
UMGSA Council Meeting Documents Index Page

Wednesday, March 25th, 2020 - 5:30 PM - Zoom

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UMGSA Council Meeting Agenda

Wednesday, March 25th, 2020 - 5:30 PM - Zoom

1. Call to Order

2. Traditional Territories Acknowledgement

The University of Manitoba campuses are located on original lands of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation. We respect the Treaties that were made on these territories, we acknowledge the harms and mistakes of the past, and we dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.

3. Approval of the Agenda

MOTION: BIRT the UMGSA Council approves the agenda for the March 25th, 2020 UMGSA Council Meeting as presented.

4. Approval of the Minutes

The minutes of the February 26th, 2020 UMGSA Council Meeting are included as Appendix I to this Council meeting agenda.

MOTION: BIRT the UMGSA Council approves the minutes of the February 26th, 2020 UMGSA Council Meeting as presented.

5. Committee Reports

5.1. February Committee Reports (Appendix II)

6. HSGSA Report

6.1. February HSGSA Report (Appendix III)

7. Senate Report

7.1. February Senate Report (Appendix IV)

8. Executive Reports

8.1. February Executive Reports (Appendix V)

9. Departmental Reports

10. Unfinished Business

10.1. Ratification of the Email Vote to Confirm Julia Minarik as the UMGSA

Governance and Communications Coordinator: The Selection Committee received nine applications. The Selection Committee invited and interviewed six of the applicants.

After deliberations, the Selection Committee recommended Julia Minarik for the role of UMGSA Governance and Communications Coordinator (GCC).

Julia has very strong knowledge of the UMGSA and its operations, and her experience and skills match those needed for the role exceptionally well. She is completing her program of studies shortly, and has excellent availability to serve in this role. The Committee firmly

believes that Julia has lots of initiative, and will be a proactive and energetic addition to the UMGSA's professional office staff.

The temporary contract for this position is ending right away, so in order to allow Julia to start in this role ASAP, we needed the Council to ratify the recommendation of the Selection Committee by email vote:

BIRT the UMGSA Council ratifies Julia Minarik for the role of UMGSA Governance and Communications Coordinator.

The Council ratified Julia Minarik as Governance and Communications Coordinator with 14 votes of Yes, 1 vote of No and 2 Abstentions (Julia Minarik and Cody Ross).

The results of all email votes must be ratified at the next regular meeting of the Council.

MOTION: BIRT the UMGSA Council ratifies the results of the email vote to confirm Julia Minarik as the UMGSA Governance and Communications Coordinator

11. New Business

11.1. Ratification of the Results of the 2020 UMGSA General Election: The results of the 2020 UMGSA General Election must be ratified by the UMGSA Council. The election results are included as Appendix VI to this council agenda.

MOTION: BIRT the UMGSA Council ratifies the results of the 2020 UMGSA General Election as presented in the Final CRO Report - UMGSA General Election.

11.2. Bi-Annual UMGSA Executive Review Committee Report: The UMGSA's Executive Review Committee (ERC) compiles two major reports to Council per executive term. This is the second report for this term's executive team, covering the months of November, 2019 to February, 2020. The ERC Report is included as Appendix VII to this council agenda.

11.3. Annulment and Restart of the UMGSA U-PASS Referendum: The U-PASS program was proposed for elimination in the City of Winnipeg's 2020 preliminary budget, without warning and contrary to discussions and negotiations about the program before that time. Since then, thanks to the efforts of many students and allies, the City's final budget for the year has maintained the U-PASS program, but at a higher rate than was previously proposed by the City during negotiations. The new rate for 2020 would be \$200.00 per semester (for the Fall and Winter terms only). Accordingly, the rate as noted in the Referendum which was approved at the February meeting of the UMGSA Council is no longer being offered. The UMGSA Executive has sought the advice of the Association's lawyer, and in accordance with his advice we recommend that the Referendum be restarted with the cost of enrolment in the program revised to \$200. In addition, we recommend that both the Nomination Period and Campaign Preparation Period be reduced to one week each.

MOTION: BIRT the UMGSA Council annuls the referendum question that was passed at the Council's February 26th, 2020 meeting. BIFRT the UMGSA Council approves

the initiation of a new referendum, with "Week 1" starting on March 30th, 2020, and with the following wording:

The U-PASS (Universal Bus Pass) is a program offered by the City of Winnipeg in which all full-time students within the transit service area pay a subsidized bus pass fee and have unlimited access to transit in the months of September through April. It has been in existence since 2016 and the first contract expires at the end of this academic term. The new rate for 2020 would be \$200 per term. Please fill out the following ballot concerning the U-PASS program.

Q: Do you support continued enrollment in the U-PASS program?

- YES - Continued enrollment in the U-PASS program at a rate of \$200.00 per term (Fall and Winter Terms Only).
- NO - No further enrollment in the U-PASS program.

BIFRT the UMGSA Council approves the reduction of both the Nomination Period and the Campaign Preparation Period to only one week each, with the Close of Nominations and the All Candidates Meeting taking place on the Friday of Week 1. Campaigning will begin on April 13th, and Voting will take place on April 20th - 21st. BIFRT anything specified to be done in person may be conducted digitally.

Executive Committee

12. Announcements

12.1. Office Closure: The UMGSA Office at 221 UC will be closed until further notice. All office staff are still working their regular hours and can be reached via e-mail.

12.2. Department Grants are due April 1st, 2020: Given recent COVID-19 related events, department grants for this term can be submitted electronically to Ruth at:

gsa@umgsa.org

12.3. Closing UMGSA Facebook 'Group': We also have a page and having both is redundant.

12.4. Next Council Meeting: Wednesday, April 29th, 2020 - 5:30PM - Zoom

13. Adjournment

Appendix II :

UMGSA Committee Reports February 1st - 29th, 2020

Executive Committee

Chairperson: Carl Neumann (UMGSA President)

Meeting Dates: February 11th and 25th, 2020

- Executives provided regular updates on meetings attended and other activities.
- The Executive discussed the provincial government's mandate letter to post-secondary institutions, and our planned responses to the letter.
- The Executive also discussed plans to schedule meetings with financial institutions to consider proposals for possible ethical investment options.
- The Executive considered and approved a recommendation to Council to amend the UMGSA U-PASS Referendum, which was subsequently passed at the February Council meeting.
- The Executives also agreed to investigate options to replace the Association's two old and failing laptops.

Finance Committee

Chairperson: Cody Ross (UMGSA VPFA)

Meeting Date: February 6th, 2020

- The committee discussed the status of the current conference grant budget and distributions/rollovers.
- The committee evaluated, and approved conference grant applications submitted during the December 18th- January 17th time period.
- The committee evaluated and approved special project grant applications.

Events Committee

Chairperson: Okechukwu Efobi (UMGSA VPSS)

Meeting Date: February 27th, 2020

- The committee held extensive discussions on plans to have discipline or industry specific series of career/networking events for graduate students.
- Email was sent out afterwards to UMGSA council members seeking partnership and collaboration for the events series.

Bylaws and Policy Committee

Chairperson: Cody Ross (UMGSA VPFA)

Meeting Date: February 13th, 2020

- The committee discussed simplifications to the UMGSA Conference Grant Program with suggestions that were brought to Council.
- The committee considered revisions to the audit section of the UMGSA Governance and Operations Manual and finalized suggestions for Council.
- The committee reviewed revised UMGSA Position statements that were collectively worked on by both the Bylaws and Policy Committee and Services and Support Committee.

Services and Support Committee

Chairperson: Okechukwu Efobi (UMGSA VPSS)

Meeting Date: February 11th, 2020

- The committee held discussions on the proposed increment to continuity fees: from Fall 2020, \$500 per term including the summer term. Current fee is \$829.04/annum, collected in Fall and Winter terms.
- The university will be doing away with the differential tuition fees for international PhD students.
- Discussed plans to support the YES side for the upcoming U-Pass referendum.

UMGSA Election and Referendum Ad-Hoc Committee

Chairperson: Chenee Merchant

Meeting Dates: n/a

Final Report for the Executive Election

- The committee met once on January 3rd (see previous report, same date) to discuss the duties and responsibilities of the committee.
- Were in contact once more when they were needed for a quick decision via email regarding CRO/DRO hiring (see report/notes, January 28th).
- As of March 18th, 2020, the Election and Referendum Committee has not been called upon by an appellant and there is nothing further to report.

Appendix III :

HSGSA Report February 1st - 29th, 2020

HSGSA Executive Committee and Council

Chair: Mahder Teffera

Executive Committee Meeting Dates: February 10th

Council Meeting Date: February 18th

We met to discuss planning the HSGSA AGM. I worked with the VPSt.B to make changes to our bylaws and policy manuals. Changes to policy manuals (executive, council, committees) were approved at the council meeting.

Events:

HSGSA AGM: On February 24th, 2020, we had our annual meeting. We approved changes to our bylaws that had been moved by our bylaws and policy committee.

Election

We had a good turnout of candidates for the 2020-2021 election with 3 of the VP positions being contested (initially 4). The election committee chaired by our CRO (Brayden Schindell) met to discuss the rules and regulations of the election process.

Appendix IV :

February Senate Report

Link to the Senate agenda:

https://umanitoba.ca/admin/governance/media/2020_02_05_Senate_Agenda_v2.pdf

Please note that this report contains only relevant items discussed in Senate related to graduate studies and graduate students.

The report includes:

1. *Report of the Senate Committee on Rules and Procedures RE: Revisions to Desautels Faculty of Music Council Bylaw (Pages 185-191)*
2. *Draft Statement from Senate on the Importance of Higher Education (Page 182)*
3. *Reports of the Senate Committee on Awards (Pages 3-15)*

1. Report of the Senate Committee on Rules and Procedures RE: Revisions to Desautels Faculty of Music Council Bylaw

Preamble

1. The terms of reference of the Senate Committee on Rules and Procedures are found on the University Governance website wherein the Committee is charged with the responsibility to consider and to make recommendations to Senate on any matter concerning rules and procedures.
2. The Committee met on January 8, 2020 to consider proposed revisions to the Desautels Faculty of Music Council Bylaw, as recommended by its Faculty Council.

Observations

1. Revisions to the Desautels Faculty Council Bylaw were received from the Dean's Office on March 4, 2019 and reviewed by the Senate Committee on Rules and Procedures at its meeting on June 19, 2019. Amendments included changes to the Faculty Council membership and to meeting rules.
2. The Committee discussed the proposed revisions, and the Faculty was requested to provide clarification with respect to some of the changes.
3. On December 17, 2019, the Bylaw with revisions to address the items requiring clarification was submitted. Upon further review by the Committee, the issues were found to have been satisfactorily addressed. The Bylaw recommended to Senate incorporates these changes.

Recommendation

The Senate Committee on Rules and Procedures recommends:

THAT the revised Desautels Faculty of Music Council Bylaw be approved by Senate.

NOTE: In the Student Senate Caucus concerns raised with regards to the charges of Desautels Faculty of Music Council Bylaw and their effect on the students. Therefore, the questions listed below were submitted by Carl Neuman on behalf of Student Senate Caucus. The Desautels Faculty of Music representative in the senate announced that he will take these questions to the faculty council and bring the answers back.

Questions Regarding Section X Point 2 (pages 85-91) in the February 5th Senate Agenda: Report of the Senate Committee on Rules and Procedures Regarding Revisions to the Desautels Faculty of Music Council Bylaw

- 1- Is the website link to the Faculty and School Council General Bylaw intended to be part of the Bylaw itself?
This would be unusual, and undesirable since links are prone to changes. In either case, the noted link is incorrect. The correct link is:
http://umanitoba.ca/admin/governance/media/Faculty_and_School_Council_General_Bylaw_-_2014_11_05_RF.pdf
- 2- Shouldn't the Dean be explicitly listed in the Faculty Council Membership?
Though the Dean will also be a faculty member, specifically listing the Dean as a member of the Council is stipulated in the Faculty and School Council General Bylaw, and is the norm in the Bylaws of other Faculties.
- 3- Why is the Faculty proposing to reduce the number of student representatives from 4 to 3, and how will this improve the governance of the Desautels Faculty of Music?
Student voices are very important within the governance structures of the University. Particularly since the Faculty Council includes all faculty members, why would 4 students be too many?
- 4- Shouldn't Section 2, Point c, have been proposed for removal?
It appears that Point c refers to the student spot that is proposed for elimination from Section 1 within the Bylaw. As written, if the 3rd undergraduate spot is eliminated, this point could be misinterpreted to refer to the graduate student spot on the Faculty Council. But this would be clearly in conflict with what is written in Section 1, where it is already specified that there will be "One representative elected annually by and from the graduate student body."

- 5- Isn't the last part of Section 3, Point a, overly broad, giving the Dean nearly unrestricted powers to exclude students from Council and Committees solely at their own discretion?
 Though the rest of the wording within Point a is reasonable, with the addition of "or be otherwise inappropriate", the Dean effectively may determine that students may be excluded for any reason. The Dean need only state that they themselves feel that it would be inappropriate for students to remain, without any clear guidelines, and no means to appeal that decision. We recognize the need to accommodate for situations that may arise, that are not explicitly listed, where it would in fact be appropriate for students not to be present. But more restricted and precise wording would be a significant improvement, in order to give much greater assurance that such powers granted to the Dean will not allow for potential misuse at any future time.
- 6- Why is it being proposed that students be excluded from all in camera portions of Faculty Council meetings (Section 3, Point c)?
 If an in camera session does not deal with something legal or confidential, etc, where it is necessary for students to be excluded (as noted in the proposed Point a), why should they be excluded outright? This is not the norm in the Senate or the Board of Governors, as examples. Likewise, the explanation of open and closed meetings of Council found in the Arts Faculty Council Bylaw (right after Section 5, Point f) explicitly allows all members of the Council to normally remain for any closed meetings or portions thereof.
- 7- Wouldn't it be significantly more clear to replace "in camera" in Section 3, Point c, with "closed" portions of meetings?
 Though the use of the term "in camera" is used accurately, this terminology is relatively archaic, and many people, including most students, do not understand the meaning of the term. A "closed" meeting (of portion thereof) is clear and unambiguous for anyone who reads it.
- 8- Is it the intention of the Desautels Faculty of Music to no longer have open meetings of their Council, and to exclude all people from their meetings except for the members of the Council and those explicitly invited to attend?
 In the existing version on the Bylaw, Section 4, Point f, specified that "All Faculty Council meetings shall so far as student attendance is concerned be open to music students." This entire section is proposed for removal. If removed, there will remain no statements in the Bylaw about the rights of those who are not explicit members of the Council, or those explicitly invited (in accordance with the subsequent Point) to attend meetings of the Council. This change appears to create a permanently closed Council, which has the right and/or expectation to exclude students as observers. This would be precisely contrary to the very explicit statement that is now proposed for removal, which has until now explicitly allowed other students to attend and observe meetings of the

Faculty Council. If that is the intention of the Faculty, what is the basis for this proposed change, and how will it improve the governance of the Faculty of Music?

- 9- Is the Faculty willing to replace Section 4, Point f (as proposed for removal), with the exact same wording as Point f in Section 5 of the Arts Faculty Council Bylaw, as follows:

All meetings of Faculty Council and all portions thereof shall be open, subject to the Council moving into closed session by a vote of a simple majority of the members present and voting.

(An "open Council meeting" means a meeting of Council, or portion thereof, which members of the University community may attend as non-participating observers and spectators, subject to the limitations of space and orderly conduct. A "closed Council meeting" means a meeting of Council, or portion thereof, which only Council members and those persons specifically invited by Council may attend.)

The addition of this point (including the explanation of open and closed meetings) would make clear that meetings of the Council are normally open to observers, including students, except for closed sessions of the Council. Openness and transparency in our governance structures goes a long way toward increasing trust in those same governance structures, and also toward encouraging engagement and a sense of belonging within the University community.

Written by Carl Neumann, UMGSA President, with the support of the Student Senate Caucus.

2. Draft Statement from Senate on the Importance of Higher Education

Notes toward a Senate Statement

The mandate of the University of Manitoba is to create, preserve, communicate, and apply knowledge. In doing so, the University contributes to the cultural, social and economic wellbeing of the people of Manitoba, Canada, and the world. The university serves the common good, through searching for, and disseminating, knowledge and understanding, and through fostering independent thinking and expression. We are organized by core principles of academic freedom and collegial governance.

The University of Manitoba believes that education has a transformative power for students, their families and communities. We are committed to inspiring minds through innovative and quality teaching. We drive discovery and insight through excellence in research, scholarly work and other creative activities. We create pathways to Indigenous achievement. We promote equity, inclusion, and excellence. We forge connections to foster high impact community engagement that build on the advantages of a diverse and inclusive workplace.

All assessments of the University of Manitoba's contributions to the social and economic life of our province must recognize our broad mandate and inclusive mission, which has short-term, mid-term, and long-term effects and implications. Our 30,000-plus full and part-time undergraduate and graduate students and our 5,000-plus faculty members doing teaching and research are part of a complex institution, one that does much more than simply train students for today's labour market; higher education has social, as well as individual, benefits. We provide a public good that helps to promote wisdom and to build a just, inclusive and prosperous province for all people.

Inspired by: UM Mandate UM Statement of Apology and Reconciliation CAUT Statement on Academic Freedom UM EDI Statement UM Strategic Plan

3. Reports of the Senate Committee on Awards

NEW OFFERS

Baba Nanak Graduate Fellowship

The Punjabi community in Canada generously established an endowment fund at the University of Manitoba in 2018 with a gift of \$30,000. The purpose of the fund is to honor the philosophy of Baba Nanak, the founder of Sikhism, and to attract top graduate students to study in the Master of Human Rights program at the University of Manitoba. Each year, beginning in 2020-2021, the available annual income from the fund will be used to offer one fellowship to a graduate student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies in the first year of study in the Master of Human Rights program offered through the Faculty of Law;
- (2) has achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and
- (3) has recent extensive volunteer experience.

Candidates will be required to submit an application that includes: (a) a current curriculum vitae, (b) a statement (maximum 250 words) outlining their volunteer work, and (c) a reference letter supporting the student's volunteer experience. A student may only hold this award once.

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Director of the Master of Human Rights program (or designate) to name the selection committee for this award. This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing.

In the absence of the donor (or designate) and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

The Penman-Mondor Bursary

An annually funded bursary has been created at the University of Manitoba in honour of Arlie and Gordon Penman, Thelma and Joseph Mondor, and Lois and Alex Mondor. The purpose of the bursary is to support graduate students studying in either the Faculty of Agricultural and Food Sciences, the Faculty of Engineering, or the Faculty of Nursing. Each year, beginning in 2020-2021, one bursary with a value of \$1,000 will be offered to a graduate student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies in any program delivered by the Faculty of Agricultural and Food Sciences, the Faculty of Engineering, or the Faculty of Nursing in either:
(a) if a Master's student, the first three years of their degree; or (b) if a PhD student, the first five years of their degree;
- (2) graduated from a Manitoba high school outside the city limits of Brandon and Winnipeg;
- (3) has achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study;
- (4) does not have any record of academic or other misconduct on their current academic transcript;
and
- (5) has demonstrated financial need on the standard University of Manitoba bursary application.

In the event that there are no students who meet all of the numbered criteria, the bursary will be offered to a student who graduated from a Manitoba high school and who meets criteria (1) and (3) through (5). In the event that there are no students who graduated from a Manitoba high school who meet criteria (1) and (3) through (5), the bursary will be offered to a student who meets criteria (1) and (3) through (5).

The Director of Financial Aid and Awards will name the selection committee for this award. This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba.

All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

R.G. and E.M. Knight Graduate Fellowship

The R.G. and E.M. Knight Family Foundation has established an endowment fund at the University of Manitoba in the amount of \$900,000. The purpose of the fund is to recognize the academic achievements of outstanding graduate students who demonstrate research ability or potential and strong communication, interpersonal, or leadership abilities. Each year, beginning in 2020-2021, the available annual income from the fund will be used to offer two prestigious

fellowships. One fellowship (Award #47338) valued at \$20,000 will be offered to a graduate student who:

(1) is enrolled full-time in the Faculty of Graduate Studies in the first year of a Ph.D. program;

(2) has achieved the highest admission grade point average (minimum 3.75 admission GPA required) for the University of Manitoba Graduate Fellowship competition; and

(3) is not a recipient of Tri-Agency funding.

This fellowship will be offered in place of the University of Manitoba Graduate Fellowship and will be administered in accordance with the University of Manitoba Graduate Fellowship program eligibility criteria, selection and administration. The Ph.D. fellowship is renewable for up to three years provided the student: (a) receives a satisfactory rating on their Faculty of Graduate Studies Annual Progress report; (b) enrolls full-time in the Faculty of Graduate Studies in the subsequent year of the Ph.D. program; and (c) does not receive Tri-Agency funding. If the recipient no longer meets the renewal criteria (a) through (c), a new Ph.D. recipient will be selected to receive the Knight Graduate Fellowship. Only one student may hold the Ph.D. fellowship at any given time. One fellowship (Award #47339) valued at \$17,500 will be offered to a graduate student who: (1) is enrolled full-time in the Faculty of Graduate Studies in the first year of a Master's program; (2) has achieved the highest admission grade point average (minimum 3.75 admission GPA required) for the University of Manitoba Graduate Fellowship competition; and (3) is not a recipient of Tri-Agency funding. This fellowship will be offered in place of the University of Manitoba Graduate Fellowship and will be administered in accordance with the University of Manitoba Graduate Fellowship Award program eligibility criteria, selection and administration. The Master's fellowship is renewable for up to one year provided the student: (a) receives a satisfactory rating on their Faculty of Graduate Studies Annual Progress report; (b) enrolls full-time in the Faculty of Graduate Studies in the subsequent year of the Master's program; and (c) does not receive Tri-Agency funding. If the recipient no longer meets the renewal criteria (a) through (c), a new Master's recipient will be selected to receive the Knight Graduate Fellowship. Only one student may hold the Master's fellowship at any given time.

In years where funding is available, additional fellowships may be offered. For the purpose of the Knight Graduate Fellowship, the academic year will be defined as beginning January 1 and ending December 31 (i.e., student admitted at any program entry point that falls within the 2020 calendar year will be considered for the fellowships for 2020-2021 academic session).

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will name the selection committee for this Fellowship. This agreement may be amended by the mutual consent of the donor (or designate) and the University of Manitoba. All such amendments shall be in writing. In the absence of the donor (or designate), and providing all reasonable efforts have been made to consult, the Board of Governors of the University of Manitoba has the right to modify the terms of this award if, because of changed conditions, it becomes necessary to do so. Such modification shall conform as closely as possible to the expressed intention of the donor in establishing the award.

AMENDMENTS

Jenny Fraser Memorial Award

The following amendments were made to the terms of reference for the Jenny Fraser Memorial Award:

- The preamble was revised to:

In memory of Jenny Fraser, a graduate student in the Master of Science in Family Social Sciences program at the time of her death in 2010, family and friends established an endowment fund at the University of Manitoba to offer a scholarship in her name. The Manitoba Scholarship and Bursary Initiative made a contribution to the fund. The purpose of the award is to encourage the development of professionals who are dedicated to improving the lives of children and youth. Each year, the available annual income from the fund will be used to offer one scholarship to a graduate student who:

- The numbered criteria was revised to:

(1) is enrolled full-time in the Faculty of Graduate Studies, in the second year of the Master of Science in the Department of Community Health Sciences;

(2) has completed at least 50 % of the required course work for the degree;

(3) has achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and

(4) is pursuing thesis research that pertains to the improvement of the lives of children, youth and their families.

- The paragraph following the numbered criteria was revised to:

Candidates will be required to submit an application that will consist of (a) current academic transcripts, (b) a description of their thesis proposal, and (c) an academic letter of reference from their graduate supervisor.

- The selection committee paragraph was amended to:

The Vice-Provost (Graduate Education) and Dean of the Faculty of Graduate Studies (or designate) will ask the Head, Department of Community Health Sciences (or designate) to name the selection committee for this award.

Ehsan Tahmasebian
Senator 2

Appendix V :

UMGSA Executive Reports February 1st - 29th, 2020

President - Carl Neumann

Executive Summary of Work:

- **Elizabeth Dafoe Library Graduate Student Open House:** The Elizabeth Dafoe Library held its annual graduate student open house on February 20th, and the UMGSA was once again invited to participate alongside various University and Library services. I answered graduate student questions and gave out UMGSA handbooks.
- **UM Muslim Students Association 49th Annual Dinner:** The UMGSA Executive was invited to the UM Muslim Students Association Annual Dinner, held on February 23rd. The UM MSA has done really great outreach to the larger University community this year, and it is now one of the UMGSA's officially-recognized student groups. I gave greetings from the UMGSA at the event, and we look forward to continued collaboration between the UMGSA and the UM MSA.
- **Bringing In the Bystander Training:** On February 27th, I participated in a Bringing In the Bystander training session. The training was very valuable, and I have no doubt that this mandatory training for our entire Council and all standing committee members, or the related consent culture training, will make a real difference in boosting grad student safety and well-being.

Meetings Attended:

February 3 rd , 2020	UofM Board of Governors Meeting	3.5 Hours
February 5 th , 2020	Senate Meeting	0.5 Hours
February 6 th , 2020	UMGSA Finance Committee Meeting	1 Hour
February 11 th , 2020	UMGSA Executive Committee Meeting	0.5 Hours
February 11 th , 2020	UMGSA Services & Support Committee Meeting	0.5 Hours
February 11 th , 2020	UofM Budget Advisory Committee Meeting	1 Hour
February 13 th , 2020	UMGSA Bylaws & Policy Committee Meeting	0.5 Hours
February 14 th , 2020	UMGSA All Candidates Meeting	1 Hour
February 18 th , 2020	FGS Council Meeting	1.5 Hours
February 19 th , 2020	UofM Aquatic Centre Study Stakeholder Session	1 Hour
February 20 th , 2020	RWLE & SA Policy Advisory Committee Meeting	1.5 Hours
February 25 th , 2020	UMGSA Executive Committee Meeting	1.5 Hours
February 26 th , 2020	FGS Executive Committee Meeting	1 Hour
February 26 th , 2020	UMGSA Council Meeting	1.5 Hours
February 27 th , 2020	UMGSA Events Committee Meeting	1 Hour
February 28 th , 2020	UofM Student Experience Committee Meeting	1 Hour
February 28 th , 2020	Summer Term Academic Scheduling Committee Meeting	1 Hour

Meetings Missed: None.

Time Spent in Meetings in February: 19.5 Hours

Office Hours:

Wednesday, February 5 th , 2020	12:45PM - 1:30PM & 2:45PM - 4:00PM
Tuesday, February 11 th , 2020	11:00AM - 1:00PM
Wednesday, February 19 th , 2020	1:00PM - 3:00PM
Wednesday, February 26 th , 2020	3:00PM - 5:00PM

Time Spent in Official Office Hours in February: 8 Hours

Working Events Attended:

February 6 th , 2020	UofM Guest Lecture - Dr. Robin DiAngelo	2 Hours
February 20 th , 2020	Elizabeth Dafoe Library Graduate Student Open House	3 Hours
February 23 rd , 2020	UM Muslim Students Association 49 th Annual Dinner	4 Hours
February 27 th , 2020	Bringing In the Bystander Training	2.5 Hours

Time Spent at Working Events in February: 11.5 Hours

Approximate Time Spent on Other Activities:

Writing and Editing Documents	13 Hours
Other Email Correspondence	46 Hours

Total Hours Spent on the UMGSA in February, 2020: 98 Hours

Vice-President Finance & Administration - Cody Ross

Executive Summary of Work:

- **Assessment of conference grant applications:** Processing conference grant applications and communicating with students the status of their applications.
- The UMGSA Finance Committee further discussed pursuit of an ethical funding portfolio and I have been personally reaching out to different banks for forthcoming presentations about investment options.

Meetings Attended:

February 6 th , 2020	UMGSA Finance Committee meeting	1.5 Hours
February 11 th , 2020	UMGSA Executive Committee meeting	1.5 Hours
February 11 th , 2020	Clayton H Riddell Faculty Dean Search	1.5 Hours
February 13 th , 2020	UMGSA Bylaws and Policy Committee meeting	1.5 Hours
February 23 rd , 2020	MSA Annual Dinner	2 Hours
February 25 th , 2020	UMGSA Executive Committee meeting	1.5 Hours
February 26 th , 2020	UMGSA Council meeting	2 Hours

Time Spent in Meetings in February: 11.5 Hours

Meetings Missed: February 28th, Student Experience Committee Meeting

Office Hours:

Thursday, February 6 th , 2020	9:00AM – 11:00AM
Thursday, February 13 th , 2020	9:00AM – 11:00AM
Thursday, February 21 st , 2020	9:00AM – 11:00AM
Thursday, February 28 th , 2020	9:00AM – 11:00AM

Time Spent in Official Office Hours in February: 8 Hours

Approximate Time Spent on Other Activities:

Preparing for Council	2 Hours
Preparing for Bylaws and Policy Committee meeting	3 Hours
Preparing for Finance Committee meeting	4 Hours
Email correspondence for UMGSA conference grant applications	4 Hours
Correspondence with banks for ethical investment	3 Hours
Other Email Correspondence	2 Hours

Total Hours Spent on the UMGSA in February, 2020: 37.5 Hours

Vice-President Services & Support - Okechukwu Efobi

Executive Summary of Work:

- **U-Pass Referendum:** I have been following up with developments concerning the U-Pass and the planned referendum; originally slated for March 2020, along with the UMGSA Election. However, after the results of the UMSU U-Pass referendum, we had to confirm that the summer U-Pass option was still on the table for graduate students. Thus, I contacted Laurie Fisher, Winnipeg Transit Manager, Finance and Administration, to confirm their position on our intention to still retain the summer U-Pass option on the referendum ballot. However, we were informed that since the summer option did not pass for the UMSU referendum, it was no longer on the table. The advice was for us to remove it from the referendum. Consequently, after consultations with the UMGSA attorney, changes had to be made to the plans for the U-Pass referendum. The new plan was for the referendum to take place in April 2020.
- **UMGSA Career/Networking Events Series:** I have been working, in collaboration with the Events Committee, on planning for and organizing a series of career/networking events. The plan, unlike what we used to have in the past, is to have discipline or industry specific series of events. These would be much less formal, in addition to incurring less costs for the association. To set the plan in motion I made contact with the University External Relations Office and they expressed their willingness to work with us in terms of inviting high profile speakers and/or panelists for the events. I also contacted the University Career Services. I met with two counsellors there to discuss our plans for the series. They were excited to work with us and provided valuable resources that could be used in the planning and organization of the series. After the Events committee meeting discussions, I sent out an email calling on UMGSA council members to come partner with us in order to achieve the stated plans. However, not much response has been received so far. This is still being followed up.

Meetings Attended:

February 6 th , 2020	UMGSA Finance Committee meeting	1 Hour
February 6 th , 2020	UMSU Member Services Committee meeting	0.5 Hours
February 11 th , 2020	UMGSA Executive Committee meeting	0.75 Hours
February 11 th , 2020	UMGSA Services and Support Committee meeting	1.25 Hours
February 21 st , 2020	Meeting with UofM Career Services	0.75 Hours
February 25 th , 2020	UMGSA Executive Committee meeting	2 Hours
February 27 th , 2020	UMGSA Events Committee meeting	1.25 Hours
February 27 th , 2020	UMSU Board of Directors meeting	1 Hour
February 28 th , 2020	Students Experience Committee meeting	1 Hour

Meetings Missed:

February 18 th , 2020	Faculty of Graduate Studies Council meeting – Regrets sent
February 26 th , 2020	UMGSA Council meeting – Regrets sent; was sick

Time Spent in Meetings in February: 9.5 Hours

Office Hours:

Tuesday, February 4 th , 2020	12:30PM – 2:30PM
Tuesday, February 11 th , 2020	11:00AM – 1:00PM
Tuesday, February 25 th , 2020	11:05AM – 3:05PM

Time Spent in Official Office Hours in February: 8 Hours

Approximate Time Spent on Other Activities:

Preparing Documents for Meetings	7.5 Hours
Other Email Correspondence	7 Hours

Total Hours Spent on the UMGSA in February, 2020: 32.0 Hours

Vice-President Academic - Tanjit Nagra

Executive Summary of Work:

- Although this is my report on the February meeting, I think it is pertinent to report that I have spent the past couple weeks heavily investing in advocacy around the U-Pass Program.
- I have also been in communication with individual students regarding advocacy issues and academic accommodations regarding COVID-19.

Meetings Attended:

February 5 th , 2020	Senate Meeting	1 Hour
February 6 th , 2020	UMSU Member Services Committee	1 Hour
February 7 th , 2020	Meeting with Student	1 Hour
February 10 th , 2020	University Discipline Committee	2 Hours
February 11 th , 2020	UMGSA Executive Meeting	1 Hour
February 11 th , 2020	UMGSA Services and Support Committee	1 Hour
February 12 th , 2020	Senate Executive	1 Hour
February 12 th , 2020	Sexual Violence Steering Committee	2 Hours
February 18 th , 2020	Graduate Studies Faculty Council	2 Hours
February 25 th , 2020	UMGSA Executive Meeting	2 Hours
February 26 th , 2020	UMGSA Council Meeting	2 Hours

Meetings Missed: None.

Time Spent in Meetings in February: 16 Hours

Office Hours:

Tuesday, February 4 th , 2020	2 Hours
Tuesday, February 11 th , 2020	2 Hours
Wednesday, February 26 th , 2020	2 Hours

Time Spent in Official Office Hours in February: 6 Hours

Working Events Attended:

February 20 th , 2020	UMBSA Mother Tongue Language Day	3 Hours
February 23 rd , 2020	UM Muslim Students Association 49 th Annual Dinner	4 Hours
February 27 th , 2020	Bringing In the Bystander Training	2.5 Hours

Time Spent at Working Events in February: 9.5 Hours

Approximate Time Spent on Other Activities:

Administration (E-mails Communication, et c.)	10 Hours
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Total Hours Spent on the UMGSA in February, 2020: 41 Hours

HSGSA President - Mahder Teffera

Executive Summary of Work:

- HSGSA Bylaws and Policy: I worked with VPStB to edit HSGSA bylaws and manuals which was long overdue. The VPStB chaired a B&P meeting where changes were discussed and the changes in the manuals were approved by council.
- HSGSA AGM: Our AGM was held in February instead of January due to two major events that we had scheduled in January. I chaired the AGM which went well and we got the Bylaws changes we proposed approved.

Meetings Attended:

February 3rd, 2020	HSGSA Bylaws and Policy Meeting	1 Hour
February 6th, 2020	UMGSA Finance Meeting	1 Hour
February 10th, 2020	HSGSA Executive Meeting	1 Hour
February 10th, 2020	HSGSA Election Committee	1 Hour
February 18th, 2020	FGS Council Meeting	2 Hours
February 18th, 2020	HSGSA Council Meeting	1.5 Hours
February 24th, 2020	HSGSA AGM	1 Hour
February 26th, 2020	FGS Executive Committee	1.5 Hours
February 26th, 2020	UMGSA Council	1.5 Hours

Meetings Missed:

February 11 th , 2020	UMGSA Executive Meeting (conflicts with course, sent Proxy)
February 25 th , 2020	UMGSA Executive Meeting (conflicts with course, sent Proxy)

Time Spent in Meetings in February: 11.5 Hours

Office Hours:

February 7 th , 2020	9:00 – 11:00AM
February 14 th , 2020	9:00 – 11:00AM
February 21 st , 2020	9:00 – 11:00AM
February 28 th , 2020	9:00 – 11:00AM

Time Spent in Office Hours in February: 8 Hours

Approximate Time Spent on Other Activities:

Editing HSGSA Bylaws and Policy Manuals	4 Hours
Preparing for AGM (correspondence, agenda.)	3 Hours
Preparing docs for meetings	4 Hours
Other email correspondence + Housekeeping	6 Hours

Total Hours Spent on HSGSA/UMGSA in February, 2020: 36.5 Hours

Senator 1 - Julia Minarik

Executive Summary of Work:

- **Provincial Mandate Response Letter**
- **Sustainability + BoG Divestment Letter**

Meetings Attended:

February 3 rd , 2020	Programs and Guidelines	2 Hours
February 5 th , 2020	Senate	1 Hour
February 11 th , 2020	Executive Meeting	1 Hours
February 11 th , 2020	Meeting with Susan (Mandate)	1 Hour
February 12 th , 2020	Sustainability Meeting	2 Hours
February 12 th , 2020	Sustainability Awards Meeting	1 Hour
February 13 th , 2020	SCIE	1 Hour
February 18 th , 2020	HSGSA Meeting	1 Hour
February 24 th , 2020	Senate Appeal	1 Hour

Time Spent in Meetings in February: 11 Hours

Meetings Missed:

February 12 th , 2020	Senate Executive (conflicted w/ Sus. Tanjit attended)
February 25 th , 2020	Executive Meeting (@ a conference)
February 26 th , 2020	UMGSA Meeting (@ a conference)

Office Hours:

Thursday, February 6 th , 2020	09:00 - 11:00	2 Hours
Thursday, February 13 th , 2020	09:00 - 11:00	2 Hours
Thursday, February 20 th , 2020	09:00 – 11:00	2 Hours

Time Spent in Official Office Hours in February: 6 Hours

(Short 2 from conference – made up in March)

Working Events Attended:

February 23 rd , 2020	MSA Dinner	2 Hours
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Time Spent at Working Events in February: 2 Hours

Approximate Time Spent on Other Activities:

Preparing Documents for Meetings	9 Hours
Other Email Correspondence	6 Hours

Total Hours Spent on the UMGSA in February, 2020: 34 Hours

Senator 2 - Ehsan Tahmasebian

Executive Summary of Work:

- **UMGSA Office:** Attended the UMGSA Executive Meetings and kept my office hours up to date.
- **FGS Council Meeting:** Attended FGS council meetings.
- **University Senate:** Attended student caucus senate meeting and senate meeting

Meetings Attended:

January 30 th , 2020	Student senate Caucus	1 Hour
February 5 th , 2020	Senate meeting	1 Hours
February 6 th , 2020	Senate committee on rules and procedure	1 Hours
February 10 th , 2020	Administrative Services IT Governance Committee	2 Hours
February 18 th , 2020	FGS Council Meeting	1 Hours
February 23 th , 2020	University of Manitoba's Muslim Students' Association	3.5 Hours
February 26 th , 2020	UMGSA Council Meeting	1.5 Hours

Meetings Missed:

NONE

Meetings Cancelled:

Senate Committee on Rules and Procedure, Research Computing Advisory Committee

Time Spent in Meetings in February: 11 Hours

Office Hours:

Friday, February 7 th , 2020	12:30 - 2:30PM
Friday, February 14 th , 2020	12:30 - 2:30PM
Friday, February 21 st , 2020	12:30 - 2:30PM
Friday, February 28 th , 2020	12:30 - 2:30PM

Time Spent in Official Office Hours in February: 8 Hours

Approximate Time Spent on Other Activities:

Reports	2.5 Hours
Email Correspondence	8.5 Hours

Total Hours Spent on the UMGSA in February, 2020: 30 Hours

Appendix VI :

Final CRO Report - UMGSA General Election

2020 UMGSA General Election

Final Results:

The CRO report to Council was delivered on 2020-03-18. The deadline for complaints and appeals has passed. These results are final pending approval from council.

Number of voters who cast votes for all positions: 597

Number of voters who cast votes for at least one position: 773

President (*total votes cast: 714*)

Gift Amadi - **159**

Saeideh Mirzaei - **255**

Silvia Sekander (Slate: Change) - **300**

Vice-President Academic (*total votes cast: 623*)

Rubel Chandra Talukder (Slate: Change) - **536 Yes**

Vice-President Services and Support (*total votes cast: 656*)

Etinosa Osemwota (Slate: Change) - **579 Yes**

Vice-President Finance and Administration (*total votes cast: 628*)

Nora Ampomah (Slate: Change) - **559 Yes**

Senator (*total votes cast - Senator 1: 631, Senator 2: 620*)

Akeem Azeez (Slate: Change) - **530 Yes**

William Dowie (Slate: Change) - **550 Yes**

Summary of Violations

Throughout the Campaigning period, multiple infractions were committed related to poster locations. In each case, Candidates did not seem to be acting intentionally and promptly removed materials in response to inquiry from the CRO. Penalties for those infractions are as follows:

Saeideh Mirzaei - more than 1 poster per pillar (March 11) - **1 demerit**

Gift Amadi - more than 1 poster per pillar (March 11) - **1 demerit**

Silvia Sekander - unauthorized poster location (March 16) - **1 demerit**

Akeem Azeez - unauthorized poster location (March 16) - **1 demerit**

Gift Amadi - unauthorized poster location (March 16) - **1 demerit**

Complaints

Complaint 1 - publicly posted by the CRO on 2020-03-17:

A complaint was formally submitted to the CRO and UMGSA Office Manager on 2020-03-17 by the Presidential Candidate Saeideh Mirzaei. The complaint was related to Article XIV of the Election and Referendum Manual: (7) No Candidate, Slate or Side may send, nor allow others to send, emails or private messages, with the exception of communications within slates or sides, with volunteers, with the CRO and DRO, and in direct response to specific inquiries or requests from the public. The specific wording of the complaint follows:

“On the day of the election, Mar. 16, 2020, at 4 p.m., a friend of mine received a private message through Whatsapp from a person, with an account name Prince, who has been very close to the slate change. He tries to persuade the voter to elect according to the nationality of the specific candidate, Silvia Sikandar. The exact message has been sent to many Indian students through private messages, as well.”

The complaint was in regards to a WhatsApp user Prince, who sent at least one unsolicited message encouraging Graduate students to vote for the Presidential Candidate Silvia Sekander and the Slate Change. The specific wording of the complaint follows:

“Bro umgsa election voting starts from today. U will get email from the university.kindly vote for the team change.Silvia Sikandar is running as the president who is actually from Bangladesh and the only member from indian subcontinent for the president position in this election. So kindly support her if possible.”

Decision

The CRO contacted the Slate Change early on 2020-03-17 inquiring whether the Slate was aware of the user Prince and if they had requested or allowed private messaging on their behalf. The Slate’s Presidential Candidate responded that no member of the Slate was aware of Prince and that no member of the Slate had instructed or allowed Prince to send private messages via WhatsApp.

There is not sufficient evidence suggesting that the WhatsApp user Prince is associated with the Slate Change in any way. As a result no penalty has been applied.

The final deadline for Appeals to any CRO decision was Thursday March 19th at 5:00PM. No appeals were submitted.

Appendix VII:

Bi-Annual UMGSA Executive Review Committee Report 2

Bi-Annual UMGSA Executive Review Committee Report



November 1st 2019- February 29th 2020

Introduction

Time-Period Covered by this Review: November 1st 2019 to February 29th 2020

Collaboratively prepared by the members of the Executive Review Committee. Thank you to all those who have contributed to the completion of this bi-annual review.

Members of the ERSC

Madison McCausland – ERC Co-Chair

Luis Cordero-Monroy - ERC Co-Chair

Scott Legare

Nathaniel Ort

Mainak Singha

Ethan Loewen

Daphne McKnight

About the Bi-Annual Review of the UMGSA Executive

As written in the UMGSA Policies, the role of the Executive Review Committee (ERC) is to perform the bi-annual review of the current UMGSA executives and to make recommendations based on the review, particularly relating to the development and maintenance of the review process. This review includes self and peer reviews by the executive team, a review of Council and Executive Meeting minutes, Council and Committee Attendance records, and other relevant documents.

The committee of the ERC was formed October 2nd, 2019. The ERC co-chairs distributed Self & Peer Review Forms to the executive team on February 14th, 2020. All of those review forms were completed and returned by a February 29th, 2020 due date. The subcommittee has met in person twice and has conducted multiple online discussions via email. The review work was divided-up amongst the subcommittee members, with each executive being reviewed by a committee member. The final report

reflects the combined comments and assessments of many voices and perspectives, with each executive receiving their own individual summary.

The ERC based this report on information compiled from the following documents:

- UMGSA Executive Self and Peer Review
- UMGSA Executive Meeting Minutes
- UMGSA Council Documents Package
- UMGSA Executive Calendar
- UMGSA Internal Committees Attendance Sheet

Please Note: This report seeks to be as accurate as possible and seeks to evenly balance all comments/ratings along with all documentation submitted to the subcommittee. In drafting this report, the ERC deals with evidence and facts primarily in the form of Council, Committee, and Attendance documentation. Otherwise, the committee relies on the ratings and comments provided by the Executives themselves through the Self & Peer Review Forms. The committee endeavors to maintain neutrality in several ways: first, through procedures that maintain the confidentiality of comments provided to the committee and second, by starting from what evidence we have to draw from, and then examining comments and ratings provided to us in light of the evidence. The reviewers cannot ensure that all comments provided to the committee provide a complete and accurate picture of any given executive that we are reviewing nor of their performance, and we never presume that one opinion is entirely right nor another one entirely wrong. We seek to balance all comments and ratings, and the review summaries are based on our earnest attempts to achieve that balance, grounded in the evidence that we have.

Peer-Review Performance Ratings Guide:

9.0-10.0 Excellent

8.0-8.9 Good

7.0-7.9 Satisfactory (Room for Improvement)

5.0-6.9 Alarming (Action is Needed)

0.0-4.9 Unsatisfactory (Immediate and Significant Action is Needed)

Carl Neumann – President

Positive Aspects and Contributions:

- Worked with university administration to address student concerns such as fee increases
- Involved in hiring of CRO and DRO for 2020 UMGSA general election and referendum
- Involved in hiring of UMGSA governance and communications coordinator
- Formed selection committee and scheduled interviews for hiring VPA
- Worked with UMGSA's lawyer to find a solution to the UPASS referendum situation

Reported Areas of Opportunity:

- Increased delegation of tasks to other members of executive team
- Be more vocal and louder when addressing changes that may negatively impact graduate students
- Time management, and completing projects in a reasonable time frame

Self & Peer Review Scores:

Average Peer Review Score: [8.67 good](#)

How well has this executive fulfilled their Job-Specific Duties?

Self: 9

Peer: 8.8

How well has this executive worked with Other Members of the Executive Team?

Self: 8.5

Peer: 8.3

How well has this executive worked with the Office Manager, Councilors, and Committee Members?

Self: 8.5

Peer: 8.8

How well has this executive worked with Graduate Students at Large?

- Regularly attends events in representation of graduate students, and to inform graduate students on UMGSA and its services
- Dedicated to making himself available to students, hearing from students and addressing their concerns

Logged Office Hours:

Month	Office Hours
November	8
December	6
January	10
February	8.25
Total	32.25

Attendance and Punctuality at Meetings:

- Attended all UMGSA Council meetings
- Attended all Executive Committee meetings

Overview:

There seems to be a consensus amongst executive team members that Carl is dedicated to bettering the UMGSA and the graduate student experience. He has done a great job of working with graduate students and being involved with the graduate student community. Multiple executive team members have given him credit for his outreach and promotion of the UMGSA and its services. They have also given him credit for his role in hiring new UMGSA members.

Multiple executive team members mentioned that it would be beneficial for Carl to more effectively delegate tasks to other executive team members, in order to free up more of his time for other more important tasks. It was also noted that Carl needs to ensure he sets a realistic timeline for achieving goals and completes the stated goals within that timeline.

Cody Ross – Vice-President Finance and Administration

Positive Aspects and Contributions:

- Planned and introduced a new method for travel awards and conference grants
- Played a large role in drafting policy changes
 - Helped successfully initiate mandatory Consent Culture Training for all Council and committee members
 - Implemented improvements to Election and Referendum Policy Manual
- Effectively managed finances regarding Conference Grant and Special Project Grant disbursements
- Pursued new approach to GSA investments, transitioning to a more ethical portfolio

Reported Areas of Opportunity:

- Making a better commitment to attendance at outreach events, such as grad student open houses
- Being more receptive to, and considerate of, the opinions and ideas of other council members

Self & Peer Review Scores:

Average Peer Review Score: **9.06 Excellent**

How well has this executive fulfilled their Job-Specific Duties?

Self: **9** Peer: **9.20**

How well has this executive worked with other members of the Executive team?

Self: **8.5** Peer: **9.00**

How well has this executive worked with the Office Manager, Councillors, and Committee Members?

Self: **9** Peer: **9.00**

How well has this executive worked with graduate students at large?

- Excellent and timely correspondence with graduate students applying for Conference Grants.
- Represented graduate students in by-laws and policy committee and finance committee

Logged office hours:

Month	Hours
November	9
December	6

January	10
February	8
<hr/>	
Total	33

Attendance and punctuality at meetings:

- Attended all UMGSA Council Meetings except on November 27th
- Attended all Executive Committee meetings

Overview:

Cody's ability to go above and beyond within his role is evident and appreciated by fellow executive members. His monumental dedication and effort facilitated the implementation of several large-scale improvements and updates to council procedures and financial management, notably transitioning to more ethical investments, ameliorating the UMGSA elections process, and improving the Conference Grants program. Cody has been accountable in attending both Council and Executive Committee meetings, as well as surpassing office hour expectations. Most executive members had little to mention within areas of improvement, however, suggestions were made in regards to attendance at community events, as well as being more accomodating and amenable when interacting and collaborating with members of Council. Overall, Cody is known by his peers for being dedicated, hard-working, and impactful in all facets of his involvement. The profound impact that he has had through coordinating and setting in motion UMGSA initiatives has not gone unnoticed by fellow Executive members, as demonstrated by their universally positive reviews and high ratings.

Tanjit Nagra – Vice President Academic

Positive Aspects and Contributions:

- Attended the UM MSA Annual Dinner
- Represents graduate students well
- Still learning in new role but is transitioning well
- In process of writing a letter to the Minister of Education in regards to funding cuts to post-secondary institutions

Reported Areas of Opportunity:

- Attend more meetings in person
- Seek out opportunities within the role
- Attend outreach events such as open houses for graduate students

Self & Peer Review Scores:

Average Peer Review Score: **8.75 Good**

How well has this executive fulfilled their Job-Specific Duties?

Self: **9** Peer: **8.25**

How well has this executive worked with Other Members of the Executive Team?

Self: **9** Peer: **8.92**

How well has this executive worked with the Office Manager, Councillors, and Committee Members?

Self: **9** Peer: **9.08**

How well has this executive worked with Graduate Students at Large?

- Has worked well with students as her familiarity with student politics has been a great benefit
- Makes herself available and understands the university structure, making herself extremely effective at bringing student concerns to the right venue
- Responded in a timely fashion to students and them helpful and relevant information to resolve issues
- Spoke in the favour of students at the student senate caucus and senate
- Welcoming in council meetings and encouraged students to reach out to her with any questions or concerns

Logged Office Hours:

Month	Hours
November	8
December	6
January	8
February	8
Total	39

Attendance and Punctuality at Meetings:

- Has missed one UMGSA Council meeting (January 22) since her start in this role
- Sent regrets for 3 executive meetings (December 3, 17, and January 15) and attended 2 meetings by phone (February 11 and 25); sent regrets for 1 services and support committee meeting (January 14)

Overview:

Tanjit started into this role mid-term in fall 2019 (November). So far, she has transitioned well into the role, largely due to her background of working in student politics. She has collaborated with Julia to write a letter to the Minister of Education in regards to the government approach to post-secondary institutions. However, fellow executive members would like to see more involvement with outreach events and within the senate. Working full-time and other meetings to attend to has Tanjit busy, but it has been expressed that she needs to put more time into this role through attending more meetings in person and fulfilling requirements. Tanjit is still learning but it has been noted that she works well with students and represents them well.

Okechukwu Efobi- Vice-President Services & Support

Positive aspects and Contributions

- Organized a successful orientation for new students
- Succeeded in organizing Consent Culture Training Workshops which all councillors are required to participate in
- Has very good attendance to all council and executive meetings

Reported Areas of Opportunity

- Lack of effort to organize events for graduate students
- Improve advocacy on behalf of the UMGSA to the Winnipeg Transit and the city of Winnipeg
- Provide better leadership as the council committee chair
- Improvement of communication within the executive council

Self & Peer Review Scores

Average Review Score: **7.91 Satisfactory**

How well has this executive fulfilled their Job-Specific Duties?

Self: 9 Peer: 7.58

How well has this executive worked with other members of the Executive team?

Self: 8 Peer: 7.42

How well has this executive worked with the Office Manager, Councillors, and Committee Members?

Self: 9 Peer: 8.75

How well has this executive worked with Graduate Students at Large?

- Has been available to students who wished to communicate their concerns and has addressed them
- Played an important role in the orientation for new students

Logged hours:

Month	Office Hours
November	7
December	7
January	8
February	6

Total

32

Attendance and Punctuality at Meetings:

- Attended all UMGSA Council Meetings
- Attended all Executive Committee Meetings except for November 19 meeting (regrets)

Overview:

Some significant contributions Efobi made to the council include running a successful orientation for new students, the planning and coordination of the consent culture training workshops, and the implementation of the 2019 Holiday Hamper program. It has been noted that this term's orientation for new students had run smoother compared to previous years under Efobi's lead. Efobi has also successfully planned and coordinated the consent culture training workshops. These workshops are a new requirement for all council members to participate in. Also, the Holiday Hamper program successfully identified 32 individuals most deserving for holiday hampers.

However, there is more discussion surrounding Efobi's inadequacies as the VPSS than his value. As indicated by the previous bi-annual ERC review, Efobi's performance has deteriorated. There have been nearly no events during this evaluation period. This is particularly disappointing since the council allocates funding for the organization of these events. Other executive committee members believe that Efobi did a poor job advocating on behalf of the UMGSA to Winnipeg Transit and the City of Winnipeg. There was a lack of meaningful engagement with stakeholders in order for graduate students' concerns about transportation to be heard. This is despite Efobi running a campaign that was based on making changes to the U-Pass. Another sentiment executive council members communicated was that Efobi should provide better leadership as the chair at council meetings. When Efobi chairs council meetings, he appears disinterested and uninvolved in the discussions of the councils he chairs. Lastly, Efobi appears to be distant from other council members. The only time Efobi interacts with other executive members is at meetings and does not do a good job at communicating with them. This lack of interaction results in poor communication and a lack of collaborative efforts with the executive members. In conclusion, it appears Efobi lacks the passion to excel at his position. Efforts should be made to provide more events for the graduate student body and to act as a better team player in the executive council.

Mahder Teffera – HSGSA President

Positive aspects and Contributions

- Excels at organizing events and initiatives for the HSGSA student body
- Represents HSGA students well
- Excels at creating communication between HSGSA and UMGSA

Reported Areas of Opportunity

- Earlier start to HSGSA committee meetings
- Working towards bylaws changes like reducing executive size as recommended

Self & Peer Review Scores

Average Review Score: [8.93 Good](#)

How well has this executive fulfilled their Job-Specific Duties?

Self: - Peer: 9

How well has this executive worked with other members of the Executive team?

Self: - Peer: 8.8

How well has this executive worked with the Office Manager, Councillors, and Committee Members?

Self - Peer: 9

Logged hours: Office hours not recorded

Attendance and Punctuality at Meetings:

- Attended all UMGSA Council Meetings
- Regrets on 1 Executive Committee Meeting: December 17th, 2019
- Unable to attend Executive Committee meetings on January 28th, February 11th, and February 25th – Sent VPI Proxy

Overview:

Mahder excels as the HSGSA president and the VPHS and it is clear that she has a passion for her student body. It should be credited to her that she is more than able to take criticism and work towards improving the issues, as many of the recommended areas of opportunity from the previous bi-annual review are no longer major concerns. Mahder is constantly ensuring that the concerns of the Health Science students are heard and that these students are included in meetings as best as possible. Attempting to create a unison between student bodies at separate campuses while still maintaining separation of these bodies is no easy task and Mahder does this very well.

The only areas for improvement would be to work towards updating bylaws and policy documents that have fallen through the cracks of many past HSGSA presidents, like reducing the executive council size and starting committee meetings earlier to allow for more coordination between HSGSA and UMGSA. These recommendations are minor and could be implemented with time. Other than these minor criticisms Mahder has done a great job and should be applauded for her hard work.

Julia Minarik – Senator 1

Positive Aspects and Contributions:

- Attended the UM MSA Annual Dinner
- Organized a Sustainability Session for Grad students at large
- Led the effort to have Council endorse a letter to the University calling for the declaration of a climate emergency and the creation of a plan to reach net zero greenhouse gas emissions by 2050
- Prepared the Climate Strike endorsement letter
- Collaborated with the Sustainability office
- Collaborated with Tanjit for writing the letter to Minister Echler on behalf of graduate students to raise graduate students concerns with the recent changes in the government approach toward the U of M
- Has done a great job of bringing sustainability initiatives to the forefront and being outspoken about the importance of sustainability on campus
- Gave a great speech on behalf of Student Senate Caucus at a Senate Meeting regarding a letter Senate is sending to the provincial government regarding upcoming changes to post-secondary education

Reported Areas of Opportunity:

- Has great ideas and contributions, however it was noted that she seemed reserved in some cases as to not 'stir the pot' and was recommended that she speak her mind.

Self & Peer Review Scores:

Average Peer Review Score: **9.23 Excellent**

How well has this executive fulfilled their Job-Specific Duties?

Self: **10.0** Peer: **9.3**

How well has this executive worked with other members of the Executive team?

Self: **10.0** Peer: **9.1**

How well has this executive worked with the Office Manager, Councillors, and Committee Members?

Self: **9.00** Peer: **9.3**

How well has this executive worked with graduate students at large?

- Julia has been excellent' was a common theme throughout the reviews
- Encourages councillors and graduate students to bring forward issues that they feel the UMGSA executive team should address
- Did a great job promoting the climate strike
- Did a great job managing the sustainability office

- Did a great job representing graduate students' interested in Senate

Logged Office Hours:

Month	Hours
November	7.5
December	4.5
January	12
February	6
<hr/>	
Total	30

Attendance and punctuality at meetings:

- Executive Committee:
 - December 17 – Regrets (sick)
 - February 25 – Regrets
 - Present for remaining meetings
- Councillor Meetings
 - November 27 – Present
 - January 22 – Present
 - February 26 – Regrets

Overview:

Fellow executive council members continue to commend Julia for her hard work as Senator 1. Accomplishments during this review period include bringing forth sustainability initiatives on campus, being an excellent representative at senate meetings and encouraging councillors and graduate students to bring forth issues important to them to the executive council. Very little has been highlighted that requires improvement, other than a suggestion that she speak her mind more often, as her opinions are well respected, and worry less about 'stirring the pot'.

Ehsan Tahmasebian - Senator 2

Positive Aspects and Contributions:

- Effectively represented graduate students in the Senate.
- Went above and beyond his role to represent UMGSA in the memorial ceremony for the Ukrainian flight crash.
- Great job at representing graduate students' interest in NGWE and FGS appeal committees.
- Collaborated with live and learn to promote their program among international graduate students and families.

Reported Areas of Opportunity:

- N/A

Self and Peer Review Scores:

Average Peer Review Score: 9.26 Excellent

How well has this executive fulfilled their Job-Specific Duties?

Self: **9.5**

Peer: **9.08**

How well has this executive worked with Other Members of the Executive Team?

Self: **10**

Peer: **9.3**

How well has this executive worked with the Office Manager, Councillors, and Committee Members?

Self: **10**

Peer: **9.4**

How well has this executive worked with Graduate Students at Large?

- Did a great job on his committees, and advocating for graduate students.
- Used great communication skills especially during a time of loss where he helped graduate students cope with their turmoil.

Logged Office Hours:

Month	Office Hours
November	8
December	6
January	10
February	8
Total	32

Attendance and Punctuality at Meetings:

- Attended all UMGSA Council meetings.
- Attended all Executive Committee meetings except for one (at appeal).

Overview:

Overall, peers thought highly of Ehsan. Ehsan is great at communicating with students. He cared a lot for students and clearly demonstrated that he could relate to students and the different challenges they face. His devotion to his role resulted in great attendance at council and executive committee meetings and accessibility through his office hours. Whenever he heard a concern from a graduate student, he did his best to bring it up to the attention of the president or in the executive meetings. His peers commended him on his great communication with students. Furthermore, he did an outstanding job in representing UMGSA at the memorial honouring the victims of the Ukrainian International Airlines flight shot down outside Tehran. Although peers mentioned that he did not go beyond his job-specific duties, Ehsan's service was wholeheartedly appreciated by his peers and was further reflected in his peer review score.