

Location:
 Brantford &
 Waterloo
 Boardrooms, and
 Zoom

Date: March 23, 2023
Time: 8:00pm

The Strategic Ends of the Students' Union

The Organization exists to represent, advocate for, and support the primary stakeholders, the students of Wilfrid Laurier University, and to provide them with a holistic university experience and an enhanced student life. The costs of these benefits will be justified by the results.

In no specific order of priority, students will benefit from:

- An affordable, accessible, and high quality academic experience
- A safe, sustainable, and empowering environment
- Diverse inclusive social interaction
- Products and services that cater to the financial needs of students

Land Acknowledgement

We acknowledge the traditional territory of the Neutral, Anishnawbe and Haudenosaunee people

Start	Duration	Agenda Item	Type	Presenter	Policy Reference
8:00pm	1 hr	Board of Directors Mock Meeting	adm	Chair Abu-Rshaid	
9:00pm	2 mins	Call to Order and Indigenous land acknowledgement	adm	Chair Abu-Rshaid	
9:02pm	1 min	Regrets	adm	Chair Abu-Rshaid	GP #2c.8
9:03pm	1 min	Conflicts of Interest	adm	Chair Abu-Rshaid	GP #2c.2
9:04pm	2 mins	Adoption of Agenda MOTION that the Board of Directors adopt the agenda as presented.	D	Chair Abu-Rshaid	
9:06pm	2 mins	Adoption of Consent Agenda: Informal Internal Report BMD #1 - Global Board-Management Delegation BMD #2a - Unity of Control BMD #2b - Accountability to the President BMD #2c - Delegation to the President BMD #2d1 - Monitoring of Executive Performance BMD #2d2 - Monitoring Executive Performance - Performance Feedback MOTION that the Board of Directors adopt the consent agenda as presented	D	Chair Abu-Rshaid	
9:08pm	4 Mins	Approval of Meeting Minutes: March 2, 2023 Minutes March 12, 2023 Minutes March 30, 2023 Minutes April 12, 2023 Minutes MOTION that the Board of Directors approve the minutes of March 2nd; March 12th; March 30th; and April 12th	D	Chair Abu-Rshaid	GP #2c
9:12pm	4 mins	Comments from the Chair of the Board & CGO	fi	Chair Abu-Rshaid	
9:16pm	4 mins	Comments from the President & CEO	fi	President Spenler	
9:20pm	4 mins	Comments from the Executive Director & COO	fi	ED Champagne	
9:24pm	10 mins	Board Secretary Hiring	D	Chair Abu-Rshaid	
9:34pm	10 mins	Spring/Summer Meeting Schedule	D	Chair Abu-Rshaid	
9:44pm	4 mins	In-Camera Session MOTION that the Board of Directors proceed to an in-camera session.	D	Chair Abu-Rshaid	
9:48pm	2 mins	Announcements	fi	Chair Abu-Rshaid	
9:50pm	2 mins	Action Items Summary	adm	Chair Abu-Rshaid	
9:52pm	1 min	Adjournment MOTION that the Board adjourn the May 23rd Board of Directors meeting	adm	Chair Abu-Rshaid	
Total 1hr 53mins					

LEGEND:
 fi, For Information
 fd, For Discussion
 D, Decision required
 adm, Administrative task

The Board will:

1. Hold the President and Chief Executive Officer as their sole official connection to the operational organization, its achievements, and conduct.

Officially passed motions of the Board are binding on the President.

The Board will:

1. Ensure that decisions or instructions of individual Board members, Officers, or Committees are not binding on the President;
 - a. Unless the Board has specifically authorized such exercise of authority.
2. Remain cognizant of their motions to ensure that they do not take a material amount of staff time or funds, nor are disruptive, unless necessary for the board to function.

The President is the Board's only link to operational achievements and conduct, so that all authority and accountability of staff, as far as the Board is concerned, is considered the authority and accountability of the President.

The Board will:

1. Hold the President fully accountable for all organizational operations.
2. View Presidential performance as identical to organizational performance, so that:
 - a. organizational accomplishment of a reasonable interpretation of Board-stated Ends; and
 - b. avoidance of Board-proscribed means will be viewed as successful President performance.
3. Never give instructions to persons who report directly or indirectly to the President.
4. Not evaluate, either formally or informally, any staff other than the President.

The Board will instruct the President through written policies that prescribe the organizational Ends to be achieved and describe organizational situations and actions to be avoided, allowing the President to use any reasonable interpretation of these policies.

The Board will:

1. Develop policies instructing the President to achieve specified results, for specified recipients, at a specified cost. These policies will be developed systematically from the broadest, most general level to more defined levels, and will be called Ends policies. All issues that are not Ends issues as defined here are means issues.
2. Develop policies that limit the latitude that the President may exercise in choosing the organizational means. These limiting policies will describe those practices, activities, decisions and circumstances that would be unacceptable to the Board even if they were to be effective. Policies will be developed systematically from the broadest, most general level to more defined levels, and they will be called Executive Limitations policies. The Board will never prescribe organizational means delegated to the President.
3. Acknowledge that below the global level, the aggregate of limitations on any given level may embrace the scope of the foregoing level, but only if justified by the President to the Board's satisfaction.
4. Authorize the President to establish all further policies, make all decisions, take all actions, establish all practices and develop all activities so long as they use **any reasonable interpretation** of the Board's Ends and Executive Limitations policies;
 - a. Such decisions of the President shall have full force and authority as if decided by the Board.
5. Have the authority to change its Ends and Executive Limitations policies;
 - a. Any change to the Ends of the organization requires a *special majority* (2/3) vote of the Board;
 - b. So long as any particular delegation is in place, the Board and its members will respect and support the President's choices.

Systematic and rigorous monitoring of Presidential job performance will be solely against the only expected Presidential job products: organizational accomplishment of Board policies on Ends and organizational operation within the boundaries established in Board policies on Executive Limitations.

The Board will:

1. Determine the degree to which Board policies are being met through monitoring;
 - a. Information that does not do this will not be considered to be monitoring data.
2. Acquire monitoring information by one or more of three methods:
 - a. by INTERNAL REPORT: in which the President discloses interpretations and compliance information to the Board;
 - b. by EXTERNAL REPORT: in which an external, disinterested 3rd party selected by the Board assesses compliance with the President's interpretation of Board policies; or
 - c. by DIRECT BOARD INSPECTION: in which a designated Board member or members of the Board assess compliance with the President's interpretation of the appropriate policy criteria.
3. Judge:
 - a. the reasonableness of the President's interpretation; and
 - b. whether data demonstrate accomplishment of the interpretation.
4. Accept **any reasonable President interpretation** of the Board policy being monitored as the standard for compliance;
 - a. The Board is the final arbiter of reasonableness, but will always judge with a "reasonable person" test rather than with interpretations favoured by Board members or by the Board as a whole.
5. Monitoring information will be presented from all campuses in which the Union operates if there are discrepancies in compliance.
6. All policies that instruct the President will be monitored at a frequency and by a method chosen by the Board. The Board can monitor any policy at any time by any method, but will ordinarily depend on a routine schedule as follows:

<schedule on following page>

Policy	Frequency (Times per year)	Periods of Monitoring	Method
Ends	1	12	Internal Report
EL #1 Global Executive Constraint	2	4, 11	Internal Report
EL #2a Treatment of Consumers	3	4, 8, 12	Internal Report
EL #2b Treatment of Staff	3	4, 8, 12	Internal Report
EL #2c Compensation & Benefits	2	6, 11	Internal Report
EL #2d Financial Condition & Activities	3	5, 9, 11	Internal Report
	1	8	External Report
	2	7, 12	Board Direct Inspection
EL #2e Financial Planning & Budgeting	3	4, 10, 12	Internal Report
EL #2f Asset Protection	3	4, 10, 12	Internal Report
EL #2g Communication & Support to the Board	1	6	Internal Report
EL #2h Executive Succession	1	3	Internal Report
EL #2j Hiring Practices – Unpaid Staff	3	4, 8, 12	Internal Report
EL #2l General Meetings and Elections	1	11	Internal Report
EL #2m Transition of Staff	1	12	Internal Report
EL #2n Hiring Practices – Paid Staff	3	4, 8, 12	Internal Report

In order to ensure that the President conducts themselves according to the policies contained herein, and to ensure that the President continues to work diligently toward the Ends for the Wilfrid Laurier University Students' Union, the following performance management outline is provided.

The Board will:

1. Provide the President with a confidential, such as in-camera, mid-year performance review and discussion during the last week of September;
 - a. The Board Chair will provide performance feedback on behalf of the Board of Directors and the meeting will be facilitated by the Executive Director.
2. Provide the President with a confidential review of performance during the last week of January;
 - a. The Board Chair will provide performance feedback on behalf of the Board of Directors and the meeting will be facilitated by the Executive Director.
3. Ensure that the President responds in writing to the mid-year review within fourteen (14) days of completing the performance discussion.

In order that the Board ensures progressive performance from the Office of the President the following performance management outline is provided. In the event that the Board determines that the President has acted unlawfully, imprudently, or in violation of commonly accepted business practices and professional ethics, the Board may take action.

The Board will:

1. Provide the President with Verbal or Written Notification of performance concerns, given a *simple majority* (more than 50%) vote of the Board.
2. Provide the President with Written Notification of one (1) to five (5) days suspension, with or without pay, in consultation with the Union's solicitor, given a *special majority* (2/3) vote of the Board.
3. Provide the President with Written Notification of Termination from the Office of President in consultation with the Union's solicitor, given a *special majority* (2/3) vote of the Board, and written confirmation from the Union's solicitor that grounds for termination exist.

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: March 2, 2023
Time and Location: 730pm, Zoom and In-person

Board Members Present

Chair Del Giudice, Vice-Chair Phillips, Director Murphy, Director Boettinger, Director Corrie, Director Abu-Rshaid, Director Goodwin, and Director LeClair

Board Elect Members Present

Colton Phillips, Gabrielle Russo, Madison Tsoutsoulas, Josh Hamilton, Alfredo Spizzirri, Haillie Ellis, Patrick B, Daniel R, Jack S, and Amir.

Staff Members Present

ED Phil Champagne

1. Call to Order and Indigenous Land Acknowledgement

We acknowledge the traditional territory of the Neutral, Anishnawbe, and Haudenosaunee people.

2. Regrets

Director Lafarciola

3. Conflicts of Interest

None

4. Adoption of Agenda

Motion # 1 Adopt the March 2, 2023, Agenda as Presented with DIC EL#2m report (**Abu-Rshaid/Murphy**)

Vote: unanimous

Result: Pass

5. Approval of Meeting Minutes January 12, 18, 31 and February 16, 2023

Motion # 2 Approve meeting minutes from January 12, 18, 31 and February 16, 2023 (**Phillips/Corrie**)

Vote: unanimous

Result: Pass

6. Comments from the Chair of the Board & CGO

Chair Del Giudice: Board Elect is here, I am going to structure the meeting as follows: before the Board discusses specific issues, I want to give the Board Elect a chance to have a position, vote on it and function as an advisory to the Board.

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: March 2, 2023
Time and Location: 730pm, Zoom and In-person

Ownership linkage committee updates, we want to adopt a new approach, with the Board elect here we can get fresh ideas.

7. Adoption of Consent Agenda

Motion # 3 Adoption of the Consent Agenda as Presented (**LeClair/Murphy**)

Vote: unanimous

Result: Pass

8. Comments from the President & CEO

ED Champagne: President Symington is in Kingston with OUSA, so he is absent today.

Non-Halal Children served at Wilfs: we are working closely with the Muslim Students' Association

March is Health and Wellness Month: this is the second one for the president under his leadership, there are lots of activities including a prom rewind.

Director Abu-Rshaid: Was there any student feedback about non-Halal chicken that was served?

ED Champagne: There were two direct channels for feedback: sufeedback@wlu.ca which is monitored by Megan of the marketing department in Ian Muller's absence, there have been direct messages directing students to email us. We are working closely with Abdulla and Fizza to work through this commentary. We are working closely with hospitality to see what the plan is moving forward. There is a lot of anger and disappointment from students, so there have been sessions set up by the EDI center to make sure the students feel supported. Shane is intending to go with Fizza to meet with MSA face-face after Friday prayer to discuss this. This is the most information I have regarding non-Halal chicken.

9. Comments from the Executive Director & COO

ED Champagne: Non-Tuition Fee Protocol Group, met yesterday, approved a majority of the non-tuition fees to be put forward for 2023/2014 academic year.

Faculty of Music, tried to increase fees more than allowable, we stopped this as they must go to referendum next year to approve of higher fees.

Advocacy for Brantford Outdoors, Lighting for outdoors near One Market, we are trying to get this pushed quickly

Food Service Management Group, for Waterloo residence students they feel out a survey once a year mostly around the food services, we are discussing how to make this better for next year.

10. Ownership Linkage Committee Bi-Monthly Update

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: March 2, 2023
Time and Location: 730pm, Zoom and In-person

Chair Del Giudice: Successes for ownership linkage: a lot of people came out, a lot of interaction, Questions about the Board, we were able to answer all of these questions effectively. Failures for ownership linkage: not informing the public enough about what the students' union actually does.

My ideas to further get us towards this goal: trivia night about students' union, off campus event at an arcade/pool bar for teams-based participation

How to achieve more this semester: more engagement, improve education about what the students' union does, continue what we are doing by connecting with our membership and answering their questions as best as we can.

Recommendations for events from Board Members

- Increase knowledge about SU by revisiting the orientation campaign
- Guest stars from the Board, use videos to send to marketing to post
- Trivia can be boothed in Concourse with a wheel, if the question is right, you get a prize
- Connections with Greek Life to increase attendance at these events. We can do a partnership event with Greek Life (this might not fall into the agreement that was just made)

Recommendations for events from Board Elect

- Celebration for football field, we should do something during this celebration
- O'week, chair and vice-chair can speak to students about the Board
- Passive advertising: posters, tv advertisements throughout the school. These are quick small tidbits of information that do not require people to go to an event to learn about SU.

Chair Del Giudice: We are going to meet next week about these ideas and make recommendations to the Board.

11. Election for Chair and Vice-Chair of the Board

Nominations for Chair

Director Abu-Rshaid (stand)

Alfredo Spizzirri (do not stand)

Director Abu-Rshaid: Speaks about reasons why he would make a good chair.

- Commitment to Board
- Shadowing the current Chair
- Committed to organization and its mandates
- Ensure President Elect delivers on her campaign
- Increase ownership linkages

Question and Answer Period

- How to improve on the current Chair
- Board attendance
- How to represent Waterloo when you are based on Brantford.

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: March 2, 2023
Time and Location: 730pm, Zoom and In-person

****Megan Spenler and President Symington join at 8:22pm****

Board Elect: Elects Director Abu-Rshaid as the next Chair of the Board and CGO

Vote: 11-0-1

Result: Pass

Nominations for Vice-Chair of the Board

Daniel R (stand)

Colton Phillips (do not stand)

Director Corrie (stand)

Alfredo Spizzirri (do not stand)

Patrick B (do not stand)

Jack Sloan (do not stand)

****Director Abu-Rshaid stepped out at 8:22pm****

Both Candidates are given an opportunity to speak.

Director Corrie: Gives a back story about how he joined the board in January, and that he has been working towards assisting the board. He has been on committees, an outspoken voice at meetings, and has developed a strong idea of how governance works. What he would like to do as vice-chair is to have an excellent working relationship with the Chair and to help the Chair manage the board, not just fill in when the chair is absent.

Daniel R: Discusses how he is not experienced on the Board, but he has fresh eyes and new ideas. He has worked with the chair and the Chair elect. He can be a the voice for Waterloo and work with the Chair. He also has previous board experience from high school.

****Director Abu-Rshaid returns at 8:28pm****

Question period for vice-chair nominations include questions around attendance and what the nominees can do that is different.

Motion # 4 Amir to be excused from meeting on March 2, 2023 (**Abu-Rshaid/Murphy**)

Vote: 4-0-0

Result: Pass

Vice-Chair Voting

From the Waterloo Boardroom: write their choice for vice-chair on a sticky note

From Brantford Board room and online: direct message the Chair privately to vote.

Director Corrie: 4 votes

Daniel R: 6 votes

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: March 2, 2023
Time and Location: 730pm, Zoom and In-person

Daniel R elected the new vice-chair.

12. WLU Senate Vacancy

ED Champagne: Board needs to put out a call for the 2 vacant positions. The next meeting is March 16, so candidates can come and do a pitch so the board can vote. I need the board to approve a candidacy period, nominations, and calls for candidates, proposes the end period to be on March 14.

Motion # 5 Open up the nomination period for the vacate Senate positions ending on March 14
(Phillips/Murphy)

Vote: unanimous

Result: Pass

13. Laurier Votes Election Review

ED Champagne: There was a report prepared by Ava regarding how the elections went and recommendations for future elections.

Discussions about: tech issues, campaign period needing to be shorter, less time for commitment for candidates, more time for recruitment after Christmas break, and increasing volunteer engagement.

14. Additional Direct Inspection Committee EL#2m

Vice-Chair Phillips: EL#2m met last week (myself, Chair Del Giudice, Director Abu-Rshaid, and Director Corrie). We examined the policy that deals with transitions between staff members, continuing and contract. Made recommendations to have a less reactionary policy and more proactive policy, modified for a more proactive stance, and we should have transition policies for the Board.

Motion # 6 Approve suggested changes to EL#2m **(Phillips/Murphy)**

Vote: 6-0-1

Result: Pass

15. In-Camera Session

Motion # 7 Move to in-camera session **(LeClair/Corrie)**

Vote: unanimous

Result: Pass

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: March 12, 2023
Time and Location: 730pm, Zoom and In-person

Board Members Present

Chair Del Giudice, Vice Chair Phillips, Director LeClair, Director Abu-Rshaid, Director Boettinger, Director Corrie, and Director Murphy

Staff Members Present

PR&A Muller

1. Call to Order and Indigenous Land Acknowledgement

We acknowledge the traditional territory of the Neutral, Anishnawbe and Haudenosaunee people.

2. Regrets

ED Champagne
Director Betivoiu
President Symington
Director Lafarciola

3. Conflicts of Interests

None

4. Adoption of the Agenda

Motion # 1 Adopt the Agenda as presented with exception of DIC reports (**Boettinger/Corrie**)

Vote: unanimous

Result: Pass

5. Comments from the Chair of the Board & CGO

Chair Del Giudice: Monitoring reports are coming, GP#2i is not complete, but will be done for next meeting. For events, we are meeting in Brantford next week, we are going to do a Board Social/Wilf's dinner, and another ownership linkage meeting in Waterloo. I will be in contact with you all about scheduling.

6. Comments from the President & CEO

President Symington absent; PR&A Muller speaking on his behalf.

PR&A Muller: There are board updates in the package, I can attempt to answer any questions.

Discussion

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: March 12, 2023
Time and Location: 730pm, Zoom and In-person

What is the president doing for the transition with the new operational team for next year? There are two standing committees: outgoing and ingoing transition team. The outgoing team helps members to recognize the skills they have gained and networks they have made to help with job searches. The incoming team helps to facilitate meetings, trainings, getting ready for the new year, with some degree of job shadowing and people management. In the entrance interviews we discuss the transition period, we always start with the president, so we have been working with President Elect Spenler.

Have we been discussing the new priorities of the president while developing the financial budget for next year? Yes, incoming president is consulted and can move budget around to fit their priorities within reason.

The GSR AVP has been re-opened, did no one apply? It was a failed search, so we begin again, this is normal.

When will it be publicly announced that the team got hired on? We usually do some type of announcement; I will check with Phil and Shane.

7. Adoption of the Consent Agenda

Motion # 2 Adopt the Consent Agenda GP#2f, GP#2g and GP#2j (**Abu-Rshaid/Murphy**)

Vote: 6-0-1

Result: Pass

8. Comments from the Executive Director & COO

None

9. Governance Coordinator Hiring Timeline

PR&A Muller: We need to finalize the timeline for posting. I am looking for board input and a committee. I will need briefing input and a motion from the board. We can discuss compensation during the in-camera session.

Discussion

Use the same committee structure as last time (Incoming Chair, PR&A Muller, and HR Member). The current governance coordinator is unlikely to return next year. There needs to be a date to start posting this position that should be sooner, rather than later.

Motion # 3 Strike hiring committee with Chair Elect, Vice-Chair Elect, PR&A Muller and HR member and post position no later than March 27th, 2023 (**Phillips/Abu-Rshaid**)

Vote: 6-0-1

Result: Pass

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: March 12, 2023
Time and Location: 730pm, Zoom and In-person

10. In-Camera Session

Motion # 4 Move to in-camera session with PR&A Muller and Board Secretary (**Phillips/Abu-Rshaid**)
Vote: unanimous
Result: Pass

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: March 30, 2023
Time and Location: 730pm, Zoom and In-person

Board Members Present

Chair Del Giudice, Vice-Chair Phillips, Director Abu-Rshaid, Director Murphy, Director Corrie, Director Boettinger, and Director LeClair

Staff Members Present

PR&A Muller
ED Champagne

1. Call to Order and Indigenous Land Acknowledgement

We acknowledge the traditional territory of the Neutral, Anishnawbe and Haudenosaunee people.

2. Regrets

Director Goodwin
Governance Coordinator Ava

3. Conflict of Interest

None

4. Adoption of Agenda

Motion #1 Adopt the Agenda as Presented (**Boettinger/Murphy**)

Vote: unanimous

Result: Pass

5. Adoption of the Consent Agenda

Motion #2 Adopt the Consent Agenda as Presented (**Phillips/Corrie**)

Vote: unanimous

Result: Pass

6. Comments from the Chair of the Board & CGO

Chair Del Giudice: Thank you all for coming to the Board social at Wilf's. The finance committee met this week, we have recommendations, but will get into this later. I began training our next incoming chair: going through monitoring reports, how to write a DIC, how to run meetings; and I feel he is ready to take on Chair of the Board.

7. Comments from the President & CEO

President Symington is currently at Bingaman's raising money for athletics.

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: March 30, 2023
Time and Location: 730pm, Zoom and In-person

ED Champagne: There have been several galas and evens to wrap up this year, tomorrow is volunteer appreciation day in Brantford on the level one lounge. Shane will be attending Breaking the Fast on April 5th with the Muslim Students Association and will attend Partners in Education on Thursday in Toronto. Shane is just wrapping up the last 19 working days of the year.

Discussion

Foot patrol in Brantford is amazing, lots of great reviews

Shane's presence on the Brantford campus has been phenomenal

With VP application forms, where they advertised multi-campus (if not campus specific)? Yes

Is it possible for VPs to operate out of Brantford as a home base? Recommendation is not to because Waterloo has the most resources and is the bigger campus.

8. Comments from the Executive Director & COO

ED Champagne: Hopefully having the last negotiation meeting with SAAA tomorrow at 930am. The goal is to present it at the next board meeting for approval.

Discussion

With the term rolling up, is there any update on Greek Life MOU? That still sits with Greek Council. President's Agenda (GL) is on the agenda, Director Murphy (president) is coming to the end of the term, they just could not get it all done because they needed information from all organizations.

Is the fiancé committee going to get copies early of the budget? The board will get it, in lots of time, over 72 hours. This helps the board as a whole.

What kind of input are we expected to bring to the budget meeting? Theoretically, if the budget does not get approved, this board makes recommendations, and the next board will approve.

Megan and Shane met to discuss the budget to ensure that Megan's campaign aligns within the budget.

9. Direct Inspection Committee Reports

BMD#2d1

Chair Del Giudice: Committee was struck on January 2, 2023, and met on March 28th, 2023, and we have the following recommendations: amend the monitoring schedule, have the polices reviewed three times a year instead of once per year for EL#2a, EL#2b, and EL#2n. This will provide a consistent viewing of how we are treating our staff, our consumers, and how we are doing ethical hiring practices; as this is an ongoing process, not just once per year.

Discussion

Considering our consumer relations this year, I feel they should be looked at more frequently. This is something we struggle with, and the recommendations should correct this.

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: March 30, 2023
Time and Location: 730pm, Zoom and In-person

Motion # 3 Adopt the Direct Inspection Committee Report BMD#2d1 as Presented
(Phillips/Murphy)

Vote: Unanimous

Result: Pass

GP#2h

Chair Del Giudice: No Recommendations from the committee

Motion #4 Adopt the Direct Inspection Report GP#2h as presented **(Corrie/Abu-Rshaid)**

Vote: unanimous

Result: Pass

GP#2g2

Chair Del Giudice: The finance committee met a few days ago. Given the information we had, the budget fit within the scope of the president. Recommendation is for the committee to be provided financial statements from 2019, to compare this year outside of COVID years. Everything seems to be done well.

ED Champagne: The board would have to vote on receiving that financial statement.

PR&A Muller: Currently, asking the financial committee to do a job they should not.

ED Champagne: I suggest per term/quarterly reports, this would show variance. You do not want to change the terms of the committee, but the frequency and the policy. Board members agree with ED Champagne and will bring this up at the next meeting.

10. Budget Approval Meeting Confirmation

Discussion around which days the board should meet because the next Thursday is an exam day. Discussion led to moving it to the Wednesday of the same week.

Motion # 5 Approve the Budget Meeting Confirmation on April 12th, 2023, at 7:30pm
(LeClair/Phillips)

Vote: unanimous

Result: Pass

11. Announcements

The last meeting for this current board is April 12, 2023.
Good luck with Exams.

12. Adjournment

Motion # 6 Adjourn the March 30th, 2023, meeting **(Murphy/Corrie)**

Vote: 6-0-1

Result: Pass

Wilfrid Laurier University Students' Union
Meeting of the Board of Directors
Date: April 12th, 2023
Time and Location: 730pm, Zoom and In-person

Board Members Present

Chair Del Giudice, Vice-Chair Phillips, President Symington, Director Murphy, Director Boettinger, Director Corrie, Director LeClair, and Director Abu-Rshaid

Staff Members Present

DFA Turner, ED Champagne, PR&A Muller

Other People Present

Ivan Joseph (Student Affairs)

Ava Kucera

1. Call to Order and Indigenous Land Acknowledgement

We acknowledge the traditional territory of the Neutral, Anishnawbe, and Haudenosaunee people.

2. Regrets

Director Goodwin

3. Conflicts of Interest

None

4. Adoption of Agenda

Motion # 1 Adopt Agenda as Presented (**Boettinger/Phillips**)

Vote: unanimous

Result: Pass

5. Student Affairs Advisory Agreement

ED Champagne: We negotiated with all partners; the GSA and Department of Student Affairs. We revised and finalized the agreement and need board approval. This includes an increase in funding.

Ivan Joseph: Laurier is unique in funding and partnership agreement with this 50/50 split, no where else in Canada has this particular split. There have been some issues with the budget over the years and structural deficits particularly with teaching and learning, academic support, and athletics. I noticed we were doing some parallel work, Student affairs and Students Union, and this was not productive, we have discussed how we can do this better. We brought in students to see how this could be done better about a year ago, we discussed the staff challenges with them,

Wilfrid Laurier University Students' Union

Meeting of the Board of Directors

Date: April 12th, 2023

Time and Location: 730pm, Zoom and In-person

and the student experience gaps. We looked at the significant costs that we could not avoid that could

cause reputational harm, Students' union said we need to do better. We now have an agreement that everyone is all right with, even if no party is completely happy with it, this is the best outcome. There will be a 9% increase, 6% is inflation, so it is really only 3%, and this is average amongst our peers. We are putting money back into the Student Levy, so the money is not disappearing.

Discussion

Are there plans of getting rid of some of the other fees and bringing back Student Life Levy? Yes, but it is not quite that easy. Original idea was to take these questions to referendum after COVID, but that did not work out. The Student Life Levies on all three campuses were giving away \$800 000 a year to students, and this will continue but will not be called student Life Levy. Through the agreement it is going to be called the Student Experience Enhancement Fund. Students will still be able to access funding for projects.

Will we continue to have the oversight committee we have had this year? We are going to remove the Brantford Student Life Levy, it is not easy based on past referendums, so we are going to pause the fee for Brantford students, we just are not sure of the legal standpoint right now.

It is a one-year agreement so we can figure out what all this looks like, and then we will have to fix it after we figure it out. This has two one-year learning periods for us to get it right. Students will be funding 75% at the end of this, it is large amount of money. How do students get credit for this and how does being a VP (Ivan Joseph) not be a conflict of interest because funding comes from students, but you (Ivan Joseph) report to the president?

Ivan: We do not worry about who takes credit and who does not, it is driven by the data. The job and goal is for the reputation of Laurier Student experience.

ED Champagne: We have asked for a full-time communications position to develop a communications strategy because WLU needs to get better at telling students' stories. The communications person will ensure all things student experience are being told properly. All university students across Ontario pay this 75% fee.

****President Symington enters at 7:52pm****

Motion # 2 Adopt the Recommendations as Presented (**Abu-Rshaid/Boettinger**)

Vote: unanimous

Result: Pass

****Dr. Ivan Joseph leaves at 7:54pm****

6. Adoption of the Consent Agenda

Chair Del Giudice: They are not completed, they will be completed and sent by email, for the new board to approve in May.

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Motion # 3 Adopt the ENDS Policy Consent Agenda for this year (**Phillips/Corrie**)

Vote: unanimous

Result: Pass

7. Comments from the Chair of the Board & CGO

Chair Del Giudice: It has been a great year, and a pleasure to be your chair!

8. Comments from the President & CEO

President Symington: Transition updates: I did the transition reports, I printed copies for the incoming team, am now looking at exit interviews for outgoing members.

Triangle project: This outlines how to handle student engagement with the student's union that focuses on fun/enjoyment, opportunity, and learning/development.

Hires for kitchen manager and office administration are completed.

Students' union won the Earl Shelly unsung hero award at the Olympics.

Discussion

Want to check to see if GSR Brantford is all done? We are still working on reviews.

Laurier helps was a very successful event, Kayla was very passionate about this, and her vision came to life here.

9. Comments from the Executive Director & COO

ED Champagne: Thanks the board for a great year!

10. Ownership Linkage Committee Final Summary Report

Chair Del Giudice: We held great ownership linkage meetings this term both on Waterloo and Brantford. We were able to answer student questions and got people interested in the board.

Discussion

What should we do next year?

- Small events
- More consistent, such as regular boothing, cheaper options
- Get involved in Fall/Spring open houses to gain more support.

11. Operating Procedures Agreement Extension Request

ED Champagne: SAAA governs how we operate with Student Affairs and with Comprehensive Student Services fee. Our operations procedure agreement is the rules of how we deal with the university (e.g.: special constables, risk management, facilities). Facilities is huge and the reason why the agreement is not done yet. It was supposed to get done this year, but SAAA took much

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longer than anticipated, this is why we are asking for another year extension. This does not affect student engagement/experience, it just tells us how to engage with all of these partners.

Motion # 4 Approve an extension of this agreement by one year (**Boettinger/Murphy**)

Vote: unanimous

Result: Pass

12. 2023-2024 Governance Budget Approval

DFA Turner: Lets the Board know everything is in the briefs and opens the floor up for discussion.

Discussion

Will the travel budget be sufficient for the Bord Members next year? There is \$450 per year, it is based on pervious years, it can be adjusted as needed.

What about snacks and refreshments at board meetings, is \$1500 enough for next year? It can be adjusted, if need be, you are feeding volunteers, not an army.

Did zoom increase their prices? No, the last amount was in US dollars, been corrected to be Canadian Dollars.

Motion # 5 Approve 2023-2024 Governance Budget (**Phillips/Boettinger**)

Vote: unanimous

Result: Pass

13. 2023-2024 Elections Budget Approval

DFA Turner: Again, check the briefs. There is more in the election reimbursement this year. There is room for extras next year, as we were under budget this year.

Discussion

Can we take the surplus from this year and add it to next year's budget? Money does not roll over that way, when we are in a surplus, we make recommendations at the end of the year of what the board can do with the money.

Motion # 6 Approve 2023-2024 Elections Budget (**Corrie/Abu-Rshaid**)

Vote: unanimous

Result: Pass

14. 2023-2024 Operations Budget Approval

DFA Turner: There are 55-60 departmental budgets with this level of detail, this includes the two you just approved. Each department has a budget manager and provides it to us to get it into this format. The challenge is comparing this year to previous years because of COVID. The responsibility of the Board tonight is to check over this budget and ensure we did not make any

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mistakes. Our main sources of revenue are student fees (driven by registration so we make assumptions conservatively), health and dental (assume low enrolment), hospitality, and Wilfs

(This was not accurate last year as it took so long to get started, but we have 75 students staying on for next year, so this will not be an issue)

We can anticipate revenues of just over \$12 million next year, our expenses are about the same, so we can spend more on programming. We are also providing more seed money for clubs and organizations, as well as bumping up O'week programming.

Discussion

Why do we anticipate 4% decrease in staff benefits and wages for both full-time and part-time staff? We overshot our budget from the Wilf's perspective, normally we bring in 150 student employees. Wilf's will not be open as much as pre-covid, and there has been extra funds for staff to account for inflation. We also have a new AVP and will have four new marketing students hired.

Why are we expecting 9% increase in bank charges? Can we get different providers for that? Increase is more from activity and not bank fees. Electronic Fund Transfers cost money because we do not write cheques anymore. For example, just over 700 students have claimed club expenses for reimbursements in the last two weeks, they all get EFTs. We can check another bank or renegotiate, but we may not be successful.

Our interest income has increased dramatically, is there a way we can maximize this growth? We generated an extra \$90 000 in interest for this company. We invest in GIC's and will continue to invest. At some point we will be pulling \$1 million for the Brantford food services. There are lots of options for this money.

Regarding clubs and associations, all clubs and associations will receive the same amount of seed money each term regardless of which campus they are on.

Motion # 6 Approve 2023-2024 Operations Budget (Phillips/Abu-Rshaid)

Discussion continues

In the over \$10k list, clubs and associations are paying off the website? That is a subscription fee, and it is annual

New AVP clubs, what are they? They are not "clubs" it is an AVP for clubs, the current workload is too much for the one AVP, so we need to pick up a second AVP to deal with administration, as the clubs are really successful.

Are flex dollars just for Waterloo? Yes, it is the mandatory meal plan for first year students in residence. Brantford is different, it is called convenience dollars.

Are telecommunications for Waterloo and Brantford included? Yes, it is in the budget for the Executive Director to get OWL tech about \$7500.

How does the concert for O'week differ from A-team section? A-team concert budget is outside of the framework, it gives money to go after artists to throw events throughout the year. This is outside of O'week events/concerts.

Vote: unanimous

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Result: Pass

15. Laurier Senate Vacancies

There are two senate nominations: Mitchell Baldwin and Hailey Richards. PR&A Muller confirms that we can acclaim these two without board elections at this time.

Motion # 7 Acclaim Mitchell Baldwin and Hailey Richards to the vacant Senate positions (**Abu-Rshaid/Boettinger**)

Vote: unanimous

Result: Pass

16. Announcements

Discussed the spam emails that were received.

Governance Coordinator received two applications; it is now closed to applied. Director Abu-Rshaid will get contacted soon to do interviews.

17. Adjournment

Motion # 8 Adjourn the April 12th, 2023, Board of Directors Meeting (**LeClair/Murphy**)

Vote: unanimous

Result: Pass