



Minutes

Meeting of the Concurrent Education Students' Association Council

November 2, 2014

6:00PM, Dunning 27

Members Present: Ben Ahn, Elisabeth Beard, Jena Bowden, Evelyn Bukiejko, Ashleigh Calvert, Adrian Chan, Abbey Cressman, Katey Day, Liz Ferrell, Shannon Gamoff, Jacob Gardhouse, Morgan Gustas, Caitlin Herckenrath, Jenna Inglese, Hannah Komlodi, Gladys Kong, Kerri Lee, Taylor MacPherson, Marisa Madigan, Dante Mottillo, Hannah Ramsay, Jon Reed, Matt Rowland, Carma Steenkamp, Erin Stewart, Oshaenlynn Swartz, Ellise Truong, David Wiercigroch, Danyi Wu, and Tiana Yung

Also Present: Sara Chin, Dayna Hellmann, Callum Lurie, Susana Martinez, Morgan Mcrimmon, Jaelyn Pearson, Victoria Raguseo, and Emilie Watson

Regrets: Jessalyn Tsang

1. Adoption of the Agenda

- Remove discussion 1, same as number 2

2. Approval of the Minutes

3. Speaker's Business

Jessalynn Tsang, Speaker and Chief Electoral Officer

- Ramsay speaking on behalf of Tsang
- I send my apologies for not being here
- It is truly an testament to how amazing we are as a faculty to pass the Positive Space sticker
- A big thank you to the equity affairs team

4. Executive Administrators Business

Hannah Ramsay Executive Administrator

- If you have an event our want on the calendar on the bulletin board, please let me know
- If your reports are not done by Thursday they will not be included
- Please make sure that the that your reports are professional and use appropriate language
- Presentation of the QCE promotion video

5. President's Report

Abbey Cressman, President

- We had a meeting with ASUS executives, we have decided to reinstate the red room reception
- Katey will be helping to organize this with Adam's intern, this will be happening at the end of this semester
- You may need to attend, depending on your position
- We did a survey across PROF classes, Katey is starting a PROF Class Rep initiative to have a rep for every class to talk about things going on before class
- This is to try to inform more people about what is happening within Con-Ed.

6. Vice President's Report

a. Vice President (Internal)

Elisabeth Beard, Vice President (Internal)

- Thanks to everyone that helped with "Trick or 18ing"
- We had approximately 30 people
- Community dinner has started and is doing well, sponsorship started this week
- Year reps are starting a new initiative called "year specific office hours", on Mondays and Thursdays
- This will happen twice a month for each set of year reps
- We want to create an environment where people feel comfortable to come in to talk to people that they know
- Anyone with Monday and Thursday office hours at close please leave if it's not your specific year, because we want to promote it as a more year specific time
- It's stressed that those hours are for people in that year, but people of other years can technically still visit to drop something off

b. Vice President (External)

Gladys Kong, Vice President (External)

- Calvert speaking on behalf of Kong
- PROFF 110, will be visited by a rep from three different school boards, so students can understand how unions can best serve them
- QCE is coming up

7. Treasurer's Report

David Wiercigroch, Treasurer

- Kerri and I are working on an info-graphic to show where money is going for other students
- Sales are going really well

8. Senator's Report

Danyi Wu, Senator

- Terms for commerce probation is out
- New award that principle Woolf wants to put in place for a professor for someone who is good at teaching and well-rounded in their profession
- They want to see if there is a way to have a student at those committee meetings to gauge student involvement

- I am tabling the motion for having a 2 year senator and instead I am thinking about having a junior senator, I talked to them at the meeting and they are discussing it
- There is another meeting on November 4th, please contact me if you would like to attend

9. AMS Representatives' Report

Adrian Chan, Dante Mottillo, and Ellise Truong Representatives' to the AMS

- On the fall ballot, there will be a change to the Bus-It fee. Kingston transit wants to make this change
- If this doesn't pass we will lose bus privileges all together
- If we lose it students will be responsible for their own pass
- We want to say that as reps we are supporting this change

10. Events Director's Report

Liz Ferrell, Events Director

- First workshops November 4th, 4-6pm and November 8th, 1-3pm
- The topics are Working with At Risk Youth, and Hands on Learning
- If you come to both you are entered in a draw for a formal ticket
- BEWIC registration happened this week
- We are lacking males for our teams, so if you know anyone that wants to play contact our athletic sticks
- If we don't have the full amount of males, we won't get as much funding
- Thank you to everyone who came out to Trick-or-Eat, we had an amazing turnout
- We have holiday smoker in November

11. Marketing and Design Director's Report

Kerri Lee, Marketing and Design Director

- B.Ed spread will be coming out this week or next, it looks really good
- Encourage your friends to read it
- There will be paper copies and online
- There is a meeting for yearbook in Douglas library
- You do not need any experience for this
- Website looks amazing thanks to Levi
- Jacket bar and merchandise sales have been going really well,
- We have ordered more than 200 bars
- Lots of merchandise is being sold too, so thank you
- Excited to work with abbey and Katey on PROFF talk initiative
- And with David on the info-graphic

12. Academic Commissioner's Report

Erin Stewart, Academic Affairs Commissioner

- Thank you for anyone that came to study days
- Next study day date will come out shortly

- Tomorrow I am going to the Academic Grievance Center and doing a presentation of the problems that face Con Ed. students
- If there is something that is a big issue you would like to discuss, please send me an email today or tomorrow so I can properly represent you all

13. Equity Commissioner's Report

Jon Reed, and Oshaenlynn Swartz Equity Affairs Commissioners

- Positive Space passed!
- Processing BEWIC bursary applications are done
- We are working on a workshop for Project Voice and we are connecting with people on Duncan MacArthur and with other schools to make it happen
- Look forward to Anti Oppression training
- We want to use some empty space on the bulletin board to spread positive space

14. Year Representatives' Report

a. First Year Representatives

Ban Ahn and Tiana Yung, 1st year Reps

- We are doing a movie night in the ARC on November 29th
- Popcorn and other snacks will be provided
- Our second event will be a gingerbread event in December

b. Second Year Representatives

Jacob Gardhouse and Carma Steenkamp, 2nd year Reps

- We had our year event, we watched Halloween Town
- We had almost 30 people and all our pizza is gone
- We had our year photo and a lot of people came out

c. Third Year Representatives

Jenna Inglese and Shannon Gamoff, 3rd year Reps

- Con Ed clothing ends November 4th
- Sales are going really well and we are on par with last year's sales
- Make sure that all sales are going through the iPad
- Make sure that you sign off on the form before putting them away

d. Fourth Year Representatives

Evelyn Bukejiko and Taylor MacPherson, 4th year Reps

- We heard back from the people selling the rings
- They are willing to give us a 15% bulk discount
- More details to come on that
- We had a year event before the underground we had about 7 people
- We have another event coming up called "15's Get Real", to have 4th years have their voices heard
- Faculty of Education is holding 5th year info night for 4th years, since we have the option of extending our program to stay through the summer

- Thank Q office of advancement will not be hosting an online form for us, we are hoping to go through Faculty of Education
- There will have to be some changes made

15. QCE Report

Morgan Gustas, QCE Chair

- Thanks to everyone who came out for Halloween
- We made over \$1600 and we got our \$200 deposit back
- The website has been updated and is ready to go
- There is lots of information there so check it out
- Registration fills up really fast, so please do it ASAP.
- It is \$80 per person
- Bursaries were extended until tonight
- Promotional video on YouTube, share it with your friends

16. Head Teach's Report

Hannah Komlodi, Head Teach

- So sadly this will be one of my last meetings
- I am happy to present and introduce our new teach exec
- Morgan McCrimmon, Susana Martinez, Callum Lurie, Dayna Hellmann, and Emilie Watson

17. Statements by Members

Con Ed Concerns:

Cressman: I just wanted to let people know that at President Caucus we discussed the Student Leader Summit with President Woolfe. If any of you have any long term, high impact concerns about Queen's send me an email and I will bring it up.

18. Question Period

Komlodi: For bursaries, do "internal" mean students not at Queen's or not in Con Ed?

Gustas: In terms of bursaries, external buries mean anyone not in Con Ed. For registration internal are all Queens' students.

Cressman: ESS wanted to have a senator?

Wu: We are interested in having second Con Ed senator, and they said that because it originally was an ESS position and now that Con Ed is now 2 years, they can give position back to ESS.

Kong: When do your meetings happen during the year because an ESS member would have to miss the first month during practicum?

Wu: I mentioned that they are away on practicum and don't know where their practicums will be

Cressman: Are we doing registration online for QCE as well? Is it 9:30 at night or morning?

Gustas: Yes we are in the process of setting it up. Pay Pal takes an additional percent off, which adds up to \$2.50. It opens at 9:30am.

Mottillo: If we don't have enough males for BEWIC will we have to drop teams?

Ferrell: We have to pay the \$2000 for two teams, we will not get the money from the teams so we will have to put the money up ourselves. We have to register 58 males so we don't lose money.

Reed: About the bus change, is there any way that this will be explained to other students

Mottillo: They have this information to all of the faculties; it is each faculty's responsibility to tell their own faculties to get the word out.

Calvert: Where are the workshops being held?

Ferrell: November 4th is Dunning 14 and November 8th is Dunning 11

Reed: In terms of using the office after hours who should we talk to in order to not conflict with year specific office hours?

Kong: Send me an email and I will let you know.

Beard: Year specific hours will only ever be Monday and Thursday.

19. Discussion Period

a. *Abbey- CESA Council Restructuring*

Cressman: A few years ago CESA council was restructured. There was no extended council and everyone voted on everything. The changes made CESA more functional. We were chatting about moving the changes a few steps further. We wanted to start off that discussion by talking about events director and marketing director.

Kong: The document shows who is voting and where they sit

Cressman: We would move to change these positions to non-voting members; these director positions are not representing all of Con Ed. They are elected by all Con Ed students, but they are only here to represent the voices of the people in extended council under them who are hired members.

Komlodi: Clerks are non-voting members so where do they sit on this chart?

Cressman: They have been missed but they sit under the president's umbrella.

Kong: This will not currently affect current directors, so they will still hold a vote.

Beard: These positions will move to be hired and then they will help hire the umbrella that they will work with.

Komlodi: So you are saying that the constituents of the directors will not be on council?

Truong: Are they changing the AMS reps numbers because of what AMS wants or because CESA wants to change them?

Cressman: The AMS is instating the change.

Ferrell: Kerri and I had talked with EXEC, we were both on board at the meeting, it ultimately makes sense because we are not really representing all of Con Ed. This position should be hired, because we are representing other positions.

Gardhouse: For my understanding, directors would no longer be voted in, they would be hired?

Beard: Yes.

Wiercigroch: I was wondering if you had looked at timelines for hiring. Do you think two rounds of hiring would be good?

Kong: So with elections around January 30th we think that this will be a lot of time for us to get people. It also gives people who aren't as comfortable running for positions to come out. Upon voting in a new EXEC team they can get on the ball with elections and hiring.

Cressman: Last year we hired extended council in March, which was late, but we think that you could hire the directors in February and then next round in March.

MacPherson: I think this makes a lot of sense. My concern is that the Events Director be hired because they are a service for all Con Ed's. Essentially we are taking away the choice from Con Ed's to agree or disagree with their platform.

Beard: With the Events Director, they serve the students, they are not necessarily advocating for students.

Cressman: Making a platform for directors could be a solution. There is some flexibility, but certain job policies/descriptions make it hard to do very different things. I understand your point, but I would say that the political framework is important to be consistent. A way for that to happen would be for events director to visit PROFF class and make surveys.

Reed: Specifically about Events, my concern would be your accountability to CESA as a whole, because in running you make a platform about what you want to do for Con Ed and that keeps you accountable.

Kong: Anyone hired or elected is held to the same standard. CESA EXEC was voted with trust that we can hire people that would do well. All members can be impeached or fired, so there isn't a two-tiered distinction between the two, both are held accountable All members can be given warnings and can be fired.

Cressman: I see where you are coming from. I just want to know if there are ore people with this concern. A fair number of people – we'll look into this and come up with a compromise.

Komlodi: I thought that it would be important to note that if this was to pass, I have confidence that the EXEC team would be able to ask the right questions,

because we did vote them in and part of their job is this. I would have confidence that EXEC could do this.

Motion to go into Committee as a Whole for 15 minutes

Kong: We want to move towards a smaller more effective council. There are two suggestions we have as a way change in Equity Affairs, as they are not necessarily advocating to an external body. Our first model will change to a commissioner and a committee and there will be a single vote for the equity affairs. The committee will be open to anyone that wants to advocate equity. The second option is to have a commissioner which will have one vote and a deputy who will not have a vote. The commissioner sits on council while the deputy reports to the commissioner. We will work to split up the roles. Which of these options do you like, should we change something, or should we leave council the way it is?

Wiercigroch: I thought at least that year there was a caucus that had Academics Affairs sit on equity caucus.

Reed: It is not a very active body.

Chan: How would year reps work into representing another body?

Beard: Year reps do not represent another body, but they do represent their entire year. Equity currently has two votes, which is the same percentage of votes as year reps. We do not want to take away Equity's votes completely but we would like to have only one vote.

Cressman: CESA is very different from the AMS; we have roles that have votes here that are not voting on AMS. CESA is very different from AMS. It is important to not get bogged down in the philosophy sense. We went to focus on what makes sense functionally for our body.

Gustas: I find it potentially harmful to take away two votes, based on how many voices are being heard. They are here to promote equity and essentially protect Con Ed students.

Beard: Are you more comfortable to commissioner and deputy model?

Gustas: I would rather not change it, but that model is better.

Gardhouse: If one is a voting member and one is not, is one being elected and the other is being hired?

Kong: Yes

MacPherson: I think that having so many people on council is a way to really see so many people's opinions. I think it is a risk if we have a hired position, because equity is there to be a resource everyone so we vote for who we feel comfortable.

Beard: We are taking away a few peoples votes, but they would still have a voice and be on council.

Stewart: With the deputy and commissioner it might make one working above the other. They might not see eye to eye, and they only one person gets to vote, so there becomes an imbalance.

Wiercigroch: In a way students also have the exec admin to go to, and they are also voted in. If I had to choose a model I would choose the one with the deputy. It is taking away a vote, but it is making the votes more proportional. Equity is a paperwork role but also there is an advocacy part. Having the commissioner do more of the advocating and the deputy doing more of the paperwork could split up the role well.

Stenkamp: Equity is more than just the LQBT community, so essentially equity is representing anyone one in CESA in any given time.

Kong: 5 years ago Equity Affairs was introduced as a new position and it took on more of a paperwork role. In the past people have tried to make this into more of an HR role, and that's not their role. If an individual wants to approach Equity Affairs they should. The job description for this role is more about getting things done, not necessarily policy making. These HR roles are not necessarily their job.

Reed: Equity Affairs doesn't really feel like a place for hierarchy and having a place for someone above someone else. Another thing to keep in mind is that Oshaen and I were the only ones to run in the elections this year.

Beard: We find that many more people come to hired positions because we feel that this might give us an opportunity to find the right person because we have more people to choose from. We would hope that if there was a committee, that the commissioner might consider the committee's opinions. We think this hybrid model might add more representation to our faculty as a whole because there would be more hands working on equity.

Gardhouse: Is the committee hired or volunteer?

Beard: That's up for discussion.

Cressman: We have heard a lot of people liking the two main votes. The big disparity is that we are looking at Academic Affairs and Treasurer have one vote and equity gets two. Do you think that's fair?

Wu: There must be a reason why they chose to have two versus the one over the other commissioner positions.

Beard: We think that it might be to keep each other accountable.

Kong: Historically there were two Academics commissioners, but that got axed because there was a concern with over representation.

Gustas: A lot of the issues that equity combats are very deep rooted in people, I think in that respect it is very important to have as many voices heard as possible.

Motion to continue Committee as a Whole for 15 minutes

Kong: It's not that we are limiting their voices. They will still be able to talk; they just will not be able to vote. Anyone on extended can come to speak to any

motion, but people don't take this opportunity. As long as someone is dedicated to these issues they can still have their voice heard.

Cressman: They would be an Ex officio member, they would be required to come they just would not have a vote.

MacPherson: Particularity within council, feel that there could be some crossover in job policy between Executive Administrator and Equity Affairs.

Kong: You should be able to approach anyone on council and extended council. I don't want Equity Affairs to be seen as the next person in line to see about problems, unless it's more of an equity related issue.

Gardhouse: I think that there should be two people, but I think that lowering the votes makes sense. I understand the deputy thing, but I don't like the word. I think there should be two commissioners, but maybe not two votes.

Ferrell: I think that there needs to be one vote, but there needs to be one more than one voice. I don't really like the word deputy. Would we be able to have more of an intern situation, so that it's less of a hierarchy and more of a leading type thing?

Reed: I agree with Jacob it's a question of having two voices and hierarchy. If you could see how we work together it's also not really a place to have someone leading. It's based on teamwork. Hypothetically, if Oshaen and I disagree voting wise we will nullify our vote if because one of us will say yes and the other no. If there was only one vote we would have to pick a position.

Wiercigroch: If we do a good job advocating a committee maybe it could work well but I wonder about participation.

Ferrell: I would be against that structure of a committee, because I don't necessarily see the commitment.

Wiercigroch: I think that there are ways we could increase engagement.

Beard: For something like the Community Dinner we have 25 people. B. Ed Spread committee has about 10 people. I think participation really depends on the year. There is a lot of interest in equity in Con Ed, so I think that it would give people an opportunity to come out to events.

Gustas: Has there been any thought to having more of a team like QCE with directors of certain things.

Cressman: With the feedback we have about hierarchy, my gut reaction is to say that that might not be the best option. But I can see something like that along the lines of "Deputy of Engagement", or "Deputy of Outreach." Jon and Oshaen, with your workload right now would you be able to take on a committee?

Reed: If Oshaen hadn't run in September, I think very little would be happening other than bursaries and oppression training. Currently it's pretty balanced right now; it would be a concern of how much the directors can take on. I like the idea though. If the director was in charge of something specific that would be a more constructive term.

Beard: I like the team idea; I think that deputy is not the right word.

MacPherson: I understand hired positions getting more people out, but also signals something that council needs to address – like why aren't more people coming out? An issue may be that hired positions are quieter if you lose, than it being public.

Motion to extend Committee as a Whole for 10 minutes

Kong: We are thinking of all of these things, in light of looking at other associations of a similar size. Voting is about 2% and we are about 10% over with a 15% voting position.

Cressman: With that percentage that Gladys gave. Do we see that as a positive or a negative? Is it a strength?

Gustas: The 15% refers to what?

Kong: The number of people voting in proportion representing 850 students. That percentage is like 16-20000 students and the percentage is very small. Ph. Kin and nurses are very small. We are often noted as a faculty that has a lot of important documents produced but we are not sure if having so many people hinders our ability to pass things.

Beard: We do not need to be like other faculties, but no other faculties have a hired commissioner and Executive members take on the role of treasurer.

Gardhouse: The 15% seems like a lot to me, but I wouldn't want to 2%

Gustas: I am hesitant to get caught up in percentages.

Beard: There is about thirteen voting in nursing and twenty-five in phe. kin

Kong: There is a lot of redundancy in the current structure and that's one of the reasons why AMS is restructuring

Gustas: We have a smaller student body so the percentages are very easy to reach with a small number of people.

Wiercigroch: We should increase in the next year or so which means the percentage will go down on its own. If we take too many votes away at once, it might be better to do it progressively over a year or two.

MacPherson: I see that the concern is that the teams within that EXEC is three, year reps have two. Teams seem to look fairly united. Teams send forth a united front.

Beard: I understand that concern, but I would imagine that a team might not feel pressure to vote the same way.

Stewart: I may be biased but I see that there is no one advocating to take my vote away. Academics doesn't really advocate for anyone in particular. So where is the balance of having too many votes or too few?

Reed: I do see your point about having a voice even though the person may not be a member of council. But once the debate is over you don't have a choice anymore and the decision is made without your vote.

MacPherson: We have Academics Affairs Commissioner but there is also an ASUS Academics Commissioner. I know that I would be much more apt to approach Erin. I think that this becomes a strength for us that, we have a larger voting constituency and it makes us more approachable.

Gardhouse: If there are too many people voting, that shouldn't necessarily voting. The votes for the people that are representing a certain body of people are being diluted.

MacPherson: Would it be possible to have elected non-voting position?

Kong: How do you distinguish between who can run for a position and make a platform and then not have a vote at the end of the day? This is only something that we are thinking about, the main focus being on considering what proper representation is for CESA. We don't want to dilute votes, but we also don't want to axe voices.

Beard: I agree with Taylor about awareness of who is holding positions. One thing that ASUS and AMS do is to make a plan of what they want to do for the year, which is made public to the entire society. All commissioners are hired on the AMS.

Reed: Can you explain the 15% thing again?

Kong: Out of the 100% we have 15%. For the number of students that we have, 850 we have 15% voting.

Cressman: We are actually at 2.4% not 15%. This is compared to the 0.2% of other faculties. Disregard the math!

Kong: Any other questions ask us or send emails.

c. Elisabeth- Future of Special Events

Motion for to go into Committee as a Whole

Beard: There are a few events that EXECs put on this year that were presented them in our platform. We don't want to mandate that next year's Executive team have to put on these events. We want them to have free reign over how the year runs. We have the Community Dinner, Con Ed week, and the Education Speaker Series. None but Con Ed week have happened before. We just want to know if these should be put into policy to mandate, similar to coned camp. We talked about creating a new position to create special events. We talked about community affairs taking on things like Community Dinner, and adding another workshop coordinator for something like speaker series.

Komlodi: I am in agreement that you should not mandate these. It is never a good idea to assume that what you are doing is the best thing to do. There is a mutual respect from EXEC to EXEC. You should be allowed to leave it up to them to them to decide.

Mottillo: If you put it in your transition manual, maybe that would make it a better way to have these events run. If you mandate it, it becomes something they have to fulfill.

Inglese: If you had a position for special events would that be a new executive member?

Beard: No, it would be another position probably under the external umbrella.

Gustas: As far as a new position, I think that it could be a bit redundant, but I can't speak to their work load.

Stewart: I think that Con Ed week is a good idea. Other faculties have their weeks after Christmas. It was really nice to be able to see people from Con Ed that you don't see through the year.

MacPherson: There is one event that should be in existence but is not. There is nothing for Con Ed homecoming. All of the other faculties have a special event during homecoming, and we did not.

Truong: I like the idea of a Special Events coordinator; it would be helpful considering the amount of work people do.

Ferrell: In terms of structure how do you define a special event? I think that it would make more sense to divide this amongst the current events umbrella.

Beard: There are a lot of things that are already mandated in the and there are many events already put on the events umbrella.

Stenkamp: I think that these events are really large scale so one person would have a lot of work.

Ferrell: It is becoming very difficult to schedule events already. I think that is we remove something else that is not really working from the policy. Spreading out these events amongst umbrella would help and we would be able to accomplish our goals.

Motion to continue Committee as a Whole for 15 minutes

Wiercigroch: With your workload now how feasible is it for you to take on this work?

Ferrell: There are often times where more supervision is required than others, currently a lot of stuff is happening. Currently I'm doing a lot of chasing after people. I do think one would be feasible.

Beard: Community Dinner should have been started over the summer, but I was doing other jobs, ideally it should have been started early.

Kong: I am not advocating for this, but if we don't want some things mandated should we be advocating axing other events that are currently mandated. So should we not be putting Con Ed camp in the constitution in order to keep things flexible for next years Executive?

Komlodi: I think that these three events are new, and in that way they shouldn't be mandated

Cressman: Con Ed camp we entrench as a tradition. It seems to not be fair game to take out. Do we see these events becoming those kinds of traditions? Our discussion this meeting is that hypothetically if they go well, what should we do with them. It's difficult to say because none of them have happened. We are assuming people will like them, so will they carry forward? We don't want to limit the creative freedoms of future EXEC with their ideas or event, but if ours go well what should we do?

Stewart: I'm assuming that it's difficult trying to come up with something creative for new events. It might help if there was a structure given like having Con Ed week and mandating that it needs to have six events. It gives a structure more than just starting from ground up.

MacPherson: Rather than just saying the Executive needs to put on three events, maybe we should mandate something along the lines of an event of that scale in the sub categories of social, community and academics.

Beard: For EXEC to figure out?

MacPherson: That's open for discussion or interpretation.

Gustas: The incoming EXEC wouldn't necessarily be starting from scratch. It might be premature to put into policy. But if they do become really successful maybe it would make sense to add a new position.

Cressman: Thank you so much for your discussion and opinions.

20. Adjournment Meeting adjourned at 8:14PM