**Minutes**

Meeting of the Concurrent Education Students’ Association Council

**Members Present:** Julia Andersen, Maddison Berrisford, Hannah Bryon, Julia Bukala, Avery Desrosrers, Esther Eisen, Kaitlyn Heasman, Alex Hemmerich, Victoria Jonasson, Michelle Khanna, Allison Kielbasa, Saoirse Kilkenny-Beattie, Alexander Kotsopoulos, Michael Kwon, Alex Lauzon, Karina Le Chatton, Brendan Lerant, Nicole Li, Jathorsan Lingorajin, Sam Mahoney, Nate Malhis, Olivia Obonsawin, Amanda Prouix, Hanna Slowikowska, Grace Vidad, Emily Whitehouse

**Also Present:** Angelina Bianco, Joffre LaBranche, Max O’Connor Clarke

**Regrets:**

1. **Motion #1-** Adoption of the Agenda of the meeting of October 6th 2019

Moved by: Jazz Graham

Seconded by: Julia Anderson

**Bryon :** We would like to retract our discussion topics for today

Motion Passed

1. **Motion #2-** Approval of the Minutes of the meeting of September 22nd 2019

Moved by: Jazz Graham

Seconded by: Julia Anderson

Motion passed

1. **Speaker’s Business**

*Ruth Bryce, Speaker and Chief Electoral Officer*

* Important to talk about the history of the Indigenous tribes on the land we are on, I am going to work on our Land Acknowledgement
* Welcome to the First-year reps and everyone who was just hired!
* When you are speaking, please make sure that you raise your plaque, state your name and face the speaker. Also try not to talk too fast. The back of your name card also has information on how to speak to the council if you need it. Use your name card to vote as well, and I will go over how to do that when we reach the motions
* Out of respect, do not clap unless the motion that is being passed in unanimous
* Only have your laptop open if the agenda is on it

1. **President’s Report**

*Julia Anderson, President*

Hello! My name is Julia Andersen and I am the new CESA President for the 2019-2020 year! I am in my third year and I am working towards a history major and a film minor, with teachables in history and English. I am so excited to work with council this year in the capacity of President!

I understand that council has been working hard for many months now and I hope to integrate and get up to speed on what is happening within CESA Council. I plan to work hard to smoothly transition into this role and I thank you in advance for your patience during this time. I hope to meet with council members, specifically those under my umbrella in the upcoming weeks to check in and gain a better understanding of what they have been working on.

Updates:  
- the Council retreat was a huge success! Thank you to Jathorson for taking a lead on planning it and everyone who attended.  
- I am so excited to introduce my intern, Kaitlyn! I am so excited to work with and get to know her this year!  
- Fall hiring was a success! Thank you to all those who applied, it was lovely to get to meet you!

In the upcoming weeks I plan to work hard to transition into my new role. Thank you to all those that have helped me thus far and those that will continue to help me, I appreciate you a lot.

I hope to make myself present in the Con-Ed Office very often in the upcoming weeks if anybody would like to meet up or chat. If you would like to arrange a meeting time, feel free to email me at 17jna@queensu.ca or text me at 519 878 6694, until I am able to get my CESA email working.

Thank you!!! Julia Andersen

1. **Vice President’s Report**
2. **Vice President (Internal)**

*Makenzi Mellon, Vice President (Internal)*

* Thank you to everyone that helped out with camp! I want to welcome everyone that is new to CESA and I can’t wait for the year ahead

1. **Vice President (External)**

*Jathorsan Lingarajan, Vice President (External)*

**Events Portfolio**

* ​There is an hoco-tie dye event on October 16th
* ​There is a cover the crest event also on October 16th
* Get ready for a cool and amazing Workshops Week!
* ​Need a fun event to go to before homecoming! Go to the Wine and Cheese evet on October 18t​ h​ at Mitchell Hall.

**QCE 2020**

* The girls are phenomenal! Things are progressing in the QCE World! Stay tuned for more information.
* QCE will commence their fundraising events very soon.
* ​IF YOU KNOW (actually) ANY FAMOUS PEOPLE, PLEASE TELL ME!

**Student Choice Initiative**

-​ ​Final opt out rate for CESA is 16%.

**Retreat 2019**

* ​Hopefully everyone had fun at the retreat!
* If you have any comments for improvements, please let me know!

**Leadership Change**

-​ ​Welcome Julia to the role of President. We are excited to have you part of this amazing journey.

**TELC/TEAC/Faculty Board**

-​ ​Renovations to Duncan MacArthur are been planned.

XOXO,

Jathorsan Lingarajan

1. **Executive Administrator’s Report**

*Jazz Graham, Executive Administrator*

**Hiring**

* Hiring will have just finished, along with elections. We are so thankful for everyone who put in such professionalism, time, and dedication in the process.
* This being said, it is still a sensitive time for applicants so please be respectful and do not speak about hiring or elections in the office.

**Office**

* I will be getting mail boxes in the office, hopefully, this upcoming week for some members of council who may need them.
* Will be finding out availability from new hired members this week and then updating the office schedule so please keep an eye out for that.

**Other**

* If you have an event form, remember that the need to be sent in at least 3 weeks before if you need a room, marketing, or bursaries.

- Its a super busy time right now in room booking and they appreciate it when I send in earlier- this also means you can market earlier!

- Reminder that reports need to be in by midnight the Thursday before a meeting!

- Please remember that I am here for all of you if you need anything whatsoever, nothing you may need is too big or too small.  
xox Jazz

1. **Events Director’s Report**

*Samantha Mahoney, Events Director*

Nicole Li and Katie Thom:

Charity Pancake Breakfast was a super fun time! Thank you to everyone who came out to support our fundraising efforts!

Community Dinner is coming up on November 16th! We are looking for volunteers who would be able to help set-up/clean up, cook, and/or perform music at the event!

Workshops Report:

Brooke Moretti & Jenna Hamelinck:

Fall Workshops will be held from November 12t​ h​-14t​ h​! We are looking into having some great guest speakers and will be doing a lot of advertising to stay tuned and make sure to spread the word about this event!

Social Affairs Report:

Kate and Emily:

Hello everyone! We are super excited to be planning a lot of events in the next month including a homecoming tie dye station on October 16th and a Bob Ross paint night on October 30th. Keep an eye on Facebook and Instagram for more details and please share our events! Thanks!

Alumni Report:

Meganne and Nicole:

Homecoming Wine and Cheese:

* ​Officially sanctioned by the AMS
* Have a meeting with Faculty of Ed on Friday
* ​Catering/Wine Bar is ordered and confirmed
* ​Sign-ups are out to the Alum
* ​Look out for tickets in the Con-Ed office in the next week or so ($12 for open wine bar and food)

ESS Event  ​

B.Ed panel/event planning is in the works, just reaching out to ESS for now but stay tuned for details

* Interfaculty Event
* ​Reaching out to Compsa, Phe-kin etc. In the next coming months
* ​Talent competition (Queens’ Got Talent sort of thing)

That’s all for now! Sam MaHOMIE

1. **Marketing and Design Director’s Report**

*Esther Eisen, Marketing and Design Director*

* Hi Everyone!
* **Marketing and Design**
  + The Sticker Sale was extremely successful and we made over triple of what our goal was!
  + Please send event forms as far in advance as possible
* **Photographers**
  + Shout-out Sundays have started back up again!
  + Throwback Thursdays have begun and there has been an amazing response!
  + Please message Allison if you want photography at your event!
* **IT Admin**
  + The website domain expired so Alex is going to renew it
* **Videographers**
  + I’m super excited that we have hired videographers! A lot of exciting things to come so stay tuned!
* **My Intern!**
  + I am thrilled to have hired my intern and I am so confident that they will do an amazing job, along with the other interns
* Lots of Con-Ed Love,

Esther

1. **Treasurer’s Report**

*Alex Lauzon, Treasurer*

Hello Friends!

Student choice has been finalized; I will be reviewing the budget within the next two weeks. Nothing further to add!

Remember,

“If you don’t have enough money to buy it twice, don’t buy it at all!”

$Alex Lauzon

1. **Academic Affairs Commissioner’s Report**

*Alex Hemmerich, Academic Affairs Commissioner*

* What’s been happening:
  + Learning resource fairs were fun but relatively uneventful
  + First Con-Ed Study Session was a huge success!
  + Continuing to work on Mentorship project
  + That’s all! Good luck with any upcoming midterms!

1. **Equity Affairs Commissioner’s Report**

*Sarah Bentley, Equity Affairs Commissioner*

* …

1. **Sustainability Commissioner’s Report**

*Jina Dossa, Sustainability Commissioner*

* …

1. **Senator’s Report**

*Alexander Kotsopoulos, Senator*

**Next Senate Meeting:**​ October 29, 2019  
Highlights from our Last Meeting

**The Principal’s Town Hall Meeting**

* To be held October 15, 2019 (more details to come)
* Follow up to his recent Open Letters
* All members of the University community welcome

**The Impact of OSAP on Queen’s Students**

* Senators were provided with a presentation on the recent cuts of the Provincial Government
* Queen’s will continue to use the federal government’s definition of dependency (meaning four years after high school)
* University’s Response
* Principal’s Response

**Establishment of a Graduate College**

* Expansion of the Queen’s graduate program and the creation of a College
* Long Term Plan (no dates or concrete information yet) **Mental Health on Campus**
* Provost avoided direct questions on the topic, referred to the AMS’ “Empower Me” campaign
* More information on mental health will come in the coming weeks after Student Choice Initiative numbers come in
* Provost’s Response : students should go directly to professors, administration and they should come directly to him with any concerns

**Policy on Sexual Violence Involving Queen’s University Students**

* Provides the annual statistics of the Report
* Open Community Meeting will be held to discuss the policy; not yet organized but will be finalized soon

Student Caucus Business

**The New Alcohol Policy**

* AMS and SGPS taking the student lead at the moment
* Student Caucus open to bringing the issue to Senate in the near future
* We will continue to track the policy as it is developed
* If you have any thoughts or concerns please contact me

**Fall Term Break**

* University can pick up option to extend three year pilot project to a fourth year
* Student Caucus considering putting forward an action to restrict this and offer alternatives
* We are looking for feedback and ideas prior to bringing an action to the Senate

1. **AMS Representatives’ Report**

*Julia Bukala, Representative to the AMS*

* Nothing new to report this week. Hope midterms are treating everyone well (WE CAN DO IT)!!!
* Fun fact: Baby porcupines are known as porcupettes

1. **Year Representatives’ Report**
2. **First Year Representatives**

*Hanna Slowikowska & Avery Desrosiers, 1st year Reps*

* We are really happy to be here!
* Hoping to start looking into the details of the fall event next week

1. **Second Year Representatives**
2. *Bredan Lerant & Grace Vidad, 2nd year Reps*

* We’re talking with the 1st year reps, Avery and Hanna (CONGRATS) to get them transitioned and we’re also hoping to make a joint event
* Emails are now biweekly
* We need to bring the empties to the Beer

1. **Third Year Representatives**

*Karina Le Chatton & Katie Mulvihill, 3rd year Reps*

* Hellllllooooo everyone!!
* By the time you read this we’ll be back from the CESA retreat! We already know that is was SO MUCH FUN WOOHOOO!!
* We also had the greatest time ever at camp last weekend, best event of the year<3
* We had a meeting with Makenzi on Saturday about clothing so we will have more concrete information will finally be coming this week. We want to start planning ASAP!
* Nothing else going on for us right now!! We luv uuuuuu (and we know u luv us;)) Xoxo 3r​ d​ year reps

1. **Fourth Year Representative**

*Amanda Proulx & Saoirse Kilkenny-Beattie, 4th year Reps*

* Nothing to report really! Just working on planning our Halloween event so stay tuned!!!!
* Peace & Luv,  
  Amanda and Saoirse

1. **BISC Representatives’ Report**

*Hannah Bryon & Victoria Jonasson, BISC Representatives*

* Hey Everyone!!
  + First event planned on the 17th! : Con-Ed & the Castle! FAQ and Info night! An information, FAQ, and discussion night for Con-Ed students who have studied at the BISC, are interested in studying at the BISC, or just want to learn more about the Castle in general!
* Cheers,  
  Vic & Hannah

1. **QCE Chair’s Report**

*Sandie Tran, QCE Chair*

* …

1. **Head Teach’s Report**

*Madison Berrisford, Head Teach*

* …

1. **Statements by Members**

**Kielbasa:** We are working on dates for when you can get your headshots done, so if you missed it in April we will let you know

1. **Question Period**

**Kielbasa**: This is directed to the rep to the AMS and the senator, have you guys talked about the SGPS planning : I know they were working at it last year

**Kotsopolas:** No

**Bukala:** No as well

**Kilkenny-Beattie:** I know you can work for walk home in fifth year because SGPS is now paying for walk home

**Lerant:** For the fourth year representatives : for the focus group for the clothing, will you be posting a time for when they want to have the meeting or are you just going to say when it is?

**Le Chatton:** We will probably give options, and it would be like two hours and we will put it in some of the Facebook groups so people can see their options

**23. New Business**

* 1. **Motion #3 – 1st Year Rep to the AMS Appointment**

Moved by: Julia Bukala

Seconded by: Julia Anderson

*That CESA Council appoint one student of the association to the position of 1st Year Representative to the AMS*

**Bryce:** Just to go over nomination procedure, we have the motion read, you can nominate anyone, people can accept or decline the nomination, and then we will ask questions to the people who have accepted and will vote. Just a reminder that candidates you just have a minute to answer and questions, and then if I could ask you to step into the hall so that we can vote.

**Lerant:** If there is only one candidate, could questions be directly asked to the candidate?

**Bryce:** Yes. We will now open nominations

**Kwon :** I would like to nominate myself, my name is Michael

*Seconded by Grace Vidad*

**Bryce:** Are there anymore nominations? I will close the nomination list now, you can come up to answer the questions. You have a minute to answer, at 30 seconds I will wave my hand, I will start counting down at 10 seconds. If you want to introduce yourself, you have a minute to do so

**Kwon:** Hello everyone my name is Michael, to be honest with you I thought there would be more people running for this position. I wanted this position because I wasn’t sure if I wanted to be in CESA or ASUS, but then I saw that this position existed. I was also really excited to be a part of CESA because it lets me get involved in the Con-Ed community. I haven’t quite transitioned in yet, but I am excited to be a part of this, so far this is pretty new but I’m really excited, I know that AMS is a big part of Queens, as well as to Con-Ed, and I am up for the challenge.

**Bryce:** Now we are going to open it up to questions

**Bukala**: What goals do you have for this year?

**Kwon:** I want to get to know CESA and the environment here. I also want to meet people and understand the way that CESA and the AMS work. I heard at the first meeting I get to attend the AMS meetings and I definitely want to experience that. I know we discuss a lot of things and even in high school I really liked to talk to people who didn’t get to express their opinions and I want to be able to relay that, so that I can express their passions and interests. I am driven and I work hard.

**Kielbasa:** In the past the rep to the AMS has tried to bridge the gap between the different faculties, do you have idea for collaborative events or how you would do that?

**Kwon:** At the moment, I can’t say that I do, but I am very happy to think of events and gatherings to bring the faculties together. There are definitely ideas that I have because of events that I have done in the past with different committees bringing groups together, but I can get back to you on that when I can be more specific.

**Bryce:** We will move to voting, so if you can step outside we will vote on that

**Kielbasa:** Motion to vote by secret ballot

Motion passed

**Bryce:** Alright, Michael has been declared as our First Year Rep to the AMS

* 1. **Motion #4 – Two members to Sit on Teach Exec Hiring Appointment**

Moved by: Julia Anderson

Seconded by: Jathorsan Lingarajan

*That CESA Council appoint two students of the association to sit on the panel for Teach Hiring*

**Anderson**: So basically we will be appointing two members of council to sit on the hiring panel. The commitment will be for individual interviews between October 29 and November 1 and group hiring will take place on November 2, which is full day. The goal for this is for us to have 2 members of the council to sit so that they have a say in who is representing us

**Kielbasa**: Is it on Saturday and the Sunday?

**Anderson**: No

**Graham:** Point of information, you can’t be going for exec and sit on it

**Bryce:** We will now open the floor for nominations

**Bukala:** I would like to nominate Alison Kielbasa

*Seconded by Alexander Kotsopoulos*

**Kielbasa**: I accept

**Kilkenny-Beattie** : I nominate Angelina Bianco

*Seconded by Jathorsan Lingorajin*

**Bianco:** I accept

**Li**: I Nominate Karina Le Chatton

*Seconded by Alexander Kotsopoulous*

**Rich**: I nominate myself

*Seconded by Saoirse Kilkenny-Beattie*

**Rich:** I accept

**Anderson**: I nominate Alexander

*Seconded by Julia Bukala*

**Kotsopoulos:** I decline the nomination

**Lerant**: I nominate Alex Hemmerich

*Seconded by Alison Kielbasa*

**Hemmerich:** I decline the nomination

**Bryce:** Can we get all the nominees down here to answer some questions please. Go ahead and introduce yourself, everyone has one minute.

**Bianco**: Hey everybody my name is Angelina, I’m in fourth year. I’m not on CESA, but I’m involved with events and stuff. I want to sit on the hiring panel because I want to make sure it is a fair process, and the right candidate for the task is chosen. I have been through it for hiring for Gael and Teach and I want to make sure this is a fair process for everyone.

**Le Chatton**: I’m in third year, I want to sit on this panel because I think that it is a really interesting hiring process. I’ve sat on different hiring panels for CESA and I’ve been a part of this process; it is really important to make sure that it is fair and we get the best people for the job.

**Rich**: I was a member of CESA last year as a rep, I think I would be a good fit because I have a lot of experience in leadership positions and I think I know what the good qualities are for that. I was a teach last year and I like being a part of O-week and can bring that to the table when hiring.

**Kielbasa**: I’m in fourth year. I was a teach in second year and a gecko in third year. I have seen a lot of executives work together as a team and I think that this experience can help me know what to look for. I also did a couple of hiring panels so I have experience with this within Con-Ed, and I got to see a lot of fun stuff happen this O-Week and I think I could be a benefit

**Lauzon**: There was a lot of talk about bias amongst you guys, and my question is how are you going to ensure that you don’t bring in bias and make sure this is fair?

**Kielbasa**: When you are sitting on a hiring panel you have to make sure you don’t bring bias, so I will step out when I have a connection with someone I know. Other than that you have to use your own judgement when looking for qualities, and abide by your own rules. So using specific evidence that has been brought to the table in the interviews and using that information when hiring with the exec admin

**Rich**: I’m in third year but I’m in PSYC100, so I know that objectivity is important. So making sure that all the members of the panel have the same standards and descriptions that we are trying to find. So establishing a baseline for characteristics we are looking for and making sure we do that, and step out of the room if relationships pose a bias.

**Le Chatton**: To make sure that things are unbiased, for first round interviews I will step out of the room if I am concerned, but also making sure I just look at what is happening in the interview and making sure I ignore everything else. For second round looking at team dynamic, I don’t want to choose people I like I want to choose people that will work well together.

**Bianco**: I feel like I don’t know a whole bunch of people that are applying for this position, but I would step out of the room if I have to, I would remember my position and my role and evaluate their application and go over it with the group, and set aside any previous ideas I had. So being able to select the best person, because it isn’t about friendships it’s about if they are the best candidate.

**Berrisford:** As you all talked about your experience, I’m curious about how you would assess the skills for an exec, and ideas that you have about what should be stated in the role?

**Blanco:**  From what I know, I’ve never applied for teach exec, but it’s a team-oriented position, so looking at how people work as a team, and being able to have strong teamwork skills and be able to communicate well. And then also being professional because they are in a high position and the incoming class will be watching them, even if when are having fun with their friends. So being able to be a strong leader.

**Le Chatton:** I was a teach in second year so I have a good idea of what works well, as I saw what makes a teach exec work well, and then going through the process myself I have a good understanding of what each portfolio requires when I applied. Communication is the number one thing because there are so many people, and then leadership and showing initiative. I believe I would be able to get a good vibe of that in second round interviews.

**Rich:** So I have had experience on an exec team, I was part of my head staff team at camp this year. It was hard for me to separate my relationships with previous councilors but I’ve learnt how to communicate in a nice way and separate my biases in that way, and it’s not a personal thing. I think I have a good intuition what to look for in leaders because I have a lot of experience with that.

**Kielbasa:** With my experience on the QCE hiring panel it was important to look at how people work together as a team. We had to balance how they worked as a team and individually, so I think that’s a way that I can look at teach exec as well. So I can look at a diverse set of experiences, commitment, leadership and communication. Having new and different ideas coming into the role is a good way to make O-Week 2020 the best it can be.

**Bryce:** We are going to move into voting so if you can step outside

**Bukala:** Motion to vote by secret ballot

**Bryce**: Allison and Karina are appointed to the panel

**Lingarajin**: Motion to extend the meeting by 30 minutes

*Seconded by Alexander Kotsopoulous*

Motion Passed

* 1. **Motion #5 – Uh Oh, We Need A Job Description**

**Moved by:** Hannah Bryon

**Seconded by:**Victoria Jonasson

*That CESA Council amends Article 4 of the Job Description Policy as outlined in Appendix: Uh Oh, We Need a Job Description*

**Jonasson:** We don’t have a job description currently, so we thought we would put that in the constitution to make this a little more real.

**Byron:** Yeah so that’s all.

**Bryce:** We will open the speakers list so would anyone like to speak

**Le Chatton:** I do have a question – when are the BISC reps hired

**Byron :** Currently we are hired because that is what happened last year and we are keeping it consistent with that, at the next meeting we will disccuss that more with you guys. I think it is currently in the end of November, it’s kind of similar to teach exec. We are hoping to have new ones in November.

**Bryce:** Close the speakers list

*Motion Passed Unanimously*

* 1. ***Motion #6 – A Substitution on Teach Exec Hiring Panel***

**Moved by:** Julia Bukala

**Seconded by:** Nicole Li

*That CESA Council make a one time amendment to Article 4 of the Hiring Policy outlined in Appendix: A Substitution on Teach Exec Hiring Panel*

**Bukala:** So this motion is so that the spot held by the president be changed to a vice president, to ensure that only one member of the outgoing teach exec is on the panel. Currently the regulations say that only one outgoing teach exec can sit on the hiring panel so this is just a matter of consistency year to year, not about the actual people.

**Li:** As a quick note it’s not to comment on or attack the hiring abilities of the president, I think as a concept we are trying to keep it as fair as possible.

**Anderson:** Thank you Julia for bringing this forward, I appreciate you working to make this as fair as possible. Bias is a concern on any panel, but I think I can put away my bias. I have sat on two hiring panels and I am well versed on how to put one’s personal bias aside. For those who aren’t familiar with the process, on every panel every Exec Admin sits on it so they can challenge the ideas and opinions put forward by the panel on the applicants, so that’s what makes the hiring process great, because that is what makes sure there is not bias. When you are on the panel, everyone writes down what the applicant says and that’s what they go off of when making their decision. I think that the experience as being an Exec has taught me to keep my bias aside, and I understand the stress that the applicants are going through, so I think that I’m a good person for this role. Also, I went through being on Exec, so I understand the importance of having the most rock solid group, and I want the best people on this.

**Bukala:** Thank you for your response. You did mention your experience on Teach Exec which is kind of the purpose of this substitution motion. The idea is you just have one person on the panel who is an outgoing member, rather than 2 people that were on it.

**Berrisford:** To speak to the point that was just made, Jazz was a member of teach exec, and she will be on the panel, so it brings out that everyone has a bit of bias. Everyone has a bit of bias, not just Julia if she were appointed.

**Li**: I think I just want to put out something I am personally concerned with. So in Teach Exec hirings we are looking at team dynamics, and having two members of the same exec team there might create some bias because they have their own dynamic they are going off of, and they might not be objective in looking at the new groups coming in, because they are impacted by their own experiences together.

**Bukala**: Just to refer to what you were saying when you brought up Jazz, Jazz is not a current outgoing member of Teach Exec so she is no longer an outgoing member.

**Lingarajan**: I’m just confused right now because if we are looking at bias we already changed our format for this to avoid it. We are in a unique experience where students are very involved in extra curriculars, so things just overlap. An outgoing exec is the president, so she has to pick which hat to have on in the interviews. I also just want to make it clear that in the real world we will not be living in a no-bias world. I think we can’t avoid it, you can’t have a 100% bias free world, so it’s just unrealistic to try to do that.

**Bukala**: You brought up a good point that we can’t get rid of it, but we can do the best we can to reduce it. As well, this motion is just a matter of the whole concept rather than speaking directly about Julia

**O’Connor Clarke**: I want to touch on what Jthor said : the format was changed specifically so that only one member of teach exec outgoing can sit on the panel. This is not a situation we have been in before, and probably won’t be in again, so this is a one time thing just for now to change that. Also, Jazz gets no say in who is hired, so she’s separate from the panel and it’s not important that she was on Teach Exec at some point.

**Li**: Going back to the motion, it’s not that we want to take out the president’s role all together, we just want to substitute in one of the vice presidents. They are very qualified individuals, and just won’t have the same conflict the president has.

**Berrisford**: I would like to point out to anyone that doesn’t know, anything that is said by the applicants during the hiring process are the only things that we can discuss, so it really doesn’t matter what you think of them outside of that environment. Outward bias isn’t really a thing because this process and these rules are kind of the maximum of how we can get rid of the most bias. Also, it wouldn’t make a difference in my opinion that there are two members of outgoing exec.

**Anderson**: Part of the president’s job description is that they sit on this panel, it’s not in the VP portfolios. It’s a huge time commitment and that wasn’t planned for either of them, it was specifically in the president portfolio

**Bukala**: Because this year we made an exception in terms of hiring the president, I’m sure that we can make an exception with the roles that the VPs take on.

**Kielbasa**: So, I was at the meeting where we decided how teach exec hiring should be handled in the future. The reason why we went back from having all of teach exec to just head teach is because we wanted to make sure it was as equitable as possible. In previous years people would hire their successors, which was a huge problem. I don’t have a problem with anyone’s hiring abilities, I just want you to remember why we changed it in the first place.

**Lingarajan**: We have an executive administrator so that we have an impartial member to avoid issues, and that’s why we made the change. So why don’t we just trust her capabilities in the hiring and just move forward

**O’Connor Clarke**: There was always an impartial member on the panel, the roles we have just changed.

**Bryce**: I’m going to close the speakers list now and move onto the voting

**Bukala**: Motion to vote by secret ballot (passed).

*Motion does not pass*

**25. Speaker’s Last Word**

* Pulchritudinous : Heartbreakingly beautiful, only used for people

**26. Adjournment:** Meeting adjourned at 8:14 PM