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**Wednesday, November 24<sup>th</sup>, 2021 – 5:30 PM – Zoom**

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**UMGSA Council Meeting Agenda**  
**Wednesday, November 24<sup>th</sup>, 2021 – 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 November 24<sup>th</sup>, 2021 UMGSA Council Meeting as presented.**

**4. Approval of the Minutes**

The minutes of the October 27<sup>th</sup>, 2021 UMGSA Council Meeting are included as Appendix I to this Council meeting agenda.

**MOTION: BIRT the UMGSA Council approves the minutes of the October 27<sup>th</sup>, 2021 UMGSA Council Meeting as presented.**

**5. Committee Reports**

**5.1. October Committee Reports (Appendix II)**

**6. HSGSA Report**

**6.1. October HSGSA Report (Appendix III)**

**7. Senate Report**

**7.1. October Senate Reports (Appendix IV)**

**8. Executive Reports**

**8.1. October Reports (Appendix V)**

**9. Departmental Reports**

**10. Unfinished Business**

**10.1.**

**11. New Business**

**11.1 Executive Review Committee**

i. See appendix

## **11.2 Approval of Audited BDO Financial Statements**

**MOTION: BIRT the UMGSA General Council Approves the audited BDO financial statements**

## **11.3 Approval of UMGSA Updated Financial Budget**

- i. See email attachment

**MOTION: BIRT the UMGSA General Council approves the updated financial budget**

## **11.4 Approval of Governance and Operations Manual Changes**

- i. See appendix

**MOTION: BIRT the UMGSA General council approves the changes to the governance and operations manual**

## **11.5 UMGSA Election and Referendum Ad-Hoc Committee for**

**the 2021 UMGSA General Election:** The UMGSA Elections and Referendum Committee needs 5-7 graduate student representatives. The following students have volunteered for appointment to the committee:

1. Maria Kisselgoff
2. Jennifer Carlson
3. Shi Xiang Wang
4. Anuruddika Hetti Hewage

**MOTION: BIRT the UMGSA General Council approves the appointment of 4 Election and Referendum committee members**

## **11.6 UMFA Strike**

**MOTION: BIRT the UMGSA General Council (GC) reaffirm the Special Session's UMFA Support Vote and Solidarity Statement; 2) that GC directs UMGSA Exec to continue dialogue with UMFA and ADMIN**

## **12. Announcements**

**12.1. Next Council Meeting:** Wednesday, January 26<sup>th</sup>, 2022 - 5:30PM – Zoom

**12.2. UMGSA Annual General Meeting:** December 8<sup>th</sup>, 2021 - 5:30pm – Zoom

RSVP Link: <http://www.umgsa.org/event/umgsa-annual-general-meeting/>

**12.3. December Newsletter:** If anyone has anything they want to share e-mail

[gcc@umgsa.org](mailto:gcc@umgsa.org)

## **13. Adjournment**

## **Appendix II :**

### **UMGSA Committee Reports October 1<sup>st</sup>- October 31<sup>st</sup>, 2021**

#### **Executive Committee**

Chair: Silvia Sekander (UMGSA President)

Meeting Dates: October 5<sup>th</sup>, 19<sup>th</sup>, 2021

- Executives have discussed on mental health survey.
- Success of the UMGSA meet and greet session were analyzed.
- Executives discussed on sending out a survey on the lab accessibility during the weekend to collect student feedbacks
- It was proposed to incentivize the ERF survey for increased participation

#### **Finance Committee (October 1st- October 31<sup>st</sup>)**

Chair: Nora Ampomah (UMGSA VPFA)

Meeting Dates: October 14<sup>th</sup>, 2021

- The Committee reviewed Financial Reports for September.
- The Committee reviewed virtual Conference Grant applications

#### **Bylaws and Policy Committee (October 1st- October 31<sup>st</sup>)**

Chair: Nora Ampomah (UMGSA VPFA)

Meeting Date: October 7<sup>th</sup>, 2021

- The Committee started discussions on including protocols for when an Executive member drops out of their program before their 1-year term is complete.
- The Committee started discussions on including protocols for when a Council member graduates or drops out.
- The Committee started reviewing the article on Funds and Reserves in the Governance and Operations Manual.

## **Events Committee**

Chair: Golnaz Shirzadi (UMGSA VPSS)

Meeting date:

- LinkedIn workshop, we need a volunteer for marketing and arrangements for November
- Discussed having a dance session in November, after reading week.
- Gifts for volunteers?

## **Services and Support Committee**

Chair: Golnaz Shirzadi (UMGSA VPSS)

Meeting Date:

- Went over a quick report of the Meet and Greet.
- Two volunteers needed for arranging the LinkedIn workshop for November.
- Reviewed the mental health survey questions together.

## **Awards and Academic Affairs Committee**

Chair: Rubel Chandra Talukder (UMGSA VP Academic)

- No Awards & Academic Affairs Committee meetings were held in October.

## **The External Relations Fund Committee**

Chair: LiuJun Chen (Ph.D. student in Pharmacy)

- All ERF Ad-hoc Committee on October 04th, 2021 have been held by video conference, and not in person.
- The committee members discussed and approved the agenda and last meeting's minutes of October 04th.
- Discussed the link for the survey questions and modified the ranking question to make it more objective and reduce its possibility to be a leading question by changing the ranking way to 4-word systems. (Not important / Neutral / Important / Most important)
- We decided to have the information session Zoom meeting on Tuesday 12th, 4:00PM and set up a reminder email on Monday 11th morning for town-hall. As for the survey link, we

also set up a reminder on 14th to inform them that the link will be closed on Friday 15th 12:00 PM.

- The poster content was decided to use the same introduction as the survey questions.
- Silvia suggested inviting the bylaw lawyer to the information session zoom meeting.
- Next Committee meeting date (Nov 2nd, 5:00PM).

## **Appendix III :**

### **HSGSA Report October 1st- October 31<sup>st</sup>, 2021**

#### **HSGSA Executive Committee and Council**

Chair: Akshi Malik

In October, VP-St. Boniface organised ‘Sexual Assault Prevention Workshop’ at St. Boniface campus. This in-person workshop was well received, and instructor was given the honorarium of \$200.

HSGSA also organised Halloween Social at Bannatyne campus. Over 20 students attended, pizza was served in the designated food areas at Bannatyne campus and best costume received \$25 gift card.

Multi-Disciplinary Research Experience (MHRE) Ad-hoc Committee met to discuss the details of the program. So far, we have received 34 applications to be the instructor in the MHRE program and over 70 undergraduate students have registered as trainees.

HSGSA Execs met with RFHS Associate Dean, Dr. Hope Anderson to propose the funding of \$5k. If approved, this fund will be used to provide Continued Education/ External Training Subsidies and winter formal event.

Winners of Graduate Student Excellence Award 2021 were announced by VP-Academic. One Masters and one PhD student received \$1000 cash award.

Usual business including social media engagement, and students’ concern.

Akshi Malik

HSGSA President (2021-2022)

## **Appendix IV :**

### **October Senate Report**

**Meeting Date:** October 6<sup>th</sup>, 2021

**Link to Agenda:** [https://umanitoba.ca/governance/sites/governance/files/2021-09/2021\\_10\\_06\\_Senate\\_Agenda.pdf](https://umanitoba.ca/governance/sites/governance/files/2021-09/2021_10_06_Senate_Agenda.pdf)

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

#### ***Report Includes:***

1. President Report
2. Senate Committee on Awards

#### **1. President Report**

Implementation of the University's requirement for full vaccination is well underway, with a process in place for employees and students to provide proof of full vaccination in place and asymptomatic testing protocols having been implemented. For all individuals accessing the Rady Faculty of Health Sciences, these were implemented September 14; on September 22 for the Fort Garry campus. Employees and students who are not fully vaccinated are required to undergo COVID-19 asymptomatic rapid testing prior to participating in any activity on campus. This is available at the Fort Garry campus rapid testing site located in the Fitzgerald Building. Specific details about this process, and all UM Covid-19 protocols, can be found on the University's Covid-19 website: <https://umanitoba.ca/coronavirus>

#### **2. Senate Committee on Awards**

##### **University of Manitoba Distinguished Master's Thesis Prize**

The Faculty of Graduate Studies at the University of Manitoba will offer up to five Distinguished Master's Thesis Prizes to graduating students in thesis-based graduate programs. Each year, one award will be offered in each of the following categories at the master's level, respectively: applied sciences, health sciences, humanities, natural sciences, and social sciences. Each year, beginning in the 2021-2022 academic year, a Citation Certificate, and a prize of \$1,000 will be offered in each of the five categories to graduate students who:

(1) were enrolled full- or part-time in the Faculty of Graduate Studies in a Master's program in the year in which the award was tenable;



- (2) have achieved a minimum degree grade point average of 3.5 in their current graduate program; and
- (3) have been nominated by the Faculty/College/School in which their department is housed, and have, in the opinion of the selection committee, submitted the best thesis in their respective categories

### **Support a Student Family Bursary**

A fund has been established at the University of Manitoba to financially support undergraduate and graduate students who have demonstrated family caregiving responsibilities. This bursary will be used to provide monthly payments to students who require additional financial assistance to support their studies. Each year, beginning in 2022-2023, one or more bursaries valued at a total of \$ 4,000 for full-time students and \$2,000 for part-time students (which will be paid out in monthly instalments in the academic year the award is issued) will be offered to students who:

- (1) have enrolled as a full-time or part-time undergraduate or graduate student in University 1 or any faculty, college, or school at the University of Manitoba;
- (2) have achieved either:
  - (a) as an entering student, the minimum admission requirements for University 1 (including limited admission) or any faculty, college, or school with a Direct Entry option; or
  - (b) as an undergraduate student, a minimum degree grade point average of 2.0; or
  - (c) as a graduate student, a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study;
- (3) have demonstrated financial need on the standard University of Manitoba bursary application form;
- (4) have demonstrated that financial support is required for continued success in their studies; and
- (5) have demonstrated family caregiving responsibilities

### **Indigenous Doctoral Program Fellowships**

Available funds from the Faculty of Graduate Studies will be used to offer Indigenous Doctoral Program Fellowships. The purpose of these awards is to reward the academic achievements of Canadian 10 Indigenous graduate students pursuing Doctoral degrees at the University of Manitoba. Each year, beginning 2021-2022 and continuing annually until the funds have been spent, three fellowships valued at \$20,000 each will be offered to graduate students who:

- (1) have self-declared as First Nations, Métis or Inuit people from Canada;
- (2) are enrolled full-time in the first year of a Doctoral program offered by the Faculty of Graduate Studies;
- (3) have achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study;
- (4) have demonstrated research ability or potential; and,
- (5) have a demonstrated connection to the Indigenous community.

### **David and Gursh Barnard Graduate Bursary in Fine Arts**

David and Gursh Barnard established an endowment fund at the University of Manitoba in 2014 with gifts totaling over \$130,000. The purpose of the fund is to support graduate awards for students in the School of Art with the David and Gursh Barnard Graduate Scholarship in Fine Arts and the David and Gursh Barnard Graduate Bursary in Fine Arts. Each year, beginning in 2021-2022, half of the available annual income from the fund will be used to offer one bursary to a graduate student who:

- (1) is enrolled full-time in the Faculty of Graduate Studies in the first year of the Master of Fine Arts program;
- (2) has achieved a minimum grade point average of 3.0 based on the last 60 credit hours (or equivalent) of study; and
- (3) has demonstrated financial need on the standard University of Manitoba bursary application form

### **Glenn J. Merrett Fellowship**

An endowment fund was established in 2020 in memory of the late Glenn J. Merrett, who graduated from the University of Manitoba with a B.Sc. in Mechanical Engineering in 1973 (Gold Medal recipient), and with his M.Sc. in 1977. The purpose of the fellowship is to reward the academic achievements of graduate students in the Department of Mechanical Engineering at the University of Manitoba. Each year, beginning in 2022-2023, 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 a master's or Doctoral program offered through the Department of Mechanical Engineering;
- (2) has achieved a minimum grade point average of 3.5 based on the last 60 credit hours (or equivalent) of study; and
- (3) in the opinion of the selection committee, has demonstrated outstanding research ability or potential.

## **Appendix V :**

### **UMGSA Executive Reports October 1st- October 31<sup>st</sup>, 2021**

#### **President - Silvia Sekander**

##### **Executive Summary of Work:**

- Consultation with Lawyer regarding CFS issues
- Advocacy for special bursary for graduate students

##### **Meetings Attended:**

<b>Date</b>	<b>Meeting</b>	<b>Hours</b>
October 4 <sup>th</sup> , 2021	BOG Meeting	3 Hours
October 4 <sup>th</sup> , 2021	ERF Meeting	1 Hour
October 5 <sup>th</sup> , 2021	Meeting with UM President	0.5 Hours
October 5 <sup>th</sup> , 2021	UMGSA Executive Committee Meeting	1 Hour
October 6 <sup>th</sup> , 2021	COVID-19 Recovery Research Meeting	1 Hour
October 6 <sup>th</sup> , 2021	Meeting with Laurie and Kelley	0.5 Hours
October 6 <sup>th</sup> , 2021	Meeting of Senate	2 Hours
October 7 <sup>th</sup> , 2021	UMGSA Bylaws and Policy Committee Meeting	1 Hour
October 12 <sup>th</sup> , 2021	ERF Townhall	1.5 Hours
October 13 <sup>th</sup> , 2021	COVID-19 Recovery Research Meeting	0.5 Hours
October 14 <sup>th</sup> , 2021	VPRI Search Committee Meeting	2 Hours
October 14 <sup>th</sup> , 2021	UMGSA Finance Committee Meeting	0.5 Hours
October 15 <sup>th</sup> , 2021	FGS Executive Committee Meeting	2 Hours
October 18 <sup>th</sup> , 2021	ERC Meeting	1 Hour
October 19 <sup>th</sup> , 2021	UMGSA Executive Committee Meeting	1 Hour
October 20 <sup>th</sup> , 2021	COVID-19 Recovery Research Meeting	1 Hour
October 20 <sup>th</sup> , 2021	Senate Executive Meeting	1.5 Hours
October 21 <sup>st</sup> , 2021	UMSU BOD Meeting	2 Hours
October 26 <sup>th</sup> , 2021	Meeting with Gord	1 Hour
October 27 <sup>th</sup> , 2021	UMGSA Council Meeting	1 Hour
October 28 <sup>th</sup> , 2021	Events Committee Meeting	1 Hour
October 28 <sup>th</sup> , 2021	FGS Council Meeting	1.5 Hours

**Time Spent in Meetings in October: 27.5 Hours**

##### **Office Hours:**

*\*All Executive Office Hours were suspended due to COVID-19 effective March 17<sup>th</sup>, 2020.\**

**Time Spent in Official Office Hours in October: 0 Hours**

**Working Events Attended: N/A**

**Approximate Time Spent on Other Activities:**

<b>Activity</b>	<b>Hours</b>
E-mail Correspondence & other activities	40 Hours

**Total Hours Spent on the UMGSA in October 2021: 67.5 Hours**

## Vice-President Finance and Administration- Nora Ampomah.

### Executive Summary of Work:

- **Review of UMGSA Governing Documents:** Reviewed Bylaws documents including articles in the Governance and Operations Manual for the Bylaws and Policy Committee.
- **Review of UMGSA Audit and Financial Reports:** Reviewed audit reports, financial statements, and processed Conference Grant applications.

### Meetings Attended:

Date	Meeting	Hours
October 4 <sup>th</sup> , 2021	UMGSA External Relations Fund Ad-hoc Committee Meeting	1 Hour
October 5 <sup>th</sup> , 2021	UMGSA Executive Meeting with President Michael Benarroch	0.5 Hours
October 5 <sup>th</sup> , 2021	UMGSA Executive Committee Meeting	1 Hour
October 7 <sup>th</sup> , 2021	UMGSA Bylaws and Policy Committee Meeting	1 Hour
October 12 <sup>th</sup> , 2021	UMGSA External Relations Fund Ad-hoc Committee Information Session	1.5 Hours
October 14 <sup>th</sup> , 2021	UMGSA Finance Committee Meeting	0.5 Hours
October 19 <sup>th</sup> , 2021	UMGSA Executive Committee Meeting	1 Hour
October 26 <sup>th</sup> , 2021	UMGSA President, VPFA and Office Manager's Meeting with UMGSA Lawyer	1.5 Hours
October 27 <sup>th</sup> , 2021	UMGSA Council Meeting	0.5 Hours
October 28 <sup>th</sup> , 2021	UMGSA Audit Meeting with BDO	1 Hour
October 28 <sup>th</sup> , 2021	Faculty of Graduate Studies Committee Meeting	1.25 Hours

**Meetings Missed:** UMGSA Executive Committee Meeting

**Time Spent in Meetings in October:** 10.75 Hours

### Office Hours:

*\*All Executive Office Hours were suspended due to COVID-19 effective March 17<sup>th</sup>, 2020. \**

**Time Spent in Official Office Hours in October:** 0 Hours

**Working Events Attended:** None

**Time Spent at Working Events in October:** 3 Hours

### Approximate Time Spent on Other Activities:

Activity	Hours
Preparing Documents for Meetings	15 Hours
e-mail Correspondence	5 Hours
Other	3 Hours

**Total Hours Spent on the UMGSA in October 2021:** 36.75 Hours

## Vice-President Services and Support – Golnaz Shirzadi

### Executive Summary of Work:

#### Meetings Attended:

Date	Meeting	Hours
October 5 <sup>th</sup> , 2021	UMGSA Executive Meeting	1 Hour
October 5 <sup>th</sup> , 2021	Meeting with UM President	1 Hour
October 6 <sup>th</sup> , 2021	Sexual Violence Steering Committee	1.5 Hours
October 6 <sup>th</sup> , 2021	Intercultural Leaders Session	1.5 Hours
October 7 <sup>th</sup> , 2021	UMSU BOD	3.5 Hours
October 12 <sup>th</sup> , 2021	UMGSA Support & Services Committee	0.75 Hours
October 13 <sup>th</sup> , 2021	Intercultural Leaders Session	1 Hour
October 14 <sup>th</sup> , 2021	UMGSA Finance Committee	0.75 Hours
October 19 <sup>th</sup> , 2021	UMGSA Executive Meeting	1 Hour
October 20 <sup>th</sup> , 2021	Intercultural Leaders Session	1 Hour
October 21 <sup>st</sup> , 2021	Meeting w/ David Ness, Student counselling center	1 Hour
October 21 <sup>st</sup> , 2021	UMSU BOD	2 Hours
October 22 <sup>nd</sup> , 2021	Sexual Violence Committee	1.5 Hours
October 25 <sup>th</sup> , 2021	Mental Health working group	1 Hour
October 25 <sup>th</sup> , 2021	Meeting w/ Toby for the survey	0.75 Hours
October 27 <sup>th</sup> , 2021	UMGSA Council Meeting	1 Hour
October 27 <sup>th</sup> , 2021	Intercultural Leaders Session	1.5 Hours
October 28 <sup>th</sup> , 2021	UMGSA Events Committee Meeting	0.5 Hours
October 28 <sup>th</sup> , 2021	FGS Council Meeting	1.25 Hours

#### Meetings Missed:

Date	Meeting Missed	Reason for Missing
October 25 <sup>th</sup> , 2021	UMBA kick off	Had other meetings.

**Time Spent in Meetings in October: 23.5 Hours**

#### Office Hours:

*\*All Executive Office Hours were suspended due to COVID-19 effective March 17<sup>th</sup>, 2020.\**

**Time Spent in Official Office Hours in October: 0 Hours**

**Working Events Attended: None**

#### Approximate Time Spent on Other Activities:

Activity	Hours
Preparing Documents for Meetings	2 Hours
E-mail and Other Correspondence	5 Hours
Other	8 Hours

**Total Hours Spent on the UMGSA in October 2021: 38.5 Hours**

**Vice-President Academic – Rubel Chandra Talukder**

**Executive Summary of Work (October 2021):**

**Meetings Attended:**

<b>Date</b>	<b>Meeting</b>	<b>Hours</b>
October 5 <sup>th</sup> , 2021	Meeting with UM President	1 Hour
October 5 <sup>th</sup> , 2021	UMGSA Executive Meeting	1 Hour
October 6 <sup>th</sup> , 2021	Senate Meeting	2.5 Hours
October 12 <sup>th</sup> , 2021	Services & Support Committee Meeting	1.5 Hours
October 15 <sup>th</sup> , 2021	FGS Executive Committee Meeting	2 Hours
October 19 <sup>th</sup> , 2021	UMGSA Executive Meeting	2 Hours
October 27 <sup>th</sup> , 2021	UMGSA Council Meeting	1 Hour

**Time Spent in Meetings in October: 11 Hours**

**Office Hours:**

*\*All Executive Office Hours were suspended due to COVID-19 effective March 17<sup>th</sup>, 2020.\**

**Time Spent in Official Office Hours in October: 0 Hours**

**Working Events Attended: None**

**Approximate Time Spent on Other Activities:**

<b>Activity</b>	<b>Hours</b>
e-mail Correspondence, etc.	22 Hours

**Total Hours Spent on the UMGSA in October 2021: 33 Hours**



## HSGSA President - Akshi Malik

### Executive Summary of Work:

- Chaired HSGSA Exec and Council meetings
- Attended UMGSAs Exec and Council Meeting
- Attended FGS Executive and Council Meeting
- Attended MHRE Ad-hoc committee
- Attended HSGSA Sexual Assault Workshop
- Planning and organisation of Halloween Social Event
- Met Associate Deans to discuss HSGSA initiatives and projects

### Meetings Attended:

October 5 <sup>th</sup> , 2021	UMGSA Executive Meeting	1 Hour
October 6 <sup>th</sup> , 2021	Meeting with Hope	1 Hour
October 11 <sup>th</sup> , 2021	MHRE Committee Meeting	1 Hour
October 14 <sup>th</sup> , 2021	HSGSA Executive Meeting	1 Hour
October 14 <sup>th</sup> , 2021	Meeting with Dr. Duhamel	1 Hour
October 15 <sup>th</sup> , 2021	FGS Executive Meeting	1.5 Hours
October 19 <sup>th</sup> , 2021	UMGSA Executive Meeting	1.5 Hours
October 20 <sup>th</sup> , 2021	HSGSA Executive Meeting	0.5 Hours
October 28 <sup>th</sup> , 2021	FGS Faculty Council Meeting	1 Hour
October 29 <sup>th</sup> , 2021	HSGSA Council Meeting	1 Hour

### Meetings missed: 1

Date	Meeting
October 27 <sup>th</sup> , 2021	UMGSA Council Meeting (Lab experiment)

### Time Spent in Meetings in October: 10.5 Hours

### Office Hours:

*\*All Executive Office Hours were suspended due to COVID-19 effective March 17<sup>th</sup>, 2020.\**

### Time Spent in Official Office Hours in October: 0 Hours

### Working events attended:

### Approximate time spent on other activities:

E-mail correspondence & housekeeping	10 Hours
HSGSA Sexual Assault Prevention Workshop	8 Hours
HSGSA Halloween Social Event	10 hours

### Total hours spent on the UMGSA & HSGSA for October 2021: 38.5 hours

## Senator 1 – AKM Monsurul Alam

### Executive Summary of Work:

#### Meetings Attended:

Date	Meeting	Hours
October 4 <sup>th</sup> , 2021	Appeal and Academic Integrity session	1 Hour
October 5 <sup>th</sup> , 2021	UMGSA Executive Meeting	1 Hour
October 6 <sup>th</sup> , 2021	Senate Meeting	1.5 Hours
October 6 <sup>th</sup> , 2021	RCR Meeting	1.5 Hours
October 26 <sup>th</sup> , 2021	COVID- 19 Operation Team Meeting	1.5 Hours
October 27 <sup>th</sup> , 2021	UMGSA Council Meeting	1 Hour
October 28 <sup>th</sup> , 2021	FGS Council Meeting	1.5 Hours
October 29 <sup>th</sup> , 2021	HSGSA Council Meeting	1 Hour

#### Time Spent in Meetings in October: 10 Hours

#### Office Hours:

*\*All Executive Office Hours were suspended due to COVID-19 effective March 17<sup>th</sup>, 2020. \**

#### Time Spent in Official Office Hours in October: 0 Hours

**Working Events Attended:** None

#### Approximate Time Spent on Other Activities:

Activity	Hours
Responding emails, reviewing meeting agendas and minutes, preparing senate reports etc.	10 Hours

#### Total Hours Spent on the UMGSA in October, 2021: 20 Hours

## Senator 2 - William Dowie

### Executive Summary of Work:

- **Senator Meetings:** Student Senate Caucus, Senate Executive, Regular Senate, Admissions (SCADM),
- **UMGSA portfolio – other committees:** Virtual sessions: Covid Response Steering Committee (CRSC); Sustainability; Indigenous scholarship and leadership webinars; FGS Council; various grad student learning and engagement webinars; CCR-experiential learning; MAPSS; *UMFA Strike: meetings, policy review, stakeholder engagement*

### Meetings Attended:

Date	Meeting	Hours
October 1 <sup>st</sup> , 2021	Indigenous Outreach Webinar	1 Hour
October 4 <sup>th</sup> , 2021	Sustainability Committee – Climate Action Plan	2 Hours
October 4 <sup>th</sup> , 2021	External Relations Fund Committee	1 Hour
October 5 <sup>th</sup> , 2021	Meeting with President, Vice Provost, acting Dean FGS	0.75 Hours
October 5 <sup>th</sup> , 2021	UMGSA Executive Meeting	1 Hour
October 6 <sup>th</sup> , 2021	Full Senate Meeting	1.25 Hours
October 7 <sup>th</sup> , 2021	CRSC	2 Hours
October 12 <sup>th</sup> , 2021	External Relations Fund – Info Session/ Town Hall	1.5 Hours
October 13 <sup>th</sup> , 2021	Riddell Faculty Dean check-in	1 Hour
October 13 <sup>th</sup> , 2021	UMFM Board Meeting	1 Hour
October 14 <sup>th</sup> , 2021	CRSC	2 Hours
October 19 <sup>th</sup> , 2021	UMGSA Executive Meeting	1 Hour
October 19 <sup>th</sup> , 2021	Sustainability Committee Meeting	1.5 Hours
October 20 <sup>th</sup> , 2021	Senate Executive (special time)	1.5 Hours
October 20 <sup>th</sup> , 2021	Online Learning webinar (pro dev)	1 Hour
October 20 <sup>th</sup> , 2021	UMGSA report summaries to GCC	2 Hours
October 21 <sup>st</sup> , 2021	CRSC	2 Hours
October 21 <sup>st</sup> , 2021	UMSU Board Meeting	0.5 Hours
October 26 <sup>th</sup> , 2021	Legal Advisory Meeting	1 Hour
October 27 <sup>th</sup> , 2021	UGSA x UMSU student self-declaration for illness	0.5 Hours
October 27 <sup>th</sup> , 2021	Indigenous Outreach webinar	1.25 Hours
October 27 <sup>th</sup> , 2021	SCADM	0.5 Hours
October 27 <sup>th</sup> , 2021	UMGSA General Council Meeting	1.5 Hours
October 28 <sup>th</sup> , 2021	CRSC	2 Hours
October 28 <sup>th</sup> , 2021	FGS Council	1.5 Hours
October 29 <sup>th</sup> , 2021	Imposter Syndrome webinar (pro dev)	2 Hours

**Meetings Missed: 0**

**Time Spent in Meetings in October: 34.25 Hours**

**Office Hours:**

*\*All Executive Office Hours were suspended due to COVID-19 effective March 17<sup>th</sup>, 2020.\**

**Time Spent in Official Office Hours in October: 0 Hours**

**Working Events Attended:**

October, 2021		Hour
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**Time Spent at Working Events in October: 0 Hours**

**Approximate Time Spent on Other Activities:**

<b>Activity</b>	<b>Hours</b>
Preparing for Council – Review Tasks, Peer Review, and Reports	2 Hours
Email / WhatsApp correspondence (one hour per week allotted)	4 Hours

**Total Hours Spent on the UMGSA in October 2021: 40.25 Hours**

## **Article XVI: Audits and Transparency**

### **1. Audit**

- a. An audit of the UMGSA's finances will be undertaken on an annual basis by an external accounting firm chosen by the UMGSA Council.
- b. The UMGSA Office Staff and the Executive Committee will provide all information requested by the auditing firm, and will receive the results of the audit on behalf of the UMGSA including any recommendations from the auditors.
- c. The Vice-President Finance and Administration is responsible for summarizing and presenting the results of the audit at the following UMGSA Council meeting.
- d. The audited financial statements will be available for examination by any member of the UMGSA.
- e. All monthly financial updates submitted to the Finance Committee and to Council are a matter of public record and can be requested by any member of the UMGSA.

### **Reimbursements, Signatory and Credit Card Restrictions**

- a. Only the President, Vice-President Finance and Administration, Vice-President Services and Support, and the Vice-President Academic shall have signing authority to approve reimbursements. Two members of the aforementioned group are required to approve reimbursements.
- b. All purchases must have their accompanying receipts and must be submitted to the Office Manager within ten (10) working days of the date issued.
- c. The UMGSA shall not have a credit card in the name of the association, an employee's name, or an Executive member's name, in order to prevent concerns of misuse and to keep transparency at its utmost level.
- d. UMGSA Executives, Council members, and employees use their own personal electronic devices or other items in the course of their work for the UMGSA at their own discretion; accordingly, they are not permitted to seek reimbursement from the UMGSA for any costs relating to the personal items used, including but not limited to personal computers, laptops, data storage devices, and mobile devices.

- e. The UMGSA will not re-issue stale-dated cheques.

### **3. Debit Card Usage**

- a. The UMGSA shall have no more than one debit card.
- b. Only persons with signing authorities on behalf of the UMGSA shall have access to the debit card.
- c. To sign out the debit card for a UMGSA expense, the signing authority will have to provide an expense estimate approved by one other signing authority.

- d. The UMGSA Office Manager or Governance and Communications Coordinator (GCC) will be responsible for distributing the debit card and obtaining a record of date, time and signature when the debit card has been signed out and back in.
- e. The debit card can only be signed out for a maximum of two business days.
- f. The UMGSA debit card shall be restricted to a maximum point of sale transaction amount of \$3,500.
- g. The UMGSA debit card shall be restricted to prohibit cash withdrawals.
- h. The account associated with the UMGSA debit card shall hold no more than \$5,000 at any given time.
- i. Upon the return of the debit card, all purchases must have accompanying receipts to be recorded by the Office Manager or GCC and must be forwarded to the UMGSA Finance Committee for a monthly debit card expense audit.
- j. Any unresolved misuse of the UMGSA debit card shall be brought forward to the next Council meeting for review. The signing authority and card access of the member in question shall be immediately suspended until the Council meeting. Further legal action may be taken if fraud, misrepresentation of funds, or any misconduct pertaining to the use of the debit card or corresponding account is suspected.

## Article III: Membership and Voting Rights

- 1 Members of Council
  - a. The following shall be ex-officio voting members of Council:
    - i. Up to two Councillors from each department with a graduate program.
    - ii. All members of the Executive Committee.
  - b. The following shall be ex-officio non-voting members of Council:
    - i. CUPE 3909 Representative
    - ii. UMSU Representative
    - iii. UMGSA Office Manager
    - iv. UMGSA Governance and Communications Coordinator
    - v. UMGSA Council Chairperson
    - vi. Indigenous Student Centre Representative
- 2 Councillors of the UMGSA
  - a. Each department which offers a graduate program shall be entitled to send representatives to Council.
    - i. New Councillors may be appointed in September of each academic year. In special instances, New Councillors may be appointed in January, at the discretion of the Office Manager. The Councillors must serve at least 12 consecutive months from the date of their appointment.
    - ii. The Councillor(s) must be chosen democratically by the membership of the applicable department.
    - iii. In order to have representatives on Council, all graduate student members of the department must be eligible to run for election as their UMGSA Council representative, as well as for election to their departmental graduate student association's executive positions.
  - b. Membership on Council shall be terminated automatically when a Councillor's term has expired. A member can return to Council if they are once again democratically chosen by their department.
  - c. Departmental representation will be up to two Councillors from a single department so long as both Councillors meet the requirements listed above. Regardless of the number of representatives, each department is entitled to only one vote. Should multiple representatives from a department attend a meeting, only one holds the vote, and the others are automatically considered non-voting members.
  - d. Councillors from the same department must sit on the same committee
  - e. If a Councillor is unable to attend Council, they may send a proxy from their department. The Chairperson should receive written notice of any proxy prior to the Council meeting.
    - i. Prior to the meeting of Council, proxy forms must be provided to the Chair and contain a signature or digital signature in the form of a known email address: one that is registered with the UMGSA or the University of Manitoba.
  - f. Each of the following groups shall be considered as single departments:
    - i. All students enrolled in the program leading to the degree of Master of Education at Saint Boniface College.
    - ii. All students enrolled in an interdisciplinary program of the Faculty of Graduate Studies.
    - iii. All students in departments of low enrollment who may choose to amalgamate as one departmental body.

# Semi-Annual UMGSA Executive Review Committee Report



**May 1, 2021 to November 30, 2021**



## **Introduction**

Time-Period Covered by this Review: May 1<sup>st</sup> to November 30<sup>th</sup>, 2021

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 ERSC**

Luis Cordero-Monroy – ERC Chair

Jacob Kolody

Mainak Singh

Sean Hewlett

Scott Legare

Breanne Semenko

Abiola Olowolagba

Joel Gardner

## **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, as well as 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 18, 2021. The ERC co-chairs distributed Self & Peer Review Forms to the executive team on October 20, 2021. All of those review forms were completed and returned by a November 6, 2021 due date. The committee has met virtually once and has conducted multiple online discussions via email. The review work was divided-up amongst the committee members, with each executive being reviewed by at least two committee members. The final report reflects the combined comments and assessments of many voices and perspectives, with each executive receiving their own individual summary.

### **The ERSC based this report on information compiled from the following documents:**

- UMGSA Executive Self and Peer Review Forms
- UMGSA Executive Meeting Minutes
- UMGSA Council Documents Package
- 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 committee. 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 subcommittee; second, through procedures to ensure that each executive is reviewed by at least two reviewers, with comments from each combined to create the individual review summaries; and three, 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 subcommittee 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.

Additionally, this review was made during the COVID-19 pandemic. We ask you to keep this in mind as you read this review. The pandemic has created some extraordinary and unforeseeable circumstances. It has undoubtedly affected the performances of the Executive Committee and they should be commended for their strong resolve to continue advocating for graduate students during these trying times.

**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)**

# **Silvia Sekander – President**

## **Positive Aspects and Contributions:**

- Forms strong relationships between UMGSA and U of M administration and brings communication between the UMGSA, UMSU, HSGSA and FGS
- Passionate advocate for graduate students
- Helped secure English Learning Centre subsidies for graduate students
- Continuation of the U-Pass Subsidy Program
- Collecting perspectives from councillors, student support groups, UMFA, and U of M administration on UMFA strike and prepared a resolution with Bill on behalf of UMGSA executives

## **Reported Area of Opportunity:**

- Improvement on delegating tasks to others
- Potential to work with the VPFA to find more funding for graduate student programs
- Creating more opportunities for UMGSA and HSGSA students to collaborate

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

### **Average Peer Review Score: 9.42 Excellent**

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

Self: **9**      Peer: **9.33**

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

Self: **10**      Peer: **9.50**

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

Self: **9**      Peer: **9.42**

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

- Attended all UMGSA Council Meetings
- Attended all Executive Meetings
- Attended 1 of 5 Bylaws and Policy Meetings
- Participated in all Finance Committee meetings
- Attended 1 out of 5 Service and Support Committee meetings
- Attended 1 of 2 Award Committee meetings
- Attended 1 out of 3 Event Committee meetings

## **Overview:**

Silvia's reviews were overwhelmingly positive. Silvia was described as empathetic, easy-going, and a good listener by their peers. Silvia is an excellent liaison between several groups (administration, UMFA, HSGSA, UMSU) and exhibits a strong commitment to the UMGSA. Silvia exhibits passion for helping graduate students by, listening to their needs, being available by email and at events like the FGS orientation, and raising grad students' concerns wherever appropriate. They are well organized and knowledgeable in their role. They know what actions to take or which people to contact when problems arise or when a new proposal is made. Silvia is held in very high regard by her peers which was shown in their average peer review score.

Silvia has attended all Executive and Council Meetings. According to the UMGSA Governance and Operation Manual, the UMGSA President is required to sit on all internal committees. However, Silvia has patchy attendance in most internal committees (not including the Financial Committee). It should be noted that in previous self & peer evaluation forms, there has been commentary that this amount of commitment is excessive and should be reconsidered. Furthermore, the COVID-19 pandemic has undoubtedly complicated the role of UMGSA President. Any other noted potential areas of improvement are minor and include improvement in delegating tasks, creating more opportunities for communication between the UMGSA and HSGSA, and public speaking.

# **Nora Ampomah – Vice President & Administration**

## **Positive Aspects and Contributions:**

- Good communication regarding UMGSA finances
- Leadership in the transition to ethical investments and the formation of the External Relation Fund Ad Hoc Committee
- Governance and Operations Manual Revisions

## **Reported Areas of Opportunity**

- Utilization of left-over conference grant money for other purposes
- Discussion of financial reports during Executive Committee Meetings
- Working with other Executive Committee members to find additional funding

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

### **Average Peer Review Score: 8.33 Good**

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

Self: **9**      Peer: **8.41**

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

Self: **8.5**      Peer: **7.83**

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

Self: **8.5**      Peer: **8.75**

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

- Attended all UMGSA Council meetings
- Attended all Executive Committee meetings but left early in one
- Attended all Bylaws and Policy Committee meetings
- Attended all Finance Committee meetings

## **Overview**

Fellow UMGSA executives consistently praised Nora's competent handling of the UMGSA budget and finances. Nora effectively communicates financial matters in Executive, Council, and Internal Committee meetings. Nora also has exhibited leadership in the transition to ethical investments and the formation of the External Relation Fund Ad Hoc Committee. Nora has also shown great attendance to committee meetings

Nora's reviews were generally positive. Some potential areas of improvements were identifying new sources of funding for the UMGSA. It was also noted that last year, Nora had been more proactive in her role, and their enthusiasm has waned since then. However, it is evident that they have done well in their role as Vice President Finances & Administration.

# **Rubel Chandra Talukder – Vice President Academic**

## **Positive Aspects and Contributions:**

- Advocate for lab access hours for graduate students during weekends
- Completion of the UMGSA Student and Teaching Award program and increasing the number of awardees
- Handling of the Emergency Grant Program with FGS
- Strong advocate for students in FGS, executive, and council meetings, particularly when it concerns grad students' financial stability

## **Reported Areas of Opportunity**

- Organization of academic workshops
- Increasing the funding amount for each individual award

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

Average Peer Review Score: **8.5 Good**

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

Self: **9.5** Peer: **8.5**

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

Self: **9.5** Peer: **8.4**

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

Self: **9.5** Peer: **8.6**

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

- Attended all UMGSA Council meetings
- Attended all but one Executive Committee meetings (sent regrets for May 10 meeting)
- Attended all Awards Committee meetings
- Attended two Services and Support Committee meetings, absent in two of these meetings (Sep 14 and Oct 12) and sent regrets in one meeting (Jul 13)

## **Overview:**

Rubel seems to be on a positive track as VPA. Rubel successfully completed UMGSA Student and Teacher awards program and has taken extra steps to help students who had questions about applying to these awards. Furthermore, the Emergency Grant Program which Rubel oversees has appeared to be very helpful for graduate students who are experiencing financial hardships. Rubel's advocacy for lab access for graduate students during weekends is a testament to his good intentions for helping graduate students.

While Rubel has good attendance for all UMGSA Council meetings, Executive Committee meetings, and Award Committee meetings, he has only attended two of the five Services and Support Committee Meetings. Also, Rubel is encouraged to organize academic workshops for graduate students.

# **Golnaz Shirzadi – Vice-President Services and Support**

## **Positive Aspects and Contributions:**

- Initiatives towards improving graduate student mental health
- English Learning Centre Subsidy Program
- Successfully organized a Meet and Greet event and a Water Colouring Workshop
- Proactive in their role, and passionate for helping graduate students

## **Reported Areas of Improvement:**

- Establishing a good relationship with UMSU and creating collaborative sessions to benefit students

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

### **Average Peer Review Score: 9.1 Excellent**

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

Self: **8** Peer: **9.5**

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

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

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

Self: **9** Peer: **8.8**

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

- Present at all Executive Committee meetings
- Present at all UMGSA Council meetings
- Present at all Finances Committee meetings
- Present at all Services and Support Committee meetings
- Present at one of two Awards Committee meetings (absent on Jul 13 meeting)
- Present at all Events Committee meetings

## **Overview**

Golnaz has performed very well as Vice-President Service & Support as evidenced by their high Average Peer Review Score. Golnaz has made a significant contribution towards the UMGSA. Golnaz, working with Silvia, initiated the English Learning Centre Subsidy program and secured funding from FGS which will cover half of the costs. They emphasize the importance of mental health and has been working sincerely on this matter. Golnaz has been described as reflective and calm and shows empathy towards graduate students. Golnaz has fulfilled their role by organizing meet and greet events with graduate students and organizing a water colouring workshop. Golnaz is encouraged to look for opportunities to cooperate with UMSU and create collaborative events.

# **Akshi Malik – HSGSA President**

## **Positive aspects and contributions:**

- Initiation of the Multi-Disciplinary Health Research Experience Program and securing \$2200 of funding from the U of M Science Students' Association
- Worked the with the RFHS Associate Dean to Expand HSGSA funding
- Organized various events for HSGSA like the HSGSA barbecue event, a sexual assault prevention class, and a Halloween social event

## **Reported Areas of Improvement:**

- Improving time management between the UMGSA and HSGSA
- Bringing more Health Science students' specific issues to Executive Committee meetings
- Proposing joint UMGSA and HSGSA events or programs

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

**Average Peer Review Score: 8.73 Good**

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

Self: **9**      Peer: **9.1**

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

Self: **8**      Peer: **8.6**

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

Self: **9**      Peer: **8.5**

## **Attendance and Punctuality to Meetings:**

- Present at all but one Executive Committee meetings but one (sent regrets to July 6 Executive Committee meeting) and left early for another (May 10)
- Attended all UMGSA council meetings

## **Overall**

Fellow UMGSA executives thought highly of Akshi which is well reflected in their peer review scores. As HSGSA president, Akshi has indeed accomplished a lot, which include working with the RFHS Associate Dean to expand HSGSA funding, organizing workshops and social events for HSGSA students and initiating the MRHE program to help health science graduate students to gain more teaching opportunities. Akshi has been very supportive of HSGSA students by trying to have more in person events. This was more possible for them because the number of students in the HNGSA is lower compared to the UMGSA, and they are doing a great job in that regard. Some areas of improvement for Akshi are coming up with joint UMGSA and HSGSA



programs and/or events and bringing more health science students' specific issues to the executive committee meetings.

# **AKM Monsurul Alam – Senator 1**

## **Positive Aspects and Contributions**

- Advocate for graduate students on Senate and External Committee meetings
- Preparation of Senate Reports
- Good attendance

## **Reported Areas of Improvement**

- Lack of initiative/input in meetings
- More proactive at taking on responsibilities with the other Executive Committee members

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

**Average Peer Review Score: 8.3 Good**

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

Self: **9.5** Peer: **8.5**

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

Self: **9** Peer: **8**

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

Self: **8** Peer: **8.3**

## **Attendance and punctuality at meetings:**

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

## **Overview**

Fellow UMGSA executives consistently praised Monsurul's attendance at meetings and his efforts to advocate for the interest of graduate students. However, it has been remarked that Monsurul does not contribute very much during said meetings. Senator 2, Bill Dowie, has commented that they work well together, where Bill does most of the talking while Monsurul writes the Senate Reports. This could give the impression that Monsurul does not contribute while he may contribute a lot behind the scenes. Regardless, Monsurul is encouraged to take on more responsibility as Senator 1 and work with fellow Executive Committee members on new initiatives.

## **Bill Dowie – Senator 2**

### **Positive Aspects and Contributions**

- Passionate advocate for graduate students
- Vocal and active during meetings
- Proactive in role, taking on different responsibilities and starting new initiatives
- Indigenous outreach initiative
- Sustainability initiatives
- Assistance in preparing a resolution on behalf of the UMGSA on the UMFA strike

### **Reported Areas of Opportunity**

- Initiate the Indigenous Leadership Committee
- Align with UMSU for sustainability initiatives
- Bill sometimes has ideas that may be out of touch with the capacity of the UMGSA and the resources available

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

#### **Average Peer Review Score: 9.1 Good**

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

Self: 9 Peer: 9

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

Self: 9 Peer: 9.2

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

Self: 9 Peer: 9.1

### **Attendance and punctuality at meetings:**

- Attended all UMGSA Council meetings
- Attended all but one Executive Council meeting (Sep 7)

### **Overview**

Overall, Bill has been a great asset to the UMGSA. Bill does a great job at advocating for the interests of graduate students. Bill's passion for Indigenous outreach and sustainability issues are highly commendable. Bill's exemplary performance as Senator 2 is reflected in their Average Peer Review Score. Bill is very active in meetings and provides excellent advocacy and guidance in many committees they sit on, including in the COVID-19 Steering Committee and the External Relation Fund Ad Hoc Committee. Bill shows great willingness to take on new tasks,

which was exhibited when they helped Silvia to create the UMGSA resolution on the UMFA strike.

Unfortunately, many of Bill's initiatives have been delayed due to this strike. It is the committee's hope that these initiatives will resume upon the settlement of the strike. Also, Bill makes several propositions for new initiatives for the UMGSA. However, they should recognize UMGSA's limited capacity for enacting these initiatives. Furthermore, it may result in burdening other Executive Committee members with more work.