

# Semi-Annual UMGSA Executive Review Committee

**Report**

**May 1st, 2023 – October 31st, 2023**

## **Introduction**

**Time-Period Covered by this Review:** May 1st, 2023 to October 31st, 2023.

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

## **Members of the ERC**

- Chamali Kodikara (Co-Chairperson)
- Thilini Dissanayake (Co-Chairperson)
- Brydyn Mac Intyre
- Seyed Mojtaba Hosseini
- Ali Nasr Esfahani
- Alejandra Coronel Mengelle

## **About the Semi-Annual Review of the UMGSA Executive**

As written in the UMGSA Policies, the role of the Executive Review Committee (ERC) is to perform the semi-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 on June 19th, 2023. The ERC chairs distributed Self and Peer Review Forms to the executive team on October 17th, 2023. Review forms were completed and returned by November 1st, 2023. The subcommittee conducted the relevant discussions via email. The review work was divided up amongst the subcommittee members, with each executive being reviewed by multiple individual members. The final report reflects the combined comments and assessments of many voices and perspectives, with each executive receiving their 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 Internal Committees Attendance Sheet

**Note:** Please be advised that this report aims to uphold accuracy and impartiality by carefully considering all comments, ratings, and submitted documentation within the purview of the subcommittee's responsibilities. The ERC precisely relies on tangible evidence and factual records, predominantly sourced from Council, Committee, and Attendance documentation. In instances where such documentation is not available, the committee depends on the ratings and comments supplied by the Executives through the Self and Peer Review Forms. To maintain objectivity, the committee adheres to procedures that safeguard the confidentiality of comments received. Our approach is founded on beginning with the available evidence and then examining comments and ratings in alignment with this evidence. It is essential to note that the committee cannot guarantee that all comments furnish a comprehensive and accurate interpretation of the executive under review or their performance. Moreover, we refrain from presuming the absolute correctness of one opinion over another. Our commitment is to impartially balance all comments and ratings, and the resultant review summaries are rooted in sincere efforts to achieve equilibrium, guided by the current evidence.

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)

**Additional Themes and Commentary:**

- The efficacy of these evaluations relies upon the thoroughness of the information presented in the self-assessments and peer evaluations submitted by executive members. As members of the ERC, consisting of both council representatives and graduate students, our capacity to comprehensively evaluate executive performance is constrained by limited interaction with these members. To instill confidence in the UMGSA council regarding the accountability and transparency of this process, executive members must approach it with utmost seriousness. Non-submission of scores or descriptions for any aspects of the review form is deemed unacceptable.

- There was an instance in one review has presented a challenge wherein outlier assessments from a single peer review significantly impacted the overall peer score, creating a notable deviation from the executive's self-review. While the reason for those reviews was unclear, indications suggest potential discord or interpersonal conflicts among executives. It is incumbent upon the ERC to gain a deeper understanding of these disagreements and proactively address them to safeguard the executive's effectiveness.
- Following a comprehensive evaluation process after considering the self-assessments and peer reviews, the ERC committee is pleased to acknowledge the commendable performances exhibited by the majority of the executives, reflecting their dedication and contributions to the UMGSA and the students at the University of Manitoba. However, it is imperative to bring the attention that one executive's performance, as highlighted in both self-assessment and peer reviews, requires careful consideration and attention. It is recommended for continuous improvement and maintaining the high standards that a focused discussion and development plan be initiated to address the areas of concern identified in the evaluation process.

## **President – [Christopher Yendt]**

### **Positive Aspects and Contributions**

- Performed an outstanding job in chairing, attending, and getting engaged in UMGSA meetings
- Built a very good relationship with students at Bannatyne and St.Boniface campuses which helps things move smoothly for students- Bridging the gap and improving relations with HSGSA; including attending HSGSA executive meetings, and monthly meetings with HSGSA's president
- Engaged with students and other executive members and extends his support where it is needed- the ability to actively participate in a wide variety of areas
- Involved with staff in planning for UMGSA and relying on their support
- Provided an opportunity for everyone to everyone to share, and brought the new team together
- Reviewed and approved of 2023-2024 UMGSA Budget
- Re-initiated executive weekly office hours
- Supported for the GSA-CFI and food poverty/menu cost projects
- Facilitated discussions on decolonization and indigenization of UMGSA

### **Reported Areas of Opportunity**

- A potential area of improvement lies with the organization of executive members- Following up with other executive members to make sure tasks are being done smoothly, delegating different tasks to other members, fostering increased communication among executives
- As President, it is important to review the executives' work. Taking a more active role in ensuring every team member is performing well as recommended.
- Managing the executive meeting on the best way to get enough time for sharing all ideas.

### **Self and Peer Review Scores**

**Average Peer Review Score: 9.3 Excellent**

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

Peer review (10+8+9+9+8.5+10): 9.1

Self: 8.5

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

Peer Review (10+9+10+9+8+10): 9.3

Self: 8.5

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

Peer Review (10+8+10+10+8.9+10): 9.5

Self: 8.5

### **Attendance and Punctuality at Meetings**

Council meetings: 3/4 (75%)

Executive meetings: 12/12 (100%)

### **Overview**

Christopher has demonstrated strong leadership, and taken active roles on multiple committees, and in many areas of the UM and graduate student relations. As UMGSA President, Christopher has excelled at serving the interests of graduate students and facilitating the entire executive team to do so as well. Chris has been a great leader with perfect communication skills. His responsibility and accountability make him a role model in the UMGSA executive committee. Chris is generous with his time and extends his help where it is needed to ensure things are going smoothly. Since he started his term (May 2023) he has built a good relationship with HSGSA, started several initiatives, and improved many aspects of UMGSA. He has an exceptional leadership ability which makes the UMGSA committee united and capable of performing perfectly. He is knowledgeable in most aspects of executive functions, respectful when communicating, and organized in delivery. They have satisfactorily completed all areas of their work and go above and beyond to continue improving. Perhaps most important of all, they are known as nice people to work with.

## **Vice-President Finance and Administration [Julie Xue]**

### **Positive Aspects and Contributions**

- Assessed applications for a distinctive grant project and meticulously handled conference grant applications, ensuring vital financial support for noteworthy initiatives.
- Actively engaged in UMGSA Executive and Council meetings, contributing substantively to the governance and strategic direction of the organization.
- Implemented refinements to boost the efficiency of grant application processing, underscoring a steadfast commitment to facilitating student academic endeavours.
- Hosted finance and bylaws committee meetings.
- Successfully tackled a substantial backlog in the conference grant application process that was deemed overwhelming.
- Collaborated closely with the finance committee to efficiently address a high volume of outstanding applications, ensuring each received proper time and oversight.
- Maintained all essential financial records for the UMGSA, encompassing bills, chequebooks, and monthly accounting and UMGSA Awards and release of funds
- Addressed urgent requests, as they arise, to support graduate students where possible in receiving their grants when the need is greatest.
- Compiled information for the budget of the Holiday Hamper Program.
- Managing the process of a travel grant of UMGSA and increasing the speed of the follow-up process.
- Provide to each UMGSA Council meeting a written list of all internal and external meetings attended, noting scheduled meetings the Vice-President of Finance and Administration was unable to attend, and a record of office hours maintained.

### **Reported Areas of Opportunity:**

- Improvements are required in fostering student engagement during finance committee sessions. The current review process tends to be overly mechanical and rapid, which may result in student representatives losing track or becoming disengaged.
- Advised to improve responsiveness to emails and staff requests, especially those of an urgent nature. The inconsistency in communication has presented challenges for staff, particularly when faced with tight deadlines.
- Finding some way to get donations or sponsors for making some budget for UMGSA.
- Advised discussion with university finance source for improvement of UMGSA budget or some subsidy for graduate students.
- Make available herself at office hours in the UMGSA office.

**Self and Peer Review Scores:**

**Average Peer Review Score: 8.0 Good**

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

Peer review (6+8+10+8+7+8): 7.8

Self: 10

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

Peer Review (8+9+8+10+8+6): 8.2

Self: 10

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

Peer Review (6+8+10+8+8+8): 8.0

Self: 10

**Attendance and Punctuality at Meetings:**

Council meetings: 3/4 (75%)

Executive meetings: 10/12 (83%), 2 Absence, late for two meetings

**Overview:**

Julie Xue has made significant positive contributions during her tenure, displaying a dedicated commitment to various aspects of UMGSA governance. She played a crucial role in assessing grant applications, ensuring financial support for valuable initiatives, and chaired multiple committee meetings, fostering collaborative decision-making. Actively participating in UMGSA Executive and Council meetings, Julie contributed substantively to the organization's governance and strategic direction. Her efforts included implementing refinements to enhance the efficiency of grant application processing and spearheading discussions on critical matters, such as adjusting the executive honorarium and revising policy manuals for greater transparency. Julie also successfully addressed a substantial backlog in the conference grant application process and coordinated the financial records and budget for initiatives like the Holiday Hamper Program. Notable accomplishments include the swift approval and release of funds for UMGSA Conference Grants and Awards.

While Julie has demonstrated commendable contributions, there are areas identified for improvement. Student engagement during finance committee sessions requires enhancement, as the current review process is perceived as mechanical and swift, potentially leading to disengagement. Additionally, there is a suggestion for Julie to improve responsiveness to emails and staff requests, particularly those of an urgent nature. Inconsistencies in communication have presented challenges for staff, especially when tight deadlines need to be met. Addressing these opportunities could further strengthen Julie's effectiveness in her role. Some of her peers have

commented that she needs to be more active in meetings and interact more with other executives and in teamwork. Additional improvements can involve ensuring availability during office hours and greater involvement in addressing students' concerns. It is recommended to attend the executive meetings and council meetings on time and also the regular participation is essential to discuss the updates and concerns about the Finance and Administration with the other GSA executives.

## **Vice-President Academic – [Hanieh Rezasoltani]**

### **Positive Aspects and Contributions**

- Managed the UMGSA awards- student and teaching awards, honouring a diverse group of winners including three part-time master's students, three full-time master's students, and two PhD students.
- Drafted the Holiday Hamper Program application that was circulated among the award committee for review and input.
- Engaged in discussions with the UofM President to address concerns impacting graduate students, including topics such as tuition hikes, international insurance, food shortages, and housing challenges.
- Represented students on convocation days (May and October) and played a key role in planning the UMGSA Awards Luncheon.
- Took part in educational seminars on advocacy and appeals training facilitated by the Office of Student Advocacy.
- Advocated for remembrance of lost lives in the Iran conflict.
- Advocated for increasing advisory committees for graduate students with challenges.
- Attended a networking event that aids students in securing internships in the field and negotiated a subsidy for graduate students' student membership.
- Suggested promoting books and/or movies on the topic of indigeneity each month through our social media & newsletter to help improve awareness.
- Suggested the services & support committee prepare a survey regarding TA remuneration.
- Co-Chair the Student Senate Caucus.

### **Reported Areas of Opportunity:**

- More communication with other members to identify problems and challenges students are facing.
- Working on making some workshops for graduate students in collaboration with the career office and department office.
- It is advised to make engagements with external partners by informing or involving other relevant executives where it is required and improvements in greater leadership role within the Student Senate Caucus.

### **Self and Peer Review Scores**

**Average Peer Review Score: 8.9 Good**

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

Peer review (9+10 +10 +9 +8.5 +6): 8.8

Self: 9

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

Peer Review (9 +10 +10 +8 +8 +8): 8.7

Self: 9

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

Peer Review (9 +10 + 10 +9 +8 + 9): 9.2

Self: 9

**Attendance and Punctuality at Meetings:**

Council meetings: 4/4 (100%)

Executive meetings: 10/12 (83.3%) – 2 absences

**Overview:**

Hanieh Rezasoltani stands out as a collaborative and goal-oriented executive who effectively works toward achieving specific objectives. Hanieh adeptly managed a substantial pool of UMGSA award applicants using a combination of Zoom and email, demonstrating her ability to navigate complex processes. Hanieh has successfully integrated herself into the university community, establishing crucial contacts that enhance the impact of her role. Her responsibilities span managing and updating UMGSA award procedures, overseeing the Holiday Hamper program, and addressing student concerns through advocacy efforts. Serving as a UMGSA Senator and participating in Senate committees, she actively advocates for students on academic issues and contributes to committee discussions on vital matters such as tuition fees and international insurance. In addition, she represents students during convocation days and takes on leadership roles such as Co-Chair of the Student Senate Caucus. Hanieh's dedication extends to participating in orientation events, organizing the UMGSA Awards Luncheon, and engaging with graduate students at events like UMGSA Pizza Day to introduce services and facilitate discussions. Some of her peers have commented that she needs to be more active in meetings and interact more with other executives and in teamwork.

## **Vice-President Service & Support – [Timilehin Oluwajuyitan]**

### **Positive Aspects and Contributions:**

- Organizing, engaging and being enthusiastic at events, and always having a dynamic presence within the crowd including the UMGSA pizza day, Halloween party and mental health workshop, and Halloween Pumpkin Carving competition for graduate students.
- Stepped up and met the challenge of running events that are attractive and of interest to graduate students.
- Handle planning and organization of UMGSA Orientation socials, lectures, external relations, and presentations.
- Met the challenge to make sure the UMGSA is engaging directly with graduate students after the hiatus during the COVID-19 pandemic.
- Organizing and planning for the Holiday Hamper Programme.
- Made himself available for office hours to make the time accessible for graduate students.
- Collaborated with the Vice-President of Finance and Administration, Vice president of academics and the president on the UMGSA Student events which implies teamwork.
- Provided UMGSA Councilors in the event committee and service and support committee with information about “Consent Culture Training”.
- Participated in UMGSA Executive and Council meetings as well as meetings with the UofM President.

### **Reported Areas of Opportunity:**

- It is advised to set clear boundaries and align staff expectations with their designated roles.
- Encourage to respect staff time by delegating tasks within their portfolios and fostering a collaborative culture. This ensures efficiency and a positive work environment.
- Need to focus on student support and service items such as TA payments and solving students’ issues.
- Advised to be more responsible in support and services committee meetings.
- Advised to attend the meetings on time and manage the regular services and support committee without any overlap of activities with the events committee and active participation.
- It is recommended for novel implementations.

### **Self & Peer Review Scores:**

**Average Peer Review Score: 8.5 Good**

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

Peer review (9+8+8+10+8+8): 8.5

Self: 10

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

Peer Review (8+9+10+9+8+7): 8.5

Self: 10

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

Peer Review (7+8+9+8+10+8.5): 8.4

Self: 10

### **Attendance and Punctuality at Meetings:**

- Executive committee attendance: 11/12 (93.3%) - 1 Absence, late for two meetings
- Council meeting attendance: 3/4 (75%)

### **Overview:**

Timilehin Oluwajuyitan consistently organized engaging events, showcasing enthusiasm and a dynamic presence at UMGSA-organized events such as the pizza day, Halloween party, mental health workshop, and pumpkin carving competition. He has successfully met the challenge of running events that captivate and interest graduate students, including taking charge of planning UMGSA Orientation socials, lectures, external relations, and presentations. He ensured the UMGSA remained directly engaged with graduate students. Additionally, his efforts extend to organizing the Holiday Hamper Programme, making office hours accessible for graduate students, and fostering teamwork through collaboration with fellow executives. He actively contributes to UMGSA meetings and engages with the president, demonstrating a commitment to enhancing the graduate student experience.

To enhance effectiveness, it is advised to establish clear boundaries and align staff expectations with their designated roles. Emphasizing respect for staff time involves delegating tasks within their portfolios and valuing a collaborative culture. Furthermore, there is a need to focus on student support and service items, addressing crucial matters such as TA payments and promptly resolving students' issues. Taking responsibility for active participation in support and services committee meetings, attending meetings punctually and regularly, and managing committee responsibilities without overlap will strengthen overall performance. Additionally, a recommendation for novel implementations suggests exploring innovative approaches to further elevate the impact of UMGSA initiatives.

## **HSGSA President – [Akshi Malik]**

### **Positive Aspects and Contributions**

- Works well with graduate students at both Bannatyne Campus and Fort Garry campuses with strong engagement and interaction with members of the HSGSA and graduate students at the campus more broadly.
- Organized events with highly interested and engaged in the topic and provided a great opportunity to socialize and network with students across a range of programs and disciplines to bridge areas of graduate focus and just bring the Bannatyne campus community together.
- Managing the HSGSA events and reporting them in executive and council meetings.
- Active in promoting the well-being of graduate students in general, and she contributes to new ideas in executive meetings.
- Organized new students' orientation and numerous events in St Boniface campus, advocated students' voices and benefits in St. Boniface campus.
- Participated in UMGSA Executive and Council meetings and chaired HSGSA and Council meetings.
- Chaired MHRE meeting and discussed funding and planned for the upcoming term
- Held regular meetings with the UMGSA President to discuss the HSGSA-UMGSA relationship.
- Planned events and workshops such as multicultural events, Patrick Choy Distinguished Lecture, and other activities to improve the academic and social lives of graduate students.
- Assisted in organizing the successful securing of \$3000 from the Rady Faculty Dean's Office for their distinguished lecture event.
- Assisted in planning, execution, and presentation of awards at the MSHRF, and updated the HSGSA website.

### **Reported Areas of Opportunity:**

- Allocating dedicated time to organize events for both the academic and social development of the students and allocating time for students in the office hours.
- It is advised to have a good relationship with the UMGSA while organizing and planning things for the students and teamwork.
- Frequent communication with UMGSA executives' team and effective collaboration.
- Organized both academic and social events for health sciences graduate students

### **Self and Peer Review Scores:**

**Average Peer Review Score: 8.2 Good**

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

Peer Review (9.5+8+10+9+8+4): 8.0

Self: 9

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

Peer review (9.5+9+10+9+8+4): 8.3

Self: 9

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

Peer Review (9+8+10+9+8+5): 8.2

Self: 9

**Attendance and Punctuality at Meetings:**

Council meetings: 4/4 (100%)

Executive meetings: 12/12 (100%)

**Overview:**

Akshi Malik has made significant positive contributions within the university community, particularly in fostering engagement and interaction among graduate students at both the Bannatyne and Fort Garry campuses. They have successfully organized events that not only addressed relevant topics but also facilitated socialization and networking across various programs. Additionally, her active involvement in HSGSA events, reporting in executive and council meetings, and dedication to promoting the well-being of graduate students showcase her commitment to the academic and social aspects of campus life. This includes organizing orientation for new students, advocating for student voices, and participating in various executive and council meetings.

However, there are identified areas of opportunity for improvement. The report suggests dedicating more time to organizing events for academic and social development, as well as allocating specific office hours for student interaction. Strengthening relationships with UMGSA, fostering effective collaboration, and ensuring frequent communication with the UMGSA executive team are also highlighted as key areas for improvement. As an overview, the individual has demonstrated valuable contributions but can enhance their impact by addressing these opportunities.

## **Senator 1 – [Uche Nwankwo]**

### **Positive Aspects and Contributions**

- The tree planting initiative, which began as a project under the previous executive team came to full fruition over the summer term due to Uche's leadership. While the project is ongoing, Uche continues to demonstrate a commitment to the project and leads the team and UMGSA in that regard
- Held several meetings with Donor Relations, produced documents, video, audio, and social media posts, and finalized the crowdfunding platform with staff of the Donor Relations for the GSA-CFI project.
- Produced a video and other social media documents for promoting the GSA-CFI project.
- Participated in the Fall 2023 Orientation and the Pizza Day meet and greet event.
- Continued working on the food poverty/menu cost challenge to ensure that graduate students and their family members are not over-stressed, which in turn affects their academic performance.
- Assisted in drafting the Grammarly survey, and the ToR for the food poverty/menu cost Ad hoc committee.
- Maintained communication and interaction with African graduates as they worked on evolving into a registered group.
- Met the Muslim Students Association to promote the well-being of Muslim students.
- Serve on at least two Senate Committees.

### **What are some areas of improvement?**

- The main area identified for improvement is in commitment to UMGSA responsibilities. While a diverse array of projects have been taken on, it is important to ensure that adequate time is available to address the concerns of a UMGSA Senator and maintain those projects as priorities
- Time commitment remains a persistent issue, with multiple missed meetings or commitments, often with little warning. It is clear that there are competing priorities with other involvement and some reevaluation is required. As with other positions, it may be of benefit to further refine the senator role and subsequent expectations to keep the executive focused on senate-specific duties.

### **Self and Peer Review Scores**

**Average Peer Review Score: 6.4 Alarming (Action is Needed)**

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

Peer review (8+10+4+7+7+1): 6.2

Self: 8.5

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

Peer Review (8.5+10+5+7+7+1): 6.4

Self: 8.7

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

Peer Review (8+10+5+9+7+1): 6.7

Self: 8.5

### **Attendance and Punctuality at Meetings**

- Council meetings: 2/4 (50%): (1 regret, 1 leave of absence)
- Executive meetings: 9/12 (66.8%): (1 absence, 2 late attendance, 2 leave of absence)

### **Overview**

Uche represents and advocates passionately for graduate students at the University of Manitoba. By all accounts, when they are doing their work as senators, or discussing problems with graduate students, a passion and connection is observed. Uche's role as a returning member of the previous executive has placed them in an ideal spot to help guide and grow the executive team. However, it has been repeatedly noted that a lack of attention has been spent on the work required of a Senator so far this term. Also, as he was a candidate for the Manitoba government election, he was on leave of absence and could not attend some meetings and could not focus on his role as a senator.

## **Senator 2 – [Armin Aghajani]**

### **Positive Aspects and Contributions:**

- Held individual meetings with graduate students to address their challenges and concerns.
- Prepared a proposal for provincial and government officials involved in the current election, stressing students' needs and advocating voices from students.
- Instrumental in the coordination of the Grammarly student survey.
- Met with the UM President, FGS Dean, and various staff to discuss graduate student issues including food, residence, and tuition expenses.
- Encouraging UMGSA to advocate for marginalized communities on campus and address discrimination on a global stage.
- Advocated for student software needs and concerns (Preparing and following up on Grammarly applications for graduate students)
- Follow up on the plan for the PR stream for Ph.D. graduate students after the candidacy exam.
- Serve on at least two Senate Committees.
- Drafted an announcement for the girl who was killed in one of the Middle Eastern countries because of gender discrimination and took the lead to support people under suppression in that country, as well as statements for UMGSA to advocate for marginalized communities on campus.
- Addressed students' concerns related to delays they experience at the advocacy office.

### **Reported Areas of Opportunity:**

- A noted area for potential improvement is teamwork with the other executives.
- While with good intentions, spreading efforts too thin on numerous tasks can decrease their efficacy. It is suggested to focus efforts on the role of Senator and the scope of the position to bring stronger graduate student voices to those areas.
- Work with other UMGSA Senators to ensure a Senators' Report is written and presented at each UMGSA Council meeting.
- Improvements in the area when presenting ideas clearly and concisely when presenting to the group.
- It is advised to look for opportunities to advocate for students and have more open discussions with the other GSA executives to get an idea of different ways that this position will be helpful for the students. In addition, needs to remain focused on his specific portfolio and duties, though it is with the best of intent, their commitment needs to be on Senate and Senate-related roles at the university.

### **Self & Peer Review Scores:**

**Average Peer Review Score: 8.7 Good**

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

Peer review (8+9+9+10+8+8): 8.7

Self: 10

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

Peer Review (8.5+9+10+9+9+7): 8.8

Self: 10

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

Peer Review (8.5+8+10+8+10+7): 8.6

Self: 10

#### **Attendance and Punctuality at Meetings:**

- Executive committee attendance: 11/12 (93.3%) - 1 Absence
- Council meeting attendance: 3/4 (75%)

#### **Overview:**

Armin Aghajani prioritized individual meetings with graduate students to understand and address their challenges and concerns. Recognizing the importance of advocating for students, he prepared a comprehensive proposal for provincial and government officials involved in the current election, emphasizing students' needs. He has been playing a key role in coordinating the Grammarly student survey, ensuring a thorough understanding of the software needs and concerns of graduate students. Additionally, he engaged with university leadership, meeting with the UM President, FGS Dean, and various staff to discuss critical issues such as food, residence, and tuition expenses for graduate students. Beyond campus boundaries, he encouraged the UMGSA to advocate for marginalized communities on campus and took a stand against discrimination on a global stage, exemplified by drafting statements for UMGSA to support those facing oppression, such as the recent incident in a Middle Eastern country due to gender discrimination.

While contributing positively, there are areas for improvement. Strengthening teamwork with other executives is crucial for a more cohesive approach. It's advised to avoid spreading efforts too thin and instead focus on the role of the Senator, ensuring that efforts are concentrated and impactful. Collaborating with fellow UMGSA Senators to present a comprehensive Senators' Report at each UMGSA Council meeting can enhance the collective impact. Improved clarity and conciseness in presenting ideas to the group are suggested for more effective communication. Seeking opportunities for open discussions with other GSA executives will provide valuable insights into different ways the position can be beneficial for students. While maintaining a

commitment to advocacy, it's recommended to stay focused on specific portfolio duties and Senate-related roles to maximize the positive impact on the university's graduate student community.