

## GSA Council Meeting AGENDA

Monday, 24 October 2022 at 6:00 pm

Held in-person in Council Chamber and electronically via Zoom

*The GSA and the University of Alberta reside on Treaty 6 territory and the homeland of the Métis. This territory is a traditional gathering place for diverse Indigenous peoples including the Cree, Blackfoot, Métis, Nakota Sioux, Iroquois, Dene, Ojibway, Saulteaux, Anishinaabe, Inuit, and many others whose histories, languages, and cultures continue to influence our vibrant community. In acknowledging this traditional territory and its significance for the Indigenous peoples who lived and continue to live upon it, we recognize its longer history that reaches beyond colonization and the establishment of European colonies and recognize the GSA's ongoing collective responsibility in working with First Nations, Métis, and Inuit (FNMI) peoples and what that means for the work of the GSA as it aims to practice the principles of being Good Relations with FNMI peoples, Nations, communities, and lands.*

**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. Any additional substantive material received after this mailing will be emailed as soon as possible.

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

**Speaker Dweej Shah in the Chair**

### OPEN SESSION

**Attached Numbered  
Pages**

1. Approval of the 24 October 2022 Agenda (*suggested time: 1 min*)
2. Approval of the Minutes from the 19 September 2022 GSA Council Meeting (*suggested time: 1 min*)  
*Attachment:*
  - i. Minutes from the 19 September 2022 GSA Council Meeting
3. Changes in GSA Council Membership (*suggested time: 1 min*)
  - i. Introduction of New GSA Council Members (*If you are new to GSA Council, please let us know it is your first meeting*)
  - ii. Farewell to Departing GSA Council Members (*If this is your last GSA Council meeting, or if your last GSA Council meeting is approaching, please let us know*)

**2.0 - 2.4**

### GSA Council Member Announcements

4. GSA Council Member Announcements (*suggested time: 5 min*)

### Information Item

5. GSA Board Strategic Work Plan 2022-2023: Update to GSA Council (*suggested time: 15 min*)  
**Anas Fassih (President) will present the item.**

*Attachments:*

- i. GSA Board Strategic Work Plan 2022-2023: Update to GSA Council

**5.0 - 5.3**

### Action Item

6. GSA Officer Portfolio Restructuring (*suggested time: 20 min*)  
**Anas Fassih (President) will present the item.**

*Attachment:*

- i. Outline of Issue

**6.0**

- ii. Recommended Changes to GSA Bylaw and Policy, Sections B, C, D, E, F, G, I, J, K, and Q - Double Column 6.1 - 6.31
7. GSA Recommended Changes to GSA Policy, Sections I, J, and D  
**Anas Fassih (President) will present the item.**
- Attachment:*
- i. Outline of Issue 7.0
  - ii. Recommended Changes to GSA Policy, Sections I, J, and D – Double Column 7.1 - 7.5

### Elections

8. GSA Council Elections (*suggested time – to be determined*)  
**Elisabeth Widjaja (GSA Nominating Committee Chair) will present the item.**

#### GSA Standing Committees

- a. GSA Awards Selection Committee (GSA ASC)

*Attachment:*

- i. Nominees for the GSA ASC (8 GSA member vacancies) 8.0 – 8.4

- b. Elections and Referenda Committee (GSA ERC)

*Attachment:*

- i. Nominees for the GSA ERC (3 GSA member vacancies) 8.5 – 8.7

### Reports (*suggested time: 15 min*)

9. President (**Anas Fassih, President**)
- i. President’s Report 9.0 - 9.2
  - ii. GSA Board Report 9.3
  - iii. GSA Budget and Finance Committee Report (**no written report at this time**)
  - iv. GSA Equity, Diversity, and Inclusion Committee Report 9.4
  - v. GSA Governance Committee Report 9.5
10. Vice-President Academic (**Bishoi Aziz, Vice-President Academic**)
- i. Vice-President Academic’s Report 10.0 - 10.2
11. Vice-President External (**Janmejy Rao, Vice-President External**)
- i. Vice-President External’s Report 11.0 - 11.1
  - ii. GSA Awards Selection Committee Report (**no written report at this time**)
12. Vice-President Labour (**Hiren Kaklotar, Vice-President Labour**)
- i. Vice-President Labour’s Report 12.0 - 12.1
  - ii. GSA Labour Relations Committee Report (**no written report at this time**)
13. Vice-President Student Services (**Monisha Vinod, Vice-President Student Services**)
- i. Vice-President Student Services’ Report 13.0 - 13.1
14. Senator (**vacant**)
- i. Senator’s Report (**no written report at this time**)
15. Speaker (**Dweej Shah, Speaker**)
- i. Speaker’s Report (**no written report at this time**)
16. Chief Returning Officer (**Sophie Shi, Chief Returning Officer**)
- i. Chief Returning Officer’s Report (**no written report at this time**)
17. GSA Nominating Committee (**Elisabeth Widjaja, GSA Nominating Committee Chair**)
- i. GSA Nominating Committee Report 17.0 - 17.2

Prepared by E Heiberg for GSA Council 24 October 2022

**18. GSA Elections and Referenda Committee (Jennifer Bertrand, GSA Elections and Referenda Committee Chair)**

- i. GSA Elections and Referenda Committee Report **(no written report at this time)**

**19. GSA Management (Erika Heiberg, Acting Executive Director)**

- i. Acting Executive Director's Report

**19.0 - 19.7**

**Question Period**

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

**21. Oral Questions**

**Adjournment**

**GSA Council Meeting MINUTES**  
Monday, 19 September 2022 at 6:00 pm  
Held in-person in Council Chamber and electronically via Zoom

**IN ATTENDANCE:**

Anas Fassih (President)	Teddy Carter (Business PhD)	Maia Trotter (Library & Information Studies)	Jordan Chan (Pharmacy)
Bishoi Aziz (VP Academic)	Brenna Hourigan (Cell Biology)	Aarya Menon (Linguistics)	Eduardo Andrade (Philosophy)
Janmejaya Rao (VP External)	Helia Dehghan Harati (Chemistry)	Alain Gervais (Mathematical & Statistical Sciences)	Bryanna Chan (Physical Therapy)
Hiren Kaklotar (VP Labour)	Sana Homsy (Communication Sciences & Disorders)	Michaela Morrow (Media & Technology Studies)	Hamid Hassani (Physics)
Dweej Shah (Speaker)	Sajad Ramezani (Computing Science)	Kara Goodkey (Medical Genetics)	Rubio Atonal (Physiology)
Sophi Shi (CRO)	Victor Ladewig (Dentistry)	Calvin Gordon (Medical Microbiology & Immunology)	Telisa Courtney (Political Science)
Laura Manerus (Councillor-at-Large)	Avni Patel (Earth & Atmospheric Sciences)	Wyatt Schiefelbein (Native Studies)	Angela Ma (Psychology)
Preetam Panja (Councillor-at-Large)	Guanyu Liu (Economics)	Charbel Baaklini (Neuroscience)	Tamara Samardzic (Public Health)
Pratima Singh (Councillor-at-Large)	Rachel Hislop-Hook (Educational Psychology)	Nancy Hammer (Nursing)	Kathryn Lambert; Wendy Amoako (Rehabilitation Science)
Syed Quadri (Councillor-at-Large)	Yina Liu (Elementary Education)	Alicia Chichak (Occupational Therapy)	Beckett Stark (Renewable Resources)
Dayani Patuwatha Withanage (Biological Sciences)	Anita Amir Labonno (Human Ecology)	Benjamin Schultz; Leo Remillard (Oncology)	Innocent Bahati Katulunga (Resource Economics & Environmental Sociology)
Thomas Goodhart (Biomedical Engineering)	Phil Mozejko (IGSA)	Constantin Mouzaaber (Ophthalmology)	Yan Xue (Sociology)
Balbir Singh (Business MBA)	Kristin Carroll (Laboratory Medicine & Pathology)	Christian Faig (Pharmacology)	

Guests: Leon Pfeiffer (Auditor, RSM Canada); Logan Mardhani-Bayne (Strategic Development Manager, Provost & Vice-President Academic - Admin); Hope Eze (English and Film Studies; GSA Equity, Diversity and Inclusion Committee nominee); Doug Leong (Education; GSA Budget and Finance Committee nominee); Clare Maristela Galon (Physics); Kyle Van Camp (Agriculture, Food & Nutritional Sciences; GSA Faculty Steward).

Speaker Dweej Shah in the Chair.

The meeting was called to order at 6:02 pm. Speaker acknowledged the Traditional Territory of Treaty Six.

**Approval of Agenda****1. Approval of the 19 September 2022 Consolidated Agenda**

Members had before them the 19 September 2022 Consolidated Agenda, which had been previously distributed on 16 September 2022. J Rao **MOVED**; A Fassih **SECONDED**.

Motion **PASSED**.

**Approval of Minutes****2. Minutes from the 18 July 2022 GSA Council Meeting**

Members had before them the 18 July 2022 GSA Council meeting minutes, which had been previously distributed on 9 September 2022. J Rao **MOVED**; C Baaklini **SECONDED**.

Motion **PASSED**.

### Changes in GSA Council Membership

#### 3. Changes in GSA Council Membership

- i. **Introduction of New Councillors:** R Atonal (Physiology); V Ladewig (Dentistry); G Liu (Economics); A Menon (Linguistics); L Remillard (Oncology); W Amoako (Rehabilitation Science); W Schiefelbein (Native Studies); N Hammer (Nursing); S Ramezani (Computing Science); E Andrade (Philosophy).

- ii. **Farewell to Departing GSA Council Members:**

This was the last meeting for a number of GSA Council members: A Patel (Earth and Atmospheric Sciences); K Lambert (Rehabilitation Science).

### GSA Council Member Announcements

#### 4. GSA Council Member Announcements

A Fassih encouraged members to attend a GSA Coffee Break at Triffo Hall, the next scheduled for Friday, September 23. The October Coffee Break is scheduled for Friday, October 28 at 1 PM.

### Action Items

#### 5. 2021-2022 GSA Audited Financial Statements

Anas Fassih (GSA President) presented the item and introduced the guest from RSM Canada, Leon Pfeiffer.

**SUGGESTED MOTION:** That the GSA Council **RECEIVE FOR INFORMATION** the 2021-2022 GSA audited financial statements.

A Fassih explained that the GSA was obligated by law to conduct an annual audit and to make the financials public to demonstrate fiscal responsibility and accountability.

L Pfeiffer then presented the 2021-2022 GSA audited financial statements, prepared in accordance with the Canadian standards for not-for-profit organizations. L Pfeiffer explained that the GSA remained in excellent financial position and was operationally strong; the GSA's position was very liquid with a strong balance sheet. From the Statement of Operations, the GSA's revenues were comparable to prior years, with very little fluctuation.

Members were reminded of the one-time grant of 30% of the GSA's 2020-2021 operating budget surplus that was provided to the Campus Food Bank and reflected in the audit. Members briefly discussed the GSA's cash holdings at year end, noting that as interest rates were beginning to rise it might be beneficial to consider investment various options.

**MOTION:** That the GSA Council **RECEIVE FOR INFORMATION** the 2021-2022 GSA audited financial statements. J Rao **MOVED**; C Baaklini **SECONDED**.

Motion **PASSED**.

#### 6. 2022-2023 GSA Spring/Summer Term Budget and Expenditure Report

Anas Fassih (President) presented the item.

**SUGGESTED MOTION:** That the GSA Council **RECEIVE FOR INFORMATION** the GSA 2022-2023 Spring/Summer Term Budget and Expenditure Report.

A Fassih noted that the GSA was in a strong financial position after budgeting from a conservative approach. A year end surplus was projected.

**MOTION:** That the GSA Council **RECEIVE FOR INFORMATION** the GSA 2022-2023 Spring/Summer Term Budget and Expenditure Report. A Menon **MOVED**; C Baaklini **SECONDED**.

Motion **PASSED** unanimously.

### Discussion Item

#### 7. University Strategic Plan for Equity, Diversity, and Inclusion

Prepared by M Toghrai and F Robertson for GSA Council 19 September 2022

Anas Fassih (President) presented the item and introduced the guest, Logan Mardhani-Bayne (Strategic Development Manager).

A Fassih introduced L Mardhani-Bayne, Strategic Development Manager, who presented on the University Strategic Plan for Equity, Diversity, and Inclusion (EDI). L Mardhani-Bayne explained that the plan, first developed in 2018-2019, was intended to be reviewed and renewed regularly, and required ongoing consultation; this review with GSA Council was part of the regular renewal process. L Mardhani-Bayne provided an overview of the initiatives realized in the current iteration of the Plan and requested feedback from GSA Council members for inclusion in the renewed Plan. The Plan was intended to set out university-wide initiatives but could not encompass all EDI work being conducted across campus. L Mardhani-Bayne asked GSA Council members to consider where they saw the biggest opportunities and need for EDI and also where they saw the biggest challenges.

Members discussed the need for supervisors to be trained in intercultural communication as an EDI initiative, the desirability of the University to promote diverse cultural events to encourage awareness of the multiple cultures represented on campus, and that there should be greater clarity surrounding which individuals within departments were tasked with developing EDI initiatives and whether they received applicable training or had access to subject matter experts that could assist them. Members also discussed how success with the initiatives outlined in the Plan were measured and reported (L Mardhani-Bayne explained that designing metrics (both qualitative and quantitative) around this was an ongoing project), how it could be ensured that the University was a culturally-sensitive institution on all levels (L Mardhani-Bayne noted that a big part of this was building knowledge and engaging in constant conversations that could permeate all aspects of the institution) and whether the University had undertaken an environmental scan of what other institutions were doing in terms of EDI work (L Mardhani-Bayne clarified that this work was currently being conducted). Members also discussed work outlined in the current plan regarding fully integrating the principles of accessibility and universal design into the physical infrastructure of the institution (this was a goal with all new projects but budgetary constraints had definitely made an impact on advances in this area, although there was a commitment to moving them forward and discussions around this were ongoing).

## Elections

### **8. GSA Council Elections**

Violet Sun (GSA Nominating Committee Member) presented the items; Dweej Shah (GSA Speaker) presented Item e.

#### GSA Standing Committees

- a. GSA Appeals and Complaints Board (Renewal of one (1) GSA Member position)  
Kenzie Gordon (Media and Technology Studies)

The nominee was not present to address GSA Council.

- b. GSA Budget and Finance Committee (one (1) GSA Member position)  
Doug Leong (Secondary Education)

V Sun asked the nominee the following: “please tell us why you’d like to serve on the GSA Budget and Finance Committee” and the nominee was given the opportunity to respond.

- c. GSA Equity, Diversity, and Inclusion Committee (six (6) GSA Member positions)  
Claire David (Educational Psychology)  
Hope Eze (English and Film Studies)  
Nzubechukwu Ezeonyi (Chemical and Materials Engineering)  
Becky MacHnee (Business MBA)  
Joana Mazumder (Media and Technology Studies)  
Jesaya Tunggal (Media and Technology Studies)

All nominees were not present to address GSA Council.

- d. GSA Governance Committee (one (1) GSA Councillor position)  
Lily Lu (Nursing)

Nominee was not present but provided video.

- e. GSA Nominating Committee (one (1) GSA Member position)  
Joana Mazumder (Media and Technology Studies)

Nominee was not present but provided video.

## **Reports**

### **9. President**

#### **i. President's Report:**

Members had before them a written report, which had been previously distributed on 16 September 2022. The report stood as submitted. In addition, A Fassih, flagged recent meetings with University stakeholders on the GSA Strategic Work Plan and concerns surrounding food insecurity among students, which the GSA was independently addressing via its annual grant to the Campus Food Bank (CFB) and an additional one-time grant disbursed earlier this year. The GSA was also working alongside the Students' Union and the University to discuss other supports for the CFB. Another priority was affordable housing, and mental health. Most pressing was the recent issue experienced by students in a number of departments, which was the failure to provide Academically-Employed Graduate Students (AEGSs) with contracts in a timely manner, thus jeopardizing the financial security of many of these students. The University had acknowledged the issue and described it as an unfortunate product of academic restructuring. The University had also assured the GSA that they were working to resolve the issue as soon as possible in an effort to ensure no payroll deposits were missed. In the meantime, the University's Supplementary Bursary and the GSA Emergency Bursary were available to be accessed by affected students, and efforts were being made to expedite the application processes.

In the ensuing discussion, members raised a number of questions pertaining to funding application processes for the affected AEGSs, and usage data of the CFB. Members also requested more robust communication between the GSA and departmental student groups in future incidents, as they felt there was a lack of information from the GSA after the initial "alarm" was raised that AEGSs were experiencing contract delays.

#### **ii. GSA Board**

Members had before them a written report, which had been previously distributed on 16 September 2022. The report stood as submitted.

#### **iii. GSA Budget and Finance Committee**

Members had before them a written report, which had been previously distributed on 16 September 2022. The report stood as submitted.

#### **iv. GSA Equity, Diversity, and Inclusion Committee Report**

No written report at this time.

#### **v. GSA Governance Committee**

No written report at this time.

### **10. Vice-President Academic**

#### **i. Vice-President Academic's Report:**

Members had before them a written report, which had been previously distributed on 16 September 2022. The report stood as submitted. In addition, B Aziz brought attention to the Sexual Violence Response report that was published by the University in August 2022.

### **11. Vice-President External**

#### **i. Vice-President External's Report**

Members had before them a written report, which had been previously distributed on 16 September 2022. The report stood as submitted. In addition, J Rao raised points regarding meetings between the Alberta Graduate Provincial Council (ab-GPAC) and the Ministry of Advanced Education; the recent Alumni Council meeting; Canadian Alliance of Student Associations (CASA) policy review committee of which the GSA was currently an observer rather than a member;

•

#### **ii. GSA Awards Selection Committee**

No written report at this time.

### iii. Alberta Graduate Provincial Advocacy Council (ab-GPAC) Update to Member Organizations

No written report at this time.

#### 12. Vice-President Labour

##### i. Vice-President Labour's Report

Members had before them a written report, which had been previously distributed on 16 September 2022. The report stood as submitted. In addition, H Kaklotar stated negotiations were ongoing for the next GSA Collective Agreement with the third bargaining session having taken place in late August. The next bargaining sessions would tentatively take place in mid-October.

##### ii. GSA Labour Relations Committee

Members had before them a written report, which had been previously distributed on 16 September 2022. The report stood as submitted.

#### 13. Vice-President Student Services

##### i. Vice-President Student Services' Report

Members had before them a written report, which had been previously distributed on 16 September 2022. The report stood as submitted. M Vinod was not in attendance and so A Fassih submitted the report on her behalf.

#### 14. Senator

##### i. Senator's Report

No written report at this time.

#### 15. Speaker

##### i. Speaker's Report

No written report at this time, but D Shah informed members that meetings of GSA Council were expected to transition to exclusively in-person effective January 2023. He welcomed members to contact him with any questions or concerns.

#### 16. Chief Returning Officer

##### i. Chief Returning Officer's Report

No written report at this time.

#### 17. GSA Nominating Committee

##### i. GSA Nominating Committee Report

Members had before them a written report, which had been previously distributed on 16 September 2022. The report stood as submitted. In addition V Sun encouraged members to consider running to fill any of the vacancies on GSA Standing Committees.

#### 18. GSA Elections and Referenda Committee

##### ii. GSA Elections and Referenda Committee Report

No written report at this time.

#### 19. GSA Management

##### i. Executive Director's Report

Members had before them a written report, which had been previously distributed on 16 September 2022. The report stood as submitted.

### Question Period

#### 20. Written Questions

#### 21. Oral Questions

### Adjournment

The meeting was adjourned at 8:13 pm.

## 2022-2023 GSA Board Strategic Work Plan 24 October 2022 Update to GSA Council

Each spring the GSA Directly-Elected Officers (hereafter referred to, informally, as the student executive team) work with the GSA Board to produce a Strategic Work Plan (SWP). The SWP is the document that steers and prioritizes the work and initiatives of the GSA, and is subject to revision as opportunities arise, shifting directions as needed. The SWP reflects the GSA's vision and mission to advocate for all graduate students to the University of Alberta and the Alberta Government for a safe, supportive, respectful, accessible, and inclusive community that fosters the multi-faceted roles played by graduate students.

This year's consultation initiatives were carried out in Summer 2022 and yielded a significant amount of feedback which helped shape the 2022-2023 SWP. The final document was then approved by the GSA Board and received by GSA Council for information at their July meeting. It can be viewed [on the GSA website](#).

As in previous years, updates are scheduled to be brought to GSA Council in October 2022, January 2023, and April 2023. This is the first of these updates.

A selection of ongoing work and new initiatives pursued and undertaken by the 2022-2023 student executive team (President Anas Fassih, VP Academic Bishoi Aziz, VP External Janmejay Rao, VP Labour Hiren Kaklotar, and VP Student Services Monisha Vinod), in accord with the 2022-2023 SWP, can be found below.

- To continue to foster collegial and productive relationships with various University stakeholders, the GSA student executive team engaged in a number of meetings this summer and into the fall to disseminate details of the 2022-2023 SWP. Among others, meetings were held with the University President, UAlberta International, the Dean of Students, the University's Chief Strategy Officer, the Board of Governors Chair, the new Interim University Provost and the two new Deputy Provosts, and the City of Edmonton. This information was also shared during regular meetings with colleagues at the Faculty of Graduate Studies and Research (FGSR), the Students' Union (SU), and the Alberta Graduate Provincial Advocacy Council (ab-GPAC);
- With respect to ongoing work with the Office of the Provost, the GSA continues advocacy for an institutional minimum on doctoral funding packages. This work has primarily taken shape through frequent meetings with Interim Provost Verna Yiu, Deputy Provost (Academic ) Kathryn Todd, and Deputy Provost (Students and Enrolment) Melissa Padfield. The GSA President and VP Academic are recommending that an *ad hoc* committee be struck to carry out consultation with graduate students regarding their current experiences with funding packages;
  - Other efforts in this vein aim to secure other sources of funding for graduate students. These are proceeding through discussions with key stakeholders, and the advancement of this key strategic goal to the members of the General Faculties Council (GFC) and the associated Executive Committee (GFC EXEC), the University Senate, the Board of Governors (BoG) and the associated Board Learning, Research, and Student Experience Committee (BLRSEC);
- The increasing cost of tuition continues to remain of utmost importance for the GSA and for all graduate students. Efforts continue to encourage the provincial government to keep open its lines of communication with students, and to protect the interests of this immensely valuable segment of their constituency. At the micro level, the GSA continues to advocate to the University to better prioritize the circumstances of graduate students as part of its budgeting considerations;
- As part of their responsibilities, the GSA executives serve on search and selection committees for senior University administration and, in the coming months, the VP Academic, VP Labour, and VP Student Services will be serving as representatives of the GSA on the recently convened selection committees for the three College Dean positions;
- The President and VP Academic recently advocated to the College of Health Sciences for the creation of new interdisciplinary graduate programs and conversations surrounding this remain ongoing;

- In an effort to remain aligned with the shifting needs of graduate students during a broadly tumultuous time, the student executive team hosted a number of town halls on the GSA Health and Dental Plan (4 between July and September) to invite feedback from students and their enrolled spouses/dependents. Discussions on the Plan's cost-versus-benefits remains ongoing;
- The team was thrilled to recently host the GSA's Fall Orientation and Information Fair. The event was offered in-person for the first time since Fall 2019. Other orientation offerings included the virtual eClass Orientation, which has grown in popularity since its inception in 2020, and in-person departmental orientation presentations, with a significant number of requests received from departments and academic units for this programming;
- Further in the vein of a return to in-person event offerings, the popular GSA Coffee Break series returned this summer to Triffo Hall. Graduate students are encouraged to "take a break" and join student executives and other peers for hot beverages and light snacks, courtesy of the GSA. Throughout September, GSA Coffee Breaks were held weekly to welcome graduate students back to campus;
- With regards to the work of the GSA Equity, Diversity, and Inclusion Committee (GSA EDIC):
  - The committee was recently consulted as part of efforts to revise the Individual Development Plan, part of the Professional Development requirements for all graduate students. This document is undergoing a change to bring it in alignment with institutional EDI efforts;
  - The committee helped formulate the GSA's recent statements on Iranian protests (dated 29 September 2022) and the National Day for Truth and Reconciliation (dated 30 September 2022), respectively;
  - Lastly, to maintain a level of efficiency and agility befitting its mandate, the GSA EDIC has shifted to regular monthly meetings;
- The Student Accessibility Assessment Project report was brought to the Council on Student Affairs (COSA; a sub-committee of the General Faculties Council). This report outlines a number of recommendations for the University to help eliminate barriers and alleviate challenges faced by members of the University community, with particular regard for the unique circumstances that have necessitated remote and hybrid learning. This report echoes feedback solicited by the GSA during each of the academic years impacted by the COVID-19 global pandemic, and the VP Academic is dedicated to representing the voices of graduate students in the discussions that follow on this topic;
- The University's Sexual Violence Response Coordinator released [an audit of the University's policies with respect to sexual violence prevention](#) in July 2022. Deb Eerkes, who serves in this capacity, was welcomed to attend a meeting of the GSA Board in August where she provided members with a more in-depth update on her ongoing work and next steps. The Sexual Violence Response Coordinator position was created by the University after extensive advocacy from the GSA and the SU;
- The following efforts pertain to the role of the GSA as the union for Academically-Employed Graduate Students (AEGSs):
  - Negotiations continue for the next GSA Collective Agreement. This work is led by the GSA VP Labour and the GSA Negotiating Team, a subset of the GSA Labour Relations Committee (GSA LRC), and with the assistance of the Public Service Alliance of Canada (with whom the GSA has a service agreement);
  - Extensive outreach efforts have taken shape through the offering of Labour 101 sessions (most recently in June and September 2022), an outreach event in partnership with PSAC in October 2022, and directly connecting with other GSA unions in Alberta who are subject to recent and ongoing legislative developments. Members of the GSA LRC are also invited to attend the PSAC Prairies Conference in November 2022;

- The Faculty Steward network merits continued work both in terms of recruitment for vacant steward positions and the training and mobilization of the network. A meet-and-greet event was held in August to cultivate operational solidarity and further events are in development;
- With the growing importance of the Campus Food Bank (CFB) as a service provider for students who face hunger, the President and VP Student Services are working in collaboration with the SU and Deputy Provost (Students and Enrolment) Melissa Padfield to generate further funding for this unit. Most recently the GSA dedicated over \$45,000 of its budget surplus from 2021-2022 to the CFB as a one-time grant, which complemented the GSA's ongoing financial support of this highly valuable campus unit. The CFB also joined the GSA Board for a presentation in October 2022 as well as a GSA Food Drive;
- During the funding period spanning 1 April to 1 October 2022, the GSA disbursed \$175,000 as Academic Travel Grants, Child Care Grants, Emergency Bursaries, and Graduate Student Group Grants. Eligibility criteria and usage of GSA grants, awards, and bursaries are being closely monitored to continue to ensure they are in alignment with the needs of graduate students. Lastly, funds not projected to be spent are being transferred to the University to dispense in the form of supplementary bursaries for graduate students;
- Ongoing work pertaining to affordable housing for graduate students (which was previously impacted by the closure of Michener Park family residence for graduate students and most recently by rising costs), has manifested through regular meetings between the VP External and Katherine Huising (Associate Vice-President, Campus Services) and Andrew Sharman (Vice-President (Facilities and Operations)). Possibilities for constructing new facilities are being explored, as are avenues for collaboration with the City of Edmonton;
- Further on the work aligning with the purview of the City of Edmonton: the President and VP External recently met with representatives from the City to discuss the creation of unique professional development opportunities for UAlberta graduate students;
- World Mental Health Day and Suicide Prevention Month in September were recognized through special programming from the Days of Action team. As in previous years, the GSA was proud to represent graduate students through the Days of Action planning committee, of which the VP Student Services is a member;
- The SU revisited the University's previously-held world record for the largest game of dodgeball (earned in 2012) by organizing another effort to break this record on 23 September 2022. The GSA was pleased to support an initiative that fosters community and wellness, alongside the University and the Alumni Association;
- With aims of fostering and bolstering a network with organizational counterparts across the province, GSA student executives engage in regular meetings with partners at the SU and at the University of Calgary GSA. The GSA also remains a member of ab-GPAC, representatives of which recently met with the Minister of Advanced Education to advance the current priorities of affordable housing for graduate students, enhanced professional development opportunities, the creation of new immigration streams, and financial aid;
- With intra-provincial and federal priorities at the forefront, the GSA President will be attending the Canadian Association for Graduate Studies (CAGS) Conference in Montreal in November 2022. The President and VP External also attended the ab-GPAC Board Retreat in July 2022 in Canmore and the Canadian Alliance of Student Associations (CASA) Policy and Planning Conference in Calgary in August 2022. The CASA Advocacy Week conference will take place in November 2022 in Ottawa, and will be similarly attended; *and*
- Given the changes to the Alberta labour landscape and specifically the legislated responsibilities of the GSA as an organization that have manifested in the past number of years, a restructuring of the GSA



student executive team is being proposed and the GSA Board and various standing committees have been working on its development. The proposal represents a significant change and necessitates a high degree of detail which will be provided to GSA Council separate from this report. A broad stroke summary is as follows: under the proposal, the current role of VP Labour would be termed the “Associate VP Labour” and would be filled through a distinct electoral mechanism running in parallel to the GSA General Election, with the distinction that only members of the bargaining unit would be eligible to vote. This change would reflect the limited involvement of the VP Labour role with general GSA work and operations, and signify the unique nature of this position in focusing more decisively on labour and union operations alone. In addition, a new role of VP Student Life would be introduced to join the existing slate of Vice President roles. This proposal is being brought to GSA Council in October and November 2022.

The student executive team will continue to work diligently in accordance with the 2022-2023 SWP and the next update on this matter will be brought to GSA Council in January 2023.

### Outline of Issue

#### **GSA Officer Portfolio Restructuring: Recommended Changes to GSA Bylaw and Policy, Sections B, C, D, E, F, G, I, J, K, and Q**

#### **Suggested Motion:**

That GSA Council **APPROVE**, on the recommendation of the GSA Governance Committee and the GSA Board, the recommended changes to GSA Bylaw and Policy, Sections B, C, D, E, F, G, I, J, K, and Q, as noted in the attached double column proposal, effective following two readings by GSA Council (in the case of GSA Bylaw) and approval by GSA Council (in the case of GSA Policy), with the changes to Sections B, I, and J to take effect upon approval and with those to Sections C, D, E, F, G, K, and Q to take effect on 1 May 2023.

**Note:** This is the first reading of changes to GSA Bylaw. The second reading will occur on 21 November. The recommended changes to GSA Policy are currently presented for information and will be presented for approval on 21 November 2022.

#### **Background:**

The GSA Board engaged in extensive discussion over the summer of 2022, as GSA Council has been previously informed, and decided to move forward with a proposed restructuring of GSA Officer Portfolios. The recommended changes are aimed at making the Vice-President Labour position into an Associate Vice-President Labour as this would more clearly separate the GSA's dual roles as a union and a student association and also parallel the structure of other provincial GSAs. A proposal to this effect was developed that, firstly, amends the position of Vice-President Labour to that of an Associate Vice-President Labour (also creating a new position (Vice-President Student Life) and accordingly realigning all sections of individual portfolios, moving certain responsibilities to those of other officers, etc) and, secondly, creates an electoral mechanism for the filling of the Associate Vice-President Labour. The position would still be considered as a Directly-Elected Officer one but would be directly-elected only by members of the bargaining unit in a process that would run parallel to the GSA General Election, would follow the same process, and would also be overseen by the CRO. The stipend for the Associate Vice-President Labour position would be drawn from collected union dues, while the stipend for the new position of Vice-President Student Life would be drawn from the GSA's operating budget (as the stipend for the now Vice-President Labour currently is).

Please note that, as the recommended changes impact multiple sections of GSA Bylaw and Policy (some also under the mandates of other GSA standing committees), elements of this proposal have previously reviewed and/or recommended to GSA Council by the GSA Budget and Finance Committee, the GSA Equity, Diversity, and Inclusion Committee, the GSA Elections and Referenda Committee, and the GSA Labour Relations Committee. The proposal on its entirety was then recommended to GSA Council by the GSA Governance Committee on 22 September 2022 and by the GSA Board on 5 October 2022.

#### **Jurisdiction:**

##### GSA Bylaw and Policy, Section A.BYL.1.2

*"These Bylaws ... may be amended by two two-thirds majority votes of Council held on seven calendar days' notice of motion and no less than one week apart."*

##### GSA Bylaw and Policy, Section A.BYL.2.2

*"GSA Policy is under the jurisdiction of GSA Council and may be amended by a simple majority vote of GSA Council at any meeting of GSA Council."*

**Recommended Changes to GSA Bylaw and Policy, Section B: Members**

*Recommended to GSA Council by the GSA Governance Committee and the GSA Board*

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>GSA Bylaw: Members</b>	<i>No change.</i>
B.BYL.1 – B.BYL.2.3 ...	<i>No changes.</i>
<b>B.BYL.3 Rights, Privileges, and Responsibilities of Members</b>	<i>No change.</i>
B.BYL.3.1 All GSA members, except associate members, are eligible to vote in all GSA elections ( <u>excluding the election of the Associate Vice-President Labour, in which voting is restricted to academically-employed graduate students</u> ) and referenda.	<i>Recommended change to make the Vice-President Labour position into an Associate Vice-President Labour. The position would still be considered as a Directly-Elected Officer one but would be directly-elected only by members of the bargaining unit. This will more clearly separate the GSA's dual roles as a union and a student association.</i>
B.BYL.3.2 – B.BYL.3.5 ...	<i>No further changes.</i>

**Recommended Changes to GSA Bylaw and Policy, Section C: GSA Council**  
*Recommended to GSA Council by the GSA Governance Committee and the GSA Board*

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>GSA Policy: GSA Council</b>	<i>No change.</i>
<b>C.POL.3 GSA Council Composition</b>	<i>No change.</i>
C.POL.3.1 GSA Council is comprised of:	<i>No change.</i>
C.POL.3.1.a All Directly-Elected Officers (DEOs), <u>aside from the Associate Vice-President Labour (AVPL)</u> , as voting members,	<i>Recommended change to make the Associate Vice-President Labour, while still recognized as a Directly-Elected Officer, a non-voting member of GSA Council to separate their role as union leader from the work of the GSA as a student association.</i>
C.POL.3.1.b <u>The AVPL and a</u> All GSA Council-Elected Officers and Deputies as non-voting members,	<i>See above rationale.</i>
C.POL.3.1.c – C.POL.5.4 ...	<i>No changes.</i>
<b>GSA Policy: GSA Council Attendance</b>	<i>No change.</i>
<b>C.POL.6 Attendance</b>	<i>No change.</i>
C.POL.6.1 – C.POL.6.1.a ...	<i>No change.</i>
C.POL.6.1.b If a Vice-President <u>or the Associate Vice-President Labour (AVPL)</u> cannot attend a meeting, they will provide an advance written reason to the President and Speaker. If a Vice-President <u>or AVPL</u> misses two (2) consecutive GSA Council meetings or a total of three (3) GSA Council meetings during their term, without an advance written reason acceptable to the President and Speaker, the Speaker, in consultation with the President and the Executive Director (ED) (or delegate), will consider what action(s) should be taken.	<i>Editorial to align with the above recommended change.</i>
C.POL.6.1.c – C.POL.6.4.a ...	<i>No further changes.</i>

**Recommended Changes to GSA Bylaw and Policy, Section D: GSA Officers**

*Recommended to GSA Council by the GSA Governance Committee and the GSA Board*

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>GSA Bylaw: GSA Officers</b>	<i>No change.</i>
<b>D.BYL.1 General</b>	<i>No change.</i>
D.BYL.1.1 – D.BYL.1.1.b ...	<i>No changes.</i>
D.BYL.1.2 The GSA has the following DEOs:	<i>No change.</i>
D.BYL.1.2.a – D.BYL.1.2.c ...	<i>No changes.</i>
D.BYL.1.2.d <del>The Vice-President Labour, and</del> <u>The Vice-President Student Life,</u>	<p><i>Recommended change to make the Vice-President Labour position into an Associate Vice-President Labour. The position would still be considered as a Directly-Elected Officer one (as they would be directly-elected by members of the bargaining unit) and would more clearly separate the GSA's dual roles as a union and a student association.</i></p> <p><i>Recommended addition of a Vice-President Student Life position to balance workloads of remaining Vice-Presidents. The stipend for this position would be drawn from the GSA's operating budget (the portion currently used for the stipend of the Vice-President Labour) and the stipend for the Associate Vice-President Labour position would be drawn from collected union dues.</i></p>
D.BYL.1.2.e <del>The Vice-President Student Services,</del> <u>and</u>	<i>Editorial.</i>
<u>D.BYL.1.2.f The Associate Vice-President Labour.</u>	<i>See above rationale regarding the restructuring of portfolios.</i>
D.BYL.1.3 – D.BYL.1.4.b ...	<i>No changes.</i>
<b>D.BYL.2 Directly-Elected Officers</b>	<i>No change.</i>
D.BYL.2.1 – D.BYL.2.2.c ...	<i>No changes.</i>
D.BYL.2.2.d <del>The Vice-President Labour is responsible for labour-related matters concerning academically-employed graduate students (including collective bargaining)</del>	<i>Portfolio of the current Vice-President Labour moved to D.BYL.2.2.e, below; see above rationale regarding the restructuring of portfolios.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<del>and other issues as assigned.</del> <u>The Vice-President Student Life is responsible for matters related to graduate student life and the overall graduate student experience, University residence matters, GSA outreach, graduate student groups, matters related to equity, diversity, and inclusion, and other issues as assigned.</u>	<i>Recommended addition of a portfolio description for the position of Vice-President Student Life (this new portfolio balances and complements the responsibilities associated with other positions).</i>
D.BYL.2.2.e ...	<i>No change.</i>
<u>D.BYL.2.2.f The Associate Vice-President Labour is responsible for labour-related matters concerning academically-employed graduate students (including collective bargaining), and leads the GSA's work as a union.</u>	<i>Moved from D.BYL.2.2.d, above, and reference made to union leadership; see above rationale regarding the restructuring of portfolios. Also removed reference from D.BYL.2.2.d concerning being assigned to work on other issues as the position would be entirely focused on union matters.</i>
D.BYL.2.2.f g – D.BYL.3.3.f ...	<i>Renumbering.</i>
<b>GSA Policy: GSA Officer Portfolios</b>	<i>No change.</i>
<b>D.POL.4 General Information and Qualifications</b>	<i>No change.</i>
D.POL.4.1 – D.POL.4.7 ...	<i>No changes.</i>
D.POL.4.8 Depending on the unique backgrounds and skills of Directly-Elected Officers (DEOs) <del>(and excluding the Associate Vice-President Labour (AVPL))</del> , they may be called upon to assist with special projects, new initiatives, or aspects of a colleague's portfolio.	<i>See above rationale regarding the restructuring of portfolios.</i>
D.POL.4.9 All DEOs, <del>excluding the AVPL</del> , may serve as a delegate for another DEO on any committee, council, or other body that allows for such delegation. The GSAB will be consulted on such delegations and they will be reported to GSA Council.	<i>See above rationale regarding the restructuring of portfolios.</i>
D.POL.4.10 All DEOs, <del>excluding the AVPL</del> , will assist with departmental orientations as needed and will participate in non-advocacy and relationship building events (eg, convocation ceremonies and various campus events) as needed.	<i>See above rationale regarding the restructuring of portfolios. While the GSA's role as a union will continue to be noted in all departmental orientations, it also currently falls under the purview of faculty stewards and the GSA Labour Relations Committee to provide education about the collective agreement and provide a union presence within faculties, as distinct from GSA departmental orientations.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
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. <u>Likewise, the AVPL will report regularly to academically-employed graduate students in writing.</u>	<i>Recommended addition to specify that the Associate Vice-President Labour would also report monthly in writing to members of the bargaining unit, as well as to GSA Council.</i>
<b>D.POL.5 President</b>	<i>No change.</i>
D.POL.5.1 – D.POL.5.1.c ...	<i>No changes.</i>
D.POL.5.1.d Prior to the first meeting of the GSAB for new Directly-Elected Officers (DEOs), the President will name, <u>from among the four (4) Vice-Presidents</u> , an Executive Vice-President and, should the President be unable to act for any reason (eg, illness, leave, etc), as determined by the Speaker and Executive Director (ED) (or delegate), the Executive Vice-President will assume the President’s duties; any such instance will be reported to GSA Council at its next subsequent meeting. At this time, the President will also name a second Vice-President to serve as Acting President should the President and Executive Vice-President be unable to act for any reason.	<i>Recommended clarification that the Associate Vice-President Labour would not be eligible for consideration for the line of succession for the GSA President; see above rationale regarding the restructuring of portfolios.</i>
D.POL.5.1.d.i – D.POL.5.1.k ...	<i>No changes.</i>
D.POL.5.1.l The President will normally represent the GSA on search and review committees of the University President, Vice-Presidents, Provost, Vice-Provosts, and Deans (where indicated in the composition of the committee) or equivalents. In the case where a delegate must be found (normally another DEO, <u>excluding the Associate Vice-President Labour</u> ), the GSA President will consult with the GSA Nominating Committee (GSA NoC).	<i>Recommended change to clarify that the Associate Vice-President Labour would not be eligible to serve on such committees, as their work is not labour-focused; see above rationale regarding the restructuring of portfolios.</i>
D.POL.5.1.m – D.POL.5.1.p ...	<i>No changes.</i>
D.POL.5.1.q The position of President requires daily contact with the ED (or delegate) and Executive Coordinator, weekly contact with the ED (or delegate) on financial matters, and at least weekly contact with <u>the other DEOs, Vice President Academic, VPE, Vice-President Labour, and Vice President Student Services.</u>	<i>Editorial and to align with wording used in other portfolios.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
D.POL.5.1.r – D.POL.5.2 ...	<i>No changes.</i>
D.POL.5.2.a The President chairs the following GSA Standing Committees:	<i>No change.</i>
D.POL.5.2.a.i The GSAB,	<i>No change.</i>
D.POL.5.2.a.ii The GSA Governance Committee,	<i>No change.</i>
<del>D.POL.5.2.a.iii The GSA Equity, Diversity, and Inclusion Committee, and</del>	<i>Moved to below, the President will serve as Vice-Chair and the proposed Vice-President Student Life will serve as Chair.</i>
D.POL.5.2.a.iv <u>iii</u> The GSA Budget and Finance Committee.	<i>Renumbering.</i>
D.POL.5.2.b The President (or delegate) chairs any GSA bodies associated with provincial lobbying.	<i>No change.</i>
<del>D.POL.5.2.c The President is</del> The President is a member of the GSA Equity, Diversity, and Inclusion Committee (as Vice-Chair) and a non-voting member of the GSA NoC.	<i>Moved from above, the President will serve as Vice-Chair and the proposed Vice-President Student Life will serve as Chair.</i>
D.POL.5.2.d – D.POL.6.3.a ...	<i>No changes.</i>
<b>D.POL.7 Vice-President External</b>	<i>No change.</i>
D.POL.7.1 Duties	<i>No change.</i>
D.POL.7.1.a The Vice-President External (VPE) has overall responsibility for residence life, University engagement initiatives, and external advocacy and representation with external advocacy groups at all levels of government (along with the President), <del>and for attending University committees that discuss space/construction within the University community, including housing space, social space, and any other space in which the GSA has an interest or which may be part of any memoranda of understanding the GSA has signed in the past (such as the various North Power Plant agreements).</del>	<i>Recommended change to move to the proposed portfolio of the Vice-President Student Life, below.</i>
D.POL.7.1.b – D.POL.7.2.a ...	<i>No changes.</i>

<b>Current Policy</b> ( <i>deletions noted by a strikethrough</i> ) and <b>Proposed Changes</b> ( <i>additions underlined</i> )	<b>Rationale/Background</b>
D.POL.7.2.b The VPE sits on the following University boards and committees:	<i>No change.</i>
<del>D.POL.7.2.b.i Committees related to residence matters,</del>	<i>Recommended change to move to the proposed portfolio of the Vice-President Student Life, below.</i>
<del>D.POL.7.2.b.ii The General Faculties Council Facilities Development Committee and other bodies with a focus on space or construction,</del>	<i>Recommended change to move to the proposed portfolio of the Vice-President Student Life, below (also recommended removal of mention of the General Faculties Council Facilities Development Committee as it has been disbanded).</i>
D.POL.7.2.b.iii <u>i</u> – D.POL.7.2.b.iv <u>ii</u> ...	<i>Renumbering.</i>
D.POL.7.3 Qualifications	<i>No change.</i>
D.POL.7.3.a Experience with <del>student life issues and with</del> external advocacy or representation is advantageous.	<i>Recommended change to move to the proposed portfolio of the Vice-President Student Life, below.</i>
<b><u>D.POL.8 Vice-President Student Life</u></b>	<i>Recommended addition of a portfolio description for the position of Vice-President Student Life (this new portfolio balances and complements the responsibilities associated with other positions).</i>
<b><u>D.POL.8.1 Duties</u></b>	<i>See above rationale.</i>
<b><u>D.POL.8.1.a The Vice-President Student Life (VPSL) has overall responsibility for matters relating to graduate student life (and representing students in that regard).</u></b>	<i>See above rationale, some responsibilities moved from the current respective portfolios of the Vice-President External, the Vice-President Labour, and the Vice-President Student Services.</i>
<b><u>D.POL.8.1.b The VPSL is responsible for connecting with GSA Graduate Student Groups and other student groups, and supporting said groups in their engagement with the GSA, as needed. The VPSL will maintain awareness of GSA Graduate Student Groups with respect to risk management and work closely with the Executive Director (ED) (or delegate) in this respect.</u></b>	<i>See above rationale.</i>
<b><u>D.POL.8.1.c The VPSL is responsible for matters relating to University residences.</u></b>	<i>See above rationale.</i>
<b><u>D.POL.8.1.d The VPSL works proactively, in consultation with other Directly-Elected Officers (DEOs) and the ED (or delegate), to enhance the GSA’s outreach and graduate student engagement with the GSA.</u></b>	<i>See above rationale.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<u>D.POL.8.1.e The VPSL assists the Vice-President Student Services with initiatives spearheaded by the Dean of Students.</u>	<i>See above rationale.</i>
<u>D.POL.8.1.f The VPSL engages with University administration on matters related to University conduct regulations.</u>	<i>See above rationale.</i>
<u>D.POL.8.1.g The VPSL may be assigned by the President to serve as the lead on various issues and initiatives (including those related to international graduates).</u>	<i>See above rationale.</i>
<u>D.POL.8.1.h The position of VPSS requires regular weekly contact with the President, ED (or delegate), Executive Coordinator, and the other DEOs.</u>	<i>See above rationale.</i>
<u>D.POL.8.1.i The position of VPSL totals approximately twenty (20) to thirty (30) hours per week on average and may include evenings and weekends. This includes but is not limited to both time spent preparing for and attending formal meetings as well as time spent reading and responding to emails, participation in travel associated with conferences and advocacy opportunities, work done on various projects and initiatives, informal strategic and problem-solving meetings, etc.</u>	<i>See above rationale.</i>
<u>D.POL.8.2 Committees</u>	<i>See above rationale.</i>
<u>D.POL.8.2.a The VPSL chairs the GSA Equity, Diversity, and Inclusion Committee and is a member of the GSA Governance Committee (as Vice-Chair) and the GSA Faculty of Graduate Studies and Research (FGSR) Council Caucus.</u>	<i>See above rationale.</i>
<u>D.POL.8.2.b The VPSL is a member of the following University boards and committees:</u>	<i>See above rationale.</i>
<u>D.POL.8.2.b.i The General Faculties Council Student Conduct Policy Committee,</u>	<i>See above rationale.</i>
<u>D.POL.8.2.b.ii The FGSR Council,</u>	<i>See above rationale.</i>
<u>D.POL.8.2.b.iii Committees related to equity, diversity, and inclusion,</u>	<i>See above rationale.</i>
<u>D.POL.8.2.b.iv Committees related to campus safety and security, and</u>	<i>See above rationale.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<u>D.POL.8.2.b.v Committees that discuss space/construction within the University community, including residences, social space, and any other space in which the GSA has an interest or which may be part of any memoranda of understanding the GSA has signed in the past (such as the various North Power Plant agreements).</u>	<i>See above rationale.</i>
<u>D.POL.8.3 Qualifications</u>	<i>See above rationale.</i>
<u>D.POL.8.3.a Experience with residence matters, graduate student groups, and matters relating to equity, diversity, and inclusion is advantageous.</u>	<i>See above rationale.</i>
<b><i>See proposed D.POL.10, below, for where the current duties of the Vice-President Labour (existing D.POL.8) have been relocated</i></b>	
<b>D.POL.9 Vice-President Student Services</b>	<i>No change.</i>
D.POL.9.1 – D.POL.9.1.a ...	<i>No changes.</i>
<del>D.POL.9.1.b The VPSS assists the Vice-President Labour concerning negotiations</del> <u>negotiates</u> of the Graduate Student Assistance Program (GSAP) and the Graduate Student Support Fund with the University.	<i>Recommended changes to reassign from the current portfolio of the Vice-President Labour; see above rationale regarding the restructuring of portfolios. A measure of this is also editorial as negotiating for funding for the Graduate Student Assistance Program and the Graduate Student Fund was once part of the collective bargaining process but has not been for several years as they are services accessible to all graduate students and not restricted to academically-employed graduate students.</i>
D.POL.9.1.c ...	<i>No change.</i>
<del>D.POL.9.1.d The VPSS is responsible for connecting with GSA Graduate Student Groups and other student groups, and supporting said groups in their engagement with the GSA, as needed.</del>	<i>Moved to the proposed portfolio of the Vice-President Student Life, above.</i>
<del>D.POL.9.1.e The VPSS will maintain awareness of GSA Graduate Student Groups with respect to risk management and work closely with the Executive Director (ED) (or delegate) in this respect.</del>	<i>See above rationale.</i>
D.POL.9.1.f <u>d</u> – D.POL.9.1.j ...	<i>Renumbering.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
D.PPOL.9.2 Committees	<i>No change.</i>
<del>D.POL.9.2.a The VPSS is a member of the GSA Awards Selection Committee (as Vice-Chair) and the GSA Equity, Diversity, and Inclusion Committee (as Vice-Chair).</del> <u>and the GSA Budget and Finance Committee (as Vice-Chair).</u>	<i>Recommended changes to reassign from the current portfolio of the Vice-President Labour; see above rationale regarding the restructuring of portfolios. Service on the GSA Equity, Diversity, and Inclusion Committee moved to the proposed portfolio of the Vice-President Student Life, above.</i>
D.POL.9.2.b – D.POL.9.2.b.i ...	<i>No change.</i>
<del>D.POL.9.2.b.ii The General Faculties Council Student Conduct Policy Committee,</del>	<i>Recommended removal as is included in the proposed portfolio of the Vice-President Student Life.</i>
D.POL.9.2.b.iii <u>ii</u> Committees related to the Campus Food Bank,	<i>Renumbering.</i>
<del>D.POL.9.2.b.iv Committees related to Dewey's and the North Power Plant,</del>	<i>Recommended removal as there are no such committees and is included in the proposed portfolio of the Vice-President Student Life (under the provision about serving on committees concerning spaces the GSA may have stake in).</i>
<del>D.POL.9.2.b.v Committees related to campus space planning,</del>	<i>Recommended removal as is included in the proposed portfolio of the Vice-President Student Life.</i>
<del>D.POL.9.2.b.vi The ONECard Student Advisory Group,</del>	<i>Recommended removal as there is no such group.</i>
D.POL.9.2.b.vii <u>iii</u> Committees related to University student services <del>and mental health and wellness and,</del>	<i>Renumbering and moved to proposed section below.</i>
<u>D.POL.9.2. iv Committees related to health and wellness and mental health and wellness, and</u>	<i>Moved from above for greater clarity.</i>
D.POL.9.2.b.ix <u>v</u> – D.POL.9.3.a ...	<i>Renumbering.</i>
<b>D.POL.8 <u>10 Associate Vice-President Labour</u></b>	<i>Recommended change to make the Vice-President Labour position into an Associate Vice-President Labour. This would more clearly separate the GSA's dual roles as a union and a student association.</i>
D.POL.8 <u>10.1 Duties</u>	<i>No change.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
D.POL.& 10.1.a The <u>Associate</u> Vice-President Labour (AVPL) has overall responsibility for matters relating to academically-employed graduate students <u>and oversight of the GSA's work as a union.</u>	<i>Renumbering recommended change to make the Vice-President Labour position into an Associate Vice-President Labour. This would more clearly separate the GSA's dual roles as a union and a student association.</i>
D.POL.& 10.1.b The AVPL is the chief negotiator of the Collective Agreement (CA) with the University covering all academically-employed graduate students.	<i>Renumbering and see above rationale.</i>
D.POL.& 10.1.c The AVPL also negotiates other matters with the University related to academically-employed graduate students, including issues regarding interpretation of the CA.	<i>Renumbering and see above rationale.</i>
D.POL.& 10.1.d The AVPL, in consultation with faculty stewards, where appropriate, advises academically-employed graduate students and answers questions from them related to compliance with and interpretation of the CA, as well as works towards informal resolution of disputes where appropriate.	<i>Renumbering and see above rationale.</i>
D.POL.& 10.1.e The AVPL seeks resolution of grievances in accordance with the process outlined in the CA, in consultation with the GSA Labour Relations Committee (GSA LRC) and the Executive Director (ED) (or delegate) as needed.	<i>Renumbering and see above rationale.</i>
<del>D.POL.&amp; 1.f The VPL may be assigned by the President to serve as the lead on various issues or initiatives (including those related to international graduate students).</del>	<i>Recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters.</i>
D.POL.& 10.1.g <u>f</u> The AVPL collaborates with the GSA LRC on specific labour-related projects.	<i>See above rationale regarding the restructuring of portfolios.</i>
<del>D.POL.&amp; 1.h The VPL, in consultation with the Vice President Student Services, negotiates the Graduate Student Assistance Program and the Graduate Student Support Fund with the University.</del>	<i>Recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters and to align with earlier recommended changes to the portfolio of the Vice-President Student Services.</i>
D.POL.& 10.1.i <u>g</u> The position of AVPL requires close contact with the ED (or delegate) on labour-related matters as they arise and regular weekly contact with the President, ED (or delegate), Executive Coordinator, and the other Directly-Elected Officers.	<i>See above rationale regarding the restructuring of portfolios.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
D.POL.8 <u>10.1.j h</u> The position of <u>AVPL</u> totals approximately twenty (20) to thirty (30) hours per week on average and may include evenings and weekends. This includes but is not limited to both time spent preparing for and attending formal meetings as well as time spent reading and responding to emails, participation in travel associated with conferences and advocacy opportunities, work done on various projects and initiatives, informal strategic and problem-solving meetings, etc.	<i>See above rationale.</i>
D.POL.8 <u>10.2</u> Committees	<i>No change.</i>
D.POL.8 <u>10.2.a</u> The <u>AVPL</u> chairs the GSA LRC and leads the GSA Negotiating Team.	<i>See above rationale regarding the restructuring of portfolios.</i>
D.POL.8 <u>10.2.b</u> The <u>AVPL</u> is a <u>non-voting</u> member of the <del>GSA Governance Committee (as Vice-Chair)</del> , the GSA Budget and Finance Committee. <del>(as Vice-Chair)</del> , and the <del>GSA Faculty of Graduate Studies and Research (FGSR) Council Caucus.</del>	<i>Recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters but they would remain on the GSA Budget and Finance Committee (not as vice-chair and a voting member, however) to ensure they are regularly updated as to the state of the labour-specific portion of the GSA's budget (collected union dues, etc). Service on other governance bodies assigned to other Vice-Presidents, above.</i>
D.POL.8 <u>10.2.c</u> The <u>AVPL</u> is a member of <del>the following any</del> University boards and committees <u>related to workplace health and safety issues.</u>	<i>Recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters.</i>
D.POL.8.2.c.i The FGSR Council,	<i>Recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters. Service on other governance bodies assigned to other Vice-Presidents, above.</i>
D.POL.8.2.c.ii The Protective Services Advisory Committee, and	<i>See above rationale.</i>
D.POL.8.2.c.iii Committees related to <u>campus safety, workplace health and safety issues, and campus substance use issues.</u>	<i>See above rationale, moved to the portfolio of another Vice-President (above).</i>
D.POL.8 <u>10.3</u> – D.POL.8 <u>10.3.b</u> ...	<i>Renumbering.</i>
D.POL.10.3.c The AVPL must be an academically-employed graduate student at the time of their election, or have been academically-employed within the preceding academic <u>year.</u>	<i>Recommended addition to ensure that the AVPL is themselves a member of the bargaining unit that elects them.</i>
D.POL.10 <u>11</u> Chief Returning Officer and Deputy Returning Officer	<i>Renumbering.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
D.POL. <del>10</del> <u>11</u> .1 Duties	<i>Renumbering.</i>
D.POL. <del>10</del> <u>11</u> .1.a The Chief Returning Officer (CRO), with advice from the GSA Elections and Referenda Committee (GSA ERC), oversees the GSA General Election <u>and election of the Associate Vice-President Labour (AVPL)</u> , by-elections, and referenda processes, observing the guiding principle “that they are to be fair, respect the wishes of voters, and conducted in a manner that reflects the excellent, positive reputation of the GSA” (GSA Bylaw and Policy, Sections I.BYL.1.1 and J.BYL.1.1).	<i>Renumbering and recommended change to reflect that the Associate Vice-President Labour would be elected solely by members of the bargaining unit in a process that would run parallel to the GSA General Election, follow the same process, and also be overseen by the CRO.</i>
D.POL. <del>10</del> <u>11</u> .1.b – D.POL. <del>10</del> <u>11</u> .1.c ...	<i>Renumbering.</i>
D.POL. <del>10</del> <u>11</u> .1.d The CRO oversees the GSA General Election <u>and election of the AVPL</u> , by-elections, and referenda:	<i>Renumbering and see above rationale regarding the process for electing the Associate Vice-President Labour.</i>
D.POL. <del>10</del> <u>11</u> .1.d.i On the recommendation of the GSA ERC, the CRO approves timelines for the GSA General Election <u>and election of the AVPL</u> , by-elections, and referenda in accordance with GSA Bylaw and Policy on elections and referenda, and communicates these timelines to GSA members.	<i>Renumbering and see above rationale.</i>
D.POL. <del>10</del> <u>11</u> .1.d.ii With advice from the GSA ERC, the CRO advertises the nomination period for any GSA General Election <u>and election of the AVPL (or any by-elections)</u> , the registration period for any referendum, and the voting periods for the GSA General Election <u>and election of the AVPL</u> , by-elections, and referenda.	<i>Renumbering and see above rationale.</i>
D.POL. <del>10</del> <u>11</u> .1.d.iii On the recommendation of the GSA ERC, the CRO approves nomination forms for the GSA General Election <u>and election of the AVPL (and any by-elections)</u> and registration forms for referenda, in accordance with GSA Bylaw and Policy on elections and referenda.	<i>Renumbering and see above rationale.</i>
D.POL. <del>10</del> <u>11</u> .1.d.iv On the recommendation of the GSA ERC and with advice from the Executive Director (ED) (or delegate) and the Financial Manager, the CRO approves the electronic software or applications used to run the GSA General Election <u>and election of the AVPL</u> , by-elections, or referenda.	<i>Renumbering and see above rationale.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
D.POL. <del>10</del> <u>11</u> .1.d.v On the recommendation of the GSA ERC, the CRO approves the layout of the ballots for the GSA General Election <u>and election of the AVPL</u> , by-elections, and referenda.	<i>Renumbering and see above rationale.</i>
D.POL. <del>10</del> <u>11</u> .1.d.vi The CRO holds at least one (1) All-Candidates Meeting during a GSA General Election <u>and election of the AVPL</u> (or by-election), and at least one (1) Meeting of the Campaign Representatives in a referendum, to communicate bylaws and policies to all candidates and/or referendum Campaign Representatives and answer questions about campaigning rules and regulations in a GSA General Election <u>and election of the AVPL</u> , by-election, or referendum.	<i>Renumbering and see above rationale.</i>
D.POL. <del>10</del> <u>11</u> .1.d.vii With advice from the GSA ERC, the CRO plans a GSA General Election <u>and election of the AVPL</u> or by-election forum for GSA members to ask candidates questions.	<i>Renumbering and see above rationale.</i>
D.POL. <del>10</del> <u>11</u> .1.d.viii ...	<i>Renumbering.</i>
D.POL. <del>10</del> <u>11</u> .1.d.ix With advice from the GSA ERC, the CRO issues interpretations of GSA Bylaw and Policy on elections and referenda to be shared equally amongst all candidates and Campaign Representatives during the course of a GSA General Election <u>and election of the AVPL</u> , by-election, or referendum.	<i>Renumbering and see above rationale regarding the process for electing the Associate Vice-President Labour.</i>
D.POL. <del>10</del> <u>11</u> .1.d.x – D.POL. <del>10</del> <u>11</u> .1.d.xii ...	<i>Renumbering.</i>
D.POL. <del>10</del> <u>11</u> .1.e Reporting	<i>Renumbering.</i>
D.POL. <del>10</del> <u>11</u> .1.e.i The CRO communicates the results of all GSA General Elections <u>and elections of AVPLs</u> , by-elections, and referenda to GSA members.	<i>Renumbering and see above rationale regarding the process for electing the Associate Vice-President Labour.</i>
D.POL. <del>10</del> <u>11</u> .1.e.ii The CRO submits a written report to GSA Council following any GSA General Election <u>and election of the AVPL</u> , by-elections, or referenda.	<i>Renumbering and see above rationale.</i>
D.POL. <del>10</del> <u>11</u> .1.e.iii The CRO reports to GSA Council, in writing, the names of all elected GSA DEOs, following the release of the official results for a GSA General Election <u>and election of the AVPL</u> or by-election, for the purposes of transferring bank signing authority (see GSA Bylaw and Policy, Section K: Finances).	<i>Renumbering and see above rationale.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
D.POL. <del>10</del> <u>11.2</u> – D.POL. <del>10</del> <u>11.3.b</u> ...	<i>Renumbering.</i>
D.POL. <del>10</del> <u>11.3.c</u> The CRO and DRO must not have run in the most recent GSA General Election <u>and election of the AVPL</u> and/or by-election or served as a Campaign Representative in the most recent referendum.	<i>Renumbering and see above rationale regarding the process for electing the Associate Vice-President Labour.</i>
D.POL. <del>10</del> <u>11.3.d</u> The CRO and DRO must be fully willing and able to carry out the position and must be physically present in Edmonton or surrounding areas for the duration of any GSA General Election <u>and election of the AVPL</u> , by-election, and/or referendum.	<i>Renumbering and see above rationale.</i>
D.POL. <del>10</del> <u>11.4</u> – D.POL. <del>10</del> <u>11.4.d</u> ...	<i>Renumbering.</i>
D.POL. <del>10</del> <u>11.4.e</u> The CRO and the DRO should be able to adopt a collaborative approach with others and are required to consult with the GSA ERC on many aspects of GSA General Elections <u>and elections of AVPLs</u> , by-elections, and referenda.	<i>Renumbering and see above rationale regarding the process for electing the Associate Vice-President Labour.</i>
D.POL. <del>10</del> <u>11.5</u> – D.POL. <del>10</del> <u>11.6</u> ...	<i>Renumbering.</i>
D.POL. <del>10</del> <u>11.6.a</u> The CRO is awarded a modest honorarium for overseeing all GSA General Elections <u>and elections of AVPLs</u> , by-elections, and referenda.	<i>Renumbering and see above rationale regarding the process for electing the Associate Vice-President Labour.</i>
D.POL. <del>11</del> <u>12</u> – D.POL. <del>12</del> <u>13.5.a</u> ...	<i>Renumbering.</i>

**Recommended Changes to GSA Bylaw and Policy, Section E: Nominating**  
*Recommended to GSA Council by the GSA Governance Committee and the GSA Board*

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>GSA Policy: Nominating</b>	<i>No change.</i>
E.POL.1 – E.POL.2.3 ...	<i>No changes.</i>
E.POL.2.4 As per GSA Bylaw and Policy, Section D: GSA Officers, the President will normally represent the GSA on search and review committees of the University President, Vice-Presidents, Provost, Vice-Provosts, and Deans (where indicated in the composition of the committee) or equivalents. In the case where a delegate must be found (normally another Directly-Elected Officer (DEO), <u>excluding the Associate Vice-President Labour</u> ), the President will consult with the GSA NoC.	<i>Recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters and to align with the changes presented in relation to Section D, above.</i>
E.POL.2.5 – E.POL.3.3 ...	<i>No changes.</i>
<b>GSA Policy: GSA Standing Committees, GSA Nominating Committee</b>	<i>No change.</i>
E.POL.4 – E.POL.5.3 ...	<i>No changes.</i>
<b>E.POL.6 Eligibility</b>	<i>No change.</i>
E.POL.6.1 All GSA members are eligible to serve on the GSA Nominating Committee (GSA NoC) unless they intend to run in or serve as a Campaign Volunteer in the upcoming GSA General Election <u>and election of the Associate Vice-President Labour (AVPL)</u> and/or by-election, serve as a Campaign Representative or Campaign Volunteer in an upcoming referendum, or they have run in the most recent GSA General Election <u>and election of the AVPL</u> and/or by-election or served as a Campaign Representative in the most recent referendum. GSA NoC members must also be neutral and impartial (ie having no immediate or vested interest in the outcome of GSA General Elections and referenda).	<i>Recommended change to reflect that the Associate Vice-President Labour would be elected solely by members of the bargaining unit in a process that would run parallel to the GSA General Election, would follow the same process, and would also be overseen by the CRO.</i>
E.POL.6.2 If a GSA NoC member intends to run in or serve as a Campaign Volunteer in the upcoming GSA General Election <u>and election of the AVPL</u> and/or by-election, or serve as a Campaign Representative or Campaign Volunteer in an upcoming referendum they will resign from the GSA NoC.	<i>See above rationale.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
E.POL.6.3 – E.POL.8.3 ...	<i>No changes.</i>
E.POL.8.4 The GSA NoC is responsible for facilitating the election of GSA Council-Elected Officers, and any GSA Council elections ( <u>or election by academically-employed graduate students, in the case of the Associate Vice-President Labour (AVPL)</u> ) of Councillors-at-Large and DEOs (see GSA Bylaw and Policy, Section I.POL.15).	<i>See above rationale on the election of the Associate Vice-President Labour; also to align with Section I.</i>
E.POL.8.5 In the case of a resignation or other vacancy (as determined by the GSA Elections and Referenda Committee) in the Chief Returning Officer (CRO) or Deputy Returning Officer positions during any GSA General Election <u>and election of the AVPL</u> , by-election, referendum, or any other associated election or referenda matter, the GSA NoC may take necessary action to fill the vacancy, including direct appointments, or appointments of former CROs.	<i>See above rationale.</i>
E.POL.8.6 – E.POL.9.3.a ...	<i>No further changes.</i>

**Recommended Changes to GSA Bylaw and Policy, Section F: GSA Standing Committees**

*Recommended to GSA Council by the GSA Governance Committee and the GSA Board*

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>GSA Policy: GSA Standing Committees</b>	<i>No change.</i>
F.POL.2 – F.POL.2.9.e ...	<i>No changes.</i>
<b>F.POL.3 GSA Board</b>	<i>No change.</i>
F.POL.3.1 Composition	<i>No change.</i>
F.POL.3.1.a The President as Chair.	<i>No change.</i>
F.POL.3.1.b All Directly-Elected Officers (DEOs), <u>aside from the Associate Vice-President Labour (AVPL),</u> as voting members.	<i>Recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters but they would remain on the GSA Board as a non-voting member to foster collaboration and to ensure they are aware of other, non-labour focused business and can also update other Directly-Elected Officers.</i>
F.POL.3.1.c <u>The AVPL as a non-voting member.</u>	<i>See above rationale.</i>
F.POL.3.1.e <u>d</u> – F.POL.3.2.f ...	<i>Renumbering.</i>
F.POL.3.3 Meetings	<i>No change.</i>
F.POL.3.3.a Quorum for a meeting of the GSAB is three (3) <u>DEOs voting members</u> . In the event that the GSAB has only two (2) <u>DEOs voting members</u> available to meet, as determined by the Speaker, quorum for a meeting of the GSAB is all <u>DEOs voting members</u> currently available to meet.	<i>Editorial and recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters but they would remain on the GSA Board as a non-voting member. As a non-voting member, they would not factor into quorum.</i>
F.POL.3.3.b Emergency GSAB meetings may be called by any <u>DEO voting member</u> . Notice of seventy-two (72) hours must be given for an emergency meeting, unless there is agreement <del>by all available GSAB members</del> to meet on shorter notice.	<i>Editorial and recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters but they would remain on the GSA Board as a non-voting member. As a non-voting member, they would not be able to call emergency meetings.</i>
F.POL.3.3.c ...	<i>No change.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>F.POL.4 GSA Governance Committee</b>	<i>No change.</i>
F.POL.4.1 Composition	<i>No change.</i>
F.POL.4.1.a The President, as Chair.	<i>No change.</i>
F.POL.4.1.b The Vice-President <del>Labour</del> <u>Student Life</u> , as Vice-Chair.	<i>Recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters and to align with the changes presented in relation to Section D, above, in terms of reassigning service on governance bodies from the Vice-President Labour to other Vice-Presidents.</i>
F.POL.4.1.c – F.POL.4.3.a ...	<i>No changes.</i>
<b>F.POL.5 GSA Equity, Diversity, and Inclusion Committee</b>	<i>No change.</i>
F.POL.5.1 Composition	<i>No change.</i>
F.POL.5.1.a The <del>President</del> <u>Student Life</u> , as Chair.	<i>Moved below, the President will serve as Vice-Chair (as noted below).</i>
F.POL.5.1.b The Vice-President <del>Student Services</del> , as Vice-Chair.	<i>See above rationale.</i>
F.POL.5.1.c – F.POL.11 ...	<i>No further changes.</i>

**Recommended Changes to GSA Bylaw and Policy, Section G: GSA Caucuses**

*Recommended to GSA Council by the GSA Governance Committee and the GSA Board*

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>GSA Policy: GSA Caucuses</b>	<i>No change.</i>
G.POL.2 – G.POL.2.3.a ...	<i>No changes.</i>
<b>G.POL.3 GSA Faculty of Graduate Studies and Research Council Caucus</b>	<i>No change.</i>
G.POL.3.1 – G.POL.3.1.b ...	<i>No changes.</i>
G.POL.3.1.c The Vice-President <del>Labour</del> <u>Student Life</u> is a member of the GSA FGSR Council Caucus.	<i>Recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters and to align with the changes presented in relation to Section D, above, in terms of reassigning service on governance bodies from the Vice-President Labour to other Vice-Presidents.</i>
G.POL.3.1.d – G.POL.3.3.a ...	<i>No further changes.</i>

**Recommended Changes to GSA Bylaw and Policy, Section I: Elections**

*Recommended to GSA Council by the GSA Elections and Referenda Committee, the GSA Governance Committee, and the GSA Board*

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>GSA Bylaw: Elections</b>	<i>No change.</i>
I.BYL.1 – I.BYL.3.3 ...	<i>No changes.</i>
<b>I.BYL.4 Voting</b>	<i>No change.</i>
I.BYL.4.1 All voting in GSA General Elections <u>and elections of the Associate Vice-President Labour</u> and by-elections will be done electronically, except in the event of a failure of the electronic system in use.	<p><i>Recommended change to make the Vice-President Labour position into an Associate Vice-President Labour. The position would still be considered as a Directly-Elected Officer one but would be directly-elected only by members of the bargaining unit. This will more clearly separate the GSA's dual roles as a union and a student association.</i></p> <p><i>The Associate Vice-President Labour would be elected solely by members of the bargaining unit in a process that would run parallel to the GSA General Election, would follow the same process, and would also be overseen by the CRO.</i></p>
I.BYL.4.2 ...	<i>No changes.</i>
<b>I.BYL.5 Filling Vacancies Following the GSA General Election <u>and Election of the Associate Vice-President Labour</u></b>	<i>See above rationale on the election of the Associate Vice-President Labour.</i>
I.BYL.5.1 In the event that a Directly-Elected Officer (DEO) position or Councillor-at-Large (CAL) position is not filled by the end of the GSA General Election <u>and election of the Associate Vice-President Labour</u> (ie no candidates run for a position or “None of the Candidates” is elected), or a DEO position or CAL position is vacated any time prior to 1 December (or the next working day), the Chief Returning Officer and GSA Council will follow GSA Policy on filling vacancies following the GSA General Election (see GSA Bylaw and Policy, Section I.POL.15).	<i>See above rationale on the election of the Associate Vice-President Labour.</i>
<b>GSA Policy: Elections</b>	<i>No change.</i>
I.POL.6 – I.POL.7.6 ...	<i>No changes.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
I.POL.7.7 The following will be stated on nomination forms for the GSA General Election <u>and election of the Associate Vice-President Labour</u> , and any subsequent by-elections:	<i>See above rationale on the election of the Associate Vice-President Labour.</i>
I.POL.7.8 – I.POL.8.2 ...	<i>No changes.</i>
I.POL.8.3 Nominations for the GSA General Election <u>and election of the Associate Vice-President Labour</u> will open on or about 31 January.	<i>See above rationale on the election of the Associate Vice-President Labour.</i>
I.POL.8.4 – I.POL.11.7 ...	<i>No changes.</i>
<b>I.POL.12 Voting</b>	<i>No change.</i>
I.POL.12.1 “All voting in GSA General Elections and <u>elections of the Associate Vice-President Labour (AVPL)</u> and by-elections will be done electronically, except in the event of a failure of the electronic system in use” (GSA Bylaw and Policy, Section I.BYL.4.1). <u>As per GSA Bylaw and Policy, Section B.BYL.3.1, voting for the position of AVPL will be restricted to academically-employed graduate students.</u>	<i>To align with changes proposed above; see above rationale on the election of the Associate Vice-President Labour.</i>
I.POL.12.2 – I.POL.12.5.c ...	<i>No changes.</i>
I.POL.12.6 Candidates who receive fewer votes than “None of the Candidates” in the GSA General Election <u>and election of the AVPL</u> cannot run for the same position in any related subsequent <del>GSA Council</del> by-elections, <u>GSA Council elections</u> , or elections of the AVPL ( <u>see below as outlined in GSA Bylaw and Policy, Section I.POL.15</u> ).	<i>Editorial and to align with changes recommended below (technically speaking, as per Sections I.POL.15.1 and I.POL.15.2, there is no such thing as a GSA Council by-election); see above rationale on the election of the Associate Vice-President Labour.</i>
I.POL.13 – I.POL.13.2 ...	<i>No changes.</i>
<b>I.POL.14 Reporting</b>	<i>No change.</i>
I.POL.14.1 The Chief Returning Officer (CRO) will draft a procedural report following each GSA General Election <u>and election of the Associate Vice-President Labour</u> or by-election(s). This report will outline major decisions, processes, issues, and recommendations for the following year. This report will be provided to the next CRO and Deputy Returning Officer, and the GSA Elections and Referenda Committee, the GSA Board, and GSA Council.	<i>See above rationale on the election of the Associate Vice-President Labour.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>I.POL.15 Filling Vacancies Following the GSA General Election <u>and Election of the Associate Vice-President Labour</u></b>	<i>See above rationale.</i>
I.POL.15.1 In the event that a Directly-Elected Officer (DEO) position is not filled by the end of the GSA General Election <u>and election of the Associate Vice-President Labour (AVPL)</u> (ie no candidates run for a position or “None of the Candidates” is elected), or if a position is vacated at any time prior to 1 December (or the next working day) a by-election will take place as soon as possible. The procedures governing this by-election will be the same as those governing regular elections, except the dates of nominations, campaigning, and voting periods will be determined by the Chief Returning Officer (CRO).	<i>See above rationale.</i>
I.POL.15.2 In the event that a DEO position is vacated after 1 December (or the next working day) and before the next GSA General Election <u>and election of the AVPL</u> , the GSA Nominating Committee (GSA NoC) will decide on procedures and then provide one (1) or more names to GSA Council <u>and/or academically-employed graduate students (in the case of the election of the AVPL)</u> for consideration. GSA Council <u>and/or academically-employed graduate students (in the case of the election of the AVPL)</u> will elect an individual to fill the position on an interim basis. If the matter is deemed urgent by the CRO, GSA Council can hold <del>this</del> <u>an</u> election for DEOs, <u>excluding for the AVPL</u> , electronically.	<i>See above rationale.</i>
I.POL.15.3 ...	<i>No change.</i>
<b>GSA Policy: GSA Standing Committees, GSA Elections and Referenda Committee</b>	<i>No change.</i>
I.POL.16 – I.POL.16.4 ...	<i>No changes.</i>
<b>I.POL.17 Eligibility</b>	<i>No change.</i>
I.POL.17.1 All members of the GSA are eligible to serve on the GSA Elections and Referenda Committee (GSA ERC) unless they intend to run in or serve as a Campaign Volunteer in the upcoming GSA General Election <u>and election of the Associate Vice-President Labour (AVPL)</u> and/or by-election, serve as a Campaign Representative or Campaign Volunteer in an upcoming referendum, or they have run in the most recent GSA	<i>See above rationale on the election of the Associate Vice-President Labour.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
General Election <del>and election of the AVPL</del> and/or by-election or served as a Campaign Representative in the most recent referendum. GSA ERC members must also be neutral and impartial (ie having no immediate or vested interest in the outcome of GSA General Elections, <u>elections of the AVPL</u> , and referenda).	
I.POL.17.2 If a GSA ERC member intends to run in or serve as a Campaign Volunteer in the upcoming GSA General Election <u>and election of the AVPL</u> and/or by-election, or serve as a Campaign Representative or Campaign Volunteer in an upcoming referendum they will resign from the GSA ERC.	<i>See above rationale.</i>
<b>I.POL.18 Mandate</b>	<i>No change.</i>
I.POL.18.1 The GSA Elections and Referenda Committee (GSA ERC) will advise the Chief Returning Officer (CRO) on all matters pertaining to GSA General Elections <u>and elections of the Associate Vice-President Labour (AVPL)</u> , by-elections, and referenda including but not limited to:	<i>See above rationale on the election of the Associate Vice-President Labour.</i>
I.POL.18.1.a The advertising of the nomination period for GSA General Elections <u>and elections of the AVPL</u> or by-elections, the registration period for any referenda, and voting periods for all GSA General Elections <u>and elections of the AVPL</u> , by-elections, and referenda,	<i>See above rationale.</i>
I.POL.18.1.b ...	<i>No change.</i>
I.POL.18.1.c The planning of any GSA General Election <u>and election of the AVPL</u> or by-election forums for GSA members to ask candidates questions,	<i>See above rationale on the election of the Associate Vice-President Labour.</i>
I.POL.18.1.d Issuing interpretations of GSA Bylaw and Policy on elections and referenda to be shared equally amongst all candidates and Campaign Representatives during the course of a GSA General Election <u>and election of the AVPL</u> , by-election, or referendum, and	<i>See above rationale.</i>
I.POL.18.1.e ...	<i>No change.</i>
I.POL.18.2 The GSA ERC will make recommendations to the CRO on:	<i>No change.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
I.POL.18.2.a The approval of timelines for GSA General Elections <u>and elections of the AVPL</u> , by-elections, and referenda in accordance with GSA Bylaw and Policy on elections and referenda,	<i>See above rationale on the election of the Associate Vice-President Labour.</i>
I.POL.18.2.b ...	<i>No change.</i>
I.POL.18.2.c The approval of the electronic software or applications used to run GSA General Elections <u>and elections of the AVPL</u> , by-elections, and referenda in consultation with the Executive Director (or delegate) and Financial Manager, and	<i>See above rationale on the election of the Associate Vice-President Labour.</i>
I.POL.18.2.d The approval of the format of the ballots for GSA General Elections <u>and elections of the AVPL</u> , by-elections, and referenda.	<i>See above rationale.</i>
I.POL.18.3 At least one (1) month prior to the opening of nominations for the GSA General Election <u>and election of the AVPL</u> , the GSA ERC will meet to assist the CRO in the planning of election events.	<i>See above rationale.</i>
I.POL.18.4 – I.POL.18.6 ...	<i>No change.</i>
I.POL.18.7 “In the case of a resignation or other vacancy (as determined by the GSA Elections and Referenda Committee) in the Chief Returning Officer (CRO) or Deputy Returning Officer positions during any GSA General Election <u>and election of the AVPL</u> , by-election, referendum, or any other associated election or referenda matter, the GSA NoC may take necessary action to fill the vacancy, including direct appointments, or appointments of former CROs” (GSA Bylaw and Policy, Section E.POL.8.5).	<i>See above rationale on the election of the Associate Vice-President Labour.</i>
I.POL.19 – I.POL.19.1 ...	<i>No further changes; all citations of D.POL.10 (now D.POL.11) will be updated.</i>

**Recommended Changes to GSA Bylaw and Policy, Section J: Referenda**

*Recommended to GSA Council by the GSA Elections and Referenda Committee, the GSA Governance Committee, and the GSA Board*

<b>Current Policy</b> ( <i>deletions noted by a strikethrough</i> ) and <b>Proposed Changes</b> ( <i>additions underlined</i> )	<b>Rationale/Background</b>
<b>GSA Bylaw: Referenda</b>	<i>No change.</i>
J.BYL.1 – J.BYL.1.1 ...	<i>No changes.</i>
<b>J.BYL.2 Initiation</b>	<i>No change.</i>
J.BYL.2.1 A referendum on a clearly worded ‘Yes’ or ‘No’ question regarding any dedicated, on-going fee for a service, facility, or lobbying effort can be initiated by the GSA Board (GSAB) subject to a simple majority vote at any meeting of GSA Council. Normally a referendum will be held in conjunction with the GSA General Election <u>and election of the Associate Vice-President Labour</u> , unless a question is determined to be of an urgent nature by the GSAB.	<i>To align with recommended changes in Sections D and I, above.</i>
J.BYL.2.2 – J.BYL.5.1 ...	<i>No further changes; all citations of D.POL.10 (now D.POL.11) will be updated.</i>

**Recommended Changes to GSA Bylaw and Policy, Section K: Finances**

*Recommended to GSA Council by the GSA Governance Committee and the GSA Board, and discussed by the GSA Budget and Finance Committee*

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>GSA Policy: Budget Principles and Procedures</b>	<i>No change.</i>
K.POL.2 – K.POL.3.6.c ...	<i>No changes.</i>
K.POL.3.7 Signing Authority	<i>No change.</i>
K.POL.3.7.a <del>Financial documents requiring signature, including but not limited to cheques and investment instructions, require two (2) signatures: either any two (2) Directly-Elected Officers (DEOs), or any one (1) DEO and one (1) Director. The President, at least two (2) Vice-Presidents, and at least two (2) Directors, renewed annually, will each as individuals have authority as signing officers for the GSA.</del>	<i>Editorial, moved from current K.POL.3.7.b and amended for clarity.</i>
K.POL.3.7.b <del>The President, at least two (2) Vice Presidents, and at least two (2) Directors, renewed annually, will each as individuals have authority as signing officers for the GSA. Financial documents requiring signature, including but not limited to cheques and investment instructions, require two (2) signatures from amongst the signing officers indicated in GSA Bylaw and Policy, Section K.POL.3.7.a, except that no two (2) Directors may sign concurrently.</del>	<i>Editorial, moved from current K.POL.3.7.a and amended for clarity.</i>
K.POL.3.7.c – K.POL.3.9.b ...	<i>No changes.</i>
<b>GSA Policy: GSA Standing Committees, GSA Budget and Finance Committee</b>	<i>No change.</i>
<b>K.POL.4 Composition</b>	<i>No change.</i>
K.POL.4.1 ...	<i>No change.</i>
K.POL.4.2 The Vice-President <del>Labour</del> <u>Student Services</u> , as Vice-Chair.	<i>Recommended change to clarify that the Associate Vice-President Labour's sole focus would be labour-related matters and to align with the changes presented in relation to Section D, above, in terms of reassigning service on governance bodies from the Vice-President Labour to other Vice-Presidents.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
K.POL.4.3 – K.POL.4.4 ...	<i>No changes.</i>
K.POL.4.5 <u>The Associate Vice-President Labour, as a non-voting member.</u>	<i>Recommend change to add the Associate Vice-President Labour as a non-voting member so that they can be kept apprised of matters related to the GSA labour fund, collected union dues, etc.</i>
K.POL.4.5 <u>6</u> The Executive Director (or delegate), Financial Manager, and Accountant as non-voting members.	<i>Renumbering.</i>
K.POL.5 – K.POL.6.1 ...	<i>No further changes.</i>

**Recommended Changes to GSA Bylaw and Policy, Section Q: Collective Bargaining**

*Recommended to GSA Council by the GSA Labour Relations Committee, the GSA Governance Committee, and the GSA Board*

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>GSA Bylaw: Collective Bargaining</b>	<i>No change.</i>
<b>Q.BYL.1 General</b>	<i>No change.</i>
Q.BYL.1.1 ...	<i>No change.</i>
Q.BYL.1.2 In preparation for collective bargaining, the <u>Associate</u> Vice-President Labour will hold consultation sessions with academically-employed graduate students to solicit feedback on priorities to consider in the development of a bargaining mandate.	<p><i>Recommended change to make the Vice-President Labour position into an Associate Vice-President Labour. This would more clearly separate the GSA's dual roles as a union and a student association.</i></p> <p><i>The position would still be considered as a Directly-Elected Officer one but would be directly-elected only by members of the bargaining unit in a process that would run parallel to the GSA General Election, would follow the same process, and would also be overseen by the CRO. The stipend for the position would be drawn from collected union dues.</i></p>
Q.BYL.1.3 – Q.BYL.6.2 ...	<i>No changes.</i>
<b>GSA Policy: Collective Bargaining</b>	<i>No change.</i>
<b>Q.POL.7 Faculty Stewards</b>	<i>No change.</i>
Q.POL.7.1 – Q.POL.7.1.d ...	<i>No changes.</i>
Q.POL.7.1.e Concerns or complaints regarding the conduct of faculty stewards will be addressed to the <u>Associate</u> Vice-President Labour ( <u>AVPL</u> ), who will consult with the GSA LRC concerning resolution. The GSA LRC, by a majority vote, may remove a faculty steward.	<i>See above rationale concerning the separation of the GSA's dual roles as a union and a student association.</i>
Q.POL.7.2 Duties	<i>No change.</i>

<b>Current Policy</b> ( <i>deletions noted by a strikethrough</i> ) and <b>Proposed Changes</b> ( <i>additions underlined</i> )	<b>Rationale/Background</b>
Q.POL.7.2.a Faculty stewards represent academically-employed graduate students within faculties through:	<i>No change.</i>
Q.POL.7.2.a.i - Q.POL.7.2.a.ii ...	<i>No changes.</i>
Q.POL.7.2.a.iii Bringing forward complaints, grievances, and conflicts to the <u>AVPL</u> ,	<i>See above rationale concerning the separation of the GSA's dual roles as a union and a student association.</i>
Q.POL.7.2.a.iv Attending disciplinary meetings with academically-employed graduate students when requested by the <u>AVPL</u> and the academically-employed graduate student,	<i>See above rationale.</i>
Q.POL.7.2.a.v – Q.POL.7.2.a.vii ...	<i>No changes.</i>
Q.POL.7.2.a.viii Other duties as assigned by the <u>AVPL</u> and GSA LRC.	<i>See above rationale concerning the separation of the GSA's dual roles as a union and a student association.</i>
Q.POL.7.3 In representing academically-employed graduate students, faculty stewards will consult with the <u>AVPL</u> to ensure compliance with the CA and other applicable legislation.	<i>See above rationale.</i>
Q.POL.7.4 ...	<i>No change.</i>
<b>Q.POL.8 GSA Negotiating Team</b>	<i>No change.</i>
Q.POL.8.1 Composition	<i>No change.</i>
Q.POL.8.1.a The <u>Associate</u> Vice-President Labour ( <u>AVPL</u> ), as chief negotiator.	<i>See above rationale concerning the separation of the GSA's dual roles as a union and a student association.</i>
Q.POL.8.1.b Upon the recommendation of the <u>AVPL</u> , and as a precursor to the commencement of collective bargaining, the GSA Labour Relations Committee (GSA LRC) will select members of the GSA Negotiating Team (GSA NT).	<i>See above rationale.</i>
Q.POL.8.1.c – Q.POL.8.2.c ...	<i>No changes.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>GSA Policy: GSA Standing Committees, GSA Labour Relations Committee</b>	<i>No change.</i>
<b>Q.POL.9 GSA Labour Relations Committee</b>	<i>No change.</i>
Q.POL.9.1 Composition	<i>No change.</i>
Q.POL.9.1.a The <u>Associate</u> Vice-President Labour (AVPL), as Chair.	<i>See above rationale concerning the separation of the GSA's dual roles as a union and a student association.</i>
Q.POL.9.1.b – Q.POL.9.1.d ...	<i>No changes.</i>
Q.POL.9.2 Mandate	<i>No change.</i>
Q.POL.9.2.a Advise the AVPL with respect to educating academically-employed graduate students on the Collective Agreement (CA).	<i>See above rationale concerning the separation of the GSA's dual roles as a union and a student association.</i>
Q.POL.9.2.b – Q.POL.9.2.c ...	<i>No changes.</i>
Q.POL.9.2.d As a precursor to the commencement of collective bargaining, and upon the recommendation of the AVPL, select members of the GSA Negotiating Team.	<i>See above rationale concerning the separation of the GSA's dual roles as a union and a student association.</i>
Q.POL.9.2.e ...	<i>No change.</i>
Q.POL.9.2.f <u>In the event of a prolonged absence on the part of the AVPL (eg, related to illness, leave, etc), the AVPL, where possible, will consult with the GSA LRC and the GSA LRC will designate one of its members to provide coverage for the AVPL in their absence. The GSA LRC will also determine whether an honorarium should be awarded for the provision of this coverage.</u>	<i>Recommended addition to ensure there is coverage for the work of the position in the event of an extended absence.</i>
Q.POL.9.3 – Q.POL.9.3.b ...	<i>No further changes.</i>

## Outline of Issue

### **Recommended Changes to GSA Policy, Sections I, J, and D**

#### **Suggested Motion:**

That GSA Council **APPROVE**, on the recommendation of the GSA Elections and Referenda Committee, the proposed changes to GSA Policy, Sections I, J, and D, as shown in the attached double column document and effective upon approval by GSA Council.

#### **Background:**

The recommended changes were initially discussed by the GSA Elections and Referenda Committee (GSA ERC) on 1 April 2022, following the 2022 GSA General Election. GSA ERC agreed at that meeting that the office would draft a proposed set of editorial amendments that would provide greater clarity around the process to be followed when someone raised a question/concern about an alleged breach, filed a complaint about an alleged breach, and when the Chief Returning Officer (CRO) discerned a potential breach of regulations during the course of the GSA General Election and any associated referenda. These changes arose from the CRO following the current processes in the most recent election, where it was discussed that there were elements in existing GSA Bylaw and Policy that would benefit from clearer language and the articulation of parallel processes related to all three scenarios noted above. The GSA ERC voted to recommend the changes to GSA Council on 22 September 2022 and they were reviewed for information by the GSA Board on 12 October 2022.

#### **Jurisdiction:**

##### GSA Bylaw and Policy, Section A.BYL.2.2

*"GSA Policy is under the jurisdiction of GSA Council and may be amended by a simple majority vote of GSA Council at any meeting of GSA Council."*

##### GSA Bylaw and Policy, Section I.POL.18.4

*"The GSA ERC will review GSA Bylaw and Policy on elections and referenda annually and make any recommendations to GSA Council."*

## Recommended Changes to GSA Bylaw and Policy, Sections I, J, and D

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<b>GSA Policy: Elections</b>	<i>No change.</i>
I.POL.6 – I.POL.10.14 ...	<i>No changes.</i>
<b>I.POL.11 Breaches Discerned by the Chief Returning Officer, Alleged Breaches, and Complaints About Alleged Breaches</b>	<i>Editorial, to align with the below.</i>
<u>I.POL.11.1 Breaches Discerned by the Chief Returning Officer (CRO)</u>	<i>Section added to provide clarity; parallels section for alleged breaches.</i>
<u>I.POL.11.1.a When the CRO believes they have discerned a breach of GSA Bylaw and Policy on elections, of an interpretation issued by the CRO, or of other applicable policies or laws, they will work to resolve the discerned breach through informal resolution.</u>	<i>See above rationale.</i>
<u>I.POL.11.1.b The goal of informal resolution is to arrive at countermeasures agreed upon by all parties.</u>	<i>See above rationale.</i>
<u>I.POL.11.1.c If the CRO is unable to resolve the discerned breach through informal resolution, or deems informal resolution to be inappropriate, they may, as per GSA Bylaw and Policy, Section D.POL.10.1.b, discipline the candidate(s) by imposing the penalties or remedial actions noted in GSA Bylaw and Policy, Sections I.POL.11.4.c to I.POL.11.4.c.iv.</u>	<i>See above rationale.</i>
<u>I.POL.11.1.2 Alleged Breaches</u>	<i>Renumbering.</i>
<u>I.POL.11.1.2.a Those with questions or concerns about alleged breaches are encouraged to contact the Chief Returning Officer (CRO) in a timely fashion. The CRO will advise on associated processes.</u>	<i>Renumbering and editorial.</i>
<u>I.POL.11.1.b When the CRO believes they have discerned a breach of GSA Bylaw and Policy on elections, of an interpretation issued by the CRO, or of other applicable policies or laws, they will work to resolve the alleged breach through informal resolution. If the CRO is unable to resolve the alleged breach through informal</u>	<i>Selected statements moved to proposed I.POL.11.2.c, below.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
<del>resolution, or deems informal resolution to be inappropriate, then they will follow the process outlined in Sections I.POL.11.4 to Section I.POL.11.7, below.</del>	
I.POL.11.12.e <del>b</del> All alleged breaches of GSA Bylaw and Policy on elections, of interpretations issued by the CRO, or other applicable policies or laws must be reported to the CRO as soon as possible. <del>by filing a complaint.</del>	<i>Renumbering and editorial.</i>
I.POL.11.2.c When an alleged breach of GSA Bylaw and Policy on elections, of an interpretation issued by the CRO, or of other applicable policies or laws is reported to the CRO, they will work to resolve the alleged breach through informal resolution.	<i>Moved from current Section I.POL.11.1.b</i>
I.POL.11.2.d The goal of informal resolution is to arrive at countermeasures agreed upon by all parties.	<i>Moved from current Section I.POL.11.3.a.</i>
I.POL.11.2.e If the CRO is unable to resolve the alleged breach through informal resolution, or deems informal resolution to be inappropriate, they may, as per GSA Bylaw and Policy, Section D.POL.10.1.b, discipline the candidate(s) by imposing the penalties or remedial actions noted in GSA Bylaw and Policy, Sections I.POL.11.4.c to I.POL.11.4.c.iv.	<i>Editorial to provide greater clarity; moved from Section I.POL.11.1.b.</i>
I.POL.11.3 <del>Following the receipt of a complaint, the CRO will decide whether informal resolution should be attempted and, if so, contact the complainant and the candidate concerned.</del>	<i>Recommended removal as moved to other sections.</i>
I.POL.11.3.a The goal of informal resolution is to arrive at countermeasures agreed upon by all parties.	<i>See above rationale.</i>
I.POL.11.2 <del>3</del> <u>Complaints About Alleged Breaches</u>	<i>Renumbering and editorial to provide greater clarity.</i>
I.POL.11.23.a – I.POL.11.23.e ...	<i>Renumbering.</i>
I.POL.11.4 – I.POL.11.4.c.iv ...	<i>No changes.</i>
I.POL.11.4.d All decisions <u>on complaints</u> will include:	<i>Editorial, to provide greater clarity.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
I.POL.11.4.d.i	<i>No changes.</i>
I.POL.11.4.d.ii A list of parties to the complaint (unless anonymity was granted, see Section I.POL.11.23.e, above),	<i>Editorial.</i>
I.POL.11.4.d.iii – I.POL.15.3 ...	<i>No further changes.</i>
<b>Section J: Referenda</b>	<i>No change.</i>
J.POL.6 – J.POL.11.9 ...	<i>No changes.</i>
<b>J.POL.12 Breaches Discerned by the Chief Returning Officer, Alleged Breaches, and Complaints About Alleged Breaches</b>	<i>Editorial, to align with below.</i>
J.POL.12.1 Breaches Discerned by the Chief Returning Officer (CRO)	<i>Section added to provide clarity, parallels section for alleged breaches.</i>
J.POL.12.1.a When the CRO believes they have discerned a breach of GSA Bylaw and Policy on referenda, of an interpretation issued by the CRO, or of other applicable policies or laws, they will work to resolve the discerned breach through informal resolution.	<i>See above rationale.</i>
J.POL.12.1.b The goal of informal resolution is to arrive at countermeasures agreed upon by all parties.	<i>See above rationale.</i>
J.POL.12.1.c If the CRO is unable to resolve the discerned breach through informal resolution, or deems informal resolution to be inappropriate, they may, as per GSA Bylaw and Policy, Section D.POL.10.1.b, discipline the Campaign Representative(s) by imposing the penalties or remedial actions noted in GSA Bylaw and Policy, Sections J.POL.12.4.c to J.POL.12.4.c.iv.	<i>See above rationale.</i>
J.POL.12.4.2 Alleged Breaches	<i>Renumbering.</i>
J.POL.12.4.2.a Those with questions or concerns about alleged breaches are	<i>Renumbering and editorial.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
encouraged to contact the <del>Chief Returning Officer (CRO)</del> in a timely fashion. The CRO will advise on associated processes.	
<del>J.POL.12.1.b When the CRO believes they have discerned a breach of GSA Bylaw and Policy on referenda, of an interpretation issued by the CRO, or of other applicable policies or laws, they will work to resolve the alleged breach through informal resolution. If the CRO is unable to resolve the alleged breach through informal resolution, or deems informal resolution to be inappropriate, then they will follow the process outlined in Sections J.POL.12.4 to Section J.POL.12.7, below.</del>	<i>Selected statements moved to proposed J.POL.11.2.c below</i>
J.POL.12.12.e b All alleged breaches of GSA Bylaw and Policy on referenda, of interpretations issued by the CRO, or other applicable policies or laws must be reported to the CRO as soon as possible. <del>by filing a complaint.</del>	<i>Renumbering and editorial.</i>
J.POL.12.2.c <u>When an alleged breach of GSA Bylaw and Policy on referenda, of an interpretation issued by the CRO, or of other applicable policies or laws is reported to the CRO, they will work to resolve the alleged breach through informal resolution.</u>	<i>Moved from current Section J.POL.12.1.b.</i>
J.POL.12.2.d <u>The goal of informal resolution is to arrive at countermeasures agreed upon by all parties.</u>	<i>Moved from current Section J.POL.12.3.a.</i>
J.POL.12.2.e <u>If the CRO is unable to resolve the alleged breach through informal resolution, or deems informal resolution to be inappropriate, they may, as per GSA Bylaw and Policy, Section D.POL.10.1.b, discipline the Campaign Representative(s) by imposing the penalties of remedial actions noted in GSA Bylaw and Policy, Sections J.POL.12.4.c to J.POL.12.4.c.iv.</u>	<i>Editorial to provide greater clarity; moved from Section J.POL.12.1.b.</i>
J.POL.12.2 <u>3 Complaints About Alleged Breaches</u>	<i>Renumbering and editorial to provide greater clarity.</i>
J.POL.12.23.a – J.POL.12.23.e ...	<i>Renumbering.</i>
J.POL.12.3 <del>Following the receipt of a complaint, the CRO will decide whether informal resolution should be attempted and, if so, contact the complainant and the candidate concerned.</del>	<i>Recommended removal as moved to other sections.</i>

Current Policy ( <i>deletions noted by a strikethrough</i> ) and Proposed Changes ( <i>additions underlined</i> )	Rationale/Background
J.POL.12.3.a <del>The goal of informal resolution is to arrive at countermeasures agreed upon by all parties.</del>	<i>See above rationale.</i>
J.POL.12.4 – J.POL.12.4.c.iv ...	<i>No changes.</i>
J.POL.12.4.d All decisions <u>on complaints</u> will include:	<i>Editorial, to provide greater clarity.</i>
J.POL.12.4.d.ii A list of parties to the complaint (unless anonymity was granted, see Section J.POL.12.23.e, above),	<i>Editorial.</i>
J.POL.12.4.d.iii – J.POL.15.1 ...	<i>No further changes.</i>
<b>GSA Policy: GSA Officer Portfolios</b>	
D.POL.10.1 – D.POL.10.1.a ...	<i>No changes.</i>
D.POL.10.1.b The CRO monitors candidate and Campaign Representative activities and disciplines candidates and Campaign Representatives for <del>alleged</del> breaches of GSA Bylaw and Policy on elections and referenda.	<i>Editorial, to align with proposed changes above.</i>
D.POL.10.1.c – D.POL.10.1.d.ix ...	<i>No changes.</i>
D.POL.10.1.d.x With advice from the GSA ERC, the CRO receives, manages, and rules on alleged breaches of GSA Bylaw or Policy, of interpretations issued by the CRO, or other applicable policies or laws in accordance with GSA Bylaw and Policy, Sections I.POL.11 and J.POL.12, <u>as well as breaches discerned by the CRO.</u>	<i>Editorial, to align with proposed changes above.</i>
D.POL.10.1.d.xi – D.POL.10.6.a ...	<i>No further changes.</i>

## GSA NOMINATING COMMITTEE (GSA NoC)

**GSA AWARDS SELECTION COMMITTEE (GSA ASC) (EIGHT (8) POSITIONS FOR GSA MEMBERS): NINE (9) NOMINEES**

Information regarding the eight (8) vacancies for GSA members was advertised in the GSA newsletter of 6 and 14 October 2022 with a nomination deadline of 19 October 2022. Eight (8) nominations were received. There are nine (9) nominees for eight (8) vacancies.

The GSA ASC is “responsible for selecting the recipients of the GSA Council approved GSA Recognition Awards” (Section O.POL.5.1).

**There will be an electronic vote held at the 24 October 2022 GSA Council meeting.**

*If you and your alternate are unable to attend the Monday 24 October 2022 meeting of GSA Council and would like to cast an electronic vote for this position, you must contact the GSA Elections Coordinator ([gsanomco@ualberta.ca](mailto:gsanomco@ualberta.ca)) BEFORE 3:00 PM on Monday 24 October 2022 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. ‘None of the Candidates’ will also be considered a nominee.**

1. **Josephine Bolaji (Human Ecology)**
2. **Sobia Idress (Nursing, PhD)**
3. **Nathan Osborne (Business, MBA)**
4. **Riddhiben Patel (Art & Design)**
5. **Ali Qadri (Public Health)**
6. **Samia Sarothi (Civil & Environmental Engineering)**
7. **Abel Suresh (Civil & Environmental Engineering)**
8. **Oluwatoyin Taiwo (Business, MBA)**
9. **Melissa Tirkha (Public Health)**

Current GSA ASC membership can be found [here](#).

**Jurisdiction:**GSA Bylaw and Policy, Section O.POL.3.3

The GSA ASC is composed of “a minimum of eight (8) and up to twelve (12) GSA 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 GSA members on the GSA ASC.”

GSA Bylaw and Policy, Section E.POL.3.1.a

“The GSA NoC provides GSA Council with the names of nominees to fill vacancies on GSA Standing Committees, ad hoc committees, and subcommittees, unless otherwise noted. All vacancies will be advertised at least twice in advance of the nomination deadline noted in the advertisement.”

**The names and biographies received for the nine (9) nominees are BELOW on pages 8.1 – 8.4. The biographies and resumes are presented as received (ie not edited).**

**NOMINATIONS FOR GSA AWARDS AND SELECTION COMMITTEE (GSA ASC)  
(EIGHT (8) VACANCIES FOR GSA MEMBERS)  
Nine (9) Nominees**

**Josephine Bolaji (Human Ecology)**

**Statement of Interest:**

I love to Make impact and bring value through volunteerism. This allows me to continue to seek avenues where I can contribute, interact and learn. Hence, I believe this is yet again, one of those opportunities. I am committed to working as a team to ensure that graduate students deserving of recognition are recognized.

**Bio:**

At the University of Alberta, I serve as committee member on the GSA-LRC, and a member of the GFC. Previously, I have served as V.P. Communications with Human Ecology Graduate Student Association (HEGSA). Serving on these platforms allowed me to gather relevant and practical experience which would be an asset to this committee. In addition, I humbly consider it an opportunity to learn and improve while contributing.

**Sobia Idress (Nursing, PhD)**

**Statement of Interest:**

I would like to contribute to GSA volunteer committees. I worked for other committees in the past and learnt a lot.

**Bio:**

I am a third-year PhD student at the Faculty of Nursing. I have been involved in different volunteer committees at UofA since I started my PhD. I served as a student representative at Nursing Graduate Admission Committee for two years (2020-2022). I served in 'Academic Appeal Committee (2021-2022). This year, I am interested in giving my volunteer time to GSA-award committee to utilize my past knowledge and experience and to learn more from other colleagues. In addition, I have been volunteering outside of UofA and Canada in different organizations such as STTI-Mu Sigma, thesis supervision committee, research facilitator, and external examiner for undergraduate nursing examination board. I have diverse range of experiences in working at different organizations at different level. I believe I will contribute to GSA-award committee as much as I could do.

**Nathan Osborne (Business, MBA)**

**Statement of Interest:**

During my MBA studies this semester, I am currently taking a course called Corporate Governance. It has inspired me to learn more about boards, chairs, and associated committees with respect to the impact they can have on success of the organization. After seeking advice from my professor on how to get involved, he suggested that I research school committee opportunities and ideally join one to grow my experience and knowledge. The University of Alberta has also provided me with such an incredible experience throughout my years of study in the form of friends, professional networking, and most importantly education. I would like to give back to the community and institution that has had such a profound impact on my life and career. The Awards and Selection Committee stands out to me because of the influence these awards can have on student and staff development in recognizing outstanding achievement in forms of leadership, research, teaching, and much more. It would be an incredible opportunity to be involved in acknowledging these well-deserving recipients.

**Bio:**

I completed a Bachelor of Commerce majoring in Business Economics and Law with a minor in Strategic Management and Organization where I gained exposure to reviewing policies and interpretations of business law. I am currently in the second year of my MBA studies and as mentioned above, the Corporate Governance course I am taking has taught me about concepts such as the structure/expectations of a committee and four pillars of governance: responsibility,

accountability, transparency, and fairness. Though I have not previously served on a committee, I believe that my fundamental knowledge could be useful in contributing to the selection process.

Through feedback evaluations from my professional positions working in Human Resources and Project Management, I have been valued for my ability to remain grounded during stressful situations and my logical approach when making difficult decisions and assessing complex problems. I feel that my experience will be of value for this position because I can evaluate and recommend nominations objectively, minimizing forms of bias to cloud my judgment.

I also served on a team as a volunteer Project Consultant under the Net Impact Chapter of the University of Alberta: creating a business plan and conducting market research on effective ways to reduce waste for an organization known as Waste Free Edmonton. This was an informative experience in terms of collaboration and preparation within a group dynamic. As a team player, the experience reinforced how useful a diversity of backgrounds can be when making important decisions and assessing strategy. With respect to the awards and Selection Committee, it would be beneficial to have someone who is comfortable working in a team and considerate in valuing other colleagues' opinions.

### Riddhiben Patel (Art & Design)

**Statement of Interest:**

The GSA volunteering opportunity is the best fit for me as it will help me expand my network and deepen my ties to the community. Since recruitment in my sector does check for volunteer experiences and roles I have held, it would also provide me a chance to learn new skills and expand on my experience. Last but not least, I appreciate giving back to the community and others without asking anything in return. At the end of the day, it satisfies and gives my soul a positive feeling.

**Bio:**

I am a second-year graduate student in Art and Design with a specialization in Painting. In the previous year, I have held four teaching assistantships within the department and one research assistantship at the University of Alberta Museums. At present I am serving as both Teaching Assistant within the department and Research assistant for the Museum collection office at UofA. Additionally, I volunteered at Edmonton's "the Works" art and design festival and "Fringe Theater" in 2022. These experiences have given me the social skills I need to voice my opinion, handle pressure situations, demonstrate empathy, and approach others with confidence.

### Ali Qadri (Public Health)

**Statement of Interest:**

I would like to sit on the Award Selection Committees.

I am passionate about student advocacy and governance. I want to provide effective representation for graduate students

**Bio:**

I previously sat on Awards Committees for undergraduate awards as an SU and ISSS Councilor (2014-16)

I am currently a first year MSc Student. I completed my Bachelor's degree at the University of Alberta from 2012-2016, and my MD and Family Medicine Residency from 2016-2022 in Manitoba.

My clinical background has given me experience working with very diverse populations.

### Melissa Tirkha (Public Health)

**Statement of Interest:**

I would like to be involved in recognizing the outstanding work of graduate students and professors, as well as, be a part of improving the experience for students pursuing graduate degrees at the University of Alberta. I would also welcome the opportunity to be more involved and connect with like-minded students.

I think part of building a healthy, celebratory culture around uplifting people around us, is recognizing the exceptional work they have done towards improving our communities and the lives of people around them. I think rewarding students for their altruistic initiative, research efforts, or good citizenship (community involvement) creates further momentum to continue the pursuit of endeavors which create a more vibrant and positive environment for everyone. Furthermore, their work can serve to motivate others around them. For example— recognizing graduate students who are teaching assistants, or acknowledging professors, for their exceptional mentorship and ability to inspire other students. Therefore, I would find it fulfilling to be a part of a committee which recognizes the hard work and talents of these individuals.

**Bio:**

I am currently a first year MSc student, specializing in epidemiology, in the School of Public Health. I was raised in Guyana, South America, and am interested in child and maternal health in East Africa. I bring a diversity of research and work experiences – including research assistant work in Sociology, Ecology, Nursing and Pediatrics. I have worked and volunteered with diverse groups of people from varied cultural backgrounds including indigenous populations (Indigenous Seniors' Centre), a local seniors' home ('Devonshire'), Boys & Girls Clubs Big Brothers Big Sisters (mentor), the Centre for Family Literacy (in a teaching capacity), the Good Samaritan Society, and World Vision (event planning towards fundraising). I have also done work abroad— assisting in art therapy to children of traumatized backgrounds (Kenya) at a local children's home, as well as research work at a local hospital in Nairobi. I think my varied experiences in Canada and abroad will help me to appreciate a diversity of backgrounds and foster impartiality in appreciating multiple avenues of participation as metrics for award selection.

**Samia Sarothi (Civil and Environmental Engineering)**

**Statement of Interest:**

I believe working on this position will provide me a great opportunity to improve my networking and time management skills. Attending meeting and talking about issues related to students welfare is beneficial for my professional development as well.

**Bio:**

I completed my B.Sc. in Civil Engineering from my home country Bangladesh. After graduation I worked in academia for 3 years. During this tenure, I was involved in taking different lab courses of undergrad civil engineering students. Besides this teaching activities, I was engaged in different student-oriented activities such as organizing different seminars, webinars, festivals, job fairs, and helping the students with their research. Working on disciplinary issues of the student was also one of the important tasks in my previous work place. Ensuring a safe and sound learning environment for the student community was one of the major goals of my profession. I believe the skills I earned from my last working place is the ability to talk with a variety of people and working with their issues. Beside there was lots of public talking involved on my faculty job. I believe these skills can help me to work efficiently for the GSA standing committee position I am applying for.

**Abel Suresh (Civil and Environmental Engineering)**

**Statement of Interest:**

I have always been a quiet and reserved individual in every aspect of life, be it academics or anything else. I made up my mind in my sophomore year to get more involved with volunteering and being a part of something bigger than myself. So, I joined a few associations in my department and was happy volunteering in the events they conducted. However, I felt like I wanted to do more and tried applying to other roles but the situation with Covid-19 was a set-back in my plans. Thus, I knew that I would have to wait for my Masters degree to finally fulfill that desire that I had to be a part of something where I could be a positive catalyst in change and welfare. Talking to the GSA council during a recent Coffee Break event recently rekindled the passion that I had in me, and I am positive that I will be a good fit in the FGSR council. Furthermore, I was looking for opportunities to be of help to the graduate student community and this is the perfect start to that desire. I believe that this will help me mature further in my career by exposing me to the more intricate happenings that go on behind the scenes in an organization.

**Bio:**

I am a friendly and easy-going individual who loves everything related to cats and the environment. I consider myself to be a perfectionist and strive to increase my skillset at each opportunity. Having the necessary soft skills in any position is vital in ensuring the 'human' aspect is upheld and the people we deal with are comfortable. I did 2 internships in my undergraduate degree where I was working with a very varied crowd and had to change social dynamic quite often to ensure I was getting the job done. I was also the vice-chair of the Automotive Association in my senior year of undergraduate year so dealing with students and their concerns are no new matter to me. Having played many roles in my internships also helped me to multi-task and streamline my tasks well so that I wasn't flying blind for last minute submissions. I also consider myself to be adventurous and like to try to new things which I usually consider outside my comfort-zone. All in all, I am certain that my experiences so far and also my desire to improve on my current skillset through new interactions and experiences will help me in this position.

**Oluwatoyin Taiwo (Business, MBA)****Statement of Interest:**

I would like to sit on this committee in order to volunteer my skills, knowledge, and experience to ensure the fair selection of GSA Recognition Awards recipients

**Bio:**

I am a Project Management practitioner with 9+ years of experience in the Energy industry currently in the first year of my full-time MBA program at the Alberta School of Business. I have been involved in awards and recognition-type committees since my undergraduate days and have a strong passion for fairness, equity, and justice. I also believe that proper recognition drives improved performance. In my last role at work, I was involved with selecting employees for recognition based on their contribution to the company's reliability performance. I believe that my experience would be useful for the committee.

## GSA NOMINATING COMMITTEE (GSA NoC)

**GSA ELECTIONS AND REFERENDA COMMITTEE (GSA ERC) (THREE (3) POSITIONS FOR GSA MEMBERS): THREE (3) NOMINEES**

Information regarding the three (3) vacancies for GSA members was advertised in the GSA newsletter of 6 and 14 October 2022 with a nomination deadline of 19 October 2022. There are four (4) nominees for three (3) vacancies.

The GSA ERC acts to “advise the CRO on all matters pertaining to the GSA General Election, by-elections, and referenda” (Section I.POL.18.1).

**There will be an electronic vote held at the 24 October 2022 GSA Council meeting.**

*If you and your alternate are unable to attend the Monday 24 October 2022 meeting of GSA Council and would like to cast an electronic vote for this position, you must contact the GSA Elections Coordinator ([gsanomco@ualberta.ca](mailto:gsanomco@ualberta.ca)) BEFORE 3:00 PM on Monday 24 October 2022 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. ‘None of the Candidates’ will also be considered a nominee.**

- 1. Yusuf Kola Ahmed (Rehabilitation Medicine)**
- 2. Devansh Patel (Agriculture, Food & Nutritional Science)**
- 3. Riddhiben Patel (Art & Design)**
- 4. Samia Zakir Sarothi (Civil & Environmental Engineering)**

Current GSA ERC membership can be found [here](#).

**Jurisdiction:**

GSA Bylaw and GSA Policy, Section I.POL.16.1

The GSA ERC is composed of “a total of six (6) GSA members including at least one (1) Councillor elected by GSA Council, as voting members.”

GSA Bylaw and Policy, Section E.POL.3.1.a

“The GSA NoC provides GSA Council with the names of nominees to fill vacancies on GSA Standing Committees, ad hoc committees, and subcommittees, unless otherwise noted. All vacancies will be advertised at least twice in advance of the nomination deadline noted in the advertisement.”

**The names and biographies received for the four (4) nominees are BELOW on pages 8.6 – 8.7. The biographies and resumes are presented as received (ie not edited).**

**NOMINATIONS FOR GSA ELECTIONS AND REFERENDA COMMITTEE (GSA ERC)  
(THREE (3) VACANCIES FOR GSA MEMBERS)  
Four (4) Nominees**

**Yusuf Kola Ahmed (Rehabilitation Medicine)**

**Statement of Interest:**

Keeping the standards of the University of Alberta in education, student-centered development, social engagement, and national commitments are top priorities for me, and I think they should be for every other student of this great University. However, these goals may not be achievable without having competent and people's choice student leaders manning the affairs of the GSA who collaborates with the university management in ensuring all round growth and developments of the University system. Hence, the GSA Election and Referenda committee is saddled with this great responsibility of organizing a free and fair election which usher in student leaders that sustains the fight for better student conditions. It would be an honour to serve in such committee.

**Bio:**

My philosophy of life is "Learn, grow and contribute". I am a goal-getter and passionate about ensuring everything is in order in my environment. I seek opportunities to learn, grow and most importantly, contribute to my environment and community. I have been around the academic community for over seven years as a lecturer in one of the top universities in Nigeria. Hence, I am very familiar with both the management and the student union systems, having served in various capacities over the years including over-seeing student government elections. As a new PhD student, I see this as an opportunity to contribute the little knowledge I have gained over the years towards the all-inclusive governance of the University and effectively represent the interest of the university graduate students through ensuring credible electoral system for the GSA.

**Devansh Patel (Agriculture, Food & Nutritional Science)**

**Statement of Interest:**

During my Undergraduate program, I have been a part of Student Advising Committee of my Institution. I have learned the working of a committee and am aware of roles and responsibilities that follows. However, serving with GSA is entirely different experience. The extensive aims and goals of GSA enables me to learn and improve various skills. Furthermore, I would be able to learn the functioning of multi-faceted committees in a diversified student environment. Being a part of this committee would help me understand the functioning of the GSA itself and will facilitate my knowledge about basic elections committee.

**Bio:**

I have been associated with various committees and voluntary projects throughout my Undergraduate and Graduate program. I have also served as an associate Placement coordinator during my Undergraduate, which enabled me to learn effective communication and interpersonal skills. The voluntary experiences has equipped me with an overview of interacting with people of various age groups and ethnicities. Serving on Planning committee and Advising Committee has prepared me to collaborate with other committees and enabled me to remain impartial in need.

Although these skills were developed while working on a relatively smaller committees compared to FGSR and GSA, I hope to inculcate them during my time as a volunteer and will try to develop and learn new skills too.

**Riddhiben Patel (Art & Design)**

**Statement of Interest:**

The GSA volunteering opportunity is the best fit for me as it will help me expand my network and deepen my ties to the community. Since recruitment in my sector does check for volunteer experiences and roles I have held, it would also provide me a chance to learn new skills and expand on my experience. Last but not least, I appreciate giving back to the community and others without asking anything in return. At the end of the day, it satisfies and gives my soul a positive feeling.

**Bio:**

I am a second-year graduate student in Art and Design with a specialization in Painting. In the previous year, I have held four teaching assistantships within the department and one research assistantship at the University of Alberta Museums. At present I am serving as both Teaching Assistant within the department and Research assistant for the Museum collection office at UofA. Additionally, I volunteered at Edmonton's "the Works" art and design festival and "Fringe Theater" in 2022. These experiences have given me the social skills I need to voice my opinion, handle pressure situations, demonstrate empathy, and approach others with confidence.

**Samia Zakir Sarothi (Civil & Environmental Engineering)****Statement of Interest:**

I believe working on this position will provide me a great opportunity to improve my networking and time management skills. Attending meeting and talking about issues related to students welfare is beneficial for my professional development as well.

**Bio:**

I completed my B.Sc. in Civil Engineering from my home country Bangladesh. After graduation I worked in academia for 3 years. During this tenure, I was involved in taking different lab courses of undergrad civil engineering students. Besides this teaching activities, I was engaged in different student-oriented activities such as organizing different seminars, webinars, festivals, job fairs, and helping the students with their research. Working on disciplinary issues of the student was also one of the important tasks in my previous work place. Ensuring a safe and sound learning environment for the student community was one of the major goals of my profession. I believe the skills I earned from my last working place is the ability to talk with a variety of people and working with their issues. Beside there was lots of public talking involved on my faculty job. I believe these skills can help me to work efficiently for the GSA standing committee position I am applying for.

**President**  
**Report to GSA Council for the 24 October 2022 Meeting**

To: GSA Council  
From: Anas Fassih  
Date: 21 October 2022

Dear Council members,

I am pleased to report on my work during the last month. It has been particularly busy with the Board of Governors' meetings, staff transition, Equity, Diversity, and Inclusion (EDI) work, the Faculty of Graduate Studies and Research (FGSR), and wrapping up some key priorities in our Board Strategic Work Plan that is before you in this Council meeting for the first update since it was approved last July.

Meetings with Board of Governors have been extremely productive with the GSA's top priorities permeating the conversation among key Board members. For example, food security and mental health on campus are areas that came to the forefront in the Board of Learning, Research and Students' Experience Committee (BLRSEC) where members asked the University for a report on the Campus Food Bank (CFB) and mental health. As a follow-up to that conversation, the Deputy Provost (Students and Enrollment) in partnership with the Office of Advancement, GSA, and Students' Union have engaged in a fundraising program to increase fund for the CFB and make sure that resource is well supported. I should remind Council members again that the majority of CFB users are graduate students, and a large proportion of them have dependents.

This area of precarity has further solidified my advocacy efforts for graduate student enrolment and funding. During our Board of Governors' meeting on 13-14 October, I strove to make a case for why graduate student enrolment is as important as our undergraduate counterpart, if not more important. In a research-intensive institution like the UofA, where graduate students are instrumental in knowledge production that significantly contributes to the UofA's international ranking, there has to be an acknowledgement of the importance of this segment of students. One way to acknowledge their immense contribution to the institution is to increase graduate enrolment with guaranteed funding packages. I am glad to report that this argument received substantial support from a number of Board members, including President Bill Flanagan, who further foregrounded the importance of recruiting and funding graduate students should the UofA aspire to remain a top institution globally.

Reverberation of the Board's conversation on graduate enrolment and funding interspersed among members of senior University administration, including Provost Verna Yui, Deputy Provost Melissa Padfield, and Deputy Provost Kathryn Todd, that culminated in an important meeting between the GSA and the Office of the Provost to discuss the possibility of an institutional commitment to minimum graduate funding, a priority that has long been of prime importance for the GSA. We are stoked to see the University's commitment to having a policy on graduate funding in place, a conversation that will start immediately when the new Dean of FGSR, Roger Epp, commences his term in office on 1 November.

Our thrust for advocating for competitive funding packages for graduate students stems from our firm belief that funding is an EDI issue, and conversations about, for example, food security, housing precarity, and mental health should start from addressing the deep causes, and one of the causes, I believe, is the lack of funding. In this vein, the GSA Equity Diversity and Inclusion Committee (EDIC) meets monthly to brainstorm ideas for the GSA EDI strategic workplan (SWP), which I believe will include bullet points about how funding is an EDI issue and what the GSA must do to advocate for it. Within the purview of EDIC work, the committee discussed ideas to support

international students from Iran that included a statement condemning gender-based violence, and a statement commemorating the National Day for Truth and Reconciliation. As it is at its rudimentary stage, our envisaged GSA EDI SWP does need feedback from the larger membership and Council members. Any feedback would be greatly appreciated and would be certainly included in the plan as a blueprint to guide GSA advocacy priorities in the next 5 years.

Finally, as President, I remain working full time in office and maintain daily contact with the GSA staff who are of key importance for me and my team to deliver on the core mission of the GSA and the mandate of our SWP. It is with mixed emotions to report that the GSA Executive Director, Courtney Thomas, accepted another job and has resigned from the GSA. I thank Courtney immensely for her contribution and service to the GSA, and for working with me and my current and previous teams to advocate and serve graduate students. Courtney has worked with me and my predecessors to bring the GSA structure to where it is now and ensure stability and a good reputation for the organization and, as I am sure any of my predecessors will agree with me on, we are thankful. We wish her the best in her new career path.

I would like to thank immensely the GSA Associate Director, Erika Heiberg, who upon my request accepted to step in as Acting Executive Director until we fill in the ED position. My team and I work closely with Erika to ensure that she gets everything she needs to support us in our initiatives and priorities, and I am happy to report that we are successfully managing the transition. I also thank my team for being cooperative in this transition; everyone has been remarkably diligent and responsible, and I have absolute faith that we will land on solid advocacy wins this year. As well, I thank all management staff for making Courtney's departure almost invisible and for fostering a culture of collegiality, professionalism, and friendliness that helps us be productive and perform better in our service. One evidence of productivity and performance is what the executive team and I have achieved so far as part of the Strategic Work Plan, advocacy wins that will be reported to you in this Council meeting.

That concludes my monthly report. I am happy to field any question you may have. Please reach out to me at [gsa.president@ualberta.ca](mailto:gsa.president@ualberta.ca).

Respectfully,  
Anas Fassih, President 2022-2023

*Please find below a list of meetings I attended between 20 September to 24 October 2022 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.*

20 September	International Students and Tuition Consultation with V Yiu, Interim Provost and Vice-President (Academic), and M Padfield, Deputy Provost, Students and Enrollment
20 September	Meeting with J Pratt, Non-Academic Staff Association (NASA) President
21 September	Meeting with C Gillespie, re U of A Vision
21 September	Meeting with A Monteiro, Students' Union (SU) President
22 September	Food Insecurity on Campus Discussion with M Padfield, Deputy Provost (Students and Enrolment)
22 September	GSA Governance Committee (GSA GC)
22 September	Meeting with A Costopoulos, Vice-Provost and Dean of Students
22 September	Farewell Celebration for C Swindlehurst, Chief Strategy Officer
23 September	Senate Plenary Presentation
23 September	Meeting with C Swindlehurst, Chief Strategy Officer
23 September	Meeting with M Frishkopf, Associate Chair (Graduate) of Music
23 September	Cap 'n' Gown Ceremony
23 September	Dodgeball Event (23 September)
26 September	Board Learning, Research, and Student Experience Committee (BLRSEC)

27 September	Meeting with C Swindlehurst, Chief Strategy Officer
27 September	Board Finance and Property Committee (BFPC) (27 September)
27 September	Meeting with B Milne, Vice-Provost and Dean of the Faculty of Graduate Studies and Research (FGSR)
28 September	Board Governance Committee (BGC)
28 September	Faculty of Graduate Studies and Research Council (FGSR Council)
29 September	Meeting with L Zink, University of Lethbridge GSA President
29 September	GSA Equity, Diversity, and Inclusion Committee (GSA EDIC)
29 September	Meeting with A Tabirca, International Recruitment & Engagement Specialist and Non-Academic Staff Association (NASA) Representative to the Board of Governors
29 September	GSA Coffee Break
3 October	Meeting with B Flanagan, University President
4 October	Canadian Alliance of Student Associations (CASA) Presentation
4 October	Meeting with K Todd, Deputy Provost (Academic)
5 October	General Faculties Council Academic Planning Committee (GFC APC)
5 October	Meeting with the Students' Union (SU) President, A Monteiro
7 October	Labour and Immigration Discussion with C Fotang, Students' Union (SU) Vice-President External
7 October	Meeting with the College Associate Deans
11 October	Meeting with A Shiri, Interim Vice-Provost and Dean, Faculty of Graduate Studies and Research (FGSR)
12 October	Bubble Tea with R Sanghera, Faculty of Pharmacy
13 October	Board of Governors Development Session
13 October	Board of Governors Dinner
14 October	Board of Governors Meeting
14 October	Board of Governors GSA/Students' Union Luncheon
17 October	Monthly Meeting with S Sulemana, UCalgary GSA President
17 October	General Faculties Council (GFC)
19 October	2022 Killam Trusts Awards Celebration & Luncheon
19 October	Graduate Student Funding Discussion with the Provost and Deputy Provosts
20 October	Meeting with the N Rodenburg, Acting Registrar, and K Spencer, Associate Vice-President (VER Development and Alumni Relations)
20 October	Meeting with A Sharman, Vice-President (Facilities and Operations)
20 October	Meeting with the Provost and Deputy Provosts
20 October	GSA Fall Social
24 October	Meeting with B Flanagan, University President
24 October	Meeting with E Macdonald, VP External Relations, and A Ksiazkiewick, Associate Vice-President (Government and Community Relations)
24 October	Meeting with A Costopoulos, Vice-Provost and Dean of Students

**GSA Board  
Report to GSA Council for the 24 October 2022 Meeting**

The GSA Board (GSAB) reports regularly to GSA Council by listing its agenda items, motions/agreements, and main items of discussion (meeting reports are also offered at each meeting). Motions of Agenda approval and approval of the Minutes are not included unless there were amendments made. Closed session items are not minuted. GSA Council members are always able to ask questions about items that were discussed in closed session. Open session Minutes are available upon request. The Directly-Elected Officers and the administrative team 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 19 (Acting Executive Director's Report to GSA Council) on pages 19.5-19.7.

**21 September 2022 GSA Board Meeting**

Main Agenda Items:

Actual Expenses Associated with Attendance at the Alberta Graduate Provincial Advocacy Council Board Retreat, 14-17 July 2022 in Canmore, AB; Actual Expenses Associated with Attendance at the Canadian Alliance of Student Associations Policy and Planning Conference, 7-12 August 2022 in Calgary, AB; GSA Council Debrief; Meeting reports.

Motions and Agreements:

**MOTION:** That the GSA Board **RECEIVE FOR INFORMATION** the attached summary of actual expenses incurred through attendance at the Alberta Graduate Provincial Advocacy Council Board retreat, 14-17 July 2022, in Canmore, AB. BA **MOVED**. JR Seconded. **CARRIED**.

**MOTION:** That the GSA Board **RECEIVE FOR INFORMATION** the attached summary of actual expenses incurred through attendance at the Canadian Alliance of Student Associations Policy and Planning Conference, 7-12 August 2022 in Calgary, AB. AF **MOVED**. BA Seconded. **CARRIED**.

**28 September 2022 GSA Board Meeting**

Main Agenda Items:

Meeting reports.

Motions and Agreements:

None to report.

**5 October 2022 GSA Board Meeting**

Main Agenda Items:

Attendance at the Canadian Alliance of Student of Associations Advocacy Week, 20-26 November 2022 in Ottawa, ON: Estimated Expense; GSA Officer Portfolio Restructuring; GSA Board Strategic Work Plan Draft Update to GSA Council; and meeting reports

Motions and Agreements:

**MOTION:** That the GSA Board **APPROVE** the estimated expense for two (2) representatives to attend the Canadian Alliance of Student of Associations Advocacy Week, 20-26 November 2022 in Ottawa, ON, as noted in the attached document. BA **MOVED**. JR Seconded. **CARRIED**.

**MOTION:** That the GSA Board **RECOMMEND** to GSA Council, for approval, the recommended changes to GSA Bylaw and Policy, Sections B, C, D, E, F, G, I, J, K, and Q, as noted in the attached double column proposal, effective following approval by GSA Council in the case of Sections B, I, and J and on 1 May 2023 with respect to Sections C, D, E, F, G, K, and Q. AF **MOVED**. JR Seconded. **CARRIED**.

**12 October 2022 GSA Board Meeting**

Main Agenda Items:

GSA Board Strategic Work Plan Draft Update to GSA Council; Recommended Changes to GSA Policy, Sections I, J, and D; and meeting reports.

Motions and Agreements:

None to report.

**GSA Equity, Diversity, and Inclusion Committee  
Report to GSA Council for the 24 October 2022 Meeting**

To: GSA Council  
From: Anas Fassih  
Date: 21 October 2022

Dear Council Colleagues,

The GSA Equity, Diversity, and Inclusion Committee (EDIC) recently welcomed a number of new members, and had the opportunity to meet on 29 September 2022. In addition to introductions, members discussed a number of salient topics such as feedback on the University's Strategic Plan for Equity, Diversity, and Inclusion (which can be found on [the University website](#)), as well as draft GSA statements on the National Day for Truth and Reconciliation and regarding the protests in Iran. I also provided members with an update on the proposed portfolio restructuring within the GSA, which is being brought to you, members of GSA Council, at this same meeting.

If you have questions about the work of this group, please don't hesitate to reach out to me.

Sincerely,  
Anas Fassih, President and Chair of the GSA EDIC

**GSA Governance Committee  
Report to GSA Council for the 24 October 2022 Meeting**

To: GSA Council  
From: Anas Fassih  
Date: 21 October 2022

Dear Council Colleagues,

On 22 September 2022, the GSA Governance Committee (GSA GC) met in order to review the proposal now before you concerning the restructuring of GSA Officer portfolios. Following this review, the GSA GC voted to recommend the proposal to GSA Council for consideration.

I am happy to answer any questions.

Sincerely,  
Anas Fassih, President and Chair of the GSA GC

**Vice-President Academic  
Report to GSA Council for the 24 October 2022 Meeting**

To: GSA Council  
From: Bishoi Aziz  
Date: 21 October 2022

Dear Council Colleagues,

I can't imagine that most of October has passed, and we don't yet have snow. I hope you are enjoying the nice weather and the colorful trees on the sides of the streets. Over the past month, I have been busy advocating on behalf of graduate students for academic matters. Here, I report to you the significant work I have accomplished this month:

**Festival of Teaching and Learning (FoTL) Steering Committee – 21 Sep**

- The committee focused the discussion on the theme of this year's FoTL. I suggested to have Indigenous Ways of Learning as the main theme given the recent release of the Indigenous Strategic Work Plan. The suggestion was welcomed by all members.

**University Research Policy Committee (URPC) –23 Sep**

- As we started the new academic year, the committee discussed the role and the function of the committee, and specifically how to make ensure the recommendations brought by the committee to the General Faculties Council (GFC) are actively considered. We also brainstormed the topics to be discussed over the year that affect research work on campus. One of the important topics suggested was funding model for graduate students.

**Meeting with B Milne, Vice-Provost and Dean of the Faculty of Graduate Studies and Research (FGSR) – 27 Sep**

- Anas, the GSA President, and I met with B Milne, former FGSR Dean. She informed us of her resignation. We expressed our sadness of her departure, and gratitude for all the services she has provided for graduate students, especially the accomplishment of the graduate student-supervisory guidelines. We also discussed the important initiatives of FGSR that are still not approved, including the Academic Standing Regulations and the PhD Exam Policy. She made sure to send us the most updated versions of the projects.

**General Faculties Council (GFC) Committee on the Learning Environment (GFC CLE) – 28 Sep**

- The Committee received the Student Accessibility Assessment Project Report. We discussed the different accessibility challenges that students face on campus, including physical obstacles and academic accommodations for students with disabilities, and racism towards minorities on campus. The report also discussed the centralization of policy making and training for academic accommodations.
- The committee also received the Report of the Equity, Diversity, and Inclusivity Review of Teaching Awards Working Group. The report acknowledged the different barriers that prevent equity of awards allocation, for example, emotional burdens and disability. The committee is working on revising the adjudication process to reflect the findings of the report.

**Faculty of Graduate Studies and Research Graduate Program Support Team (FGSR GPST) – 3 Oct**

- The committee approved changes to the required courses for the BioMedical Engineering MSc program while keeping the same number of courses. Also, the Rehabilitation Medicine Department suspended the Graduate Certificate in Stroke Rehabilitation and the Graduate Certificate in Bridging to Canadian Physical Therapy Practice because the two programs have not had enough students to sustain them.

**Meeting with the College Associate Deans – 7 Oct**

- Anas, the GSA President, and I met with the Associate Deans of the three colleges. We discussed the challenges and the opportunities that the college model brings. In a report that came to GFC in June, data showed that students services were the second aspect to be negatively affected by the new model. I affirmed the need to have an investigation to understand the details of that concern and how to improve it. We also discussed the interdisciplinary opportunities brought by the college model. The Associate Deans raised enrolment growth to around 50,000 students and I inquired whether the University planned to do that by introducing new degrees

or just increasing the number of existing seats in programs. The Associate Deans mentioned that there was no formal plan yet, just discussions. However, they anticipate that the early increase will be through enrolling more students in the current programs. I debated that increasing the number of the students without increasing the number of the professors will have a negative impact. I mentioned that it is important to increase all the resources available to students to be able to accommodate more students. The best way to do that is through designing innovative, interdisciplinary programs with dedicated professors and classes.

#### **Meeting with A Shiri, Interim Vice-Provost and Dean, Faculty of Graduate Studies and Research (FGSR) – 11 Oct**

- Anas, the GSA President, and I met with the interim FGSR Dean A Shiri. We discussed the University's plans to perform a unit review of FGSR to decide what aspects need improvement. Dr. Shiri mentioned that FGSR needs more employees and that the last increased to employees occurred in 2008. He also mentioned that FGSR needs IT support to make their operations more efficient. We inquired about the review timeline. He mentioned that it will be soon, but it isn't decided yet. He also mentioned that the GSA will be an important stakeholder in this process. Dr. Shiri mentioned also that he will remain in the position for one month until the new Dean starts 1 November.

#### **Bubble Tea with R Sanghera, Faculty of Pharmacy – 12 Oct**

- Together with the other GSA DEOs, we met with R Sanghera, the Associate Dean of Students in Pharmacy. We discussed how her office can support graduate students. I discussed the need for series of writing workshops to improve academic writing skills of graduate students, including scholarship applications, theses, and publications. I also mentioned the need to unify the practice of offering academic accommodations on campus. I also discussed the separation of the Ombuds Office from the University to ensure the neutrality of the office.

#### **Town Hall: College of Health Sciences (CHS) Dean Selection Committee – 17 Oct**

- The College of Health Sciences (CHS) Selection Committee held a town hall to consult with the University community on the process of the CHS Dean Selection.

#### **General Faculties Council (GFC) – 17 Oct**

- GFC discussed several important motions related to the collegiality of governance between the GFC and the Board of Governors (BoG). One motion brought to GFC suggested that Bill Flanagan, the UofA President, should bring any policies to GFC for consult before taking it to the BoG. Bill Flanagan ruled the motion out of order because it was out of the GFC jurisdiction. However, the Council managed to appeal the President's decision. After an extensive debate, the Council managed to pass the motion. The Council debated that they would not interfere in matters not lying within the Council's jurisdiction, but rather to be informed of the items discussed at the BoG to be able to better perform its role in recommending decisions to the BoG. While several members made angry statements, I feel proud of the GSA caucus who managed to express their positions in a professional and respectful manner, despite their disagreement with the President.
- GFC also managed to pass a motion asking the BoG to pause the College Deans Selection process, because BoG didn't consult with GFC on such an important matter that affects the whole University community and will shape the University for the coming years. Discussing this motion, I asked for a confirmation from the President that the BoG didn't bring the matter to GFC. Brad Hamdon, University Secretary, mentioned that the BoG brought the matter as an information item after it approved it. I debated that circumventing the GFC without consultation on such important academic matter is serious, and that the discussion over the previous point really shows the level of disagreement between GFC and BoG, which threatens governance of the University.

*Please find below a list of meetings I attended between 20 September to 24 October 2022 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.*

21 September	Festival of Teaching and Learning (FoTL) Steering Committee
23 September	University Research Policy Committee (URPC)
23 September	GSA Coffee Break
26 September	Standing Committee on Convocation
27 September	GSA Emergency Bursary Appeal
27 September	FGSR Council Caucus
27 September	GSA Faculty of Graduate Studies and Research (GSA FGSR) Council Caucus

27 September	Meeting with B Milne, Vice-Provost and Dean of the Faculty of Graduate Studies and Research (FGSR)
28 September	GSA Departmental Orientation – Pediatrics
28 September	General Faculties Council (GFC) Committee on the Learning Environment (GFC CLE)
3 October	Faculty of Graduate Studies and Research Graduate Program Support Team (FGSR GPST)
3 October	General Faculties Council (GFC) Executive (GFC EXEC)
4 October	Canadian Alliance of Student Associations (CASA) Presentation
6 October	Meeting with a Graduate Student
7 October	Meeting with the College Associate Deans
11 October	Meeting with a Graduate Student
11 October	Meeting with A Shiri, Interim Vice-Provost and Dean, Faculty of Graduate Studies and Research (FGSR)
12 October	College of Health Sciences (CHS) College Dean Selection Committee
12 October	Bubble Tea with R Sanghera, Faculty of Pharmacy
13 October	GSA General Faculties Council (GFC) Caucus
14 October	Board of Governors GSA/Students' Union Luncheon
17 October	Town Hall: College of Health Sciences (CHS) Dean Selection Committee
17 October	General Faculties Council (GFC)
19 October	Festival of Teaching and Learning (FoTL) Steering Committee
19 October	2022 Killam Trusts Awards Celebration & Luncheon
19 October	Graduate Student Funding Discussion with the Provost and Deputy Provosts
20 October	GSA Fall Social
21 October	GSA Strategic Work Plan Discussion with S Price, Associate Vice-President Alumni Relations
24 October	Executive Subcommittee on Governance and Procedural Oversight (EXEC GPO)

**Vice-President External  
Report to GSA Council for 24 October 2022 Meeting**

To: GSA Council  
From: Janmejaya Rao  
Date: 21 October 2022

Dear Council Colleagues,

I hope you are all doing well and have settled in for the fall semester. During the previous month, most of my time was spent in internal matters with the Alberta Graduate Provincial Advocacy Council (ab-GPAC) and advocating externally at the federal level. Please find the report attached for more details.

ab-GPAC:

I focused on internal matters of ab-GPAC. We are in the process of finalizing our Advocacy Week. Also, there were some changes to the internal structural of ab-GPAC that I oversaw and successfully implemented.

Get Out the Vote Campaign:

ab-GPAC was approached by the Council of Alberta University Students (CAUS) to participate in Get Out the Vote Campaign to encourage students to vote in the anticipated provincial election. More updates will follow.

University Residences:

I met with Katherine Husing, Associate Vice-President Campus Services and Kasey Manuel, Residence Coordinator. I am planning to join the community meetings for Graduate Residence in order to meet with graduate student residents and hear their concerns. Also, I am planning to talk about the formation of a Graduate Residence Students' Association with graduate students living in residence.

Canadian Alliance of Student Associations:

CASA is a student-member-driven organization that focuses on Federal Advocacy. The University of Alberta is not a full member of CASA but maintains observership. Members of CASA were travelling to Edmonton and requested to present about CASA in front of the GSA Board Members. Members of CASA presented to the GSA Board and I facilitated the conversation and introduced the members.

Apart from these meetings, I attended the Fall social event and coffee breaks in the month of September. I hope you had fun at the social event.

These were the main highlights in terms of external advocacy. If you have any further questions, feel free to ask in the GSA Council meeting or reach out to me via [gsa.vpexternal@ualberta.ca](mailto:gsa.vpexternal@ualberta.ca). I hope to bring a positive change to external advocacy and look forward to working with you all.

Thank you,  
Janmejaya Rao, Vice-President External 2022-2023

## 11.1

Please find below a list of meetings I attended between 20 September to 24 October 2022 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

20 September	Residence Advisory Committee (RAC)
23 September	GSA Coffee Break
26 September	Canadian Alliance of Student Associations Federal Policy Committee (CASA FPC)
4 October	Alberta Graduate Provincial Advocacy Council/Council of Alberta University Students (ab-GPAC/CAUS)
4 October	Canadian Alliance of Student Associations (CASA) Presentation
5 October	Alumni Council
5 October	Meeting with the Graduate Residence Student Association
7 October	Labour and Immigration Discussion with C Fotang, Students' Union (SU) Vice-President External
12 October	Post-Secondary Education (PSE) Meeting
12 October	Bubble Tea with R Sanghera, Faculty of Pharmacy
13 October	Meeting with K Huising, Associate Vice-President Campus Services
13 October	Alberta Student Post-Secondary Council
14 October	Board of Governors GSA/Students' Union Luncheon
19 October	University Strategic Planning (USP) Process
20 October	GSA Fall Social
21 October	ab-GPAC Board Meeting
21 October	United Way Committee
21 October	GSA Strategic Work Plan Discussion with S Price, Associate Vice-President Alumni Relations

**Vice-President Labour  
Report to GSA Council for the 24 October 2022 Meeting**

To: GSA Council  
From: Hiren Kaklotar  
Date: 21 October 2022

Dear Council Colleagues,

I hope everyone is doing well and enjoying the last few days of fall. Here are the main takeaways from the meetings I attended since the last council meeting.

**Bargaining Update:**

The GSA Negotiating Team met with the University of Alberta Team on 17 and 19 October for its fourth and last session of negotiations. The GSA team made significant progress in negotiations of non-monetary issues during previous sessions and also made a huge progress in monetary issues in the last session. We have reached a tentative agreement and full details on the tentative agreement and ratification information sessions will be made available to current academically-employed graduate students in the coming days.

**Contract Delay Update:**

At the beginning of the Fall term, students from different departments raised concerns about extreme delays in issuing contracts to graduate student workers. This resulted in unneeded stress and anxiety for TAs and RAs, many of whom rely on the money earned from their contracts to pay for rent, food, tuition, or other bills.

The GSA has been assured by University Administration that everyone have been processed for payroll in time for the first pay period on 23 September, except 25 students. The major reason behind delays for those students was found to be changes in Shared Services (Human Resources) or delays from departments to submit paperwork before deadline. We have also been assured by Administration that all 25 students would be paid by next pay cycle. If this is not the case for you or someone you know, I strongly urge you to contact me to address these issues on an individual basis.

The Administration has also informed me of plans to mitigate the challenges from September and work to educate/communicate to ensure they can provide letters on time for the Winter term. The plan which they communicated for how departments and Shared Services (Human Resources) will handle the processing and distribution of Graduate Student Assistantship appointments is as follows:

October 17th – Disable the current program used to process letters of appointments for academically-employed graduate students. Any request filed before this date will be processed, but going forward, this will be managed by Shared Services.

October 18 – Graduate Student Assistantship Appointment Workshop held with faculties administration to review timelines for offering and processing appointment letters, the amended process, and to answer questions (faculties were asked to invite their Grad Advisors). Attendees only needed to select one of the two workshops offered.

October 20 – Graduate Student Assistantship Appointment Workshop - as above

October 20 (by end of day) - Faculty General Managers (FGM's) and Academic Department Managers (ADM's) would receive a google link to their Graduate Student Assistantship work book which will include

a list of current Graduate Student Assistantship appointments with instructions on how to extend appointments, make any changes and how to add new appointments. A link would also be included to Frequently Asked Questions.

November 18 at 4:00 pm - Last day for Graduate Student Assistantship workbook completion. At 4:00 pm workbooks will be closed and moved to "view only". Frequently asked questions document will outline the process to request a late submission, how to make corrections after close and other important items initiators need to know.

November 21-30 - Graduate Student Assistantship workbooks will be vetted by Shared Services (HR Services) and any corrections required will be made and the faculty/department notified. Once workbooks are ready we will work with Information Services and Technology (IST) to load them into PeopleSoft, which is used for payroll.

December 1 - December 9th - Student and supervisor to both receive the email with the appointment letter attachment and details. If the student has more than one appointment, they will receive an email for each appointment. The letter(s) must be signed by the student and returned to the department as per the instructions in the notification.

Please do not hesitate to contact me if you have any concerns or suggestions. I'm here to serve you!

In solidarity,  
Hiren Kaklotar, Vice-President Labour 2022-2023

*Please find below a list of meetings I attended between 20 September and 24 October 2022 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.*

20 September	GSA Labour 101
22 September	Meeting with A Costopoulos, Vice-Provost and Dean of Students
23 September	Joint Worksite Health and Safety Committee
23 September	GSA Coffee Break
23 September	Dodgeball Event
27 September	FGSR Council Caucus
28 September	Faculty of Graduate Studies and Research Council (FGSR Council)
29 September	Bill 17 with the Public Service Alliance of Canada (PSAC)
29 September	GSA Coffee Break
4 October	Faculty Steward Training Session
4 October	Canadian Alliance of Student Associations (CASA) Presentation
11 October	College of Natural and Applied Sciences (CNAS) Dean Selection Committee
12 October	Public Service Alliance Canada (PSAC) Event in Quad
12 October	Bubble Tea with R Sanghera, Faculty of Pharmacy
13 October	Collective Agreement Bargaining Caucus
14 October	Board of Governors GSA/Students' Union Luncheon
17 October	Collective Agreement Bargaining Caucus
17 October	Collective Agreement Bargaining
18 October	UAlberta Safety and Security Meeting (UASSC)
19 October	Collective Agreement Bargaining
20 October	GSA Fall Social
21 October	GSA Strategic Work Plan Discussion with S Price, Associate Vice-President Alumni Relations

**Vice-President Student Services  
Report to GSA Council for the 24 October 2022 Meeting**

To: GSA Council  
From: Monisha Vinod  
Date: 21 October 2022

Dear Council Colleagues,

I hope your midterms went well and you are finding the courses you are taking this semester as interesting as I am finding mine! It has been a pleasant fall season and I hope you have been able to spend time outdoors as breaks from your studying.

Here are some of the highlights from my meetings the past month.

- Mental Health Day had a great turnout as everyone gathered at activities happening in the week leading up to October 6 to acknowledge how important mental health is and recognizing the need to check in with each other on a regular basis.
- The Office of the Deputy Provost (Students and Enrolment) is working in close tandem with the Dean of Students Office and the Office of Advancement to address food insecurity on campus and as one of my goals in my strategic work plan. I am following up on this initiative to help Erin O' Neil, Executive Director of the Campus Food Bank (CFB) that can help the CFB. We are working on the best option that will fund the CFB to meet its needs.
- The advisory committees for the Student Homelessness Project, Student Parent Project and National Student Mental Health Standard had their first meetings and the project plans have been finalised with the necessary stakeholders and I am working to ensure that there is equal representation across the graduate student body on the working committees.
- I am continuing to collaborate with incubators and leaders of innovation on campus through partnerships formed with the Student Innovation Center. Dallyce Bialowas, Student Engagement Specialist, Faculty of Science, is sending the best student entrepreneurs from across campus to an Innovation Summit this November, the first event of the student group Honeycomb, created to promote a more entrepreneurial spirit on campus and build more work opportunities for graduate students through strong alumni connections. I also spoke about this initiative with Riya Ganguly, Associate Vice President, Enterprise, and she has been very forthcoming about her support for the employability of grad students improving this year and what she is looking forward to making happen with her team in that area. I feel positive that she has the best interests of students in mind and I intend to meet with her regularly to see what programs can be executed to hone the skills of graduate students and give them the best opportunities for work outside of campus.

I look forward to working with each one of you this 2022-2023 academic year. As always, I am open to feedback and questions and can be reached at [gsa.vpstudentservices@ualberta.ca](mailto:gsa.vpstudentservices@ualberta.ca)

Thank you and with Warm Regards,  
Monisha Vinod, Vice-President Student Services 2022-2023

Please find below a list of meetings I attended between 20 September to 24 October 2022 (not inclusive of weekly GSA Board meetings). The meetings were accurate at the time of printing.

20 September	Welcome Reception for New Ukrainian Students and Scholars
21 September	World Mental Health Day Meeting
22 September	Food Insecurity on Campus Discussion with M Padfield, Deputy Provost (Students and Enrolment)
22 September	Meeting with A Costopoulos, Vice-Provost and Dean of Students
23 September	Dodgeball Event
23 September	Meeting with D Bialowas, Student Engagement Specialist, Faculty of Science
27 September	Meeting with K Friese, Assistant Dean (Health and Wellness)
27 September	World Social Justice Day (WSJD) Meeting
27 September	Students Who Parent Working Group
28 September	Days of Action Committee
28 September	Student Mental Health Network
28 September	Alumni Careers Committee
3 October	Student Homelessness Working Group
3 October	Meeting with R Ganguly, Associate Vice President, Enterprise
3 October	Physical Activity and Wellness Centre Strategic Operating Committee (PAWSOC)
4 October	Canadian Alliance of Student Associations (CASA) Presentation
5 October	Food Bank Fundraising
6 October	Campus Food Bank Board
7 October	World Social Justice Day (WSJD)
7 October	Joint University/Student Mandatory Non-Instructional Fees (MNIF) Oversight Committee
12 October	Bubble Tea with R Sanghera, Faculty of Pharmacy
14 October	Board of Governors GSA/Students' Union Luncheon
19 October	Sexual and Gender-Based Violence (SGBV) Advisory Council
19 October	Visiting Lectureship in Human Rights Selection Committee (VLHR) Chair
20 October	U-Pass Administrative Committee
20 October	Student Conduct Policy Committee
20 October	In-Person College of Social Sciences and Humanities (CSSH) College Dean Selection Committee
20 October	GSA Fall Social
21 October	GSA Strategic Work Plan Discussion with S Price, Associate Vice-President Alumni Relations
24 October	Student Housing Stability Working Group
24 October	Virtual Town Hall: College of Social Sciences and Humanities (CSSH) College Dean Selection

**GSA Nominating Committee  
Report to GSA Council for the 24 October 2022 Meeting**

To: GSA Council  
From: Elisabeth Widjaja  
Date: 21 October 2022

Dear Council Colleagues,

The report from the GSA Nominating Committee (GSA NoC) this month is a summary of discussions/decisions the committee 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,  
Elisabeth Widjaja, Chair of the GSA NoC

**Memorandum to GSA Councillors**

**As reported previously on multiple occasions, there are a number of vacancies on GSA Standing Committees for GSA Council Members (Departmental Councillors, Alternates, and Councillors-at-Large).** These positions play a pivotal role in the GSA's ongoing efforts to keep its processes transparent and itself accountable and long-term vacancies adversely impact these efforts. **GSA Councillors (including Alternates) are strongly encouraged to consider serving on these committees.**

It is important to note that the time commitment for these committees varies greatly. While some meet regularly throughout the year (usually every two (2) to three (3) months) others meet less frequently, and some do almost all of their work over email. Additionally, **there is an appreciation of people's schedules and other commitments and accommodations are routinely made for those who cannot attend all meetings.**

**Service on these bodies is an excellent way to make sure your voice is heard and a great opportunity to add to your CV/resume!**

On behalf of the GSA NoC, I strongly encourage GSA Councillors (and Alternates) and Councillors-at-Large to consider the next round of vacancies, which will be circulated to GSA Council electronically and which are listed below. Questions can be directed to me at [ewidjaja@ualberta.ca](mailto:ewidjaja@ualberta.ca) or GSA Elections Coordinator Monica Brzak at [gsanomco@ualberta.ca](mailto:gsanomco@ualberta.ca).

GSA Standing Committees**1) GSA Appeals and Complaints Board (GSA ACB) (Two (2) GSA Councillor Positions)**

Information regarding the positions for two (2) GSA Councillors was circulated via email to GSA Council on 6 and 14 October 2022 with a nomination deadline of 18 October 2022. **No nominations were received; this vacancy will be advertised again.**

**2) GSA Appeals and Complaints Board (GSA ACB) (Two (2) GSA Member Positions)**

Information regarding the positions for two (2) GSA members was circulated via GSA newsletter on 6 and 14 October 2022 with a nomination deadline of 18 October 2022. **No nominations were received; this vacancy will be advertised again.**

**3) GSA Awards Selection Committee (GSA ASC) (Eight (8) GSA Member Positions)**

Information regarding the positions for eight (8) GSA ASC members was circulated via GSA newsletter on 6 and 14 October 2022 with a nomination deadline of 19 October 2022. **Eight (8) nominations were received; there will be an electronic vote (see Item 8 – Nominees for GSA Awards Selection Committee).**

**4) GSA Budget and Finance Committee (GSA BFC) (One (1) GSA Councillor Position)**

Information regarding the position for one (1) GSA Councillor was circulated via email to GSA Council 6 and 14 October 2022 with a nomination deadline of 19 October 2022. **No nominations were received; these vacancies will be advertised again.**

**5) GSA Elections and Referenda Committee (GSA ERC) (One (1) GSA Councillor Position)**

Information regarding the position for one (1) GSA Councillor was circulated via email to GSA Council 6 and 14 October 2022 with a nomination deadline of 19 October 2022. **No nominations were received; these vacancies will be advertised again.**

**6) GSA Elections and Referenda Committee (GSA ACB) (Three (3) GSA Member Positions)**

Information regarding the position for three (3) GSA members was circulated via GSA newsletter on 6 and 14 October 2022 with a nomination deadline of 19 October 2022. **Three (3) nomination was received; there will be an electronic vote (see Item 8a – Nominees for GSA Elections and Referenda Committee)**

**7) GSA Governance Committee (GSA GC) (One (1) GSA Councillor Positions)**

Information regarding the position for one (1) GSA Councillor was circulated via email to GSA Council 6 and 14 October 2022 with a nomination deadline of 19 October 2022.. **No nominations were received; this vacancy will be readvertised.**

**8) GSA Board (GSAB) (One (1) GSA Councillor Position)**

Information regarding the position for one (1) GSA Councillor was circulated via email to GSA Council 6 and 14 October 2022 with a nomination deadline of 19 October 2022. **No nominations were received; these vacancies will be advertised again.**

**9) GSA Board and GSA Nominating Committee (GSAB/NoC) (Two (2) Joint GSA Councillor Positions)**

Information regarding the position for two (2) GSA Councillors was circulated via email to GSA Council 6 and 14 October 2022 with a nomination deadline of 19 October 2022. **No nominations were received; these vacancies will be advertised again.**

GSA Officers**1) GSA Senator (One (1) Position for a GSA Member)**

Information regarding this position for one (1) GSA member was circulated via the GSA newsletters of 6 and 14 October 2022 with a nomination deadline of 19 October 2022. **No nominations were received; this vacancy will be advertised again.**

**2) GSA Deputy Speaker (One (1) Position for a GSA Member)**

Information regarding this position for one (1) GSA member was circulated via the GSA newsletters of 6 and 14 October 2022 with a nomination deadline of 19 October 2022. **No nominations were received; this vacancy will be advertised again.**

**3) GSA Deputy Returning Officer (One (1) Position for a GSA Member)**

Information regarding this position for one (1) GSA member was circulated via the GSA newsletters of 6 and 14 October 2022 with a nomination deadline of 19 October 2022. **No nominations were received; this vacancy will be advertised again.**

**External Committees: Vacancies**

**1) Faculty of Graduate Studies and Research Committee (Seven (7) Graduate Student Positions)**

Information regarding the seven (7) vacancies (two (2) Councillors and five (5) Alternates) on the Faculty of Graduate Studies and Research Committee was circulated via the GSA Newsletter graduate students on 29 September, 6 and 14 October 2022, with a deadline of 12 October 2022. **Two (2) nominations were received for the two (2) Councilor positions: Abhijeet Pathy and Abel Suresh were elected. Three (3) nominations were received for the five (5) alternates; Devvansh Patel, Ali Qadri, and Yusuf Kola Ahmed were elected. No nominations were received for the remaining two (2) alternate positions. The remaining vacancies will be advertised again.**

**2) Faculty of Medicine and Dentistry Faculty Council (Two (2) Graduate Student Positions)**

Information regarding the two (2) vacancies on the Faculty of Medicine and Dentistry Faculty Council was circulated via email directly to Medicine and Dentistry students on 16 and 23 September 2022 with a nomination deadline of 28 September 2022. **Two (2) nominations were received; Cassidy Maplethorpe and Nathan Guess were elected.**

**GSA Elections and Referenda Committee (GSA ERC)  
Report to GSA Council for the 24 October 2022 Meeting**

To: GSA Council  
From: Jennifer Bertrand  
Date: 21 October 2022

Dear GSA Councillors,

The GSA Elections and Referenda Committee has been working on recommended changes to GSA Bylaw and Policy on elections and referenda. The recommended changes were discussed on 1 April 2022, following the 2022 GSA General Election. GSA ERC agreed at that meeting that the office would draft a proposed set of editorial amendments that would provide greater clarity around the process to be followed regarding alleged and discerned breaches during the course of the GSA General Election and any associated referenda. These changes arose from the CRO following the current processes in the most recent election, where it was discussed that there were elements in existing GSA Bylaw and Policy that would benefit from clearer language and the articulation of parallel processes related to all three scenarios. These proposed changes are coming to the October Council.

The GSA ERC also reviewed recommended changes to GSA Bylaw and Policy in Sections I and J that needed to be altered to accommodate the proposed officer portfolio restructuring for the GSA, which are also before you at the October meeting. The proposal amends the position of Vice-President Labour to that of an Associate Vice-President Labour (also creating a new position (Vice-President Student Life) and creates an electoral mechanism for the filling of the Associate Vice-President Labour that would also be overseen by the CRO.

The GSA ERC met on 22 September 2022 to review and discuss recommended changes and voted to recommend both proposals to GSA Council

Sincerely,  
Jennifer Bertrand, Chair of the GSA Elections and Referenda Committee

**Acting Executive Director  
Report to GSA Council for the 24 October 2022 Meeting**

To: GSA Council  
From: Erika Heiberg  
Date: 24 October 2022

Dear GSA Council Members,

At the November meeting of GSA Council, the most recent term financial report will be presented for information. An important element of the GSA's budgeting practices is a regular review of our various corporate documents. As a separate corporation from the University, we are the signatories to multiple contracts, agreements, memorandums of understanding, etc. In advance of the fall term financial report coming forward to GSA Council next month, I have included the below list of all of the documents that define us as a corporate entity and which are constantly monitored by the staff team (and were last shared with you in June). Additionally, in advance of the November meeting of GSA Council, we will be hosting a Budget 101 session for members of GSA Council who might wish to learn more about the GSA's budget – details will be circulated shortly.

Aside from focusing on the preparation of term financial support, the GSA staff team supporting various GSA committees in preparing the changes to GSA Bylaw and Policy before you at the October meeting, assisting the Vice-President Labour and the GSA Negotiating Team with initiatives related to the GSA's role as a trade union (including collective bargaining), and supporting the work of the Directly-Elected Officers to develop the GSA Board Strategic Work Plan update before you at the October meeting.

We have also been engaging with a series of human resources tasks, including the departure of Courtney Thomas as our Executive Director. Courtney has been a part of the GSA for many years and an incredible asset to the organization. We are immensely appreciative of all her work and sad to see her go, but wish her all the best in her next chapter!

Weekly reports to the GSA Board are attached (pages 19.5-19.7) and I am happy to answer any questions.

Best,

Erika Heiberg, Acting Executive Director

**Postscript from the Departing Executive Director:** As I move on to a new position and leave the GSA, I'd like to thank all members of GSA Council for their engagement and commitment to the GSA and graduate students on campus. I've been with the GSA for a decade and have never failed to be impressed by the hard work and dedication of the graduate students who offer their service to the organization. It's been a pleasure working with you all!

**Documents that Define the GSA as a Corporate Entity**

NAME	SUMMARY	STATUS
<i>Agreements with Expiry Dates</i>		
Campus Food Bank	Regulates GSA involvement with Food Bank.	GSA gives \$23,000/annum to Campus Food Bank (increased in 2018-2019 budget, 2019-2020 budget, 2020-2021 budget, and 2021-2022 budget). Original MoU expired 30 April 2015. <b>Subsidy is set out annually in letters to the Campus Food Bank.</b>
Graduate Student Assistantship Collective Agreement	Sets out terms and conditions for graduate students serving as GTAs, GRAs, and GRAFs.	<b>Current agreement with the Board of Governors expired 31 August 2018, a new agreement with a term ending 31 August 2020 was ratified by both parties in</b>

		<b>December 2019.</b>
Agreement re GSSF	MoU that provides for funding allocations to the GSA for the GSSF.	<b>Support from the University confirmed annually in advance of 31 March for the upcoming fiscal year.</b>
Collective Agreement with NASA covering office staff	Sets out terms of employment for GSA staff.	Renegotiated in April 2012, 2015, and 2020. <b>Current agreement expires in 2025.</b>
Graduate Student Assistance Program (GSAP)	Provides for a wide range of personal counselling.	Referenda held in 2009 and 2021; originally signed 31 December 2010 for a 2-year period with the possibility of four 2-year extensions; reviewed and re-signed in August 2013. Dependents added in December 2013. Current agreement expired 31 December 2014 but is <b>described by Administration as a rolling plan. Reviewed annually. Support from the University confirmed annually in advance of 31 March for the upcoming fiscal year with the remainder paid by graduate students pursuant to a referendum vote.</b>
Health and Dental Agreement with Studentcare	Provides for Health and Dental Plan.	Provider changed in 2012. Re-signed in 2014 and 2020. <b>Current agreement expires 31 August 2025. Service levels, claims, etc are reviewed annually.</b>
Liability Insurance	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. <b>Current Directors and Officers insurance expires 28 January 2022. Current General Liability insurance expires 17 May 2022.</b>
North Power Plant and Dewey's	<p><b>2009 Memorandum of Agreement</b> with the Students' Union regarding the operation of Dewey's.</p> <p><b>2010 Memorandum of Understanding</b> with the U of A for use of North Power Plant Space for the Tory Building decant.</p> <p><b>1997 Memorandum of Agreement</b> 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><b>Expired August 2012</b> - conversations about use of space are ongoing.</p> <p><b>No Expiration</b> - conversation regarding Dewey's/NPP ongoing as part of this MoU.</p> <p><b>No Expiration</b> - conversation regarding Dewey's/NPP ongoing as part of this MoA.</p>
Officers/Directors' Insurance	Covers elected officials and administrative/professional staff.	Doubled coverage in 2013; switched brokers in 2016 and signed a new agreement. <b>Current agreement expires 28</b>

		January 2022.
TDIMM	Provides for group auto and home insurance as well as some funding for GSA events and the TD Student Service Award (given out at GSA Awards Night).	Renewed in 2016 and 2021 for a period of 5 years. <b>Current agreement expires 31 August 2026.</b>
Triffo Hall Lease	Detailed lease covering Triffo Hall office space.	First-ever lease was signed in June 2011; 5-year term, four renewals (three now remaining). <b>Re-signed in 2016 and 2021 and current agreement expires 31 June 2026 (notification of desire to renew must be given 6-12 months before expiry).</b>
U of A Financial Services	Stipulates when GSA receives membership fees collected by the U of A on our behalf.	Re-negotiated and signed in April 2012. Re-negotiated again in 2013, 2016, and 2019. <b>Current agreement expires 30 April 2022.</b>
U-PASS	Governs U-PASS.	Referenda held in March 2013, February 2017, and February 2021. New agreement signed in 2021. <b>Current agreement expires in 2025.</b>
Kids and Company	Cost-sharing arrangement with the Students' Union to provide access to child care facilities around the city for students.	Signed in March 2021 for a one-year. <b>Current agreement expires in 2022.</b>
GSA Indigenous Graduate Student Award	Governs an annual award of \$750 for an Indigenous graduate student, as adjudicated by First Peoples' House.	Renewed every six years ( <b>next renewal will be in 2027</b> ).
<b>NAME</b>	<b>SUMMARY</b>	<b>STATUS</b>

<b>Agreements with No Expiry Dates (Ongoing)</b>		
Alberta Graduate Provincial Advocacy Council	Society under the <i>Societies Act</i> .	Registered in March 2015 along with U of C, U of L and AU GSAs. U of L withdrew in 2017/2018. <b>Annual Societies Act filing required.</b> (The former Alberta Graduate Council disbanded in 2013).
ATB Financial Banking	Operating account.	Switched from BMO to ATB in May 2016 (as they also manage the GSA's investments). <b>Signing authorities reviewed/updated annually.</b>
ATB Financial Investments	GICs, investments.	Agreement was signed on 11 April 2016. <b>Reviewed regularly.</b>
Career Centre and Student Success Centre Agreements	Provides for subsidy of certain Career Centre and Student Success Centre courses for grad students.	Annual subsidy of \$12,000 (increased in 2017-2018 budget, 2019-2020 budget, and 2020-2021 budget). <b>Reviewed annually.</b>
Ceridian (Payroll)	GSA staff and elected officials are paid by direct deposit.	Outsourcing is cheaper/more efficient than in-house production of cheques.

## 19.3

		Agreement signed 30 May 2011.
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 3 May 2013. <b>GSA to give notice of 6 months if wanting to terminate.</b>
PAW Centre	Sets out terms of operation of PAW. SU also a signatory to the Agreement.	Referendum held, agreement signed in April 2012.
PAW Centre Leased Space	Sets out terms of rights and obligations of SU and GSA with respect to the leased space in PAW.	Negotiated business terms with SU concerning the food vendor space (currently occupied by Chopped Leaf until September 2024, following the negotiation of their lease in 2019) – agreement concerning the leased space signed in April 2017. <b>Reviewed annually.</b>
Personal Information Sharing Agreement with the U of A	Provides specified graduate student personal information for strictly defined purposes, e.g. emailing the newsletter, elections.	Signed in May 2013.
Student Connect (Office of the Registrar)	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."
Student Group Services	Outlines the responsibilities of the GSA and Student Group Services with respect to the registration and oversight of graduate student groups.	Developed in 2011 and redrafted in 2018. <b>Reviewed annually.</b>
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.	Agreement negotiated in 2012. Major infrastructure change from cheque processing by GSA.
U of A IST	Provides service, support, and regular review of the GSA's IT infrastructure.	Signed in June 2017. <b>Reviewed annually.</b>
Western Archives	Provides secure shredding of GSA material once every two months.	Signed in July 2018 for a term of two years with automatic renewals annually after that. <b>Reviewed annually.</b>
Xerox	Covers the leasing of two photocopiers.	Original agreement expired 31 March 2018. Thereafter the agreement renews automatically on a yearly basis. <b>Reviewed annually.</b>
<b>NAME</b>	<b>SUMMARY</b>	<b>STATUS</b>

<b>Other Corporate Documents</b>		

## 19.4

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.	<b>Audit occurs annually in May/June.</b> 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> . Sections pertaining to collective bargaining approved by the GSA Labour Relations Board as per the <i>Labour Relations Code</i> .	<b>Reviewed regularly.</b>
Contract with ED/Letters of Appointment	Sets out terms of employment for administrative/professional staff.	The ED's contract and other standard appointment letters for administrative/professional staff have been reviewed by our lawyers. <b>Regular performance reviews conducted.</b>
Referenda Master File	All referenda questions that actively impact graduate students (eg U-PASS, PAW Centre, GSAP, GSA Health and Dental Plan, etc).	Compiled and filed. <b>Ongoing as referenda arise.</b>

**Management Report to the GSA Board, 21 September 2022**

Management has been engaged with the following issues since the last GSA Board meeting on 14 September 2022:

**Strategic**

- Human resources work (processing payroll, etc).
- Planning the 2023-2024 budget building process, which starts in October/November.
- Beginning to plan the 2023 GSA General Election and preparing for an upcoming meeting of the GSA Elections and Referenda Committee.
- Preparing for upcoming meetings of the GSA Governance Committee and the GSA Equity, Diversity, and Inclusion Committee.
- Work associated with the Collective Agreement (supporting the GSA Negotiating Team (bargaining will be occurring again in October so various GSA Negotiating Team caucuses are scheduled), the GSA Labour Relations Committee, circulating updates to members of the bargaining unit, meeting with graduate students, and soliciting expressions of interest for the steward network).

**Operations**

- Follow up work associated with the recent GSA Council meeting.
- Forward planning for a fall term GSA social event and preparing for a GSA Coffee Break on Friday (getting additional supplies, etc).
- Supporting the work of the GSA Nominating Committee: vacancies on the GSA Appeals and Complaints Board (advertised directly to GSA Council and via the GSA newsletter), GSA Governance Committee (advertised directly to GSA Council), the GSA Board (advertised directly to GSA Council), the GSA Board/GSA Nominating Committee (advertised directly to GSA Council), the GSA Budget and Finance Committee (advertised directly to GSA Council), the GSA Elections and Referenda Committee (advertised directly to GSA Council and via the GSA newsletter), and the GSA Equity, Diversity, and Inclusion Committee (advertised via GSA newsletter). Also soliciting nominations for the positions of Deputy Speaker and Deputy Returning Officer (advertised via the GSA newsletter), a position on the Medicine and Dentistry Faculty Council (advertised directly to graduate students in the faculty), positions on the Faculty of Graduate Studies and Research Council (advertised via the GSA newsletter), and assisting with the election of the Sociology Graduate Students' Association executive.
- Facebook = 1,788 likes (up 3 from 14 September); Facebook posts reached 1464 users last week. Twitter = 1,328 followers (up 0 from 14 September); our tweets earned 2,600 "impressions" over the past week. Instagram = 903 followers (up 4 from 14 September); Instagram posts reached 407 users last week.
- GSA Academic Travel Grants = new funding period started 1 July; GSA Child Care Grants = new funding period started 1 July; GSA Emergency Bursaries = no funding periods for GSA EBs; GSA Graduate Student Group Grants = new funding period started 1 July. We continue to see an increase in applications as pandemic prevention measures ease and all funding continues to be closely monitored so we can direct it to where the most need is; funds not projected to be spent are being transferred to the University to dispense in the form of COVID-related supplementary bursaries for graduate students.

## Management Report to the GSA Board, 28 September 2022

Management has been engaged with the following issues since the last GSA Board meeting on 21 September 2022:

### Strategic

- Human resources work associated with staff transition.
- Planning the 2023-2024 budget building process, which starts in October/November, and reviewing budget lines to see where, operationally, updates might be needed.
- Beginning to plan the 2023 GSA General Election.
- Preparing for an upcoming meeting of the GSA Equity, Diversity, and Inclusion Committee.
- Preparing the officer portfolio restructuring proposal to come before the GSA Board and GSA Council.
- Work associated with the Collective Agreement (supporting the GSA Negotiating Team (bargaining will be occurring again in October so various GSA Negotiating Team caucuses are scheduled), the GSA Labour Relations Committee, circulating updates to members of the bargaining unit (and, with respect to the delay in issuing contracts, also providing updates to GSA Council), meeting with graduate students, and soliciting expressions of interest for the steward network).

### Operations

- Coordinating a food drive for the Campus Food Bank.
- Forward planning for a fall term GSA social event and preparing for the final GSA Coffee Break of September this Thursday.
- Supporting the work of the GSA Nominating Committee: vacancies on the GSA Appeals and Complaints Board (advertised directly to GSA Council and via the GSA newsletter), GSA Governance Committee (advertised directly to GSA Council), the GSA Board (advertised directly to GSA Council), the GSA Board/GSA Nominating Committee (advertised directly to GSA Council), the GSA Budget and Finance Committee (advertised directly to GSA Council), the GSA Elections and Referenda Committee (advertised directly to GSA Council and via the GSA newsletter), and the GSA Equity, Diversity, and Inclusion Committee (advertised via GSA newsletter). Also soliciting nominations for the positions of Deputy Speaker and Deputy Returning Officer (advertised via the GSA newsletter), a position on the Medicine and Dentistry Faculty Council (advertised directly to graduate students in the faculty), positions on the Faculty of Graduate Studies and Research Council (advertised via the GSA newsletter), and assisting with the election of the Sociology Graduate Students' Association and Pharmacy Graduate Students' Association executives.
- Facebook = 1,949 followers (21 September); Facebook posts reached 418 users last week. Twitter = 1,329 followers (up 1 from 21 September); our tweets earned 1,000 "impressions" over the past week. Instagram = 906 followers (up 3 from 21 September); Instagram posts reached 312 users last week.
- GSA Academic Travel Grants = new funding period started 1 July; GSA Child Care Grants = new funding period started 1 July; GSA Emergency Bursaries = no funding periods for GSA EBs; GSA Graduate Student Group Grants = new funding period started 1 July. We continue to see an increase in applications as pandemic prevention measures ease and all funding continues to be closely monitored so we can direct it to where the most need is; funds not projected to be spent are being transferred to the University to dispense in the form of COVID-related supplementary bursaries for graduate students.

## Management Report to the GSA Board, 5 October 2022

Management has been engaged with the following issues since the last GSA Board meeting on 5 October 2022:

### Strategic

- Human resources work associated with staff transition.
- Drafting GSA reports to external bodies.
- Working on research about the structure of graduate studies unit at other U15 institutions.
- Planning the 2023-2024 budget building process, which starts in October/November, and reviewing budget lines to see where, operationally, updates might be needed.
- Beginning to plan the 2022 Discover Governance program and the 2023 GSA General Election (adding the new vice-presidential position into planning, etc).
- Providing training sessions for newly elected members of various GSA standing committees.
- Work associated with the Collective Agreement (supporting the GSA Negotiating Team (bargaining will be occurring again in a couple of weeks), the GSA Labour Relations Committee, circulating updates to members of the bargaining unit, meeting with graduate students, and soliciting expressions of interest for the steward network (designing posters to advertise vacancies)).

### Operations

- Planning for the fall term GSA social event (scheduled for 20 October), a Halloween themed GSA Coffee Break, and the annual Halloween photo contest at the end of the month.
- Supporting the work of the GSA Nominating Committee: vacancies on the GSA Appeals and Complaints Board (advertised directly to GSA Council and via the GSA newsletter), GSA Governance Committee (advertised directly to GSA Council), the GSA Board (advertised directly to GSA Council), the GSA Board/GSA Nominating Committee (advertised directly to GSA Council), the GSA Budget and Finance Committee (advertised directly to GSA Council), and the GSA Elections and Referenda Committee (advertised directly to GSA Council and via the GSA newsletter). Also soliciting nominations for the positions of Senator, Deputy Speaker, and Deputy Returning Officer (advertised via the GSA newsletter), positions on the Faculty of Graduate Studies and Research Council (advertised via the GSA newsletter), and assisting with the election of the Pharmacy Graduate Students' Association executives.
- Facebook = 1,949 followers (up 0 from 28 September); Facebook posts reached 1,684 users last week. Twitter = 1,329 followers (up 0 from 28 September); our tweets earned 733 "impressions" over the past week. Instagram = 907 followers (up 1 from 28 September); Instagram posts reached 251 users last week.
- GSA Academic Travel Grants = new funding period started 1 Oct (130 applications funded and \$64,002.77 disbursed in the last period); GSA Child Care Grants = new funding period started 1 Oct (56 applications funded and \$88,000 disbursed in the last period); GSA Emergency Bursaries = no funding periods for GSA EBs (8 applications funded and \$21,154 disbursed since 1 April 2022); GSA Graduate Student Group Grants = new funding period started 1 Oct (5 applications funded and \$2,382 disbursed in the last period). We are seeing an increase in applications as pandemic prevention measures ease and all funding continues to be closely monitored so we can direct it to where the most need is and funds not projected to be spent are being transferred to the University to dispense in the form of COVID-related supplementary bursaries for graduate students.