



UWSA Board of Directors
Date: Thursday, June 22nd, 2017
Time of Meeting: 6:00 p.m.
Location of Meeting: Council Chambers

AGENDA AS PROPOSED

Directors/Senators: Amy Bui, Yosra Elsayed, Abraham Abduelmula, Ahmed Khalifa, Jeremiah Bowers, Amanda Skocic, Dana Attalla, Liam Adams, Ashir Mahmood, Dayana Hassoun, Jonabeth Martinez-Herrera, Sahibjot Grewal, Andres Curbelo-Novoa, Ahmed Abdallah

Sheldon Harrison, Admira Konjic, Sarah Nourredine, Khushboo Ahuja, Nicole Morrell

Absent: Akshit Tripathi, Aine Donnelly, Zeina Merheb, Hagar Elsayed, Amber Shaheen, Kafilat Wole-Sowole

- 1.0 Call to Order**
- 2.0 Chair's Business**
 - 2.1 Teleconference**
- 3.0 Approval of the Agenda**
- 4.0 Approval of the Minutes of the meeting held on 19 May, 2017**
- 5.0 Presentations to the Board**
 - 5.1 Revolutionary Student Movement**
 - 5.2 UWSA Updates**
- 6.0 Reports**
 - 6.1 Executive**
 - 6.2 Committees**
 - 6.3 Senate**
- 7.0 Unfinished Business**

8.0 Proposals/Posted Motions

8.1 BIRT Akshit Tripathi be appointed to the Finance Committee. **(PASSED)**

8.2 BIRT ____ be appointed to the Governance and Policy Committee. **(PASSED)**

8.3 BIRT ____, ____, ____, ____ and ____ be appointed to the CRO Hiring Committee committee. **(PASSED)**

8.4 BIRT ____, ____, ____, ____ and ____ be appointed to the Rebranding UWSA Taskforce **(FAILED)**

8.5 Whereas the now former UWSA President, Larissa Howlett, alongside the present Vice Presidents, terminated the General Manager, Nicole Morrell, on May 1st, 2017 on her first day in office;

Whereas the Vice Presidents' role and duties, as defined by their job descriptions and Bylaw 70.05, are stipulated as leading the "day-to-day tasks" of the organization and such day-to-day tasks do not include the termination of staff members duly hired and appointed by the Board;

Whereas the Board of Directors was neither aware of the meeting taking place nor did it consent to Mr. Darren Varga acting as its legal counsel or as a representative of its interests;

Whereas the UWSA Bylaws under 10.01(r) clearly define General Manager as "the employee hired by and reporting to the Board to manage the operations, office and staff members of the UWSA

Whereas the Vice Presidents acted hastily in agreeing to the termination of the General Manager without proper knowledge of their duties, roles and jurisdiction within the Bylaws and thus did not, as Bylaw 120.01 Duty requires, "exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances";

Whereas the University of Windsor Students' Alliance ("UWSA") Human Resources Manual Section 4 clearly states and supplements the above statement, "An employee's immediate supervisor has the authority to impose discipline in all situations requiring such action" and that "discipline should be given on a progressive basis;"

Whereas such steps were not taken in the process of termination of the General Manager;

Whereas the UWSA Board of Directors, as is the same case with the Vice Presidents, is the body to which the UWSA General Manager reports;

Whereas the UWSA Bylaws should be read in a holistic and purposive manner to comply with all UWSA codes of conduct, procedures and in adherence to the roles and purpose of the organization;

Whereas the Human Resources Manual Section 4 also states, “Discharge should only be considered when all other disciplinary measures have failed or are considered inadequate, based on the seriousness of the performance or behaviour under review;”

Whereas no grounds were given for dismissal nor were any attempts made to mediate or rectify the issues prior to termination;

Whereas the Board received a formal letter from the Vice Presidents on the day after the decision of termination to inquire about the legality of the termination of the General Manager and to reprimand the President;

Whereas a letter (and its amended follow-up) was received by the Board of Directors on May 7th and May 8th, respectively, from the Vice Presidents that expressed their dissatisfaction with the “action and inactions taken by the UWSA President, Larissa Howlett, regarding the termination of Nicole Morrell;”

Whereas both the Board of Directors and Executives are to act in the best interests of the organization, and an act made in such haste, regardless of lack of knowledge, still holds consequences;

Whereas ignorance does not excuse the actions carried out as they may have damaging and harmful consequences, especially in such executive positions;

Therefore, **BIRT** that a written reprimand outlining the disciplinary matter be issued as a disciplinary measure to the Vice Presidents in accordance with Bylaw 105.01 **PASSED**

9.0 New Business

10.0 Question Period

11.0 Adjournment



MINUTES

1.0 Call to Order

The meeting was called to order at 6:34 PM.

The Board decided that Liam would Chair today's meeting in absence of Amber.

2.0 Chair's Business

2.1 Amanda Skocic, Ashir Mahmood and Yosra Elsayed were taken on teleconference as approved by all Board Members.

3.0 Approval of Agenda

3.1 BIRT the agenda of today be approved as presented.

Moved: Ahmed. K.
(All in favour)

Seconded: Jeremiah
PASSED

4.0 Approval of the Minutes

4.1 BIRT the minutes of Friday, May 19, 2017 be approved.

Moved: Amy
(All in favour)

Seconded: Jonabeth
PASSED

5.0 Presentations to the Board

5.1 Revolutionary Student Movement

The Revolutionary Student Movement group made a presentation to the board to introduce themselves and their expectations from the UWSA. They introduced themselves as a national group which extends beyond campus. The main purpose of this group is to organize against oppression. They mainly concentrate on racism, patriarchy, imperialism and class. They are working on developing a community in Windsor and they see university as big part of this community. This group is working on community building which involves labor, student and religious/cultural communities. They, as a group, are interested and involved with any social justice issue. They have weekend sessions on the discussion on these issues. They have already done a successful session in Downtown Windsor and currently, these sessions are in the campus every Saturday.

They are also working on Windsor Rising Website and Newspaper to make their work reach to the desired audiences. They have taken over the management of The Scoop Newspaper. Scoop was a labor socialist newspaper and was currently dormant. They took over the management to print Windsor Rising Website and Newspaper. They are expecting UWSA will help them promote and connect to the targeted audience.

They also gave some suggestions to UWSA which they think will help UWSA work more efficiently. Few inputs from them were UWSA takes more strong stands on politics and social justice. They also expect UWSA to connect more with the community and create institutional changes which in turn will change campus culture. They also insisted that UWSA should hold more of general assemblies and let students be a part of important decisions taken for them. These suggestions were considered with an open mind by the board members.

5.2 BIRT the meeting go in-camera with executives and General Manager to discuss UWSA updates.

Moved: Jeremiah
(All in favour)

Seconded: Ahmed. K.
PASSED

BIRT the meeting go out of in-camera.

Moved: Jeremiah
(All in favour)

Seconded: Ahmed. K.
PASSED

6.0 Reports

6.1 Executives

6.1.1 VP Student Services: The planning of welcome week and vendor fair, both due in September 2017, has begun. The Welcome week might require volunteers so requirement will be made public soon. Campus Pride is working on organising Pride Parade in the second half of August 2017 and would like the UWSA board members to be involved.

6.1.2 VP Finance: LSRC held its second meeting. These meetings are mainly held to make sure the LSRC stays within budget for its expansion project. In the first meeting, a sub-committee was requested to be formed. This committee was expected to be present during the discussion with the project manager. The hours of the meeting were done keeping in mind students' summer jobs. In the second meeting held today, it was decided to form a communication's committee. This committee will connect, update and receive real-time feedback from students via social media. Lancer Lounge is in the final stages. Lance will be re-launching soon in an online format. The finance committee is working on the planning of yearly budget and operational budget. VP will be heading to Toronto, next week, for a professional

development course to learn how to write grant proposals. Grant proposal writing can help in arranging money for outside sources like provisional federal governments. Discussions were done about the cost of the course and if there were any cheaper options available locally. The course in Toronto is a three-day course while the other options available were a half day course in London and an online course. VP Finance said that even though the cost is higher for the Toronto course it will add more value to the learning as this course included face-to-face teaching for learning something new from scratch in a three-day period. He reasoned that it will be not possible to master something new in a half day course which is held in London or learn everything by oneself using the online the course. There was a lot of discussion about the choice of course. The board maintained that the course in Toronto is not a good option currently looking the financial health of UWSA and other options should be explored.

6.1.3 VP Student Advocacy: The team is working on the Welcome Week which is due this September. There are a lot of innovative ideas which are being worked on and will be discussed once they reach the implementation stage.

6.2 Committees:

6.2.1 Student Service: The committee is yet to meet as one member is out of town and there is no new business to be discussed.

6.2.2 Student Advocacy: The committee hasn't met yet too and is meeting next week.

6.2.3 Governance and Policy (GPC): Hiring Policy has been put down by GPC and will be discussed in under new business in today's meet. This has been done as there is no written hiring policy for UWSA. GPC has re-written provision package for by-laws and policies to bring in the required changes.

6.2.4 Finance: The financial budget for UWSA is 4.8 million dollars, but the operating budget available for day-to-day activities is much less than the financial budget. The operating budget is around 0.8 million to 0.9 million dollars, which is almost one-fifth of the financial budget. Each board member can get a reimbursement of fifty dollars when they represent UWSA off campus. The board budget has been worked on and will be presented to the board soon. A student from the University of Windsor is selected, among thousands of applications in the world, to go to United Nations. This can be leveraged as a good PR opportunity. The finance committee is working on budget to help him with some of his cost.

6.3 Senate: The last meeting was done on May 26, 2017. The list of graduate was approved during the meeting. The committee is filling

positions for Senate sub-committees and the deadline for the same is June 28, 2017.

7.0 Unfinished Business

There was no unfinished business from the previous meeting.

8.0 Proposals/Posted Motions:

8.1 BIRT Akshit Tripathi be appointed to the Finance Committee

Moved: Dayana
(All in favour)

Seconded: Ahmed. A.
PASSED

Discussion: None

8.2 BIRT Dana Attalla be appointed to the Governance and Policy Committee.

Moved: Ahmed. K.
(All in favour)

Seconded: Sahibjot
PASSED

Discussion: Jeremiah nominated Dana and she accepted the nomination.

8.3 BIRT Ahmed Khalifa, Liam Adams, Sahibjot Grewal, Amy Bui and Dayana Hassoun be appointed to the CRO Hiring Committee.

Moved: Jeremiah
(All in favour)

Seconded: Sahibjot
PASSED

Discussion: Jeremiah nominated Ahmed K, Amy and Andres. Ahmed K and Amy accepted the nomination while Andres declined the nomination. Liam, Sahibjot and Dayana did a self-nomination for the CRO Hiring Committee.

8.4 BIRT ____, ____, ____, ____, and ____ be appointed to the Rebranding UWSA Taskforce

Moved: Ahmed. K.
(None in favour)

Seconded: Ahmed. A.
FAILED

Discussion: As discussed in the last meeting UWSA needs to be rebranded in the manner of changing the direction and image of UWSA. UWSA Taskforce job will be work in this direction with respect to reaching out to the student membership, changing their perception about UWSA and working help UWSA as an organization to achieve its objective.

Since more than half of the board members wanted to be part of this taskforce, it was unanimously decided by the board to have a separate informal meeting for rebranding UWSA than having a separate committee.

8.5 Whereas the now former UWSA President, Larissa Howlett, alongside the present Vice Presidents, terminated the General Manager, Nicole Morrell, on May 1st, 2017 on her first day in office;

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Therefore, **BIRT** that a written reprimand outlining the disciplinary matter be issued as a disciplinary measure to the Vice Presidents in accordance with Bylaw 105.01

PASSED

Discussion:

BIRT the meeting go in-camera without executives and General Manager to discuss UWSA updates.

Moved: Ahmed. K.
(All in favour)

Seconded: Abraham
PASSED

BIRT the meeting go out of in-camera.

Moved: Jeremiah
(All in favour)

Seconded: Ahmed. K.
PASSED

9.0 New Business

9.1 BIRT that nominations be open for the GM Hiring Committee

Moved: Jeremiah
(All in favour)

Seconded: Ahmed. K.
PASSED

Discussion: Hiring Committee is required for the selection of the new General Manager for UWSA. Since most of the current hiring committee members are out of town during the interview dates, nominations are

open for additions to the GM Hiring Committee. It was also suggested by Nicole that board discuss what they are looking for in the new General Manager. These points will be taken into consideration to form questions for the interview. There was a discussion about getting non-voting members be a part of the interview process. The board unanimously decided that it is not feasible to have non-voting members be a part of the process, as their voted representatives (board members) are working for them. Also, having more number of interviewers would not look professional.

9.2 BIRT Amy Bui, Abraham Abduelmula and Ahmed Khalifa be appointed to the GM Hiring Committee

Moved: Jeremiah
(All in favour)

Seconded: Sahibjot
PASSED

Discussion: Amy, Abraham and Ahmed. K. self-nominated themselves.

9.3 Discussion about the Hiring Policy prepared by GPC

Discussion: GPC has put down a Hiring Policy for UWSA. The purpose is to ensure a fair hiring process. The policy is needed as there are no written rules present for UWSA Hiring Process. The draft of the same has been mailed to all UWSA board members for their reference. It details hiring procedure for all positions.

The quorum was lost before the board could present a motion for its approval. The meeting was adjourned by the Chair as the quorum was lost. The hiring policy will be discussed at the next Board meeting.

10.0 Question Period

12.0 Adjournment

The meeting was adjourned at 09:24 p.m. due to loss of quorum.