnomusicology at the music department of University of Alberta, and an active student both as scholar and composer. As an ethnomusicology student, I read about the different issues on the interrelationship of music and various aspects of society. My goal is to build up a vocabulary that enables me to offer a broader realization of some common intra-cultural aspects of our society. I am currently working as a research assistant for AghaKhan Garden project that is going to be constructed in the University of Alberta Botanic garden. As RA, my research is to study different collections of sounds and musical compositions from various parts of the Islamic world and extract a representative soundscape that could be mapped in the garden. I am a research assistant in another project that is ultimately going to be a directory database for a complete list of musical figures and events, resided or happened in the contemporary history of Edmonton, Alberta. I am interested in becoming a member of this committee as I believe in volunteering for the decision making process that affects my own community. I have various volunteer experiences in the past, especially in cultural activities and I would like to offer my understanding and ideas on these matters predominantly and other aspects of improving our shared lives to the governing body of our community.

4. Sachin Kaushik**Any other committees:**

No

Sachin Kaushik's Bio

I was born and raised in Delhi, India. I took graduate degree from India in Bachelor of Technology in Electronics. Then, I worked for MNC for two years. I came Edmonton to pursue my master's degree in Internetworks. My research interest includes software defined networks, neural networks and artificial intelligence. I love to read books and enjoy yoga.

Sachin Kaushik's Resume

I am now a second-year MS student in the department of computing science studying Interworking. After my undergraduate degree, I worked as an engineer in India for Internet services for 2 years before coming to UofA, where I learned responsibilities of part of good organization such as GSA. Right now, I am volunteer at Metorup. I am interested in councilor at large position because I want to contribute towards development GSA and welfare for all graduate students.

5. Kerolous Messeha**Any other committees:**

RTC (Research and Training committee)

Kerolous Messeha's Bio

I am a master student at the department of Medicine. My background is being a physician back in Egypt. I am currently Graduate students representative for the department of Medicine at the RTC. I like to be engaged in different activities; I hunting as well as playing soccer. I volunteer to help new immigrants as well as refugees to get accommodated easily in Canada.

Kerolous Messeha's Resume

I am a first year Master student in the Department of Medicine studying immunological effects of one of the viruses on the Hepatic ducts and trying to find a novel treatment for that under the supervision of my PI. I work in Dr. Mason's lab with an international team. Between my undergraduate degree and my MSc, I worked as a family Physician.

I am interested to become a CAL member because I like helping new students as well as current students to make a great advantage of being students at one of the well established Canadian Universities, U of A. In other words, I am good at having new friendships and to get along with people. I can comfortably claim that I have a lot of fruitful friendships, in different departments, since the start of my MSc in September 2016. Through these communications I can convey clear images between students and GSA. So we can help the graduate students to have an easier life as well as more enjoyable period during their graduate studies. This will be achieved by involving grad students in putting and share in the process of legislations, that are directly affecting them. I have a schedule that is flexible enough to accommodate sitting on a busy committee.

6. Nicole Noel**Any other committees:**

GSA Council, CAL (term ending April 30)
GSA Governance Committee (term ending April 30)
BGSA WebMaster

Nicole Noel's Bio

I was born and raised in Fort McMurray, and moved to Edmonton five years ago to complete my undergrad at the U of A. I completed the first two years of my undergrad degree at Keyano College in Fort McMurray, where I was actively involved in the theatre community. At the U of A, I was the properties master for Student Union's production of Young Frankenstein in 2013. I completed my BSc (with a biological sciences major and English

minor) in 2014. In 2015, I completed a BSc Honors in Molecular Genetics after degree. Currently, I am in a MSc program in the department of Biological Sciences.

Nicole Noel's Resume

I am currently a second year Masters student in the Department of Biological Sciences. I'm carrying out my thesis work in Dr. Allison's lab, where I have been investigating photoreceptor connectivity and degeneration in zebrafish. In the first year of my Masters, I had the pleasure of being a TA for BIOL 107 and GENET 375. I will be defending my Masters in August, and in September I will be starting a PhD in the Department of Medical Genetics.

I joined the GSA as a Councilor-at-Large in May 2016, and have been volunteering as the Biology Graduate Student Association's Webmaster since May 2016, as well. I have been a member of the GSA Governance Committee since October 2016. I volunteer at the Sexual Assault Centre of Edmonton as a crisis line worker. I am interested in continuing on GSA Council as CAL because I want to stay informed about subjects that affect graduate students and I care about graduate student issues.

7. Mostafa Tawfeek

Any other committees:

FGSR councilor and a member in GSA Award Selection Committee

Mostafa Tawfeek's Bio

I was born in Saudi Arabia and raised in Egypt. I graduated from Faculty of Engineering, Ain Shams University, Cairo, Egypt (2010). My B.Sc. degree was in Civil Engineering and my graduation project was in Surveying Engineering. I got my M.Sc. degree in Transportation Engineering (2014). I was assistant leader and boy scout leader from 2006 to 2014 in El-Shams scouting group. During this period, I participated in Essex International Jamboree 2008, Essex, England as a staff. During my work as a teaching assistant in Faculty of Engineering, Ain Shams University, I went to Karlsruhe, Germany (2013) as a participant in students' summer training in PTV Vision. In addition, I went to Slovakia (2013) as part of the preparation for EU-EG-JO Joint Master Program in Intelligent Transport Systems (JOINITS). After joining U of A, I was nominated as a board member of the Institute of Transportation Engineering (ITE) student chapter at University of Alberta from October 2014 to September 2015. During this period, I represented the ITE student chapter in traffic bowl competition in Regina, Saskatchewan. In addition, I was elected as the treasurer of the Egyptian Student Association (ESA) from April 2015 to March 2016. Moreover, I volunteered in Saturday school as Arabic teacher for kids between 10 to 15 years old in the Muslim Community of Edmonton since January 2016 till now. I was a member of GSA Award Selection Committee for 2017 awards and a judge for UAlberta's 2017 Campus Sustainability Leadership Awards. Currently, I am proud to be a representative of the graduate students in the FGSR council and a resident volunteer with the office of sustainability at U of A.

Mostafa Tawfeek's Resume

I am now a third-year Ph.D. student in Transportation Engineering group, Department of Civil and Environmental Engineering. I enrolled in this program in Fall 2014. I am studying the Impacts of Connected Vehicles technology on the driver behavior. I presented/will present parts of my research work in the following events:

Intelligent Transportation Systems (ITS) Canada conference in Calgary, Alberta (May 2016).

Canadian Society of Civil Engineering (CSCE 2016) conference in London, Ontario (June 2016).

Transportation Research Board (TRB) Annual meeting 2017 in Washington DC, USA. As I have a paper which is accepted for presentation in this conference and under review for journal publication in the Transportation Research Record (TRR).

Beside my research, I was a member in the organizing committee of the International Conference on Transportation Innovation (ICTI) in U of A (September 2016). I was responsible for recruiting and scheduling the volunteers, plan and divide the tasks on the volunteers and organize the presentations, lab tours, and the demo tours during the conference. Moreover, I was a member in the demo planning team of the first Connected Vehicles test bed in Canada. This demo took place during the ICTI 2016 conference (for more information please check this link:

<http://www.alberta.ca/release.cfm?xID=4342706B2F973-F636-E821-D94C9596D4DB4460>). During summer 2016, I supervised undergraduate students during their summer training. In addition, I volunteered as a poster judge in 2016 and 2017 Festival of Undergraduate Research & Creative Activities (FURCA). I volunteered as a registration officer in Faculty of Engineering Graduate Research Symposium (FEGRS) 2015. In FEGRS 2016, my abstract was selected for oral presentation in "Engineering for a Sustainable Future" session. During my M.Sc. degree, I worked as a research assistant in Ain Shams University, Cairo, Egypt. My research focus was on studying the effect of buses priority systems on the traffic conditions and buses performance on a corridor in Greater Cairo Region. Since I was graduate and before joining U of A, I worked as a teaching assistant in El-Sherouk Academy, Canadian International College in Cairo, and Ain Shams University.

I am interested in the GSA Councilors-at-Large (CAL) position because I am interested in extending my experience as a graduate student representative. In addition, I would like to offer help and support to the grad student through this position.

8. Andrews Tawiah

Any other committees:

N/A

Andrews Tawiah's Bio

I am an international student from Ghana with experience in international education. I completed my BSc Physiotherapy (2010) at the University of Ghana during which time I served as a member of the executive committee for the Physiotherapy Students' Association. I worked as a physiotherapist for 4 years and won the Commonwealth Shared Scholarship to pursue my master's degree at the University of Southampton in the United Kingdom (2014-2015). During this time, I served as a student liaison officer on the Faculty of Health Sciences Academic Review Committee. I echoed students voice on the committee and most especially the plight of international students.

I returned to Ghana and worked as a senior physiotherapist for 1 year and served as a local community mentor for the youth. I then moved to Edmonton to begin my PhD in January 2017 under the supervision of Dr. Linda Woodhouse.

I have been awarded best speaker for the plenary session at the EdmontonWHO simulation conference. Back in Ghana, I volunteered for Cure Clubfoot Ghana, managing babies with clubfoot and counselling parents from under privileged society.

Andrews Tawiah's Resume

I have 5 years' experience in conducting original research using both quantitative and qualitative research methodologies such as surveys, semi-structured interviews and focus groups. I have also conducted 3 literature reviews including a scoping review during my master's program at the university of Southampton in the United Kingdom. As a researcher, I have two publications in peer reviewed journals. During my clinical practice, I helped in establishing a clinical pathway for patients with knee osteoarthritis who could not afford knee arthroplasty in Ghana. I have experience delivering variety of presentations and seminars involving office ergonomics and workplace redesign. I established a team of healthcare professionals who created public awareness on non-communicable diseases. Currently, I serve as a research assistant within the Faculty of Rehabilitation Medicine and worked with the Rehabilitation Research Centre. I serve as a trainee on the Musculoskeletal Rehabilitation Research Network's Pilot Grant Selection Committee. My research interests are on developing and evaluating new care pathways for patients awaiting knee and hip arthroplasty as well as developing competencies for Advanced Physiotherapy Practice. This project is in conjunction with the World Confederation for Physical Therapy and Canadian Physiotherapy Association. I believe I can contribute immensely to the GSA council by bringing on board experiences from my international education and representing the views of international graduate students.

9. Brayden Whitlock

Any other committees:

GFC, APC

Brayden Whitlock's Bio

Brayden Whitlock is a health-technology entrepreneur, non-profit leader, podcaster and writer who focuses on empowering people to lead effectively, and promoting evidence-based decision-making in society. Whitlock founded the Public Science Institute, a non-profit, volunteer-run organization that aims to eliminate barriers between science and the public. He is a founding board member of Edmonton World Health Simulation Conferences, and the founder of two community service and leadership focused volunteer organizations in coordination with Golden Key International Honour Society. He is currently leading a multi-stakeholder effort to bring freedom of speech and academic inquiry back to Canadian universities. He has served on GFC and APC at the University of Alberta, and served on several faculty-level committees. Whitlock has also served in leadership positions with St. John Ambulance, Let's Talk Science, and Frontier College.

Brayden Whitlock's Resume

I am a 4th year PhD student, and I have been involved in discussion and criticism of university governance for a few years, which has allowed me the opportunity to work with provincial legislators, who sought my input on changing laws. During my time on GFC and APC, I have developed a sense of how to make changes effectively, and made key relationships to help me do it. I was once called into the office of university governance here at the U of A, and told to stop asking questions (paraphrased). Interpret that how you will, but I think it's a sign of a good representative. I didn't stop, of course.

I have been an active member of GSA council, and I see it as a way to help keep things running smoothly and ethically, to partially repay the debt I owe to the community of other students who have supported and collaborated with me. I also intend to keep a watchful eye on governance, as I have done in my earlier terms. I specialize in building mutually beneficial partnerships in business, academia and philanthropy, and I look forward to synthesizing the input I receive from my colleagues and transforming it into actionable strategies.

GSA NOMINATING COMMITTEE (GSA NoC)
GSA BOARD (1 POSITION FOR A GSA COUNCIL MEMBER):
1 NOMINEE

Information regarding this vacancy was circulated via email to GSA Council on March 29, 2017 with a deadline of April 10, 2017. No nominations were received. A call for additional nominations was emailed to GSA Council on April 12, 2017. The deadline to receive additional nominations was April 19, 2017 and one (1) additional nomination was received.

The GSA Board (GSAB) is the senior administrative authority of the GSA and currently meets every Wednesday from 12:00 – 2:00 PM.

As set out in GSA Board Policy (GSA Board Policy, GSA Councillor Positions on the GSA Board: Responsibilities), the responsibilities of the Councillor positions on GSAB are:

1. Regular attendance at GSAB meetings, with regrets and reasons submitted to the GSA President.
2. Providing a link between the elected GSA Officers and the floor of GSA Council.
3. Participating and speaking up at GSA Council when GSAB business is discussed, from the member's own unique views.

There will be a paper ballot vote held at the April 24, 2017 GSA Council meeting.

If you and your alternate are unable to attend the April 24, 2017, meeting of GSA Council and would like to cast an electronic vote for this position, you must contact the GSA Nominating Committee Coordinator (gsa.nomcomm@ualberta.ca) BEFORE 3:00 PM on Monday April 24, 2017, in order to cast your vote in advance of the GSA Council meeting.

Nominees for this position are listed in alphabetical order by last name and will be presented in *reverse alphabetical* order on the ballot. 'None of the Candidates' will also be considered a nominee.

- 1. Gabriel O. Ojakovo (Music)**

GSA Council Member Leaving GSAB: Alicia Capello (Humanities Computing)

GSA Council Member Staying on GSAB: Michelle DuVal (Biological Science), Radim Barta (Oncology)

Jurisdiction:

Section E: Nominating, GSA Policy, Nominating, Section E.POL.6.6

"The GSA NoC will provide GSA Council with nominations for the GSA Board, all GSA standing committees, Speaker, CRO, and Senator. Additional nominations may be made by Councillors, in writing, in advance of the Council meeting where elections will take place. If a Councillor(s) makes an additional nomination, there will be a written ballot at the Council where the election will take place. All other vacancies will be filled by the GSA NoC and reported to GSA Council."

The name and biography received for the one (1) nominee are BELOW on page 7.6. The biography is presented as received (ie not edited).

Biographies and Resumes of Nominees (1 Nominee)**1. Gabriel O. Ojakovo****Any other committees:**

No

Gabriel O. Ojakovo's Bio

I was born and raised in the Niger-Delta region of Nigeria. My interest in music was developed during my high school days as a dancer in the school club. Upon my graduation with B.A Music, I was employed as a music faculty, Kwara State University Malete.

Gabriel O. Ojakovo's Resume

Gabriel O. Ojakovo holds a B.A (Hons.) Music and M.A Performing Arts degrees, with specialization in ethnomusicology from the Delta State University, Abraka and the University of Ilorin, respectively. My M.A thesis deals with Islamic and Yoruba cultural interpretation of music in street performances in the Ilorin metropolis. Currently a PhD student in ethnomusicology, University of Alberta, Edmonton, Canada. My area of research is on Sufi Music in Northern Nigeria. I am the current President of Graduate Music Student Association, UofA.

GSA NOMINATING COMMITTEE
**GSA APPEALS AND COMPLAINTS BOARD (3 POSITIONS FOR GRADUATE STUDENTS):
 2 NOMINEES**

In the March 31, 2017 GSA newsletter, the GSA NoC advertised for three (3) vacant positions on the GSA ACB. The deadline to receive nominations was April 10, 2017 and no nominations were received. The call for additional nominations was emailed to GSA Council on April 12, 2017. The deadline to receive additional nominations was April 19, 2017 and two (2) additional nominations were received. The nominees were then interviewed by GSA NoC Chair Radim Barta and GSA NoC member (and recent former GSA NoC Administrative Chair) Michele DuVal, both of whom have been trained in procedural fairness by the GSA and have a record of demonstrating impartiality through their work on the GSA NoC. GSA Assistant Director Lisa Hareuther was also present. During the interviews, the nominees were asked a series of questions aimed at assessing their awareness of the basic tenets of procedural fairness and their ability to adjudicate potential cases in accord with those tenets (note as well that all individuals elected to the GSA ACB will receive training in procedural fairness).

There will be a paper ballot vote held at the April 24, 2017 GSA Council meeting.

If you and your alternate are unable to attend the April 24, 2017, meeting of GSA Council and would like to cast an electronic vote for this position, you must contact the GSA Nominating Committee Coordinator (gsa.nomcomm@ualberta.ca) BEFORE 3:00 PM on Monday April 24, 2017, in order to cast your vote in advance of the GSA Council meeting.

GSA ACB Election by GSA Council: GSA Nominating Committee Procedures

Nominees for this position are listed in alphabetical order by last name and will be presented in *reverse alphabetical* order on the ballot.

1. **Benjamin Gruber (Earth and Atmospheric Sciences)**
2. **Atticus Harrigan (Linguistics)**

The Ballot

- There will be one ballot with candidates listed in reverse alphabetical order.
- For each candidate, there will be a “yes” box and a “no” box.

Voting

- The voter ticks one box per candidate, or abstains by not voting for a particular candidate (both boxes are left empty).

Counting

- If a candidate has more “no” votes than “yes” votes, the candidate is eliminated.
- If after the elimination round, there are **fewer candidate(s) or an equal number of candidates as there are positions**, the candidate(s) with at least one “yes” vote is/are successful.
- If after the elimination round, there are **more candidates than positions**, the candidates with the highest number of “yes” votes, equivalent to the number of positions, are the successful candidates.
- If, after the elimination round, there is a **tie for last place** in the number of “yes” votes, the candidate with the fewest number of “no” votes is successful. If the tied vote has the same number of both “yes” and “no” votes, the Speaker will draw one (1) name from a hat.

Jurisdiction:

Section H: Performance, Conduct, Responsibilities, and Attendance, and the GSA Appeals and Complaints Board, GSA Policy, GSA Standing Committees, GSA Appeals and Complaints Board, GSA Policy, GSA Standing Committees, GSA Appeals and Complaints Board, Section 10.4

“The GSA NoC will interview all nominees to the GSA ACB, including those who are additional nominations from GSA Council, and forward selected nominees to GSA Council.”

The names and biographies received for the two (2) nominees are BELOW on page 7.8. Biographies are presented as received (ie not edited).

Biographies and Resumes of Nominees (2 Nominees)

1. Benjamin Gruber

Any other committees:

None

Benjamin Gruber's Bio

I am a US citizen who has spent most of his life in the Pacific Northwest of the United States. In 2015, I earned my Bachelors degree in Geology at Washington State University and then took time off of school to focus on a research project and to work in WSU's geochemistry lab. In my time at Washington State, I served as the Vice President of the Geology club for two years before taking over as President in the third year. In addition to this and my lab work experience, I also graded course assignments and tutored other students on contract with the department. At the University of Alberta, I am an executive member of the Earth and Atmospheric Sciences graduate society (ATLAS) and am the alternate GSA representative for that group.

Benjamin Gruber's Resume

I am currently in the middle of the first year of my Masters degree. My research focuses on how heat in the Earth is generated and how this variable relates to the formation of diamonds. I am a member of the Diamond Exploration and Research Training School and work under both Dr. Chacko and Dr. Pearson. Near the completion of my undergraduate degree I was awarded my department's "Outstanding Senior" Award for my academic standing and my contributions to the University community. In the time between my Bachelors and my Masters degrees I presented a research project at two academic conferences while working part time as a laboratory technician. Currently, I am a member of the Earth and Atmospheric Sciences graduate society (ATLAS) and have served on several projects in that capacity. I am interested in the GSA Appeals and Complaints Board because I feel that I can make decisions impartially and fairly to benefit the GSA as a whole. As I have completed my coursework, my schedule is flexible and can accommodate being on a committee such as this.

2. Atticus Harrigan

Any other committees:

N/A

Atticus Harrigan's Bio

I was born and raised in Edmonton and I completed a Diploma of Applied Communication at MacEwan University before enrolling in the BA Honours program in linguistics (from which I graduated in 2015). I was the Vice President and Undergraduate Department Liaison for the Undergraduate Linguistics Club during my Bachelor degree, acted as an Event Coordinator for the Linguistics Graduate Student Association (LGSA), and currently act as GSA Rep and Treasurer for the LGSA. Last summer I also volunteered for the Fort McMurray Evacuee Centre at Lister Hall. In my free time I enjoy (very) amateur powerlifting, calligraphy, and postmodern art.

Atticus Harrigan's Resume

I began my MSc in Linguistics in Fall 2015, and I have fast-tracked into the second year of my PhD. I am currently working on the computational modeling and statistical analysis of corpus data and its intersection/application in language documentation and revitalization. I work under Dr. Antti Arppe and am currently managing the Alberta Language Technology Laboratory. I've previously volunteered with the Canadian Indigenous Language and Literacy Development Institute, collaborated with scholars from the University of Saskatchewan, the University of Tromsø and the University of Helsinki. I've presented at a variety of local, national, and international conferences and currently have 2 papers accepted for publication. I am interested in this position as I believe strongly in giving back to the graduate community. Boards such as the Appeals and Complaints Committee serve an important purpose in ensuring fair governance and operation of the GSA. I have the ability to remain neutral and possess the ability to think independently without jumping to conclusions. As I am currently done with my coursework, my schedule is flexible. There will be no issue in balancing this membership with my academic responsibilities.



Dear Councillors,

April 13, 2017

As many of you will remember my team and I began the development of the 2016-2017 Board Strategic Work Plan (SWP) in late April of 2016 and after a broad consultative effort, we presented the finalized plan to GSA Council in October. In early January, my team and I provided an update on our progress on the various initiatives developed in the Plan.

For the final GSA Council meeting for the current team of Directly-Elected Officers, I asked my team to each identify initiatives that they have completed and that they feel have had a notable impact, as well as the initiatives that they are most excited about either tackling next (if they were elected to serve a second term) or to recommend to their successor. Below is a summary of those identified initiatives. Attached you will find a version of the SWP (similar to that which you saw in January) in which initiatives have been colour-coded to reflect either that they are completed or that they are ongoing (some of these have already been initiated and we will recommend to the incoming President and Vice-Presidents that they all be included in future SWPs). The SWP, as it was presented in October to GSA Council, and without the colour-coding, is attached.

Completed Initiatives in 2016-2017

- Advocating against increases to international graduate student tuition
- Re-starting the conversation with senior administration around implementing sustainable funding packages that support an appropriate standard of living for graduate students
- Reviewing the GSA Health and Dental Plan utilizing graduate student feedback gathered through town halls and surveys
- Concluding the U-Pass Agreement Renewal
- Developing guiding questions to assist prospective graduate students in selecting a supervisor and making the decision to pursue graduate studies
- Working with ab-GPAC on various government reviews on the *PSLA* and tuition and funding
- Assisting with finalizing the U of A Sexual Violence Policy
- Restructuring the GSA Board Strategic Work Plan through an intensive graduate student consultation process
- Enhancing graduate student engagement through various GSA events, such as GSA Coffee Breaks, the Winter Chill Out, and an Improv Event
- Promoting mental health and wellness initiatives and support on campus (including completing several collaborative mental health related initiatives, including the establishment of the Days of Action Committee, bringing the Inquiring Mind program to the U of A campus, and hiring an ACCESS clinician to fill a Community Broker Social Work position)
- Actively engaging in selecting new senior administration members, including the Dean of FGSR, Vice-President (Research), and Vice-President (University Relations)
- Active participation on the newly created Residence Life Task Force
- Cultivating a collegial and respectful relationship with University stakeholders and new members of senior University administration (such as the Dean of Students and the Vice-Presidents (Finance & Administration, and Facilities & Operations))
- Successful advocacy to and consultation with FGSR on mentoring, professional development, and internship programs
- Building on discussions with senior administration regarding graduate student supervision
- Collaborating with campus service providers to suggest innovative programming and expanded services for graduate students
- Handling labour compliance and supervisory cases
- Advocating for sustainable, affordable, and well-maintained graduate student housing
- Expanded the GSA's collaboration with FGSR on things such as Departmental Orientations
- Supporting the professional experience leave policy advanced by the FGSR
- Reviewing exam and supervisory policies in collaboration with the FGSR
- Growing our relationship with the Campus Food Bank



Recommended Initiatives for 2017-2018

- Collaborating with other associations and the University to improve resources for student parents and advancing discussions to address student homelessness on campus
- Continuing dialogues concerning how the GSA can assist indigenous graduate students
- Participating in discussions with FGSR, the Provost, and other senior administration regarding graduate student supervision and funding packages that promote a sustainable standard of living, as well as advocating for equitable quality measures and graduate student management plans
- Meeting with graduate students who have concerns, issues, and are in distress due to labour or supervisory issues, and dealing with compliance enforcement on a case-by-case basis
- Continuing labour consultations with GSA Councillors and other GSA members in preparation for CA negotiations
- Working with FGSR on offering a series of 'Managing Up' sessions to provide graduate students with workplace relationship management skills
- Maintaining our partnership with the Campus Food Bank to address graduate students facing food insecurity issues
- Reviewing and streamlining the process of fee collections for Residence Associations and supporting/assisting graduate students living in residences, in partnership with Residence Associations
- Advocating for improved immigration policies for international graduate students
- Investigating strategies to advocate for high quality work spaces for all graduate students
- Advocating for more accessible transit to the Michener Park residence
- Continuing developing mechanisms to encourage graduate student engagement, both with the GSA and within their departmental communities and the University
- Maintaining and enhancing partnerships with Departmental GSAs to spread awareness about the GSA and encourage graduate student engagement
- Engaging with the GSAs from other comprehensive and research intensive universities in Alberta and across Canada to share information, discuss best practices, and collaborate on common issues
- Sustaining a supportive, respectful, professional, and enjoyable work environment for GSA DEOs and supporting the Executive Director's work to ensure a similar environment within the GSA office
- Collaborating with the University on developing a more inclusive, equitable, and diverse campus
- Discussing with the FGSR current opportunities available to graduate students applying for scholarships, grants, and awards to ensure the FGSR's complete support throughout the application process
- Meeting with stakeholders, such as the FGSR and the Career Centre, to discuss the support of entrepreneurship opportunities for graduate students and participating in PD4Grads meetings to assist with the development of PD workshops and events
- Actively engaging, via the FGSR Policy Review Committee, and other similar University committees, with reviews of academic requirements, and the promotion of interdisciplinary and alternative learning opportunities for graduate students, including international exchanges
- Ongoing evaluation of University and GSA services provided to graduate students and promoting the expansion of wellness services on campus

Sincerely,

Sarah Ficko 2016-2017 GSA President

User's Guide to the April 2017 Board SWP Progress Update Below:

Items highlighted in pink will, ideally, either remain in progress on an ongoing basis or will be initiated, and will be recommended for inclusion in future GSA Board SWPs
 Items highlighted in green are completed

University of Alberta Graduate Students' Association Board Strategic Work Plan – 2016/2017

The GSA respectfully acknowledges that it is located on Treaty 6 territory.

VISION: The Graduate Students' Association (GSA) advocates for an engaging environment that is safe, respectful, supportive, healthy, accessible, and inclusive, and that empowers graduate students to be agents of change during their time at the University of Alberta, and beyond.

MISSION: Recognizing the multi-faceted roles played by graduate students at the University of Alberta, the GSA: advocates for comprehensive, timely, and excellent supports for all graduate students from both the University and the Alberta Government; negotiates a collective agreement that equitably supports graduate students who are employed by the University; works with University administration and faculties to ensure compliance with the Collective Agreement; engages graduate students and supports their endeavours; and works to sustain the excellent reputation of the GSA.

The GSA believes that a healthy organization is nurtured through effective relationships with all stakeholders, including constituent groups of the academy.¹ Nonetheless, an organization that evolves over time must be prepared to take steps at critical junctures that may or may not be endorsed by all its stakeholders. The GSA sees this as a living document, shifting directions as needed, as the provincial, federal, and University landscape changes. It is developed by both the previous and current teams of Directly-Elected Officers (DEOs) and provides a planning document for this and future years. Our overall goal is to create a campus community where all graduate students feel encouraged to learn and are provided with reasonable supports (and accommodations, when necessary) to ensure their success.

OUR IDEAL DEFINITION, SITUATION, AND EXPERIENCE FOR ALL GRADUATE STUDENTS:

A graduate student is a junior colleague who contributes to their field of study in pursuit of an advanced degree through collaborative work with the professoriate and senior colleagues in research, teaching, administrative, and learning environments of the University. These contributions may be accomplished through: extensive coursework, for which students pay tuition; many hours of assistantships, for which students are paid; the co-creation and writing of scholarly work; the securing of academic funding; presentations, conferences, and community engagement; and capstone projects, theses, or dissertations. This multi-faceted position takes place in an environment of mutual respect and fairness to develop skills and knowledge for future careers.

¹ Stakeholders include: individuals, groups, and offices that can affect or are directly affected by, the GSA and its initiatives. Constituent groups of the academy include: faculty, graduate students, undergraduate students, and non-academic staff – all of which are represented on the General Faculties Council. The Postdoctoral Fellows' Association is also included as a group empowered to "communicate with the U of A on all issues of general importance to the Postdoctoral Fellow Community."

User's Guide to the April 2017 Board SWP Progress Update Below:

Items highlighted in pink will, ideally, either remain in progress on an ongoing basis or will be initiated, and will be recommended for inclusion in future GSA Board SWPs
 Items highlighted in green are completed

ADVOCATE

GOAL 1: Work with the University and government to ensure graduate students receive affordable tuition, funding packages, and access to bursaries, scholarships and awards.

Post-secondary education plays an important role in a prosperous society. Graduate students' success is dependent upon access to sustainable living funding packages for the duration of their programs so they can focus on their studies and research. The GSA will advocate that, through strategic investments and reallocation of central funding, all graduate students should be offered baseline funding. The GSA will also advocate for greater financial supports, including: higher salaries for assistantships; more scholarships, awards and bursaries; and increases to the Graduate Student Support Fund (GSSF).

Strategic Objectives	2016/2017 Action Steps
<p>1. Advocate for a sustainable living funding package for all thesis-based graduate students for the duration of their program that enables a reasonable standard of living, based on the cost of living in Edmonton and current tuition costs.</p>	<ul style="list-style-type: none"> a. Meet with key stakeholders who helped develop previous graduate student funding reports to assess the current level of research and information available. b. Articulate, to the President, Provost, and Dean of the Faculty of Graduate Studies and Research (FGSR), the need for an internal review of graduate student funding and support, similar to the review of undergraduate student financial support which began in 2016. c. Discuss with the Dean of the FGSR and the Provost how to create financial packages that correspond with realistic times to completion. d. Meet with Deans to discuss the current types of funding available and collaborate with the Deans and the Provost to assess the gaps in funding for graduate students. e. Present, to the Board Human Resources and Compensation Committee, on the effect of no minimum funding on graduate students and the potential negative impacts to the University. f. Advocate to the Minister of Advanced Education with respect to the significant contributions of graduate students to the quality of education and research offered at comprehensive, research intensive universities, and the need for a provincial funding model that specifically recognizes graduate students and their research, and ensures quality graduate programs and sustainable living funding packages for all graduate students.
<p>2. Advocate to decouple graduate student funding directly from graduate supervisors.</p>	<ul style="list-style-type: none"> a. Create a briefing memo outlining how funding tied to a supervisor increases the power imbalance between graduate students and their supervisors. b. Share our concerns regarding the impact of pay discrepancy between graduate students, including the lack of transparency in the way funding is allocated to faculties and within departments.
<p>3. Advocate, to the FGSR, on the need to include clear and concise contract terms in letters of offer to the University, and make these letters available to graduate students well in advance of deadlines for offers of admission.</p>	<ul style="list-style-type: none"> a. Review the current documentation provided to new graduate students upon an offer of admission. b. Request that specific expectations and requirements for graduate assistantships during a program be outlined in the letter of offer.

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<p>4. Negotiate for increased graduate assistantship funding in the Collective Agreement.</p>	<p>a. Educate graduate students, faculty members, and University administrators on the new Graduate Student Assistantship Collective Agreement effective September 2016 to August 2018.</p> <p>b. Track issues and other information in order to prepare for future negotiations.</p>
<p>5. Advocate for the inclusion of international graduate students in the eligibility requirements for existing scholarships, awards, and bursaries.</p>	<p>a. Propose, to GU15, to create a white paper recommending that international graduate students have access to Tri-Council Agency funding.</p> <p>b. Collaborate with ab-GPAC (Alberta Graduate Provincial Advocacy Council) to develop a position paper outlining issues and necessary improvements for international graduate student tuition and funding in Alberta.</p>
<p>6. Advocate for assistance, support, and encouragement for all graduate students to apply for internal, provincial, and federal awards, grants, and scholarships.</p>	<p>a. Promote the FGSR and departmental workshops designed to assist graduate students with the application process.</p> <p>b. Encourage graduate students to take advantage of the FGSR searchable database of scholarships, awards, and bursaries.</p> <p>c. Work with departments to provide sufficient notice to graduate students of application internal deadlines.</p> <p>d. Advocate for transparency of scholarship allocations awarded within the University.</p>
<p>7. Advocate for new quality measures, funding models, and graduate student management plans that do not favour some faculties or departments over other faculties or departments, to create more equitable graduate experiences.</p>	<p>a. Ensure graduate students are involved in any reform discussions associated with quality measures, funding models, or graduate student enrolment management plans.</p> <p>b. Participate in committee meetings, the FGSR Council, and the General Faculties Council (GFC) regarding quality measures, funding models, and graduate student management plans.</p> <p>c. Request graduate student representation on the Graduate Enrolment and Funding Advisory Committee.</p> <p>d. Create opportunities to discuss the University's decentralized model and how it creates significant disparities in program expectations and requirements, funding options, and time to completion for graduate students.</p>
<p>8. Advocate for a tuition model that ties graduate student tuition increases to the Alberta Consumer Price Index and opposes across-the-board graduate student tuition increases.</p>	<p>a. Encourage ab-GPAC to review international graduate student tuition and develop recommendations for inclusion of international student tuition fees in the province's Tuition Fees Regulation to increase fee predictability.</p> <p>b. Maintain the GSA's past stance in opposition to across-the-board tuition increases beyond Alberta CPI for all graduate students.</p> <p>c. Advocate for a review of the current Tuition Fees Regulation.</p>
<p>9. Advocate against the introduction of new market modifiers or other fees that are not currently a part of an agreed upon regulatory framework.</p>	<p>a. Monitor all fees being implemented for graduate students to ensure they include consultation with graduate students before implementation.</p> <p>b. Ensure graduate students are being assessed fees correctly under the Mandatory Non-Instructional Fee formula.</p>

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ADVOCATE

GOAL 2: Work to develop supportive and respectful relationships between graduate students and their supervisors.

Graduate student success relies on quality supervision and mentoring throughout a degree program. The GSA will build on work by previous executive teams and collaborate, with the FGSR and senior University administrators, to follow through on For the Public Good, the new institutional strategic plan, and make quality graduate student supervision an institutional priority.

Strategic Objectives	2016/2017 Action Steps
1. Advocate for the development of mandatory supervisor training program for both incoming graduate students and supervisors.	a. Collaborate, with the FGSR, on the implementation of recommendations from the Quality of Graduate Student Supervision Report and other similar initiatives. b. Promote a better understanding of the roles and responsibilities of both graduate students and supervisors to provide expectations for both groups. c. Develop a list of recommended professional development workshops for graduate students that help promote a more effective graduate student-supervisor relationship. d. Promote a restorative justice and mediation process to encourage prompt resolution of any graduate student-supervisor conflicts.
2. Advocate for the development of an accountability structure that rewards quality supervision and mentoring while creating incentives to improve poor supervision.	a. Host the annual GSA Awards night to reward deserving graduate students, faculty and staff for excellence in teaching, supervision, research, service, and leadership. b. Work with the FGSR to develop a program to track the quality of the graduate student-supervisor relationship over time. c. Collaborate, with the FGSR, to create a regular feedback process from graduate students regarding experiences with their supervisors.
3. Advocate for departments to develop a means by which graduate students can report concerns regarding their supervisors.	a. Encourage graduate students to seek assistance from the GSA with respect to supervisory concerns. b. Encourage all Deans to develop a website form for disclosure of anonymous supervisor concerns to better track the level and types of concerns over time, and discuss ways to address any systemic issues that emerge.
4. Advocate for realistic 'time to completion' rates in order for both graduate students and supervisors to develop reasonable expectations regarding the length of the degree program.	a. Develop a 'cheat sheet' for prospective graduate students that lists suggested questions to ask a potential supervisor before starting a graduate degree program. b. Collaborate, with the FGSR, on ways to mitigate systemic 'time to completion' problems. c. Collaborate, with the FGSR, to develop a survey to assess current 'time to completion' expectations of both existing and potential graduate students. d. Encourage the FGSR to develop metrics that track faculty adherence to program timing and requirements which allows them to proactively intervene if problems arise.

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	e. Discuss, with the FGSR, the development of a common program milestone form for all graduate students and supervisors, regardless of department, that automatically tracks and flags graduate students not meeting their milestones.
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ENGAGE

GOAL 1: Develop and maintain relationships with all GSA stakeholders internal and external to the University to support graduate student success.

Graduate students play unique and multifaceted roles in a university environment. The GSA will advocate for further resources to support graduate students by reinforcing strong relationships with key players to create a common vision of excellence for all graduate students at the University, as well as across Alberta and Canada.

Strategic Objectives	2016/2017 Action Steps
1. Engage with the Students' Union (SU), the Academic Staff Association (AASUA), the Postdoctoral Fellow's Association (PDFA), and the Non-Academic Staff Association (NASA) to identify shared priorities and maintain strong partnerships.	<ul style="list-style-type: none"> a. Meet regularly with SU counterparts to discuss mutual priorities such as residences, academic governance, and mental health. b. Arrange annual meetings with all partner associations to discuss common issues and priorities.
2. Engage with the President, Provost, Deputy Provost, Vice-Presidents, Board of Governors' members, University Governance, Dean of the FGSR, Dean of Students, Senators, the Alumni Association, service providers, and other key partners to determine shared priorities and maintain effective and collaborative relationships.	<ul style="list-style-type: none"> a. Meet regularly with the Dean of the FGSR and the Dean of Students to discuss specific issues affecting graduate students. b. Maintain graduate student representation on the Alumni Association and the Senate. c. Arrange meetings with senior University administration, when needed, to discuss key issues for graduate students. d. Attend Board of Governors' dinners, special events, and other functions to build relationships with key stakeholders. e. Attend all meetings scheduled with representatives of the provincial government.
3. Engage with our provincial lobby group to ensure the priorities of University of Alberta graduate students are heard by the provincial government.	<ul style="list-style-type: none"> a. Participate in all ab-GPAC meetings to ensure the needs of University of Alberta graduate students are included in ab-GPAC activities. b. Take an active role in the ab-GPAC executive team and important working groups/committees, as needed, to support University of Alberta graduate student priorities and ensure a solid internal governance structure. c. Advocate for international PhD students to be included in the provincial nomination program to increase points if applying for permanent residency. d. Investigate attending advocacy meetings of other lobby groups in order to observe, learn, and gather information.

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4. Engage with the GSAs from other comprehensive and research intensive universities in Alberta and across Canada to share information, discuss best practices, and collaborate on common issues.	<ul style="list-style-type: none"> a. Meet annually with Members of Parliament (MPs) and Members of the Legislative Assembly (MLAs) from all major parties to advocate for graduate students. b. Attend GU15 meetings to share information, determine best practices, and maintain relationships. c. Sign a petition advocating for the creation of a fast-track PhD stream to accelerate application for permanent residency status by international graduate students.
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ENGAGE

GOAL 2: Increase graduate student awareness of and participation with the GSA and its services.

The GSA believes engagement occurs from the time someone asks for information about the graduate student application process through to the end-point of convocation. The GSA supports continuing graduate student engagement through University governance, networks in residence and elsewhere, professional development, and in social settings, all places where friendship and research collaboration can occur. While the GSA offers fall and winter orientation sessions, many graduate students continue to remain unaware of the GSA and the services it offers; the GSA also aims to increase voter turnout. The GSA will investigate effective communication methods that will create opportunities for graduate student awareness and engagement.

Strategic Objectives	2016/2017 Action Steps
1. Engage all graduate students across all University of Alberta campuses through social media and the GSA newsletter more effectively.	<ul style="list-style-type: none"> a. Continue the GSA's review of its communication practices with an eye to assessing how to better reach graduate students. b. Post, on social media, a minimum of one (1) photo per week of a GSA activity and aim to include at least one (1) DEO. c. Assess different communication styles on social media to increase viewership. d. Develop methods to use social media to educate graduate students about services offered by the GSA – including information regarding graduate student rights and ways the GSA can assist all graduate students. e. Assess alternative templates for the GSA newsletter to increase readership. f. Complete the GSA website's transition to Sitecore 3 and the associated redesign.
2. Engage with graduate students through workshops about important services and University governance structures.	<ul style="list-style-type: none"> a. Discuss innovative new methods to promote awareness of the GSA among graduate students to increase participation in GSA activities and events. b. Develop a survey to understand the impact of labour legislation changes on graduate students. c. Continue to host roundtable discussions, town halls, and 101 sessions to educate graduate students about University governance and other important issues. d. Devise methods to increase voter turnout in the annual GSA General Election.

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<p>3. Engage graduate students by promoting activities and events to increase participation.</p>	<ul style="list-style-type: none"> a. Meet with graduate student groups and departmental GSAs to better understand how to assist their members. b. Meet the Vice-President (Facilities and Operations) to follow up on the 2010 Memorandum of Understanding with the University regarding the North Power Plant. c. Lobby for space for the exclusive use of graduate students to encourage collaboration, idea sharing, and informal meetings. d. Provide three (3) events throughout the academic year to support social engagement and reduce stress amongst graduate students. e. Discuss creating GSA branded products and prizes to incentivize graduate students to participate in contests, events, and activities.
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SUPPORT

GOAL 1: Ensure all graduate students have access to sufficient resources to meet the basic necessities of life.

The GSA is a vigilant voice for the graduate student experience, including funding, housing, and services. In order for graduate students to have a positive experience at the University of Alberta, key infrastructure pieces must be in place before graduate students even register. The current unpredictable and unsustainable funding model can create situations where graduate students cannot afford safe housing and/or sufficient food. The lack of graduate student funding creates significant strain on mental health and leads to: increased drop-out rates; increased draws on Health and Wellness services; and a decreased focus on studies and research productivity. The potential for achievement can be lost as graduate students must find alternative funding sources through loans and jobs in order to support themselves and their families.

Strategic Objectives	2016/2017 Action Steps
<p>1. Support the Campus Food Bank (CFB) in its mission to ensure the delivery of adequate food for students and their families.</p>	<ul style="list-style-type: none"> a. Maintain GSA representation on the CFB Board. b. Continue to review the CFB's annual audited financial statements, usage statistics with respect to graduate students, and budget in accordance with the GSA's fiduciary duties concerning the use of graduate students' fees.
<p>2. Support access to healthier food options on campus, including for those with dietary restrictions.</p>	<ul style="list-style-type: none"> a. Meet with Ancillary Services to advocate for a wider variety of healthy food options on campus, including options for those with dietary restrictions.
<p>3. Support the need for sustainable, affordable, and well-maintained graduate student housing to prevent homelessness and ensure a positive experience at the U of A for graduate students and their families.</p>	<ul style="list-style-type: none"> a. Advocate for flexible and transparent residence rental contracts between the University and graduate students that use 'plain language.' b. Meet with potential advocates and sponsors regarding the issue of graduate student homelessness, including Chaplains, Senators, and the Alumni Association, to brainstorm potential solutions to short-term and chronic homelessness amongst graduate students. c. Discuss the on-going issue of mold and general unhealthy living conditions at Michener Park with senior administration and advocate to improve the quality of life for graduate students and their families.

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	<ul style="list-style-type: none"> d. Collaborate with Community Social Workers to make the GSA's presence and services better known to graduate students living in residences. e. Advocate for affordable and high quality graduate residences that are easily accessible via public transit. f. Ensure graduate student representation on the Residence Life Task Force. g. Collaborate with the SU to advocate for more compassionate responses from Residence Services to ensure the needs of all students in residence are met.
<p>4. Support and assist graduate students living in residences, and their Residence Associations, to ensure students are living in safe conditions and receiving excellent services.</p>	<ul style="list-style-type: none"> a. Collaborate with Residence Associations to survey graduate students living in residence about their key issues and concerns. b. Assist graduate students living in residence to ensure their concerns are addressed by Residence Services in a timely manner. c. Meet with Residence Associations each term to hear their concerns and help raise those issues with senior administration.

<p>SUPPORT</p> <p>GOAL 2: Strive for a positive experience that meets the needs, and furthers the development of, graduate students.</p> <p>The GSA supports and encourages an empowering environment for all graduate students so they can thrive academically and professionally. The GSA supports an increase to the number and diversity of professional development opportunities being implemented for graduate students. The GSA will continue to collaborate with the FGSR to ensure graduate students are able to develop the skills and knowledge necessary for future careers. The GSA will work with stakeholders to pursue the development of a mentorship program. The GSA will also maintain its support of University services that benefit graduate students, including advocating for the ability of graduate students to present their research to the academic community inside and outside the U of A.</p>	
Strategic Objectives	2016/2017 Action Steps
<p>1. Support a variety of high quality professional development (PD) and internship opportunities for graduate students in recognition of the diverse future career paths ahead of graduate students.</p>	<ul style="list-style-type: none"> a. Support the professional experience leave policy being advanced by the FGSR. b. Meet with Internship and PD Directors each term to hear program updates and to discuss feedback from participants. c. Meet with stakeholders, such as the FGSR and the Career Centre, to discuss the support of entrepreneurship opportunities for graduate students. d. Develop and host two (2) PD events for graduate students. e. Participate in PD4Grads meetings to assist with the development of PD workshops and events.
<p>2. Support workshops and services that assist graduate students with academic progress and professional development opportunities.</p>	<ul style="list-style-type: none"> a. Subsidize and support graduate student workshops, courses, and sessions offered by the Career Centre and the Student Success Centre. b. Evaluate annually the effectiveness of services subsidized by the GSA for graduate students.

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	<ul style="list-style-type: none"> c. Continue to promote workshops and services for graduate students through the GSA newsletter, the GSA website, and the handbook. d. Evaluate current GSA Policy for supporting graduate student groups to ensure accessibility and equity of support.
3. Support graduate students throughout the application process for internal, provincial, and federal grants, fellowships, and other opportunities.	<ul style="list-style-type: none"> a. As noted above, discuss, with the FGSR, the current opportunities available to graduate students who are applying to scholarships, grants, and awards to ensure the FGSR's complete support throughout the application process.
4. Support graduate students financially so that they can attend local, regional, national, and international conferences to promote their work and develop new academic networks.	<ul style="list-style-type: none"> a. Offer GSA Academic Travel Awards to as many graduate students as GSSF funding permits. b. Compare and contrast funding for academic travel available to graduate students at other universities in preparation for collective bargaining.
5. Support the expansion of a mentorship program available to graduate students in partnership with the FGSR, the Alumni Association, the City of Edmonton, and the Government of Alberta.	<ul style="list-style-type: none"> a. Discuss current graduate student mentorship availability with the FGSR. b. Discuss new graduate student mentorship opportunities with partners such as the Alumni Association.
6. Support cross-disciplinary and cross-institutional research and learning opportunities for graduate students.	<ul style="list-style-type: none"> a. Advocate for easier transfer of credits for graduate students between other universities and the University of Alberta. b. Investigate the possibility of obtaining a seat on the provincial Academic and Credit Transfer Committee for either the University of Alberta or ab-GPAC. c. Research departmental credit transfer policies to determine inconsistencies and areas for improvement. d. Meet with at least two (2) Deans or Department Chairs to discuss the issues of transferring credits and strategize how to overcome barriers.
7. Support opportunities for graduate students to have international research and study opportunities.	<ul style="list-style-type: none"> a. Participate in the FGSR Policy Review Committee, and other similar University committees, to promote interdisciplinary and alternative learning opportunities, including international exchanges, for graduate students. b. Meet with GoAbroad and Mitacs to discuss opportunities to promote and expand international educational experiences available to graduate students.
8. Support the need for high-quality graduate-level programs and courses.	<ul style="list-style-type: none"> a. Participate in the Universal Student Ratings of Instruction review process which will assess the effectiveness of the current evaluation system and recommend improvements. b. Assess graduate student satisfaction levels and areas of improvement outlined in the Canadian Graduate and Professional Student Survey. c. Participate in Campus Alberta Quality Council reviews of graduate student programs.

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SUPPORT	
<p>GOAL 3: Continue to build a safe, respectful, supportive, and appreciative learning and work environment for all graduate students that is compliant with the GSA's Collective Agreement governing graduate student assistantships.</p> <p>All graduate students are entitled to a safe and respectful work environment, free from harassment, discrimination, and bullying. For graduate students with assistantships, the Collective Agreement is a legally binding document between the GSA and the Board of Governors that outlines the expectations for fair compensation and a beneficial work environment. The GSA will build upon the advances it has made to assist graduate students with Collective Agreement issues, and ensure University-wide awareness and compliance of the Collective Agreement.</p>	
Strategic Objectives	2016/2017 Action Steps
<p>1. Support graduate students and build upon advances made by previous GSA teams in resolving issues associated with the Collective Agreement.</p>	<p>a. Collect example letters of appointment from as many departments as possible in order to examine compliance with the Collective Agreement.</p> <p>b. Discuss the Collective Agreement in all orientation presentations by the GSA.</p> <p>c. Distribute a clear and concise fact sheet regarding the Collective Agreement at all GSA orientation presentations and events.</p> <p>d. Present, to the Board Human Resources and Compensation Committee, the types of Collective Agreement issues addressed by the GSA to demonstrate the impact of these issues on the University.</p> <p>e. Track issues associated with the Collective Agreement to discuss during subsequent collective bargaining with the University.</p>
<p>2. Support the development of partnerships with Departmental Councillors and Departmental GSAs to track systemic Collective Agreement compliance issues.</p>	<p>a. Be available to meet with Departmental Councillors, Departmental GSAs, and individual graduate students to better understand the range of issues and experiences across campus.</p> <p>b. Develop a tracking system for all issues discussed with Departmental Councillors, Departmental GSAs, and individual graduate students.</p> <p>c. Plan to meet with all departmental Councillors prior to the end of December 2016.</p> <p>d. Develop an annual meeting schedule between the GSA and Departmental Councillors for use by future GSA teams.</p>
<p>3. Support and advocate for graduate students who have experienced issues related to the Collective Agreement, and for those who face issues outside of the Collective Agreement.</p>	<p>a. Advocate, on behalf of graduate students, for the prompt resolution of ongoing and systemic issues associated with the Collective Agreement.</p> <p>b. Meet with any graduate student who experiences an issue associated with the Collective Agreement to develop methods to resolve the issue in a timely manner.</p> <p>c. Develop a tracking system of individual graduate student issues worked on by the GSA.</p>

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	<ul style="list-style-type: none"> d. Continue to advocate for and assist graduate students who face issues aside from those associated with the Collective Agreement and aid them in navigating University structures.
<p>4. Support partnerships with the FGSR and the Office of the Provost to ensure a better understanding of the GSA's Collective Agreement within the University.</p>	<ul style="list-style-type: none"> a. Maintain ongoing relationships with the appropriate members of the Office of the Provost. b. Review, in collaboration with the Office of the Provost, the Collective Agreement Information Sheets. c. Use social media to highlight the Collective Agreement. d. Discuss, with the FGSR and the Office of the Provost, the way information regarding the Collective Agreement is shared with incoming professors, graduate coordinators, and graduate chairs. e. Attend the Deans' Council, Graduate Program Administrators Committee, and meetings of other groups to present information about the GSA's Collective Agreement.

<p>SUPPORT</p> <p>GOAL 4: Enhance supports for international graduate students.</p> <p>The University's community of international graduate students is a vital part of the overall graduate programs offered at the University of Alberta. The GSA will support, and advocate for, initiatives and programs that specifically support international graduate students in all aspects of their lives.</p>	
Strategic Objectives	2016/2017 Action Steps
<p>1. Support the GSA's partnership with University of Alberta International (UAI) and student groups who represent international graduate students.</p>	<ul style="list-style-type: none"> a. Promote the UAI peer mentoring program via the GSA newsletter and on social media. b. Meet with UAI at least two (2) times per year to discuss issues faced by international graduate students. c. Meet with the Vice-Provost and Associate Vice-President (International) to discuss issues faced by international graduate students. d. Meet annually with international student groups to discuss opportunities for collaboration. e. Advertise University educational support programs that can be used by international graduate students. f. Investigate if there is sufficient need to broker a service to assist international graduate students with applying for permanent residency.

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SUSTAIN	
GOAL 1: Maintain the GSA's excellent reputation and culture of respect, tolerance, and professionalism.	
The GSA aims to be the best managed graduate student association in Canada, with effective and well-trained elected leadership supported by a professional and engaged management team. To be effective, the GSA needs to maintain a viable staffing infrastructure and an engaged office support team.	
Strategic Objectives	2016/2017 Action Steps
1. Sustain a supportive, respectful, professional, and enjoyable work environment for GSA DEOs and support the Executive Director's work to ensure a similar environment within the GSA office.	<ul style="list-style-type: none"> a. Ensure the use of effective communication skills to address conflict or issues as quickly as possible. b. Ensure everyone's time is respected. c. Create opportunities to show appreciation for assistance or for a job well-done. d. Work collaboratively with the Executive Director to enhance the GSA's health, stability, and reputation in all areas over time.
2. Sustain the commitment to strategic planning, regular follow-through on goals and action steps, and regular reporting to the GSA Council.	<ul style="list-style-type: none"> a. Update the Board Strategic Work Plan (SWP) and annual action steps with each new group of DEOs. b. Develop effective methods to demonstrate progress and success of the Board SWP action steps. c. Review and regularly update the recently-developed GSA Councillor Handbook to assist Councillors to better understand their roles and responsibilities. d. Create opportunities for all Councillors to provide input on key items presented and discussed at GSA Council in new or innovative ways. e. Develop a survey for GSA Councillors to facilitate their engagement with the GSA, and ability to represent their departments or constituents.
3. Sustain a proactive search for talent through the Early Call for Talent and Training initiative, and a commitment to provide elected officials with training and professional development opportunities relevant to their portfolios.	<ul style="list-style-type: none"> a. Effectively advertise the annual Early Call for Talent and Training program. b. Maintain an effective Nominating Committee who can work towards placing graduate student representatives on various councils and committees. c. Develop an annual transition plan to prepare incoming DEOs for their annual responsibilities. d. Review and update the annual training plan for DEOs to ensure delivery of training deemed necessary for them to effectively perform their duties. e. Discuss with the Dean of the FGSR the option of requesting academic relief for the GSA President under the professional experience leave category.
4. Sustain a regular review of GSA Bylaw and Policy to ensure good governance.	<ul style="list-style-type: none"> a. Continue with review of GSA Bylaw and Policy (eg combined version, editorial updates, officer portfolios, etc). b. Implement GSA Council-approved updates to Bylaw and Policy as needed following review. c. Communicate during transition of future teams of DEOs the necessity for on-going review.

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5. Sustain reasonable workloads for all DEOs by reallocating roles and responsibilities to meet the changing University environment.	a. Conduct, at minimum, an annual review of DEO portfolios and the division of responsibilities. b. Assign DEOs to committees in a manner that ensures the best use of talent while aiming for an equitable distribution of the overall workload.
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SUSTAIN

GOAL 2: Continue to offer high-quality, affordable services to all graduate students.

The GSA will continue to offer a wide variety of beneficial services that are available to all graduate students. The GSA will also continue to negotiate for affordable health, dental and transit programs for graduate students based on graduate student needs and wants.

Strategic Objectives	2016/2017 Action Steps
1. Sustain and develop on-campus and GSA negotiated and subsidized services to obtain the highest value possible for graduate students.	a. Develop opportunities to gain insight and feedback from graduate students regarding the services offered by the GSA. b. Conduct a comprehensive review of the GSA's Health and Dental Plan in order to select the plan that best meets the overall needs of graduate students. c. Develop a proposal for a drop-in child care centre on campus that can be utilized by graduate students. d. Work to ensure the U-Pass remains cost effective for graduate students. e. Lead the discussion on creation of a direct bus route between Michener Park and North Campus. f. Discuss, with other Edmonton-based universities, negotiating for a discounted U-Pass rate for spouses and dependents of students in future. g. Finalize the agreement between the GSA and the SU regarding the Physical Activity and Wellness (PAW) Centre food service area. h. Maintain relationships with our partners and sponsors of events and activities.

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SUSTAIN	
GOAL 3: Promote a welcoming, equitable, sustainable, and healthy campus for all members of the University community.	
The GSA supports a University that values continuous learning and development and measures success, both through traditional metrics and alternative, less competitive and more collaborative, methods. The GSA supports the development of critical thinking skills, opportunities to fail without punishment, assignments that develop self-awareness of strengths, and opportunities to give back to the community. The GSA will continue to: foster a culture of inclusion and acceptance; responsibility for the use of finite resources; and support health and wellness initiatives that aim to increase work-life balance.	
Strategic Objectives	2016/2017 Action Steps
1. Sustain a respectful and welcoming environment for all indigenous peoples.	<ul style="list-style-type: none"> a. Acknowledge we are on Treaty 6 land in all official meetings and on all official documents produced by the GSA. b. Examine the Truth and Reconciliation Commission's report to determine how the GSA can implement the Calls to Action. c. Host an Elder to lead a smudging ceremony at the start of GSA Council. d. Advocate for learning environments within the University that honour indigenous approaches to living and learning. e. Collaborate with the Indigenous Council to advertise and participate in traditional events and activities to increase graduate student knowledge and understanding of indigenous cultures. f. Discuss with the Deputy Provost current strategies being implemented by the University for indigenous peoples on campus and identify areas affecting graduate students. g. Investigate whether the current infrastructure provided to indigenous undergraduate students also meets the needs of indigenous graduate students.
2. Sustain working relationships with stakeholders to ensure a campus free from discrimination, harassment, and bullying for all members of the University community.	<ul style="list-style-type: none"> a. Identify vulnerable and at-risk graduate student populations and setup meetings each term to discuss concerns and issues. b. Participate, through the sexual assault policy committee, in the development of definitions for sexual violence on campus. c. Participate in the Sexual Assault Response Implementation Committee. d. Attend the Forensic Experiential and Trauma Interview training to learn trauma-informed ways of assisting graduate students. e. Work with Ancillary Services to increase the number of gender neutral bathrooms on campus. f. Advocate for a family-friendly campus that includes an increase in the number of breastfeeding rooms on campus and a change to the policy regarding bringing children to class.

User's Guide to the April 2017 Board SWP Progress Update Below:

Items highlighted in pink will, ideally, either remain in progress on an ongoing basis or will be initiated, and will be recommended for inclusion in future GSA Board SWPs

Items highlighted in green are completed

<p>3. Sustain the development of alternative dispute resolution techniques to help address power imbalances and to nurture peace and productivity within the University environment.</p>	<p>a. Collaborate with the FGSR, the Graduate Student Ombudsperson, and the Office of Safe Disclosure and Human Rights to develop a graduate student rights document.</p> <p>b. Train DEOs in restorative and mediation practices that can help encourage a prompt resolution of conflicts and issues.</p> <p>c. Encourage training for Graduate Chairs in restorative and mediation practices to help resolve conflicts within a department.</p> <p>d. Work to increase awareness of alternative dispute resolution techniques and practical communication skills for graduate students, administrators, and professors.</p> <p>e. Discuss developing alternative methods to address serious allegations about supervision issues, other than the Article 16 process, to effect change and improve graduate student experiences.</p>
<p>4. Sustain campus-wide health and wellness initiatives to support and promote the improvement of mental health for graduate students.</p>	<p>a. Organize eight (8) Coffee Breaks during the academic year to provide mental health breaks and networking opportunities for graduate students, to support flourishing mental health.</p> <p>b. Encourage graduate student participation in local and provincial mental health meetings, events and summits.</p> <p>c. Promote resources that address the stigma of mental health to change the culture of isolation and fear that can inhibit success.</p> <p>d. Collaborate with the University of Calgary to bring the Inquiring Minds anti-stigma mental health workshop to the University of Alberta.</p> <p>e. Encourage ab-GPAC to maintain pressure on the provincial government to guarantee long-term equitable funding for mental health programs.</p> <p>f. Obtain monthly updates from the Vice-President (Facilities and Operations) regarding the progress on the campus's new Interfaith Prayer and Meditation Space.</p> <p>g. Participate in committee meetings to develop a fair and equitable system for booking the Prayer and Meditation Space.</p> <p>h. Participate in campus-wide, on-going health and wellness initiatives.</p> <p>i. Advocate to maintain a psychologist in Triffo Hall for graduate students.</p>
<p>5. Sustain leadership towards environmental sustainability and stewardship.</p>	<p>a. Evaluate GSA events to determine their environmental impact and work with the Office of Sustainability to reduce that impact.</p> <p>b. Limit printing of documents by encouraging the use of laptops and projectors at meetings.</p> <p>c. Promote the University's sustainability initiatives.</p> <p>d. Encourage the Vice-President (Facilities and Operations) to build net zero energy buildings to reduce the long-term environmental impact of the University.</p>

University of Alberta Graduate Students' Association Board Strategic Work Plan – 2016/2017

The GSA respectfully acknowledges that it is located on Treaty 6 territory.

VISION: The Graduate Students' Association (GSA) advocates for an engaging environment that is safe, respectful, supportive, healthy, accessible, and inclusive, and that empowers graduate students to be agents of change during their time at the University of Alberta, and beyond.

MISSION: Recognizing the multi-faceted roles played by graduate students at the University of Alberta, the GSA: advocates for comprehensive, timely, and excellent supports for all graduate students from both the University and the Alberta Government; negotiates a collective agreement that equitably supports graduate students who are employed by the University; works with University administration and faculties to ensure compliance with the Collective Agreement; engages graduate students and supports their endeavours; and works to sustain the excellent reputation of the GSA.

The GSA believes that a healthy organization is nurtured through effective relationships with all stakeholders, including constituent groups of the academy.¹ Nonetheless, an organization that evolves over time must be prepared to take steps at critical junctures that may or may not be endorsed by all its stakeholders. The GSA sees this as a living document, shifting directions as needed, as the provincial, federal, and University landscape changes. It is developed by both the previous and current teams of Directly-Elected Officers (DEOs) and provides a planning document for this and future years. Our overall goal is to create a campus community where all graduate students feel encouraged to learn and are provided with reasonable supports (and accommodations, when necessary) to ensure their success.

OUR IDEAL DEFINITION, SITUATION, AND EXPERIENCE FOR ALL GRADUATE STUDENTS:

A graduate student is a junior colleague who contributes to their field of study in pursuit of an advanced degree through collaborative work with the professoriate and senior colleagues in research, teaching, administrative, and learning environments of the University. These contributions may be accomplished through: extensive coursework, for which students pay tuition; many hours of assistantships, for which students are paid; the co-creation and writing of scholarly work; the securing of academic funding; presentations, conferences, and community engagement; and capstone projects, theses, or dissertations. This multi-faceted position takes place in an environment of mutual respect and fairness to develop skills and knowledge for future careers.

¹ Stakeholders include: individuals, groups, and offices that can affect or are directly affected by, the GSA and its initiatives. Constituent groups of the academy include: faculty, graduate students, undergraduate students, and non-academic staff – all of which are represented on the General Faculties Council. The Postdoctoral Fellows' Association is also included as a group empowered to "communicate with the U of A on all issues of general importance to the Postdoctoral Fellow Community."

ADVOCATE

GOAL 1: Work with the University and government to ensure graduate students receive affordable tuition, funding packages, and access to bursaries, scholarships and awards.

Post-secondary education plays an important role in a prosperous society. Graduate students' success is dependent upon access to sustainable living funding packages for the duration of their programs so they can focus on their studies and research. The GSA will advocate that, through strategic investments and reallocation of central funding, all graduate students should be offered baseline funding. The GSA will also advocate for greater financial supports, including: higher salaries for assistantships; more scholarships, awards and bursaries; and increases to the Graduate Student Support Fund (GSSF).

Strategic Objectives	2016/2017 Action Steps
1. Advocate for a sustainable living funding package for all thesis-based graduate students for the duration of their program that enables a reasonable standard of living, based on the cost of living in Edmonton and current tuition costs.	<ul style="list-style-type: none"> a. Meet with key stakeholders who helped develop previous graduate student funding reports to assess the current level of research and information available. b. Articulate, to the President, Provost, and Dean of the Faculty of Graduate Studies and Research (FGSR), the need for an internal review of graduate student funding and support, similar to the review of undergraduate student financial support which began in 2016. c. Discuss with the Dean of the FGSR and the Provost how to create financial packages that correspond with realistic times to completion. d. Meet with Deans to discuss the current types of funding available and collaborate with the Deans and the Provost to assess the gaps in funding for graduate students. e. Present, to the Board Human Resources and Compensation Committee, on the effect of no minimum funding on graduate students and the potential negative impacts to the University. f. Advocate to the Minister of Advanced Education with respect to the significant contributions of graduate students to the quality of education and research offered at comprehensive, research intensive universities, and the need for a provincial funding model that specifically recognizes graduate students and their research, and ensures quality graduate programs and sustainable living funding packages for all graduate students.
2. Advocate to decouple graduate student funding directly from graduate supervisors.	<ul style="list-style-type: none"> a. Create a briefing memo outlining how funding tied to a supervisor increases the power imbalance between graduate students and their supervisors. b. Share our concerns regarding the impact of pay discrepancy between graduate students, including the lack of transparency in the way funding is allocated to faculties and within departments.
3. Advocate , to the FGSR, on the need to include clear and concise contract terms in letters of offer to the University, and make these letters available to graduate students well in advance of deadlines for offers of admission.	<ul style="list-style-type: none"> a. Review the current documentation provided to new graduate students upon an offer of admission. b. Request that specific expectations and requirements for graduate assistantships during a program be outlined in the letter of offer.
4. Negotiate for increased graduate assistantship funding in the Collective Agreement.	<ul style="list-style-type: none"> a. Educate graduate students, faculty members, and University administrators on the new Graduate Student Assistantship Collective Agreement effective September 2016 to August 2018.

	<ul style="list-style-type: none"> b. Track issues and other information in order to prepare for future negotiations.
<p>5. Advocate for the inclusion of international graduate students in the eligibility requirements for existing scholarships, awards, and bursaries.</p>	<ul style="list-style-type: none"> a. Propose, to GU15, to create a white paper recommending that international graduate students have access to Tri-Council Agency funding. b. Collaborate with ab-GPAC (Alberta Graduate Provincial Advocacy Council) to develop a position paper outlining issues and necessary improvements for international graduate student tuition and funding in Alberta.
<p>6. Advocate for assistance, support, and encouragement for all graduate students to apply for internal, provincial, and federal awards, grants, and scholarships.</p>	<ul style="list-style-type: none"> a. Promote the FGSR and departmental workshops designed to assist graduate students with the application process. b. Encourage graduate students to take advantage of the FGSR searchable database of scholarships, awards, and bursaries. c. Work with departments to provide sufficient notice to graduate students of application internal deadlines. d. Advocate for transparency of scholarship allocations awarded within the University.
<p>7. Advocate for new quality measures, funding models, and graduate student management plans that do not favour some faculties or departments over other faculties or departments, to create more equitable graduate experiences.</p>	<ul style="list-style-type: none"> a. Ensure graduate students are involved in any reform discussions associated with quality measures, funding models, or graduate student enrolment management plans. b. Participate in committee meetings, the FGSR Council, and the General Faculties Council (GFC) regarding quality measures, funding models, and graduate student management plans. c. Request graduate student representation on the Graduate Enrolment and Funding Advisory Committee. d. Create opportunities to discuss the University's decentralized model and how it creates significant disparities in program expectations and requirements, funding options, and time to completion for graduate students.
<p>8. Advocate for a tuition model that ties graduate student tuition increases to the Alberta Consumer Price Index and opposes across-the-board graduate student tuition increases.</p>	<ul style="list-style-type: none"> a. Encourage ab-GPAC to review international graduate student tuition and develop recommendations for inclusion of international student tuition fees in the province's Tuition Fees Regulation to increase fee predictability. b. Maintain the GSA's past stance in opposition to across-the-board tuition increases for all graduate students. c. Advocate for a review of the current Tuition Fees Regulation.
<p>9. Advocate against the introduction of new market modifiers or other fees that are not currently a part of an agreed upon regulatory framework.</p>	<ul style="list-style-type: none"> a. Monitor all fees being implemented for graduate students to ensure they include consultation with graduate students before implementation. b. Ensure graduate students are being assessed fees correctly under the Mandatory Non-Instructional Fee formula.

ADVOCATE

GOAL 2: Work to develop supportive and respectful relationships between graduate students and their supervisors.

Graduate student success relies on quality supervision and mentoring throughout a degree program. The GSA will build on work by previous executive teams and collaborate, with the FGSR and senior University administrators, to follow through on For the Public Good, the new institutional strategic plan, and make quality graduate student supervision an institutional priority.

Strategic Objectives	2016/2017 Action Steps
1. Advocate for the development of mandatory supervisor training program for both incoming graduate students and supervisors.	<ul style="list-style-type: none"> a. Collaborate, with the FGSR, on the implementation of recommendations from the Quality of Graduate Student Supervision Report and other similar initiatives. b. Promote a better understanding of the roles and responsibilities of both graduate students and supervisors to provide expectations for both groups. c. Develop a list of recommended professional development workshops for graduate students that help promote a more effective graduate student-supervisor relationship. d. Promote a restorative justice and mediation process to encourage prompt resolution of any graduate student-supervisor conflicts.
2. Advocate for the development of an accountability structure that rewards quality supervision and mentoring while creating incentives to improve poor supervision.	<ul style="list-style-type: none"> a. Host the annual GSA Awards night to reward deserving graduate students, faculty and staff for excellence in teaching, supervision, research, service, and leadership. b. Work with the FGSR to develop a program to track the quality of the graduate student-supervisor relationship over time. c. Collaborate, with the FGSR, to create a regular feedback process from graduate students regarding experiences with their supervisors.
3. Advocate for departments to develop a means by which graduate students can report concerns regarding their supervisors.	<ul style="list-style-type: none"> a. Encourage graduate students to seek assistance from the GSA with respect to supervisory concerns. b. Encourage all Deans to develop a website form for disclosure of anonymous supervisor concerns to better track the level and types of concerns over time, and discuss ways to address any systemic issues that emerge.
4. Advocate for realistic ‘time to completion’ rates in order for both graduate students and supervisors to develop reasonable expectations regarding the length of the degree program.	<ul style="list-style-type: none"> a. Develop a ‘cheat sheet’ for prospective graduate students that lists suggested questions to ask a potential supervisor before starting a graduate degree program. b. Collaborate, with the FGSR, on ways to mitigate systemic ‘time to completion’ problems. c. Collaborate, with the FGSR, to develop a survey to assess current ‘time to completion’ expectations of both existing and potential graduate students. d. Encourage the FGSR to develop metrics that track faculty adherence to program timing and requirements which allows them to proactively intervene if problems arise. e. Discuss, with the FGSR, the development of a common program milestone form for all graduate students and supervisors, regardless of department, that automatically tracks and flags graduate students not meeting their milestones.

ENGAGE

GOAL 1: Develop and maintain relationships with all GSA stakeholders internal and external to the University to support graduate student success.

Graduate students play unique and multifaceted roles in a university environment. The GSA will advocate for further resources to support graduate students by reinforcing strong relationships with key players to create a common vision of excellence for all graduate students at the University, as well as across Alberta and Canada.

Strategic Objectives	2016/2017 Action Steps
1. Engage with the Students' Union (SU), the Academic Staff Association (AASUA), the Postdoctoral Fellow's Association (PDFA), and the Non-Academic Staff Association (NASA) to identify shared priorities and maintain strong partnerships.	<ul style="list-style-type: none"> a. Meet regularly with SU counterparts to discuss mutual priorities such as residences, academic governance, and mental health. b. Arrange annual meetings with all partner associations to discuss common issues and priorities.
2. Engage with the President, Provost, Deputy Provost, Vice Presidents, Board of Governors' members, University Governance, Dean of the FGSR, Dean of Students, Senators, the Alumni Association, service providers, and other key partners to determine shared priorities and maintain effective and collaborative relationships.	<ul style="list-style-type: none"> a. Meet regularly with the Dean of the FGSR and the Dean of Students to discuss specific issues affecting graduate students. b. Maintain graduate student representation on the Alumni Association and the Senate. c. Arrange meetings with senior University administration, when needed, to discuss key issues for graduate students. d. Attend Board of Governors' dinners, special events, and other functions to build relationships with key stakeholders. e. Attend all meetings scheduled with representatives of the provincial government.
3. Engage with our provincial lobby group to ensure the priorities of University of Alberta graduate students are heard by the provincial government.	<ul style="list-style-type: none"> a. Participate in all ab-GPAC meetings to ensure the needs of University of Alberta graduate students are included in ab-GPAC activities. b. Take an active role in the ab-GPAC executive team and important working groups/committees, as needed, to support University of Alberta graduate student priorities and ensure a solid internal governance structure. c. Advocate for international PhD students to be included in the provincial nomination program to increase points if applying for permanent residency. d. Investigate attending advocacy meetings of other lobby groups in order to observe, learn, and gather information.
4. Engage with the GSAs from other comprehensive and research intensive universities in Alberta and across Canada to share information, discuss best practices, and collaborate on common issues.	<ul style="list-style-type: none"> a. Meet annually with Members of Parliament (MPs) and Members of the Legislative Assembly (MLAs) from all major parties to advocate for graduate students. b. Attend GU15 meetings to share information, determine best practices, and maintain relationships. c. Sign a petition advocating for the creation of a fast-track PhD stream to accelerate application for permanent residency status by international graduate students.

ENGAGE

GOAL 2: Increase graduate student awareness of and participation with the GSA and its services.

The GSA believes engagement occurs from the time someone asks for information about the graduate student application process through to the end-point of convocation. The GSA supports continuing graduate student engagement through University governance, networks in residence and elsewhere, professional development, and in social settings, all places where friendship and research collaboration can occur. While the GSA offers fall and winter orientation sessions, many graduate students continue to remain unaware of the GSA and the services it offers; the GSA also aims to increase voter turnout. The GSA will investigate effective communication methods that will create opportunities for graduate student awareness and engagement.

Strategic Objectives	2016/2017 Action Steps
1. Engage all graduate students across all University of Alberta campuses through social media and the GSA newsletter more effectively.	<ul style="list-style-type: none"> a. Continue the GSA's review of its communication practices with an eye to assessing how to better reach graduate students. b. Post, on social media, a minimum of one (1) photo per week of a GSA activity and aim to include at least one (1) DEO. c. Assess different communication styles on social media to increase viewership. d. Develop methods to use social media to educate graduate students about services offered by the GSA – including information regarding graduate student rights and ways the GSA can assist all graduate students. e. Assess alternative templates for the GSA newsletter to increase readership. f. Complete the GSA website's transition to Sitecore 3 and the associated redesign.
2. Engage with graduate students through workshops about important services and University governance structures.	<ul style="list-style-type: none"> a. Discuss innovative new methods to promote awareness of the GSA among graduate students to increase participation in GSA activities and events. b. Develop a survey to understand the impact of labour legislation changes on graduate students. c. Continue to host roundtable discussions, town halls, and 101 sessions to educate graduate students about University governance and other important issues. d. Devise methods to increase voter turnout in the annual GSA General Election.
3. Engage graduate students by promoting activities and events to increase participation.	<ul style="list-style-type: none"> a. Meet with graduate student groups and departmental GSAs to better understand how to assist their members. b. Meet the Vice-President (Facilities and Operations) to follow up on the 2010 Memorandum of Understanding with the University regarding the North Power Plant. c. Lobby for space for the exclusive use of graduate students to encourage collaboration, idea sharing, and informal meetings. d. Provide three (3) events throughout the academic year to support social engagement and reduce stress amongst graduate students. e. Discuss creating GSA branded products and prizes to incentivize graduate students to participate in contests, events, and activities.

SUPPORT

GOAL 1: Ensure all graduate students have access to sufficient resources to meet the basic necessities of life.

The GSA is a vigilant voice for the graduate student experience, including funding, housing, and services. In order for graduate students to have a positive experience at the University of Alberta, key infrastructure pieces must be in place before graduate students even register. The current unpredictable and unsustainable funding model can create situations where graduate students cannot afford safe housing and/or sufficient food. The lack of graduate student funding creates significant strain on mental health and leads to: increased drop-out rates; increased draws on Health and Wellness services; and a decreased focus on studies and research productivity. The potential for achievement can be lost as graduate students must find alternative funding sources through loans and jobs in order to support themselves and their families.

Strategic Objectives	2016/2017 Action Steps
1. Support the Campus Food Bank (CFB) in its mission to ensure the delivery of adequate food for students and their families.	<ul style="list-style-type: none"> a. Maintain GSA representation on the CFB Board. b. Continue to review the CFB's annual audited financial statements, usage statistics with respect to graduate students, and budget in accordance with the GSA's fiduciary duties concerning the use of graduate students' fees.
2. Support access to healthier food options on campus, including for those with dietary restrictions.	<ul style="list-style-type: none"> a. Meet with Ancillary Services to advocate for a wider variety of healthy food options on campus, including options for those with dietary restrictions.
3. Support the need for sustainable, affordable, and well-maintained graduate student housing to prevent homelessness and ensure a positive experience at the U of A for graduate students and their families.	<ul style="list-style-type: none"> a. Advocate for flexible and transparent residence rental contracts between the University and graduate students that use 'plain language.' b. Meet with potential advocates and sponsors regarding the issue of graduate student homelessness, including Chaplains, Senators, and the Alumni Association, to brainstorm potential solutions to short-term and chronic homelessness amongst graduate students. c. Discuss the on-going issue of mold and general unhealthy living conditions at Michener Park with senior administration and advocate to improve the quality of life for graduate students and their families. d. Collaborate with Community Social Workers to make the GSA's presence and services better known to graduate students living in residences. e. Advocate for affordable and high quality graduate residences that are easily accessible via public transit. f. Ensure graduate student representation on the Residence Life Task Force. g. Collaborate with the SU to advocate for more compassionate responses from Residence Services to ensure the needs of all students in residence are met.
4. Support and assist graduate students living in residences, and their Residence Associations, to ensure students are living in safe conditions and receiving excellent services.	<ul style="list-style-type: none"> a. Collaborate with Residence Associations to survey graduate students living in residence about their key issues and concerns. b. Assist graduate students living in residence to ensure their concerns are addressed by Residence Services in a timely manner. c. Meet with Residence Associations each term to hear their concerns and help raise those issues with senior administration.

SUPPORT

GOAL 2: Strive for a positive experience that meets the needs, and furthers the development of, graduate students.

The GSA supports and encourages an empowering environment for all graduate students so they can thrive academically and professionally. The GSA supports an increase to the number and diversity of professional development opportunities being implemented for graduate students. The GSA will continue to collaborate with the FGSR to ensure graduate students are able to develop the skills and knowledge necessary for future careers. The GSA will work with stakeholders to pursue the development of a mentorship program. The GSA will also maintain its support of University services that benefit graduate students, including advocating for the ability of graduate students to present their research to the academic community inside and outside the U of A.

Strategic Objectives	2016/2017 Action Steps
1. Support a variety of high quality professional development (PD) and internship opportunities for graduate students in recognition of the diverse future career paths ahead of graduate students.	<ul style="list-style-type: none"> a. Support the professional experience leave policy being advanced by the FGSR. b. Meet with Internship and PD Directors each term to hear program updates and to discuss feedback from participants. c. Meet with stakeholders, such as the FGSR and the Career Centre, to discuss the support of entrepreneurship opportunities for graduate students. d. Develop and host two (2) PD events for graduate students. e. Participate in PD4Grads meetings to assist with the development of PD workshops and events.
2. Support workshops and services that assist graduate students with academic progress and professional development opportunities.	<ul style="list-style-type: none"> a. Subsidize and support graduate student workshops, courses, and sessions offered by the Career Centre and the Student Success Centre. b. Evaluate annually the effectiveness of services subsidized by the GSA for graduate students. c. Continue to promote workshops and services for graduate students through the GSA newsletter, the GSA website, and the handbook. d. Evaluate current GSA Policy for supporting graduate student groups to ensure accessibility and equity of support.
3. Support graduate students throughout the application process for internal, provincial, and federal grants, fellowships, and other opportunities.	<ul style="list-style-type: none"> a. As noted above, discuss, with the FGSR, the current opportunities available to graduate students who are applying to scholarships, grants, and awards to ensure the FGSR's complete support throughout the application process.
4. Support graduate students financially so that they can attend local, regional, national, and international conferences to promote their work and develop new academic networks.	<ul style="list-style-type: none"> a. Offer GSA Academic Travel Awards to as many graduate students as GSSF funding permits. b. Compare and contrast funding for academic travel available to graduate students at other universities in preparation for collective bargaining.
5. Support the expansion of a mentorship program available to graduate students in partnership with the FGSR, the Alumni Association, the City of Edmonton, and	<ul style="list-style-type: none"> a. Discuss current graduate student mentorship availability with the FGSR. b. Discuss new graduate student mentorship opportunities with partners such as the Alumni Association.

the Government of Alberta.	
6. Support cross-disciplinary and cross-institutional research and learning opportunities for graduate students.	<ul style="list-style-type: none"> a. Advocate for easier transfer of credits for graduate students between other universities and the University of Alberta. b. Investigate the possibility of obtaining a seat on the provincial Academic and Credit Transfer Committee for either the University of Alberta or ab-GPAC. c. Research departmental credit transfer policies to determine inconsistencies and areas for improvement. d. Meet with at least two (2) Deans or Department Chairs to discuss the issues of transferring credits and strategize how to overcome barriers.
7. Support opportunities for graduate students to have international research and study opportunities.	<ul style="list-style-type: none"> a. Participate in the FGSR Policy Review Committee, and other similar University committees, to promote interdisciplinary and alternative learning opportunities, including international exchanges, for graduate students. b. Meet with GoAbroad and Mitacs to discuss opportunities to promote and expand international educational experiences available to graduate students.
8. Support the need for high-quality graduate-level programs and courses.	<ul style="list-style-type: none"> a. Participate in the Universal Student Ratings of Instruction review process which will assess the effectiveness of the current evaluation system and recommend improvements. b. Assess graduate student satisfaction levels and areas of improvement outlined in the Canadian Graduate and Professional Student Survey. c. Participate in Campus Alberta Quality Council reviews of graduate student programs.

SUPPORT

GOAL 3: Continue to build a safe, respectful, supportive, and appreciative learning and work environment for all graduate students that is compliant with the GSA’s Collective Agreement governing graduate student assistantships.

All graduate students are entitled to a safe and respectful work environment, free from harassment, discrimination, and bullying. For graduate students with assistantships, the Collective Agreement is a legally binding document between the GSA and the Board of Governors that outlines the expectations for fair compensation and a beneficial work environment. The GSA will build upon the advances it has made to assist graduate students with Collective Agreement issues, and ensure University-wide awareness and compliance of the Collective Agreement.

Strategic Objectives	2016/2017 Action Steps
<p>1. Support graduate students and build upon advances made by previous GSA teams in resolving issues associated with the Collective Agreement.</p>	<ul style="list-style-type: none"> a. Collect example letters of appointment from as many departments as possible in order to examine compliance with the Collective Agreement. b. Discuss the Collective Agreement in all orientation presentations by the GSA. c. Distribute a clear and concise fact sheet regarding the Collective Agreement at all GSA orientation presentations and events. d. Present, to the Board Human Resources and Compensation Committee, the types of Collective Agreement issues addressed by the GSA to demonstrate the impact of these issues on the University. e. Track issues associated with the Collective Agreement to discuss during subsequent collective bargaining with the University.
<p>2. Support the development of partnerships with Departmental Councillors and Departmental GSAs to track systemic Collective Agreement compliance issues.</p>	<ul style="list-style-type: none"> a. Be available to meet with Departmental Councillors, Departmental GSAs, and individual graduate students to better understand the range of issues and experiences across campus. b. Develop a tracking system for all issues discussed with Departmental Councillors, Departmental GSAs, and individual graduate students. c. Plan to meet with all departmental Councillors prior to the end of December 2016. d. Develop an annual meeting schedule between the GSA and Departmental Councillors for use by future GSA teams.

<p>3. Support and advocate for graduate students who have experienced issues related to the Collective Agreement, and for those who face issues outside of the Collective Agreement.</p>	<ul style="list-style-type: none"> a. Advocate, on behalf of graduate students, for the prompt resolution of ongoing and systemic issues associated with the Collective Agreement. b. Meet with any graduate student who experiences an issue associated with the Collective Agreement to develop methods to resolve the issue in a timely manner. c. Develop a tracking system of individual graduate student issues worked on by the GSA. d. Continue to advocate for and assist graduate students who face issues aside from those associated with the Collective Agreement and aid them in navigating University structures.
<p>4. Support partnerships with the FGSR and the Office of the Provost to ensure a better understanding of the GSA's Collective Agreement within the University.</p>	<ul style="list-style-type: none"> a. Maintain ongoing relationships with the appropriate members of the Office of the Provost. b. Review, in collaboration with the Office of the Provost, the Collective Agreement Information Sheets. c. Use social media to highlight the Collective Agreement. d. Discuss, with the FGSR and the Office of the Provost, the way information regarding the Collective Agreement is shared with incoming professors, graduate coordinators, and graduate chairs. e. Attend the Deans' Council, Graduate Program Administrators Committee, and meetings of other groups to present information about the GSA's Collective Agreement.

SUPPORT

GOAL 4: Enhance supports for international graduate students.

The University's community of international graduate students is a vital part of the overall graduate programs offered at the University of Alberta. The GSA will support, and advocate for, initiatives and programs that specifically support international graduate students in all aspects of their lives.

Strategic Objectives	2016/2017 Action Steps
<p>1. Support the GSA's partnership with University of Alberta International (UAI) and student groups who represent international graduate students.</p>	<ul style="list-style-type: none"> a. Promote the UAI peer mentoring program via the GSA newsletter and on social media. b. Meet with UAI at least two (2) times per year to discuss issues faced by international graduate students. c. Meet with the Vice Provost and Associate Vice President (International) to discuss issues faced by international graduate students. d. Meet annually with international student groups to discuss opportunities for collaboration. e. Advertise University educational support programs that can be used by international graduate students. f. Investigate if there is sufficient need to broker a service to assist international graduate students with applying for permanent residency.

SUSTAIN

GOAL 1: Maintain the GSA's excellent reputation and culture of respect, tolerance, and professionalism.

The GSA aims to be the best managed graduate student association in Canada, with effective and well-trained elected leadership supported by a professional and engaged management team. To be effective, the GSA needs to maintain a viable staffing infrastructure and an engaged office support team.

Strategic Objectives	2016/2017 Action Steps
1. Sustain a supportive, respectful, professional, and enjoyable work environment for GSA DEOs and support the Executive Director's work to ensure a similar environment within the GSA office.	<ul style="list-style-type: none"> a. Ensure the use of effective communication skills to address conflict or issues as quickly as possible. b. Ensure everyone's time is respected. c. Create opportunities to show appreciation for assistance or for a job well-done. d. Work collaboratively with the Executive Director to enhance the GSA's health, stability, and reputation in all areas over time.
2. Sustain the commitment to strategic planning, regular follow-through on goals and action steps, and regular reporting to the GSA Council.	<ul style="list-style-type: none"> a. Update the Board Strategic Work Plan (SWP) and annual action steps with each new group of DEOs. b. Develop effective methods to demonstrate progress and success of the Board SWP action steps. c. Review and regularly update the recently-developed GSA Councillor Handbook to assist Councillors to better understand their roles and responsibilities. d. Create opportunities for all Councillors to provide input on key items presented and discussed at GSA Council in new or innovative ways. e. Develop a survey for GSA Councillors to facilitate their engagement with the GSA, and ability to represent their departments or constituents.
3. Sustain a proactive search for talent through the Early Call for Talent and Training initiative, and a commitment to provide elected officials with training and professional development opportunities relevant to their portfolios.	<ul style="list-style-type: none"> a. Effectively advertise the annual Early Call for Talent and Training program. b. Maintain an effective Nominating Committee who can work towards placing graduate student representatives on various councils and committees. c. Develop an annual transition plan to prepare incoming DEOs for their annual responsibilities. d. Review and update the annual training plan for DEOs to ensure delivery of training deemed necessary for them to effectively perform their duties. e. Discuss with the Dean of the FGSR the option of requesting academic relief for the GSA President under the professional experience leave category.
4. Sustain a regular review of GSA Bylaw and Policy to ensure good governance.	<ul style="list-style-type: none"> a. Continue with review of GSA Bylaw and Policy (eg combined version, editorial updates, officer portfolios, etc) b. Implement GSA Council-approved updates to Bylaw and Policy as needed following review. c. Communicate during transition of future teams of DEOs the necessity for on-going review.
5. Sustain reasonable workloads for all DEOs by reallocating roles and responsibilities to meet the changing University environment.	<ul style="list-style-type: none"> a. Conduct, at minimum, an annual review of DEO portfolios and the division of responsibilities. b. Assign DEOs to committees in a manner that ensures the best use of talent while aiming for an equitable distribution of the overall workload.

SUSTAIN

GOAL 2: Continue to offer high-quality, affordable services to all graduate students.

The GSA will continue to offer a wide variety of beneficial services that are available to all graduate students. The GSA will also continue to negotiate for affordable health, dental and transit programs for graduate students based on graduate student needs and wants.

Strategic Objectives	2016/2017 Action Steps
<p>1. Sustain and develop on-campus and GSA negotiated and subsidized services to obtain the highest value possible for graduate students.</p>	<ul style="list-style-type: none"> a. Develop opportunities to gain insight and feedback from graduate students regarding the services offered by the GSA. b. Conduct a comprehensive review of the GSA's Health and Dental Plan in order to select the plan that best meets the overall needs of graduate students. c. Develop a proposal for a drop-in child care centre on campus that can be utilized by graduate students. d. Work to ensure the U-Pass remains cost effective for graduate students. e. Lead the discussion on creation of a direct bus route between Michener Park and North Campus. f. Discuss, with other Edmonton-based universities, negotiating for a discounted U-Pass rate for spouses and dependents of students in future. g. Finalize the agreement between the GSA and the SU regarding the Physical Activity and Wellness (PAW) Centre food service area. h. Maintain relationships with our partners and sponsors of events and activities.

SUSTAIN

GOAL 3: Promote a welcoming, equitable, sustainable, and healthy campus for all members of the University community.

The GSA supports a University that values continuous learning and development and measures success, both through traditional metrics and alternative, less competitive and more collaborative, methods. The GSA supports the development of critical thinking skills, opportunities to fail without punishment, assignments that develop self-awareness of strengths, and opportunities to give back to the community. The GSA will continue to: foster a culture of inclusion and acceptance; responsibility for the use of finite resources; and support health and wellness initiatives that aim to increase work-life balance.

Strategic Objectives	2016/2017 Action Steps
<p>1. Sustain a respectful and welcoming environment for all indigenous peoples.</p>	<ul style="list-style-type: none"> a. Acknowledge we are on Treaty 6 land in all official meetings and on all official documents produced by the GSA. b. Examine the Truth and Reconciliation Commission’s report to determine how the GSA can implement the Calls to Action. c. Host an Elder to lead a smudging ceremony at the start of GSA Council. d. Advocate for learning environments within the University that honour indigenous approaches to living and learning. e. Collaborate with the Indigenous Council to advertise and participate in traditional events and activities to increase graduate student knowledge and understanding of indigenous cultures. f. Discuss with the Deputy Provost current strategies being implemented by the University for indigenous peoples on campus and identify areas affecting graduate students. g. Investigate whether the current infrastructure provided to indigenous undergraduate students also meets the needs of indigenous graduate students.
<p>2. Sustain working relationships with stakeholders to ensure a campus free from discrimination, harassment, and bullying for all members of the University community.</p>	<ul style="list-style-type: none"> a. Identify vulnerable and at-risk graduate student populations and setup meetings each term to discuss concerns and issues. b. Participate, through the sexual assault policy committee, in the development of definitions for sexual violence on campus. c. Participate in the Sexual Assault Response Implementation Committee. d. Attend the Forensic Experiential and Trauma Interview training to learn trauma-informed ways of assisting graduate students. e. Work with Ancillary Services to increase the number of gender neutral bathrooms on campus. f. Advocate for a family-friendly campus that includes an increase in the number of breastfeeding rooms on campus and a change to the policy regarding bringing children to class.
<p>3. Sustain the development of alternative dispute resolution techniques to help address power imbalances</p>	<ul style="list-style-type: none"> a. Collaborate with the FGSR, the Graduate Student Ombudsperson, and the Office of Safe Disclosure and Human Rights to develop a graduate student rights document.

<p>and to nurture peace and productivity within the University environment.</p>	<ul style="list-style-type: none"> b. Train DEOs in restorative and mediation practices that can help encourage a prompt resolution of conflicts and issues. c. Encourage training for Graduate Chairs in restorative and mediation practices to help resolve conflicts within a department. d. Work to increase awareness of alternative dispute resolution techniques and practical communication skills for graduate students, administrators, and professors. e. Discuss developing alternative methods to address serious allegations about supervision issues, other than the Article 16 process, to effect change and improve graduate student experiences.
<p>4. Sustain campus-wide health and wellness initiatives to support and promote the improvement of mental health for graduate students.</p>	<ul style="list-style-type: none"> a. Organize eight (8) Coffee Breaks during the academic year to provide mental health breaks and networking opportunities for graduate students, to support flourishing mental health. b. Encourage graduate student participation in local and provincial mental health meetings, events and summits. c. Promote resources that address the stigma of mental health to change the culture of isolation and fear that can inhibit success. d. Collaborate with the University of Calgary to bring the Inquiring Minds anti-stigma mental health workshop to the University of Alberta. e. Encourage ab-GPAC to maintain pressure on the provincial government to guarantee long-term equitable funding for mental health programs. f. Obtain monthly updates from the Vice-President (Facilities and Operations) regarding the progress on the campus's new Interfaith Prayer and Meditation Space. g. Participate in committee meetings to develop a fair and equitable system for booking the Prayer and Meditation Space. h. Participate in campus-wide, on-going health and wellness initiatives. i. Advocate to maintain a psychologist in Triffo Hall for graduate students.
<p>5. Sustain leadership towards environmental sustainability and stewardship.</p>	<ul style="list-style-type: none"> a. Evaluate GSA events to determine their environmental impact and work with the Office of Sustainability to reduce that impact. b. Limit printing of documents by encouraging the use of laptops and projectors at meetings. c. Promote the University's sustainability initiatives. d. Encourage the Vice-President (Facilities and Operations) to build net zero energy buildings to reduce the long-term environmental impact of the University.

GSA President
Report to GSA Council for the April 24, 2017 Meeting

To: GSA Council
From: Sarah Ficko
Date: April 21, 2017

Dear Councillor Friends and Colleagues,

I hope everyone is looking forward to the end of the semester, and has some time to enjoy the sunshine and outdoors in the coming months ☺ I want to offer my congratulations to everyone who has successfully completed exams, theses, candidacies, and other milestones over the past few months – good luck as you continue your journey at the University or elsewhere! I would also like to congratulate all of the graduate students, staff, and faculty who were honoured at the GSA Awards night held on March 24 (it was a very successful event); the 26 award winners at the FGSR teaching awards; and the 3MT finalists and winners – it is exciting to hear about the breadth of research happening across campus. It has been an exciting few weeks!

The past few weeks as I've been writing my transition report, I've been reflecting on how fast this year has gone by – it feels both like it was only a few days ago I was preparing to start this new job, and also that it was forever ago! Below you'll find some of the key topics I've been working on this past month organized under the theme headings from our Board Strategic Work Plan.

Advocate

Board of Governors (BoG) Update

Last month, Michael Phair (BoG Chair) asked each BoG member to complete a BoG self-evaluation. He also met individually with myself and Fahim (SU President) to discuss our experiences and thoughts on the BoG moving forward. In August there will be a BoG retreat, as there will be 13 new members (of 21) in about a 6 month period. I have also recommended to the incoming GSA team that Michael, David Turpin (University President), Doug Stollery (University Chancellor), and the new Dean of FGSR (see below) be invited to GSA Council in the fall to describe their roles, and to give Councillors the opportunity to ask them questions directly.

Dean of FGSR Search Committee

Over the past six months, Jane Traynor (GSA Senator) and I have been sitting on the Dean of FGSR search committee. For those of you who have not sat on a search committee before, it is an interesting opportunity to learn more about the University, and help select an individual that will play a leadership role in your department, faculty, or at the institutional level (I'd recommend putting your name forward for one in future if you ever do have the opportunity!). In my opinion, this was one of the most important tasks I was involved in this year, as the decisions made by FGSR and the Dean can affect every grad student on campus.

While the meeting details are confidential, I've outlined the process below for those who are interested. The initial meetings were to discuss qualities and skills the committee thought the new Dean should possess, as well as to develop a job description and an ad for the position. Several meetings were held with various members of the University community to gather feedback, and then the ad was posted and the search consultant also began to seek out qualified individuals. Once all of the applications were received, the committee narrowed it down to a short list (some search committees do both a long list and a short list depending on their timeline). Two individuals, Andre Loiselle and Heather Zwicker accepted the invitation to give presentations to the University community and then they were both interviewed by the committee. On

April 10, the committee met to decide which candidate they wanted to select as the future Dean of FGSR. At that point, the Deputy Provost (who chaired the committee) informed the Provost of the decision, and the Provost discussed the decision with the University President before reaching out to the candidate. The Provost then negotiates a contract with the candidate, and once settled, the information will go to the BoG Human Resources and Compensation Committee (BHRCC) and then the BoG (in closed session) on May 12 for approval. An official announcement will be made to the University community shortly thereafter.

Engage

ab-GPAC (Alberta Graduate Provincial Advocacy Council) Update

This month the ab-GPAC Board of Directors has the opportunity to meet with the Ministers of Advanced Education and Economic Development and Trade on March 21 to discuss research, funding, and issues specifically affecting graduate students in the province. Our new Executive Director Nicole has also been hard at work writing an election policy for elections for the new executive team, conducting exit interviews with all Directors, and making sure we are compliant with the requirements in the *Societies Act*. The ab-GPAC Board will have its transition meeting on May 6-7 in Lethbridge.

Questions To Ask Before Starting Grad School

Last GSA Council we discussed the list of questions for prospective students to ask themselves and potential supervisors before applying to grad school. After incorporating the comments I received, I presented it at FGSR Council where it also received positive feedback, and several people said they would like to post a modified version on their own departmental websites. I will finalize the list in the coming week and then pass it on to FGSR to post on their website.

Support

Bill 7 and Labour Legislation Changes

As many of you have probably already heard and as Sasha also reports, the Minister of Advanced Education initiated the first reading of Bill 7 on April 6. Bill 7 outlines the changes to labour legislation for post-secondary institutions in the province. The highlights of the Bill for graduate students are:

- The GSAs will remain as the bargaining agents for graduate students for at least the next 5 years, and will be deemed a trade union for the purposes of bargaining
- As of April 6, everyone has the right to strike in the next round of bargaining and institutions have the right to lock out
- Graduate Research Assistantship Fellowships (GRAFs) are not covered by the legislation (only TAs and RAs)
- Binding arbitration can be negotiated at the start of collective bargaining (if it is not negotiated by a particular bargaining group then an essential services agreement must be developed before bargaining begins)
- Procedures for bargaining and other matters are moved from the *PSLA* to the *Labour Relations Code*; each GSA will have to submit their collective bargaining bylaws to the Labour Relations Board for approval by July 2018
- Postdoctoral fellows will be recognized as associations under the *PSLA*

The GSA is currently seeking advice from our lawyers on the implications of Bill 7 in order to ensure that we will be fully compliant with its various elements (for example, we need to assess whether our current bylaws concerning ratification of the CA by the GSA Council must be amended to stipulate that only academically employed graduate students are able to vote to ratify such agreement, as well as the implications of this legislation for graduate students holding GRAFs). Over the summer, the new team of DEOs will likely aim to hold a number of town halls to help educate grad students on the changes and to hear further from grad students if they would prefer the GSA to maintain the right to strike or to negotiate for binding arbitration for the upcoming round of collective bargaining starting in fall 2017.

Once the next round of bargaining is complete, the GSA will then want to consult with grad students on what grad students want in the long run and how they should proceed towards the end of the five-year period. As such, there is both a lot of work to be done in terms of collective bargaining for this coming year, and also in terms of consultation and decision-making over the next five years for subsequent teams of DEOs.

Sustain

GSA Fees

Following the approval of the GSA 2017-2018 budget at the February GSA Council meeting, the GSA's membership fees were submitted to the BoG Budget, Finance, and Property Committee (BFPC), as they must go through this subcommittee and then to the BoG for approval of collection of the fees (not approval of the fees themselves) beginning in September 2017. On April 19, I presented the GSA's fees to BFPC, and that body approved a Motion to recommend that they move forward to the BoG for the May 12 meeting.

Mental Health and Wellness

It can be hard to balance school and life as a graduate student, especially during periods of high stress (eg exam time) or during times of transition (eg finishing classes/starting experiments; finishing experiments/starting to write a thesis; finishing your degree/looking for a job, etc). There are many resources available on campus on our website at <http://www.gsa.ualberta.ca/Services/MentalHealth.aspx>, or through the University at <https://www.ualberta.ca/current-students/wellness/mental-health>, and I encourage everyone to take a few minutes and check in with their friends and neighbours on a regular basis.

Upcoming Activities and Events

This semester has lots on the go! I've included a list of dates with some upcoming activities below.

April

- Apr 11, FGSR Graduate Teaching Award Event
- Apr 13, 3 Minute Thesis Finals
- Apr 24, GSA Council
- Apr 25, GSA Event: Let Go Of Your Mind – improv style event (watch or participate, and then mix and mingle with fellow grads) – we hope many of you will join of us for this fun event with lunch provided!
- Apr 28, GSA Unwind your Mind Coffee Break

May

- May 4-5, University Senate Plenary
- May 15, GSA Council

June

- Jun 6-9 and 12-15, Convocations
- Jun 19, GSA Council

*Lots of other events, workshops, and speakers can be found at <https://www.ualberta.ca/events>

Finally, this will be my last report as your sitting President and representative (though I will submit one more report on my last week for the May GSA Council meeting). As I've learned this year, the GSA President is essentially the CEO of a \$1M non-profit organization, which, in my opinion, is pretty much the ultimate professional development opportunity anyone can have as 'just' a grad student (hint, hint, nudge, nudge, come out to Early Call this year)! I'm incredibly proud of how much my team has learned and grown, and all that we have accomplished this year. I hope we have made changes or put pieces in place that will improve graduate student lives at the U of A and in Canada now and over the coming years. While this experience has been challenging, scary, and tiring at times, it has also been incredibly fun, motivating, and ridiculously rewarding when we did make progress on issues impacting grad students. There are an enormous number of people I'd like to thank for all their advice, support, and encouragement this past year (this list is by no means exhaustive!), including my team of Ali, Firouz, Masoud, and Sasha; Courtney, Heather, Julie, Laura, Lisa, Fiona, Mahsa, Dorte, and Shirley in the office; past GSA Presidents; the GSA Board and GSA standing committee members I've had the pleasure to work with; to all GSA Councillors for your willingness and desire to volunteer time each month collaborating on ways to improve the experiences of grad students on campus; the dedicated staff and faculty in FGSR, the Dean of Students' Office, and across the institution who work super hard to help grad students every day; my friends and family; and my husband Stu for his unwavering belief in my ability to lead. I wish the incoming team the best of luck, and look forward to seeing their ideas unfolding over the coming year.

Warmest regards,

Sarah
GSA President

Please find below a list of meetings I attended between March 21, 2017 and April 24, 2017. The meetings were accurate at the time of printing. Sarah was on academic leave from March 21 to March 24, 2017 and on personal leave from April 18 to April 21, 2017.

March 27	Meeting with a Department
March 27	Meeting with Heather Zwicker, Interim Vice-Provost and Dean, Faculty of Graduate Studies and Research (FGSR)
March 27	Meeting with Michael Phair, Board of Governors Chair
March 28	Meeting with David Turpin, University President
March 29	Meeting with Graduate Students
March 30	GSA Governance Committee (GSA GC)
March 30	ab-GPAC Executive Meeting
March 31	Meeting regarding Student Homelessness
March 31	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Executive Director
April 3	Meeting with Heather Zwicker, Interim Vice-Provost and Dean, Faculty of Graduate Studies and Research (FGSR)
April 3	PAW Strategic Operation Committee Meeting
April 4	Faculty of Graduate Studies and Research (FGSR) Dean Selection Committee Dinner
April 5	Meeting with one Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 5	Forum with one Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 5	Faculty of Graduate Studies and Research (FGSR) Dean Selection Committee
April 6	Meeting with one Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 6	Phone Call with the Alberta Government on Bill 7
April 6	Forum with one Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 6	Faculty of Graduate Studies and Research (FGSR) Dean Selection Committee
April 7	Special Announcement from David Turpin, University President
April 10	Student Group Grant Support
April 10	Dinner with the Outgoing Executives of the Students' Union
April 11	Faculty of Graduate Studies and Research (FGSR) Dean Selection Committee
April 11	Meeting with Steve Dew, Provost and Vice-President (Academic)
April 11	Faculty of Graduate Studies and Research (FGSR) Graduate Student Teaching Awards
April 11	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Board of Directors Meeting
April 12	Faculty of Graduate Studies and Research (FGSR) Council
April 13	Meeting with the Students' Union
April 13	Faculty of Graduate Studies and Research (FGSR) Professional Development Advisory Board Meeting
April 13	3-Minute Thesis Finals
April 24	Board University Relations Committee (BURC)
April 24	Board Learning and Discovery Committee (BLDC)

**GSA Board
Report to GSA Council for the April 24, 2017 Meeting**

To: GSA Council
 From: Courtney Thomas, Executive Director and Coordinator of the GSA Board; Heather Hogg, Director of Operations; Julie Tanguay, Associate Director; and Lisa Hareuther, Assistant Director
 Date: April 21, 2017

The GSA Board (GSAB) reports regularly to GSA 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. Open session Minutes are available upon request. The President, Vice-Presidents, Director of Operations, Associate Director, and I will be happy to answer any questions or provide more information at the GSA Council meeting. Also see the weekly Management Reports to the GSAB in Item 22 (Executive Director's Report to GSA Council) on pages 20.4-20.6.

21 March 2017 GSA Board Email Vote

Motions and Agreements:

That the GSA Board **APPROVE** the estimated expense for two (2) representatives of the GSA to attend the ab-GPAC Transition, May 6 to 7, 2017, in Lethbridge, AB, as noted below. **CARRIED.**

22 March 2017 GSA Board Meeting: Cancelled

29 March 2017 GSA Board Meeting

Main Agenda Items:

Recommended Revisions to GSA Board Policy and Meeting Reports

Motions and Agreements:

Motion: That GSA Board **APPROVE** the recommended editorial and substantive revisions to the entirety of GSA Board Policy as noted in the attached "track changes" and "if approved" documents, effective immediately. SF **MOVED.** MK Seconded. **CARRIED.**

Members **AGREED** to move in **CLOSED SESSION.**

Members discussed **Meeting with a Department.**

Members **AGREED** to move out of **CLOSED SESSION.**

Members **AGREED** to move in **CLOSED SESSION.**

Members discussed **Meeting with University President.**

Members **AGREED** to move out of **CLOSED SESSION.**

Members **AGREED** to move in **CLOSED SESSION.**

Members discussed **GFC Nominating Committee.**

Members **AGREED** to move out of **CLOSED SESSION.**

Members **AGREED** to review exam policies at other institutions for ideas and to discuss this topic further at the 5 April 2017 meeting.

05 April 2017 GSA Board Meeting

Main Agenda Items:

Proposed Changes to GSA Bylaw and Policy on GSA Council, GSA Officers, and GSA Standing Committees; GSA Board Strategic Work Plan: Update to GSA Council; and FGSR Policy Review Committee

Motions and Agreements:

That the GSA Board review, **FOR INFORMATION AND PRIOR TO ONWARD TRANSMISSION TO GSA COUNCIL**, the recommended proposed changes to GSA Bylaw and Policy on GSA Council, GSA Officers, and GSA Standing Committees, as shown in the attached double column documents and effective upon approval by GSA Council.

12 April 2017 GSA Board Meeting

Main Agenda Items:

Attendance at the ab-GPAC Transition, May 6 to 7, 2017, in Lethbridge, AB: Estimated Expenses; Bill 7 Information; GSA Board Strategic Work Plan: Update to GSA Council

Motions and Agreements:

Members **AGREED** to approve the Agenda of April 12, 2017, which had been previously distributed, after adding an action item concerning additional estimated travel expenses for ab-GPAC). SF **MOVED.** MK Seconded. **CARRIED.**

Members **AGREED** to approve the Minutes of April 5, 2017, which had been previously distributed, after amending SF's report for the FGSR Dean Search Committee meetings to read 'Confidential Meeting' instead of 'Nothing to Report'. SF **MOVED.** AT Seconded. **CARRIED.**

Motion: That the GSA Board **APPROVE** the estimated expense for one (1) representative of the GSA to attend the ab-GPAC Transition, May 6 to 7, 2017, in Lethbridge, AB, as noted in the attached estimate. SF **MOVED**. MK Seconded. **CARRIED**.
Members **AGREED** to move in **CLOSED SESSION**.
Members discussed **Bill 7**.
Members **AGREED** to move out of **CLOSED SESSION**.
Members **AGREED** to place discussion of Bill 7 as a standing item on GSA Board agendas for the coming months.

19 April 2017 GSA Board Meeting: Cancelled

**GSA Governance Committee (GSA GC)
Report to GSA Council for the April 24, 2017 Meeting**

To: GSA Council
From: Sarah Ficko
Date: April 21, 2017

Dear Council Colleagues,

The GSA GC met on March 30, 2017. At this meeting, members reviewed a series of proposed editorial and substantive proposed changes to four sections of GSA Bylaw and Policy: GSA Council, GSA Officers, GSA Standing Committees, and GSA Caucuses. Following their meeting, the GSA GC voted unanimously via email vote on April 3, 2017 in support of recommending the proposed substantive changes that are now before you to GSA Council, and in support of the editorial changes. As set out in GSA Policy, The GSA GC will “make any editorial changes (such as factual inaccuracies and other editorial issues) to the GSA’s governing documents as deemed necessary by the GSA GC” (Section F: GSA Standing Committees, GSA Policy, GSA Standing Committees, Section F.POL.4.2.b).

The approved editorial changes included:

- Standardizing the layout of all GSA Standing Committees so that they follow the same format of: Composition, Mandate, and Meetings
- Removing University committees that no longer exist from the Directly-Elected Officer portfolios
- Adding editorial statements of clarification regarding current procedures
- Removal of repetitive language

Sincerely,
Sarah Ficko, GSA President and Chair, GSA Governance Committee

**GSA Nominating Committee
Report to GSA Council for the April 24, 2017 Meeting**

To: GSA Council
From: Radim Barta
Date: April 21, 2017

Dear Council Colleagues,

The report from the GSA Nominating Committee (GSA NoC) this month is a summary of discussions/decisions the GSA NoC has made since its last report, together with a list of all vacancies filled and those which will be filled shortly.

GSA Policy governing the GSA NoC is located in GSA Bylaw and Policy, Section E: Nominating. As provided for in its Terms of Reference, the GSA NoC has been conducting business via e-mail.

Sincerely,

Radim Barta, Chair, GSA NoC

GSA Councillor-at-Large By-Election

1) GSA Councillor-at-Large (4 Graduate Student Positions)

In the 2017 GSA General Election, six (6) out of ten (10) Councillor-at-Large positions were filled. In the GSA newsletters of March 24, 31, April 7, and 13, 2017, the GSA NoC advertised for the four (4) vacant GSA Councillor-at-Large positions. The deadline to receive nominations was April 11, 2017 and nine (9) nominations were received. A call for additional nominations was emailed to GSA Council on April 13, 2017. The deadline to receive additional nominations was Thursday, April 20, 2017 and no additional nominations were received.

See Item 7 – Nominees for GSA Councillor-at-Large By-Election.

GSA Standing Committees

2) GSA Appeals and Complaints Board (GSA ACB) (3 Graduate Student Positions)

In the March 31, 2017 GSA newsletter, the GSA NoC advertised for three (3) vacant positions on the GSA ACB. The deadline to receive nominations was April 10, 2017 and no nominations were received. The call for additional nominations was emailed to GSA Council on April 12, 2017. The deadline to receive additional nominations was April 19, 2017 and two (2) additional nominations were received. The nominees were then interviewed by GSA NoC Chair Radim Barta and GSA NoC member (and recent former GSA NoC Administrative Chair) Michele DuVal, both of whom have been trained in procedural fairness by the GSA and have a record of demonstrating impartiality through their work on the GSA NoC. GSA Assistant Director Lisa Hareuther was also present. During the interviews, the nominees were asked a series of questions aimed at assessing their awareness of the basic tenets of procedural fairness and their ability to adjudicate potential cases in accord with those tenets (note as well that all individuals elected to the GSA ACB will receive training in procedural fairness). There will be a paper ballot vote. **See Item 7b – Nominees for the GSA ACB.**

3) GSA Elections and Referenda Committee (GSA ERC) (1 GSA Council Member)

On March 29, 2017, GSA Council members were notified via email of one (1) vacancy on the GSA ERC for a GSA member of Council. The deadline to receive nominations was April 10, 2017 and no nominations were received. A call for additional nominations was emailed to GSA Council on April 12, 2017. The deadline to receive additional nominations was April 19, 2017 and no additional nominations were received. This vacancy will be advertised again.

4) GSA Board (GSAB) (1 GSA Council Member)

Alicia Cappello has stepped down from her position, leaving a vacancy for a non-voting member of GSA Council on GSA Board. Information regarding this vacancy was circulated via email to GSA Council on March 29, 2017 with a deadline of April 10, 2017. No nominations were received. A call for additional nominations was emailed to GSA Council on April 12, 2017. The deadline to receive additional nominations was April 19, 2017 and one (1) additional nomination was received. There will be a paper ballot vote. **See Item 7a – Nominee for the GSA Board.**

Bodies External to the GSA

GSA Council has delegated to the GSA NoC the responsibility of filling positions on all committees external to the GSA. Normally, all vacancies are advertised. According to GSA Policy, “advertising may be waived in instances where, in the GSA NoC’s view, it is urgent to fill a vacancy” (GSA Bylaw and Policy, Section E: Nominating, GSA Policy, Nominating, Section E.POL.5.2).

1) General Faculties Council (GFC) (14 Graduate Student Positions)

These positions were advertised in the GSA newsletter on March 31, April 7, and April 13 2017. An email was also sent to the current representatives on GFC to inquire as to their interest in serving an additional term. The deadline to receive nominations was Tuesday, April 18, 2017 at 12:00 PM (noon). Ten (10) nominations were received. **Solomon Amoateng (Law), Ruben Araya (Computer Engineering), Darcy Bemister (AFNS), Michelle Borowitz (Anthropology), Benjamin Denga (Educational Policy), Kyle Foster (Physics), Maryam Kebbe (Pediatrics), Maryse Kiese (Humanities Computing/MLIS), Andrews Tawiah (Rehab Science), and Brayden Whitlock (Physiology)** were elected by the GSA NoC to serve on the GFC.

Current Vacancies

1) Senator (1 Graduate Student Position)

As per GSA Bylaw and Policy, the nomination period for the position of Senator has opened. The GSA NoC advertised for the position in the GSA newsletter of March 31, 2017, and this advertisement is ongoing. The deadline to receive nominations is May 3, 2017, and the deadline to received additional nominations from GSA Council is May 11, 2017. GSA Council will vote to elect an individual to this position at the May 15, 2017 GSA Council meeting.

2) University Cup Selection Committee (1 GSA Directly-Elected Officer or Delegate Position)

This committee requires a GSA Directly-Elected Officer or delegate to adjudicate applications for the University Cup, which is the highest honour of the U of A granted to those individuals who have achieved outstanding distinction in each of the areas of scholarly research, teaching, service to the University and the community at large. In consultation with the GSA Vice-President Academic, a delegate will be identified to serve on this committee (GSA Bylaw and Policy, Section E: Nominating, GSA Policy, Nominating, Section E.POL.6.2).

3) Distinguished University Professor Selection Committee (1 GSA Directly-Elected Officer or Delegate Position)

This committee requires a GSA Directly-Elected Officer or delegate to adjudicate applications for the title of Distinguished University Professor and Distinguished University Professor Emeritus to those individuals who have achieved outstanding distinction and scholarship in each of the areas of research, teaching, and service to the academy and the community at large. In consultation with the GSA Vice-President Academic, a delegate will be identified to serve on this committee (GSA Bylaw and Policy, Section E: Nominating, GSA Policy, Nominating, Section E.POL.6.2).

4) Vargo Teaching Chair Selection Committee (1 GSA Directly-Elected Officer or Delegate Position)

This committee requires a GSA Directly-Elected Officer or delegate to adjudicate applications for the Vargo Teaching Chair. Vargo Teaching Chairs were created to foster excellence in teaching at the University. In consultation with the GSA Vice-President Academic, a delegate will be identified to serve on this committee (GSA Bylaw and Policy, Section E: Nominating, GSA Policy, Nominating, Section E.POL.6.2).

5) Visiting Lectureship in Human Rights (VLHR) Selection Committee (1 Graduate Student Position)

This position was advertised in GSA newsletters of April 13 and 21, 2017 with a nomination deadline of April 28, 2017 at 12:00 PM (noon).

Addendum – Recent In-Person Meeting of the GSA NoC

On March 31, 2017, members of the GSA NoC met the newest member of the committee, Ahsan Ahmed, who was elected at the February 27, 2017 meeting of GSA Council. Over the course of the meeting, they provided him with context on the work of the GSA NoC, explained committee procedures, and discussed relevant sections of the GSA Bylaw and Policy.

Furthermore, members discussed a change to procedure with respect to replenishing GSA Standing Committees. In the past, GSA Council has only cast ballots in cases where either additional nominations were submitted by GSA Council members or in instances where the number of nominees exceeded the number of vacancies (ie, a contested election) (as per GSA Bylaw and Policy, Section E: Nominating, GSA Policy, Nominating, Section E.POL.6.6). In instances in which they did not engage in a paper ballot vote, GSA Council was asked instead to declare nominees elected. With respect to this process, GSA NoC members agreed to adopt a procedural change on a trial basis wherein GSA Council would engage in a paper ballot vote concerning any GSA Standing Committee election (ie, even in instances where there was only one nominee for one vacancy). After a trial period intended to gauge the impact of this change on the flow of business and agenda items at GSA Council meetings, the GSA NoC will discuss the possibility of adopting it more permanently. Finally, at this in-person meeting, members also discussed the upcoming GSA Council election for Council-Elected Officer positions.

**GSA Vice-President Academic
Report to GSA Council for the April 24, 2017 Meeting**

To: GSA Council
From: Firouz Khodayari
Date: April 21, 2017

Dear Council Colleagues,

I hope that everybody is enjoying the last days of the semester while ending on a successful note. As Vice-President Academic, I have attended several meetings and been involved with many discussions during the last month; I will share the highlights with you in this report.

Supervision and Examination Policy

As I mentioned in my February report to GSA Council, I have been closely working with the FGSR to review policy on supervision and examinations. A major revision to the Supervision and Structure of Examining Committees in the Graduate Program Manual was approved by the FGSR Council in May 2012. Subsequently, in May 2013, the authority for approval of several items was delegated to Faculties and changes to the Graduate Program Manual governing examinations were approved by FGSR Council in October 2013. Since then, a number of areas have come to light that have caused problems due to apparent contradictions, gaps and/or language that is confusing. The FGSR Policy Review Committee (PRC) (which I am a member of) undertook a comprehensive review of the supervision and examination regulations. The proposed changes, along with the current version of the regulations are presented [here](#) (the highlighted areas show the changes). I have also attached the *Doctoral Candidacy Examination Outcomes Flowchart* to this document (which could be found on the last page). I encourage all of you to read both documents, consult with the graduate students in your department, and let me know any feedback you have. This document will be discussed for the last time in a PRC meeting on April 25, before going to FGSR Council for final approval on May 10, 2017. The feedback I receive from graduate students across different departments will help ensure the review of this policy is as comprehensive as possible.

I am happy to answer any questions or comments that you might have regarding this report. Also, I would be more than happy if you would like to share your suggestions or concerns regarding any academic related issues you have encountered at the University.

Thanks,

Firouz Khodayari, GSA Vice-President Academic

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Please find below a list of meetings I attended between March 21, 2017 and April 24, 2017. The meetings were accurate at the time of printing.

March 22	GFC Nominating Committee (GFC NC)
March 3	Signature Areas Campus Forum
March 24	GSA Awards Night
March 28	Faculty of Graduate Studies and Research (FGSR) Policy Review Committee
March 31	University Research Policy Committee (URPC)
April 5	Meeting with a Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 5	Forum with a Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 5	GFC Committee on the Learning Environment (GFC CLE)
April 5	Images of Research Reception and Exhibition
April 6	Meeting with a Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 6	Forum with a Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 10	Dinner with the Outgoing Executives of the Students' Union
April 10	GSA Faculty of Graduate Studies and Research (FGSR) Council Caucus
April 10	GFC Nominating Committee (GFC NC)
April 10	GFC Executive Committee (GFC Exec)
April 11	Ualberta.ca Evolution Working Committee
April 11	Meeting with Graduate Students
April 19	Campus Sustainability Awards
April 19	Academic Integrity Council
April 20	GSA GFC Caucus
April 20	GSA Academically-Related Student Group Award Appeal
April 21	General Faculties Council (GFC)
April 24	Killam Award for Excellence in Mentoring Adjudication

**GSA Vice-President External
Report to GSA Council for the April 24, 2017 Meeting**

To: GSA Council
From: Masoud Khademi
Date: April 21, 2017

Dear Council Colleagues,

I hope you are doing well in each and every aspect of your lives. As you already know, we are in the final exam season, and some of you might still have some courses to pass. So, before getting into the formal report of my meetings, I want to wish you tons of luck in your upcoming exams.

As I mentioned in my March GSA Council report, the Dean of Students' Office is in the process of reviewing the Student Groups Policy and Procedure. Consequently, they are bringing updated versions of their drafts to several committees and councils (such as COSA, CORA, DAC) within the University, and are working to gather feedback. In all of these meetings I have worked to remind them about the GSA's feedback on the proposed changes in terms of how the changes may impact graduate student groups. As I have mentioned before, the GSA had a separate meeting with the Dean of Students' Office to provide our specific and detailed feedback on the proposed changes.

In the past few months, the University's senior administrative team has gone through several changes, resulting in many cases new faces at the U of A. As I mentioned in my last report, I am part of the Advisory Search Committee for the Vice-President University Relations. As we are heading into the end of this search process, we have had several interviews with the shortlisted candidates and hopefully the final decision will be released soon. Additionally, along with the rest of the GSA Directly-Elected Officers, I had a chance to have in-person meetings with both candidates shortlisted for the position of Dean of the Faculty of Graduate Studies and Research (FGSR). In these meetings, we worked to share the GSA's perspective on the responsibilities and roles of the FGSR within the University's structure and evaluate the candidates based on their alignment with our strategic plans.

During the past month, I participated, along with other ab-GPAC directors, in a short meeting with Minister Schmidt. As this meeting happened before the official release of the provincial and federal budgets, the main topic of discussion was the oversight of the new provincial budget and how it can help support post-secondary education within Alberta. I also met this month with Minister Hajdu, who is the federal Minister of Employment, Workforce Development, and Labour. This meeting occurred during her short visit to the U of A Faculty of Science. In this meeting, she discussed student employment after graduation and the role and strategic plans that the federal government has to support post-graduation employment.

Finally, this past month I attended, along with the other DEOs, the Graduate Student Teaching Awards, which was hosted by the FGSR. This award recognizes those students who excelled in their role as TAs. This event was very interesting, especially the student presentations on their methods of teaching, which highlighted their significant accomplishments within a short period of time.

As always, if you need more information or have any question regarding the meetings I have attended this past month, please do not hesitate to contact me.

Sincerely,
Masoud Khademi, GSA Vice-President External

Please find below a list of meetings I attended between March 21, 2017 and April 24, 2017. The meetings were accurate at the time of printing.

March 21	Meeting with Deron Bilous, Minister of Economic Development and Trade
March 21	Lunch with Marlin Schmidt, Minister of Advanced Education
March 21	Alumni Student Council Activity
March 22	Dean's Advisory Committee (DAC)
March 24	Council of Residence Associations (CORA)
March 24	GSA Awards Night
March 27	Residence Advisory Committee (RAC)
March 31	GSA Coffee Break
April 3	Vice-President (University Relations) Advisory Search Committee
April 4	Vice-President (University Relations) Advisory Search Committee
April 5	Meeting with a Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 5	Forum with a Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 5	Alumni Student Council
April 6	Meeting with a Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 6	Forum with a Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 7	World Health Day
April 10	Dinner with the Outgoing Executives of the Students' Union
April 11	Faculty of Graduate Studies and Research (FGSR) Graduate Student Teaching Awards
April 11	Alberta Graduate Provincial Advocacy Council (ab-GPAC) Board of Directors Meeting
April 13	Meeting with the Students' Union
April 13	Council on Student Affairs (COSA)
April 18	Council of Residence Associations (CORA)
April 19	Campus Sustainability Awards
April 19	Meeting with P Hajdu, Federal Minister of Employment, Workforce Development and Labour
April 20	Residence Advisory Committee (RAC)
April 21	Vice-President (University Relations) Advisory Search Committee

**GSA Vice-President Labour
Report to GSA Council for the April 24, 2017 Meeting**

To: GSA Council
From: Sasha van der Klein
Date: April 21, 2017

Dear Council Colleagues,

A white Easter, who would have thought that?! I found it a reasonably refreshing and novel experience. I hope you all had a nice long weekend and a good egg hunt.

I begin my report with the new legislation that came forward from the government. As Sarah also mentions in her report, and as previously circulated to all graduate students through the GSA newsletter, **the impact of Bill 7 is substantial** and will require a lot of work to ensure the GSA is compliant with the new legislation. We will need to determine how the processes around next years' negotiations will take shape to be compliant with the new legislation. This gives me an excellent opportunity to stress again the **urgency of all councillors and/or alternates to book labour consultations** with me. We want to hear from you and your departmental colleagues directly about what you would like to see happening in terms of labour agreements with the University, what is going well in your department regarding compliance and/or labour practices, and if there are pressing issues, what they are and how you would like to see them addressed. If you have met with me already, but you feel like Bill 7 has resulted in new responses from your constituents, or has reshaped your own opinion of how graduate student labour practices can be improved, please don't hesitate to [book a meeting](#) with me again.

The rest of this month I have been busy answering questions from graduate students regarding their appointments, ranging from **maternity leave to Spring/Summer appointments under the C:AST agreement**. We have to continuously stress to departments that even when they have students falling under the GRAF category, these appointments are entitled to the same vacation, maternity, parental, medical, compassionate, bereavement, and jury duty leave benefits. If this affects you, please review the conditions in Article 14 through 19 of the [GSA CA](#) or shoot me an email if you have questions around your individual situations. If you have questions around your individual **Spring/Summer appointments**, shoot me an email as well.

I have also been working with FGSR on organizing a series of lunch sessions focused on the topic of **managing up**. We are planning to launch these sessions in September. I'm also still working on the **Graduate Students Rights Document**, an initiative between FGSR, the Office of Safe Disclosure and Human Rights, the Office of the Student Ombuds, and the GSA. We are developing information pamphlets and a website, so that all graduate students can have easy access to their rights as a graduate student.

Regarding the **Mental Health Portfolio**, Masoud attended the **World Health Day** on April 7 for me as I couldn't make it due to research obligations. This was part of the **Unwind Your Mind** week, organized by the Healthy Campus Unit, which included many initiatives to help students destress for the upcoming exam period. See the calendar of the [Healthy Campus Unit](#) on their website or follow them through Facebook to get involved with their relaxing activities and events on campus. This gives me an excellent bridge to our own event, funded by an Unwind Your Mind grant. On Tuesday April 25 the GSA will take it a step further for graduate students. Not only can you 'unwind' your mind – you can [Let Go of Your Mind](#)! I'm confident it will be a very fun, open, and relaxing event.

Again, I will keep the [link](#) to the labour consultations calendar in my reports for now, so if you haven't booked a meeting yet, it's easy to access!

That was April! Let me know if you have questions, and feel free to contact me at any time.

Thanks,

Sasha van der Klein, GSA Vice-President Labour

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Please find below a list of meetings I attended between March 21, 2017 and April 24, 2017. The meetings were accurate at the time of printing.

March 21	Applied Suicide Intervention Skills Training
March 22	Labour Consultation with a Graduate Student
March 23	Labour Consultation with a Graduate Student
March 24	Labour Consultation with a Graduate Student
March 24	Labour Consultation with a Graduate Student
March 24	GSA Awards Night
March 27	Meeting with a Department
March 28	Healthy Campus Webinar
March 29	Meeting with a Graduate Students
March 30	Meeting with a Graduate Student
March 30	GSA Governance Committee (GSA GC)
April 3	Meeting with a Graduate Student
April 3	Meeting with Heather Zwicker, Interim Vice-Provost and Dean, Faculty of Graduate Studies and Research (FGSR)
April 5	Vice-President (Research) Advisory Search Committee
April 5	Meeting with a Graduate Student
April 6	Vice-President (Research) Advisory Search Committee
April 10	Vice-President (Research) Advisory Search Committee
April 10	Dinner with the Outgoing Executive of the Students' Union
April 11	Faculty of Graduate Studies and Research (FGSR) Graduate Student Teaching Awards
April 11	Meeting with a Graduate Student
April 11	Meeting with a Graduate Students
April 12	Meeting about the Student Rights Document
April 12	Faculty of Graduate Studies and Research (FGSR) Council
April 18	Meeting with S Buchsdruecker, Faculty Relations Officer
April 19	Days of Action Committee Meeting
April 19	Campus Sustainability Awards
April 19	Labour Consultation with a Graduate Student

**GSA Vice-President Student Services
Report to GSA Council for the April 24, 2017 Meeting**

To: GSA Council
From: Ali Talaei
Date: April 21, 2017

Dear Council Colleagues,

Another month has come and gone again and it means that this is my 24th and **almost** last GSA Council report. It has been a great two years of working together!!! I hope everyone has been doing well since the last time we met. It has been relatively busy in the GSA world and below is the summary of my activities since last meeting.

This month has been quite exciting as I attended meetings and spent time with Royle Feng, the incoming GSA VP Student Services. During this transition, he had the opportunity to meet the key stakeholders and observe the work the GSA engaged in through various external committees.

We met with Stephen Kuntz and his team from the Writing Resources where they provided feedback on the Winter Writers' Retreat, which was a 3-day workshop for grad students working on their theses, sponsored by the GSA. The feedback received was very positive and almost all of the students who attended supported the continuation of similar activities. We discussed potential new writing services for grad students and agreed that the GSA's financial support could be used for similar writers' retreats but potentially also for establishing the periodic presence of a writing advisor in Triffo Hall. The details of the proposed plan will be discussed further over the summer.

At the U-Pass Advisory Committee meeting, there were discussions about the U-Pass agreement and Smart Fare. Regarding the U-Pass agreement, everything is going smoothly. ETS's legal department has reviewed the final agreement and it will be sent to the various institutions soon. In other words, everything is on track and the agreements between the municipalities and the University should be signed soon and then the GSA will sign its agreement with the University. Regarding Smart Fare, the City of Edmonton is still in negotiation with the selected vendors. They are now working on the details of the technology and when it is decided upon, the University will be able to work on integrating the technology into ONEcards accordingly.

In the Protective Services Advisory Committee meeting I attended for the GSA VP Labour there was discussion about the structure of University Protective Services (UAPS), including its short and long-term goals and the performance of the unit in the past year. Big topics of discussion surrounded the communication strategy, whereby UAPS will continue to communicate with different stakeholders to ensure community members are aware of the UAPS services on and off campus. The other good news is that the volunteering program at the UAPS has been revisited and there are opportunities for members of community to volunteer with them. Please check their website if you are interested.

The United Way Committee has almost finished the planning phase. Details about the committee membership are now finalized, and discussions about the campaign strategy/timing and stakeholders involvement have been completed. This will probably be the first year that student champions are officially part of the University United Way campaign and we all look forward to it.

I also attended the Graduate Student Teaching Awards ceremony, along with the other DEOs, and the 3-Minute Thesis Finals. I was impressed to see the quality of research and dedication of the TAs I met.

Sincerely,

Ali Talaei, Vice-President Student Services

15.1

Please find below a list of meetings I attended between March 21, 2017 and April 24, 2017. The meetings were accurate at the time of printing. I was on academic leave from March 21 to March 22, 2017 and on personal leave from March 23 to March 31, 2017.

April 3	PAW Strategic Operation Committee Meeting
April 4	Meeting with Writing Resources
April 5	Meeting with a Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 5	Forum with a Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 6	Forum with a Nominee for the Dean of Faculty of Graduate Studies and Research (FGSR) Position
April 10	Dinner with the Outgoing Executives of the Students' Union
April 11	Graduate Student Teaching Awards
April 11	Protective Services Advisory Committee
April 12	Signature Areas Development Panel
April 13	3-Minute Thesis Finals
April 18	U-Pass Advisory Committee Meeting
April 19	United Way Campaign Committee
April 20	U-Pass Administrative Committee Meeting

**GSA Executive Director
Report to GSA Council for the April 24, 2017 Meeting**

To: GSA Council
From: Courtney Thomas
Date: April 21, 2017

The table below lists the GSA's key corporate docs, which define us as a corporate entity.

Additionally, the detailed management reports submitted weekly to the GSA Board are attached. As always, Julie, Heather, and I welcome your questions and feedback.

Best,
Courtney Thomas, Executive Director

NAME	SUMMARY	STATUS
<i>Agreements with Expiry Dates</i>		
Campus Food Bank	Regulates GSA involvement with Food Bank.	GSA gives \$9000/annum to Campus Food Bank. MoU expired April 30, 2015. For 2016-2017, GSAB decided on four payments of \$2500 over 2016-2017. New agreement is set out annually in letters to the Campus Food Bank.
Graduate Student Assistantship Collective Agreement and Agreement re GSAP and GSSF	Sets out terms and conditions for graduate students serving as GTAs, GRAs, and GRAFs, as well as a separate MoU that provides for funding allocations to the GSA for the GSSF.	Current agreement with the Board of Governors expires August 31, 2018.
Collective Agreement with NASA covering office staff	Sets out terms of employment for GSA staff.	Renegotiated by the Executive Director and Director of Operations in April 2012 and 2015. Current agreement expires in 2020.
Graduate Student Assistance Program (GSAP)	Provides for a wide range of personal counselling.	Originally signed December 31, 2010 for a two-year period with the possibility of 4 two-year extensions. Was reviewed and re-signed via email in August 2013. Dependents added in December 2013. Current agreement expired December 31, 2014 but is described by Administration as a rolling plan. Reviewed annually with Administration.
Health and Dental Agreement with Studentcare	Provides for Health and Dental Plan.	Provider changed in 2012. Re-signed in 2014. Current agreement expires August 31, 2020 (renegotiated

20.1

		agreement was signed in October 2014). Service levels, claims, etc are reviewed annually.
Liability Insurance	As a separate corporation from the university, we carry our own General Liability insurance and Directors and Officers insurance.	Doubled our liability insurance in 2012. The GSA is not covered for alcohol use. Discussions in 2013-2014 and 2016-2017 with Administration and insurance experts surrounding the creation of an alcohol liability waiver for graduate student groups. General Liability insurance expires May 17, 2017 and has been renewed to 2018.
North Power Plant and Dewey's	<p>2009 Memorandum of Agreement with the Students' Union regarding the operation of Dewey's.</p> <p>2010 Memorandum of Understanding with the U of A for use of North Power Plant Space for the Tory Building decant.</p> <p>1997 Memorandum of Agreement with the U of A guaranteeing graduate social space in North Power Plant or at another location; 2004 Letter of Confirmation on this MoU from the Dean of Students. The space includes the current sustainability offices.</p>	<p>Expired August 2012 - conversations about use of space are ongoing.</p> <p>No Expiration - conversation regarding Dewey's/NPP ongoing as part of this MoA.</p> <p>No Expiration - conversation regarding Dewey's/NPP ongoing as part of this MoA.</p>
Officers/Directors' Insurance	As a separate corporation from the university, we carry insurance that covers the elected officials, and management.	We doubled our coverage in 2013. We switched brokers in 2016 and signed a new agreement. Current agreement expires January 28, 2018.
Photocopier Lease with Xerox	Covers two photocopiers.	Current agreement expires March 31, 2018.
TDIMM	Provides for group auto and home insurance as well as some funding for GSA events.	Renewed in 2016 for a period of 5 years and with an increase in the sponsorship funds provided by TD. Current agreement expires September 16, 2021. Funding for the TD Student Service Award continues until 2021.
Triffo Hall Lease	Detailed lease covering our use of Triffo office space.	First-ever lease was signed in June 2011; 5-year term, four renewals (three now remaining). Re-signed in 2016 and current agreement expires

20.2

		May 30, 2021 (notification of desire to renew must be given 6-12 months before expiry).
U of A Financial Services	Stipulates when GSA receives fees collected by the U of A on our behalf.	Re-negotiated and signed in April 2012. Re-negotiated again in 2013 for the academic years 2013-2014, 2014-2015, and 2015-2016. Re-negotiated again in 2016 for the academic years 2016-2017, 2017-2018, and 2018-2019. Current agreement expires April 30, 2019.
U-PASS Transit Agreement with the U of A Agreement with the transit providers	Governs U-PASS. Governs U-PASS.	Referendum held in March 2013. New agreement signed in September 2013. Current agreement expires in 2017 when the U of A agreement with the municipalities expires. Referendum for a new four-year agreement passed in March 2017 and the agreement itself (with a 2021 expiry) will be signed soon. The University signs this agreement with the municipalities and the U of A and the GSA and SU then each sign a separate agreement. Current agreement expires in 2017 and, following the 2017 referendum, a new agreement will be signed soon.

AGREEMENTS WITH NO EXPIRY DATE (ONGOING)		
NAME	SUMMARY	STATUS
Alberta Graduate Provincial Advocacy Council	Society under the <i>Societies Act</i> .	Registered in March 2015 with U of C, U of L and AU GSAs. No expiration date; annual <i>Societies Act</i> filing required. (The former Alberta Graduate Council disbanded in 2013).
ATB Financial Banking	Operating account.	Reviewed with BMO in April 2012. Switched to ATB in May 2016 (as they also manage the GSA's investments). Ongoing with no expiry date. Signing authorities reviewed annually.
ATB Financial Investments	GICs, investments.	Agreement was signed on April 11, 2016. Reviewed regularly.
CAPS and Writing Resources Centre Agreements	Provides for subsidy of certain CAPS and WRC courses for grad students.	Annual subsidy of \$5500. Reviewed annually.
Ceridian (Payroll)	GSA staff and elected officials are paid by direct deposit.	Outsourcing is cheaper/more efficient than in-house production of cheques.

20.3

		Agreement signed May 30, 2011. Ongoing with no expiry date.
Info Sharing with Studentcare and University	Allows Studentcare access to specified graduate student personal information for strictly defined purposes regarding the GSA's Health and Dental Plan.	Reviewed with the U of A Privacy Officer and Studentcare in 2012 and new agreement signed on May 3, 2013. Ongoing with no expiry date; GSA to give notice of 6 months if wanting to terminate.
PAW Centre	Sets out terms of operation of PAW. SU also a signatory to the Agreement.	Referendum held, agreement signed in April 2012. Need to negotiate certain business terms with SU (discussion began in December 2013 and continues but should be concluded soon – final drafts are under review).
Personal Information Sharing Agreement with the U of A	Allows the GSA access to specified graduate student personal information for strictly defined purposes, e.g. emailing the newsletter, elections.	Signed in May 2013. Ongoing with no expiry date.
Student Financial Services	Student Financial Services administers the GSA's Emergency Bursary program. GSA distributes funds.	2006 AEGS Memorandum of Settlement between GSA/BoG provides for establishment of emergency bursary program with terms of reference developed by GSA and "distributed through the University Bursary Program."
U of A Human Resources Direct Deposit	Provides for direct deposit through Bear Tracks of GSSF allocations to graduate students and T4A production by U of A.	Signed in 2012. Major infrastructure change from cheque processing. Ongoing with no expiry date.
U of A IST	Provides service, support, and regular review of the GSA's IT infrastructure.	Negotiated in 2017. Ongoing with no expiry date.

Other Corporate Documents		
NAME	SUMMARY	STATUS
Audit (based on GSA Council-approved budget)	As a separate corporation from the University, we hire our own auditor. Requirement of the <i>Post-Secondary Learning Act</i> to provide audited financial statements to the Board of Governors annually.	Audit occurs annually in May-June. Audit field workers are typically on-site in late May/early June.
GSA Council Bylaw and Policy	Enabled by the <i>Post-Secondary Learning Act</i> .	Comprehensive review began in 2013 and continues. Integrated document completed in October 2016.
Contract with ED/Letters of	Sets out terms of employment for	The ED's contract and other standard

Appointment	administrative/professional staff.	appointment letters for administrative/professional staff have been reviewed by our lawyers.
Referenda Master File	All referenda questions that actively impact graduate students (eg UPASS, PAW Centre, GSAP, GSA Health and Dental Plan, etc).	Compiled and filed. Ongoing as referenda arise.

Management Report to the GSA Board, March 1, 2017

The following issues have dominated management's attention in the weeks since the last GSA Board meeting on February 22, 2017:

Strategic

- **Main Issues Dealt With in the Past Week:** Early planning for Transition; discussions concerning the right to strike legislation and consultations with graduate students; opening of the voting period for the GSA General Election and U-Pass Referendum; GSA General Election Forum; GSA Council meeting and associated action; ongoing work on an issue associated with the GSA Health and Dental Plan and an issue associated with a graduate student group; and review of proposed changes to the University's Student Groups Procedure.
- **Bylaw and Policy Review:** Ongoing review of several GSA Bylaws and Policies (GSA Officer Portfolios, Academically-Related Graduate Student Groups (proposal has been developed and reviewed by the Vice-President Student Services and once by the GSA Board, pending a recommendation from the GSA Board it will be presented to GSA Council), GSA Standing Committees, etc) and working on recommended updates and revisions to GSA Board Policy.
- **Graduate Student Groups:** Ongoing strategizing related to student groups and residence associations following discussions by the GSA Board and with the SU; relationship building and maintenance with Student Group Services; and discussions concerning SU and Dean of Students initiatives on student groups.

Grants and Operations

- Planning for **GSA Awards Night** and upcoming **GSA Coffee Breaks**.
- Transfer of content to **Sitecore 3** (to be completed in March) and populating a Google Group (with assistance and support from IST) to be used for voting in the GSA General Election and U-Pass Referendum.
- Facebook = 930 likes (up 5 from February 22); Facebook posts reached 819 users this week and our "post engagement" count was 421. Twitter = 727 followers (up 5 from February 22); our tweets earned 2,000 "impressions" over the last week.

	Total Amount Available This Period	Total Amount Remaining This Period (Post-Processing)	Number of New Applications Since Last GSAB	Total Number of Applications This Period
ATAs	\$98,705.42	\$58,913.75	16	88 (16 pending processing)
CCGs	\$99,137.50	\$28,137.50	2	54 (4 pending processing)
ASGAs	\$4,368.15	\$ 0 CLOSED	0	4 (1 pending processing)
EBs	\$34,543.00 (no periods)	\$27,414.97	0	12 (0 pending processing)

Week in Review – Office Operations:

- Supporting the **work of the GSA Nominating Committee** (vacancies on the Festival of Teaching Steering Committee and the Sexual Assault Response Implementation Committee (SARIC) "Assessment" Subcommittee) and **support for the GSA Elections and Referenda Committee** and its work planning for the 2017 General Election and U-Pass referendum.
- Planning for winter term **GSA Coffee Breaks and Awards Night**.
- Forward planning for **Directly-Elected Officer transition** in March/April.

Management Report to the GSA Board, March 8, 2017

The following issues have dominated management's attention in the weeks since the last GSA Board meeting on March 1, 2017:

Strategic

- **Main Issues Dealt With in the Past Week:** Wrapping up the GSA General Election and U-Pass Referendum; planning for Transition; discussions concerning the right to strike legislation and consultations with graduate students; preparing for the first mailing of GSA Council; training sessions for GSA ACB members; ongoing work on an issue associated with the GSA Health and Dental Plan; review of proposed changes to the University's Student Groups Procedure and meeting with the SU; HR work; designing training sessions for new CALs; and preparing for the fiscal year end.
- **Bylaw and Policy Review:** Ongoing review of several GSA Bylaws and Policies (GSA Officer Portfolios, GSA Standing Committees, etc) and planning for some meetings of the GSA Governance Committee, and working on recommended updates and revisions to GSA Board Policy.
- **Graduate Student Groups:** Ongoing strategizing related to student groups and residence associations following discussions by the GSA Board and with the SU; relationship building and maintenance with Student Group Services; and discussions concerning SU and Dean of Students initiatives on student groups, as well as suggestions for changes to Student Groups Procedure from a GSA member.

Grants and Office Operations

- Planning for GSA Awards Night and upcoming GSA Coffee Breaks.
- Planning for Transition.
- Development for tracking graduate student advocacy issues.
- Google Drive clean up and file organization.
- Supporting the work of the GSA Nominating Committee (vacancies on General Faculties Council standing committees) and support for the GSA Elections and Referenda Committee and its work planning for the 2017 General Election and U-Pass referendum.
- Transfer of content to Sitecore 3 (to be completed in late March/early April) and associated staff training.

- Facebook = 933likes (up 3 from March 1); Facebook posts reached 1,115 users this week and our “post engagement” count was 340. Twitter = 729 followers (up 2 from March 1); our tweets earned 2,800 “impressions” over the last week.

	Total Amount Available This Period	Total Amount Remaining This Period (Post-Processing)	Number of New Applications Since Last GSAB	Total Number of Applications This Period
ATAs	\$98,705.42	\$53,766.89	12	99 (13 pending processing)
CCGs	\$99,137.50	\$22,137.5	3	57 (3 pending processing)
ASGAs	\$4,368.15	\$0 CLOSED	0	4 (0 pending processing)
EBs	\$34,543.00 (no periods)	\$27,414.97	0	12 (0 pending processing)

Management Report to the GSA Board, March 15, 2017

The following issues have dominated management’s attention in the weeks since the last GSA Board meeting on March 8, 2017:

Strategic

- Main Issues Dealt With in the Past Week:** GSA Elections and Referenda Committee meeting; preparing the first mailing of GSA Council; meeting with a departmental group; review of proposed changes to USPPOL policy and procedure on graduate student groups; planning for Transition and meeting with the incoming President; discussions concerning the right to strike legislation and consultations with graduate students; Health and Dental 101 sessions (updating slides); preparing for a meeting of the GSA Governance Committee; HR work (payroll); designing training sessions for new CALs; and preparing for the fiscal year end.
- Bylaw and Policy Review:** Ongoing review of several GSA Bylaws and Policies (GSA Officer Portfolios, GSA Standing Committees, Caucuses, CALs, GSA Appeals and Complaints Board, etc) and planning for some meetings of the GSA Governance Committee, and working on recommended updates and revisions to GSA Board Policy.
- Graduate Student Groups:** Ongoing strategizing related to student groups and residence associations following discussions by the GSA Board and with the SU; relationship building and maintenance with Student Group Services; and discussions concerning SU and Dean of Students initiatives on student groups.

Grants and Office Operations

- Planning for GSA Awards Night (catering, space booking, rehearsal, certificates, floral arrangements, etc) and upcoming GSA Coffee Breaks.
- Planning for Transition – complicated this year by some absences.
- Development of a tracking system for graduate student advocacy issues (at the data entry phase).
- Supporting the work of the GSA Nominating Committee (vacancies on General Faculties Council standing committees) and support for the GSA Elections and Referenda Committee.
- Transfer of content to Sitecore 3 (to be completed in late March/early April) and associated staff training.

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- Facebook = 933 likes (up 3 from March 8); Facebook posts reached 937 users this week and our “post engagement” count was 53. Twitter = 730 followers (up 1 from March 8); our tweets earned 3,044 “impressions” over the last week.

	Total Amount Available This Period	Total Amount Remaining This Period (Post-Processing)	Number of New Applications Since Last GSAB	Total Number of Applications This Period
ATAs	\$98,705.42	\$49,941.89	8	107 (10 pending processing)
CCGs	\$99,137.50	\$20,137.5	2	59 (3 pending processing)
ASGAs	\$4,368.15	\$ 0 CLOSED	0	4 (0 pending processing)
EBs	\$34,543.00 (no periods)	\$24,959.97	1	13 (1 pending processing)