



Minutes

Meeting of the Concurrent Education Students' Association Council

Members Present: Ruth Bryce, John Carney, Joyce Chiang, Jamie Cohen, Anjini Datt, Liam Dowling, Erica Frosst, Yael Gazit, Aryn Lang, Hanna Lee, Jathorsan Lingarajan, Mackenzie Mellon, Alice Min, Aliyaa Mohammed, Janna Moselhi, Carla Namkung, Michelle Nyamekye, Anna Siju, Connie Trinh, Ellise Truong, Gabriel Vesco, Emily Walker, Tiffany Wong

Also Present: Matthew Astill, Katrina Belcastro, Alex da Silva, Keira Delaney, Amanda Edsid, Ariella Garber, Jennifer Gor, Jansen Lau, Karina Le Chatton, Katie Lem, Wendy Li, Amanda Lyons, Allison Kielbasa, Alicia Kupinski, Sean Musclow, Evan Noronha, Lily O'Connor-Clarke, Lameez Parthab, Sarah Reddick, Emily Reynolds, Carley Rouble, Emily Teves, Sandie Tran, Lindsay Wray

Regrets: Madison Berrisford, Shannon Boolsen-Vorster, Renee Brazeau, Afsheen Chowdhury, Charlotte Corelli, Jazmine Graham, Alexa Irvine, Megan Kingvisser, Jessica MacNaught, Danielle Leroux, Cece Li, Vanessa Li, Jacqueline O'Rourke, Smaranda Popescu, Abby Skene, Ishta Xavier, Suzy Zhang

1. **Motion #1-** Adoption of the Agenda of the meeting of February 11th, 2018

Moved by: Anjini Datt

Seconded by: Liam Dowling

Dowling: I'd like to omnibus motions 5-7.

Lang: I'd like to omnibus motions 8-11.

Trinh: I'd like to omnibus motions 14-16.

Motion to vote: **Motion passes unanimously.**

2. **Motion #2-** Approval of the Minutes of the meeting of January 28th, 2018

Moved by: Anjini Datt

Seconded by: Liam Dowling

Motion to vote: **Motion passes unanimously.**



3. Speaker's Business

John Carney, Speaker and Chief Electoral Officer

- I'd like to welcome everyone, it's nice to see so many fresh faces!
- We have a couple of positions that are open, so anyone in this room can be appointed to a role.
- Thank you Anj for the pizza!
- Since we have new people, I'd like to go over how the meetings run. There are 3 main things to be aware of. If you have a placard, take a look at the back.
- *Point of information*: If someone says something and you have a question about what they said you can use this. It can also be used if someone says something incorrect and you'd like to correct them. It's not a way to put in an opinion.
- *Point of personal privilege*: For example tonight since we have pizza you could ask for a slice using this.
- *Point of order*: If I do something wrong or miss something just yell it out and I will correct that.
- Land recognitions
- Anyone who's here right now can feel free to join in on our discussions today. It's great that we have a new range of perspectives today so don't be afraid.
- Raise your placard if you want to speak and I will add you to the speaker's list. Say your name and position/member at large and then you can say what you want to say.
- I encourage you to participate in the process!

4. President's Report

Liam Dowling, President

Elections

- Election season is finally over here at Queen's!
- Once again, congrats to all those who participated in any form of election this past month.
- It is an extremely personal dedication and you should be proud of your accomplishments regardless of the outcome.
- I'm also happy to announce that Team CReaTe and Erica both passed the vote of confidence with outstanding results.
- Team JAL+A is looking forward to transitioning them over the coming months.

Transition



- Since the election, I have started transition and prepping Tiff for her new role as CESA President.
- So far, I've sent along transition manuals, but will be soon taking the time to let her meet all of the relevant people for her role next year.
- I'm very excited to see what great ideas and leadership she will bring to the society over her 12 months term.

JDUC Revitalization

- As I'm sure most of you are aware, there is an upcoming vote of whether students will help fund a portion of the JDUC revitalization.
- This project would occur over two years and would be paid back over an approximately 20 year student fee. *\$89 mandatory*
- This project represents a lot of long-term trade offs with the JDUC being unavailable during the construction, but meaning that the building will be more accessible and with more space in the long term.
- If you have any question, please feel free to ask.

5. Vice President's Report

a. Vice President (Internal)

Joyce Chiang, Vice President (Internal)

- Dear Council, It has been a VERY BUSY time for everything under the internal umbrella with lots exciting updates!

Elections

- I am incredibly excited to announce Connie as my successor for VP Internal.
- We have already begun talking about transitioning and all of the exciting changes that she and her team will be making.
- I know that CESA is in great hands with Team CReaTe.
- Congratulations to everyone else on the elections results and a big shout out to everyone who ran.
- It takes a lot of courage to put yourself out there, especially for contested elections, and I think that this enthusiasm reflects the interest, diversity, and passion of Con-Ed students!

ASUS

- A few highlights from assembly this week:
 - Create of a Sustainability Universe Network (SUN) to promote sustainability education and environmental advocacy in ASUS itself.
 - J Duc revitalization updates



- ASUS Council applications are due on the 23rd. These are *paid* commissioner positions! All Con-Ed students qualify.
- SCAP meeting to discuss God Save the Queen – let me know if you feel strongly about this!
- Certificate Discussion
 - Get feedback from Con-Ed perspective
 - If you know anyone taking these let me know!

Athletics

- After BEWICS wrap up, we are also working to make sure everyone who has signed up for intramurals is signed up correctly and able to make it to games.

Year Reps

- We have lots of different events going on for year reps and are also thinking of the gift for B.edder4U!

b. Vice President (External)

Aryn Lang, Vice President (External)

QCE

- Hiring Info night was held by the incoming team
- Hiring will be happening later in February/Early March
- Any questions can be directed to Jaime or the Incoming Executive team

Events

- Barcadia was a huge success, and Valentines sales this week also went really well
- Community Affairs is partnering with ASUS to make Care Packages this Monday/Tuesday if you are free and want to help get in contact with Sandie or Jenn
- Alumni????????? is helping raise money for Relay for Life
- Workshops is well underway planning ESS which will be on March 4th, so stay tuned for more information on that!
- Sign up for Relay it is so fun and SO important!

TELC

- A lot of discussions regarding ways to protect teachers from violence within schools on a federation level
- Federation Day for 5th years was a big success

Madison & CESALYMPICS

- CESALympics are this week, so come by the office to watch a livestream of the Olympics, get 15% off CESA toques
- ASSASSIN is ON – let the games begin!



- I just wanted to give Madison another shoutout! She has been absolutely phenomenal in planning Assassins, and continues to inspire me on a daily basis!
- **Like Always** if anyone wants to hang out or grab coffee or drinks or share your dogs with me let me know!!

6. Executive Administrator's Business

Anjini Datt, Executive Administrator

The Office

- More photos are up in the con-ed office so check it out!
- There is a coat rack in the office :D
- **Remember to count the money at the beginning and end of the office hour!!! This is student money, and we don't want any of it to go missing.**
- If there are other things you would like to change in the office, please let me know.

Congratulations to Erica!

- Congratulations to Erica for being elected as the Exec Admin for the 2018-2019 school year! I have met with her to start transitioning. I am really excited to see what she will do in her term, and wish her the best of luck :D

7. Events Director's Report

Ellise Truong, Events Director

- Hello everyone! Life is honestly so crazy, I hope everyone is hanging in there! Remember to take care of yourself because you are all beautiful human beings with so much value and worth. We're heading into Week 6 now which is absolutely insane. I hope that everyone has an exciting and restful reading week!

Relay For Life

- The Con-Ed Relay For Life team is growing! The event takes place on March 9th and is a ton of fun for a really great cause. Sign up using the link below!
- http://convio.cancer.ca/site/TR/RelayForLife/RFLY_ON_even?team_id=367815&pg=team&fr_id=23491

Social Affairs

- We sold candygrams this past week which was a huge success! Pick-up is happening in the office all week! Jansen, Katie and I have sorted all of them by name, so when people come to pick them up they can go through the stacks of candygrams and then take one hershey kiss per candygram they received!
<https://www.facebook.com/events/501560396904406/>



- We are also hoping to do our *Formal Theme Reveal* in the near future! Stay tuned!

Community Affairs

- Sandie and Jen will be facilitating the Cover Your Crest event later this semester, and hoping to work in collaboration with the ASUS Community Outreach team for their next event! More details to come soon.

Workshops Coordinators

- Please book off **Sunday, March 4th** for our annual Education Speaker Series!!! This will be an amazing *free* event, filled with engaging workshops, breakfast and a catered lunch! Vanessa and Shannon are doing a great job at putting this together, and it's happening the weekend right after reading week so get excited!

Homecoming Alumni !?!?!?!?!?!?!?

- Hmmm??? Homecoming Alumni? Who dat? Hmmm...
- If you're interested in applying for my position, I would love to talk to you so I encourage you to reach out to me!

8. Marketing and Design Director's Report

Alice Min, Marketing and Design Director

B.Ed Spread

- New articles will be posted in the coming weeks so look out for them!
- Please e-mail bedspread@cesa.queensu.ca if you have any artwork or articles you would like to submit!!

9. Academic Affairs Commissioner's Report

Tiffany Wong, Academic Affairs Commissioner

- Dear CESA Council,
- Thank you for those who came out to our Resume and Cover Letter writing workshop!
- Here are some updates from the *~*Academics World*~*:

Interview Skills Workshop

- Elspeth Morgan and Pam Briand from the Education Career Services Team have offered to help Queen's Con-Ed students with their *~~interview skills~~*!
- Through a fun and interactive interview preparation workshop, students will gain interview confidence, learn how to handle personal and situational questions, as well as learn how to communicate skills and experiences with more clarity!



- Come out to this event on Feb. 28th, 2018!

Bullet Journaling/Calligraphy Event Idea

- I am in the process of recruiting student volunteers to lead a ~*bullet journaling/calligraphy*~ workshop!
- I think this workshop would teach students how to organize their schedules in a fun and entertaining way!
- If you know anyone who does bullet journaling/calligraphy and/or would be interested in teaching students, please connect them with me! Thank you!
- I hope everyone has a relaxing and lovely week 6 and reading week!

10. Equity Affairs Commissioner's Report

Michelle Nyamekye, Equity Affairs Commissioner

- Bursaries for QCE are now available. Everyone's names are on an envelope in the desk in the office.
- BEWICS bursaries will be coming soon.
- Jansen and Katie have talked to me about bursaries for formal which will likely be distributing after reading week.

11. Senator's Report

Afsheen Chowdhury, Senator

- "Senate Governance and Nominating Committee recommends my approval for Queen's Joint Board Senate Principalship Search Committee.
- JDUC Revitalization conversations at Senate.
- Please read Jennifer's email and maybe look into this journal article <http://www.queensjournal.ca/story/2018-02-01/opinions/its-time-for-a-new-jduc-its-time-to-vote-yes/>
- I wasn't at the last Senate meeting, but here's a pretty good recap that's pretty reflective of the minutes I received <http://www.queensjournal.ca/story/2018-02-01/news/jan-30-senate-meeting-recap/>"

12. AMS Representatives' Report

Carla Namkung and Trinidad Mena, Representatives to the AMS

- Hi CESA friends! Here are some updates on the AMS assembly that took place on February 1/2:

JDUC Update

- Assembly approved the following question for the February 2018 AMS Special Referendum:



- “Do you agree to the establishment of a mandatory, non-reviewable \$89 fee to support the redevelopment of the John Deutsch University Centre, to be collected annually commencing in the 2019-2020 academic year?”
- Approval of this question will result in a University capital contribution of \$20,000,000 and additional funding to cover financing costs
- Students will not be required to pay until the construction of the JDUC begins
- Referendum is on Feb 12/13 so make sure to vote!

Motions

- Motions passed for updating policy manual on Campus Activities Commission

Special Assembly

- 7 Hour special assembly was held to appoint the next AMS executive team
- More details can be found at <http://www.queensjournal.ca/story/2018-02-02/news/ams-special-assembly-appoints-2018-19-executive-team/>
- Voting receipts can be found at <http://myams.org/wpcontent/uploads/2018/02/Executive-Appointment-Results-1.pdf>
- If you have any comments, questions, or concerns, please reach out to us!

13. Year Representatives' Report

a. First Year Representatives

Janna Moselhi and Anna Siju, 1st year Reps

Past Events!

- A B.Edder Classroom!! 30 CON-EDDIES SHOWED UP!!! By far one of our most successful events! We would like to do a follow up event more discussion based!!

Upcoming Events!

- KRISPY KREME - WITH THE 2ND YEARS!!
- SOCIAL WITH COMPUTER SCIENCE AND NURSING!!! - GAME NIGHT/ TRIVIA (GOOGLE FEUD!!!!!!) - Second Week of March
- Getting Involved with AMS series!!

b. Second Year Representatives

Jathornsan Lingarajan and Makenzi Mellon, 2nd year Reps

- Our house crawl with the 3rd years was on Friday and it was a huge hit! Thanks everyone for coming out!
- We have a Krispy Kreme fundraiser Monday and Tuesday after reading week. We'll be selling Monday: Con-Ed office, and Tuesday: Mac-Correy. Come get donuts!



c. Third Year Representatives

Connie Trinh and Emily Walker, 3rd year Reps

- The House Crawl is happening on Friday so we will update you all on how it went at the meeting! We're so excited!!!
- We have a huge pile of empties at our house for a B.Edder 4 U fund, if anyone wants to contribute their empties, let us know!!
- That's it for this report ☺

d. Fourth Year Representative

Megan Kingvisser and Erica Frosst, 4th year Reps

- Happy almost-reading week everyone!! Hang in there, you are all doing great.
- We had a great time at our last year event! We hung out, ate some chips, drank a variety of beverages, watched part of the AMS debate, and danced our hearts out at Throwback.
- Thank you so much to everyone who came and we can't wait to see you at our next event!!
- We are currently working on our B.Edder4U gift and talking to the Faculty of Ed. about that which is so exciting! Stay tuned!

14. Clubs Director's Report

Aliyaa Mohammed, Clubs Director

- Aryn and I have met with the club heads in the past week and have been looking at clubs critically

15. QCE Chair's Report

Jaime Cohen, QCE Chair

- Working out final budgetary/financial stuff
- Working on transition manuals
- Hiring process has begun
- If anyone has questions direct them to me or anyone on exec ☺
- Working on what we are going to do for transition and reveal

16. Head Teach's Report

Yael Gazit, Head Teach

- Happy week 5!



- We had our first meeting with the new Teaches and they're well on their way of planning events with their day groups.
- We are going to have our first Teach Night Out after reading week!
- Earlier today we also had ORT Exec training for all executives of Orientation Weeks.
- The most recent update we have is that we completed the first draft of our schedule.
- I have also met with the High Tech for Comp Sci Orientation Week to discuss how to plan the "Take a BYTE out of Campus" so that it is more collaborative and to strengthen our interfaculty relations (YEAH!!).
- During reading week the team will be mainly focused on completing event forms and creating contingency plans for events.
- As well, Alexa (our Kick-ACS Academic Teach) is working on a new initiative to help our teaches academically.
- She is creating a list of upper year con-eddies that will be provided to the teaches.
- These upper years are volunteering to be a contact for the teaches if they need help in any classes.
- This is not intended to be a full time tutoring position, but just as a resource to answer quick questions through email.
- If you would like to volunteer to be a support in ANY class (any history, science, upper year classes, etc.) please contact Alexa or myself!
- Finally – GECKO and FYNIR applications go live this week and close on the 26th I believe.
- Please encourage con-eddies to apply for these amazing positions, they can be in any year and any program!
- Have a wonderful reading week and good luck on mid-terms!!

17. Statements by Members

a) Katie Lem – Candy Grams

Lem: We have candy grams in the office right now. They're sorted by year and some don't have last names on them. In the drawers there are sour keys so just give them one sour key per candy gram. Don't take any!

b) Sandy Tran – Community Affairs



Tran: We're doing a bottle drive for community affairs that will be going towards care packages. We would really appreciate it if could volunteer on the 13th or 14th; just shoot us an email! If you want to donate your empties to us, that'd be great as well. We're working with ASUS and doing an event called Cover Your Crest, and we're looking volunteers for March 22nd.

c) Erica Frosst – Weekly Email

Frosst: If you have something that you want sent out in the weekly email, please let me know by tonight.

18. Question Period

Nyamekye: Question for 2nd year reps, when is the Krispy Kreme sale?

Mellon: The Monday and Tuesday after reading week.

Trinh: Ellise, what is your opinion on Benedict Cumberbatch?

Truong: He's an acquired taste but if you watch Sherlock you can't tell me he's not attractive. He's so hot!

Astill: For the bottle drive are you guys picking up from res?

Tran: We can pick up from res!

Noronha: Are *hypothetical* cans collected too?

Tran: Any empty cans, wine bottles, and hard liquor bottles. If you guys want to donate a nonperishable food item you can do that too.

19. Old Business

a. **Motion #3** – R.J. Hill Award Chair

Moved by: Liam Dowling

Seconded by: Aryn Lang

That CESA Council nominate one member of CESA Council or Extended Council to sit as the chair for the R.J. Hill Award.

Dowling: The award is designed to openly acknowledge the achievements of a Con-Ed student. *****policy manual***** We need one member from council or extended council to chair the committee. You will run the committee, send out nomination forms,



and then make a decision before the formal. It's a great opportunity to learn a lot about great students in the program and to hear what they have been doing in Con-Ed.

Carney: I was the chair for this award last year, and it was lots of fun. It's a great opportunity and doesn't take much time.

Trinh: I nominate Amanda Lyons.

Lyons: I accept.

Moselhi: I nominate Wendy Li.

Li: I accept.

Dowling: The chair works with four students. The first person from every year to respond is on the committee. At formal you will present the award to the person.

Opening Statements

Lyons: I was on the committee for the R.J. Hill Award in 1st year, and I really enjoyed hearing about the students and their accomplishments. I think it's an important award to recognize students in Con-Ed. I think I would be good because I do have experience.

Li: I really want to chair this committee because I personally feel like I don't know that many people in Con-Ed except first years who adopted me. I just want to get to know more of the really amazing individuals in the community and I want to help recognize them. I think I'd be good for this committee because I enjoy organization.

Questions

Truong: What are the top two qualities that you will look for in a recipient of this award?

Li: I think personally I'd be looking for someone who is making a specific change to the Con-Ed community in particular and not just for Queen's students as a whole. I think also something that's unique, that only this person could've managed to pull off.

Lyons: I would look for someone who was very involved in both Con-Ed and outside of Con-Ed. Someone who is very kind and humble about their accomplishments and who would be very grateful to receive the award.

Lem: How do u plan to remain unbiased during interviews?



Lyons: I think that having the four students from each year of Con-Ed is important since chances are there will be at least one person on the committee who doesn't know the person individually. If they have a personal relationship with candidate, we will ask them to not speak or speak last so people's opinions aren't influenced.

Li: Because it's people from all different years, it's highly unlikely that we'll all know the individual. I would personally avoid bias by making sure to be honest with myself, and recognize when I'm a little too invested in the person and speak last.

Frosst: Motion to vote by secret ballot.

Carney: I also ask that we don't applaud.

*Motion to vote: **Amanda Lyons is chosen to chair committee.***

b. **Motion #4** – Education Outreach Award Chair

Moved by: Liam Dowling

Seconded by: Aryn Lang

That CESA Council nominate one member of CESA Council or Extended Council to sit as the chair for the Education Outreach Award

Dowling: This is the same motion but a different award. Designed to openly acknowledge contributions of a Con-Ed student in fields of education and outreach in Kingston and beyond. ***look in policy***

Trinh: I'd like to nominate Wendy Li.

Li: I accept.

Opening Statements

Li: I want to take more of a look at what's happening inside our community, and look at what students are doing to impact not only students, but others. I feel like a lot of times we spent time at meetings talking about depressing things, so it would be great to talk to people doing great things.

Questions

Moselhi: Teal or red and why?

Li: Teal because red is aggressive and scares me.

Wong: What traits will you be looking for in the recipients?



Li: Tenacity. I think it takes a lot of creativity, courage and energy to start up an initiative especially with people who aren't students. You can fail a lot at the beginning but it's important to pick yourself up. I want to see somebody who has really big ideas and has a lot of passion for what they're doing and values it, prioritizes it.

*Motion to vote: **Wendy Li is chosen to chair committee.***

- c. **Motion #5** - Why did you have to go and make things so complicated (1)
Moved by: Liam Dowling
Seconded by: Anjini Datt
That CESA Council amend the Conference Executive Policy Manual as outlined in Appendix: Why did you have to go and make things so complicated (1)

- d. **Motion #6** – Why did you have to go and make things so complicated (2)
Moved by: Liam Dowling
Seconded by: Anjini Datt
That CESA Council amend the Orientation Policy Manual as outlined in Appendix: Why did you have to go and make things so complicated (2)

- e. **Motion #7** – All for one and one for all!
Moved by: Liam Dowling
Seconded by: Anjini Datt
That CESA Council amend the Hiring Policy Manual as outlined in Appendix: All for one and one for all!

Dowling: These motions were first presented back in January. It's the updates to hiring policy by bringing it up to our best standards. These have been in practice since the beginning of team JAL's term, but this brings hiring to one single document. I'd be happy to take any questions.

Wong: I have a question about Article 8, 8.02 point #4 with academic enrolment. I know this practice is used for teach hiring and I think it's important that it's in the policy. Is this practice currently being used for all hiring practices or just teach hiring?

Dowling: This is the standard used for all hiring practices and student volunteer positions. They need to be in good academic standing and not on academic probation.



Motion to vote: Motion passes unanimously.

- f. **Motion #8** – Outreach (for the moon even if you miss, you'll land among the stars) (A)
Moved by: Aryn Lang
Seconded by: Ellise Truong
That CESA Council amend Article 7 of the Job Description Manual as outlined in Appendix: Outreach (for the moon even if you miss, you'll land among the stars) (A)
- g. **Motion #9** – Outreach (for the moon even if you miss, you'll land among the stars) (B)
Moved by: Aryn Lang
Seconded by: Ellise Truong
That CESA Council amend Article 1 of the Job Description Manual as outlined in Appendix: Outreach (for the moon even if you miss, you'll land among the stars) (B)
- h. **Motion #10** – Outreach (for the moon even if you miss, you'll land among the stars) (C)
Moved by: Aryn Lang
Seconded by: Ellise Truong
That CESA Council amend Article 4 of the Job Description Manual as outlined in Appendix: Outreach (for the moon even if you miss, you'll land among the stars) (C)
- i. **Motion #11** – Outreach (for the moon even if you miss, you'll land among the stars) (D)
Moved by: Aryn Lang
Seconded by: Ellise Truong
That CESA Council amend Article 5 of the CESA Constitution as outlined in Appendix: Outreach (for the moon even if you miss, you'll land among the stars) (D)



Lang: Basically we're looking at the alumni homecoming position, and changing the name to Outreach Coordinator because their position will become more than just their alumni event. I consulted with Danielle, Abbey and Ellise and decided to make this their name. They will have their alumni homecoming event in fall, and in winter they'll be in charge of running one fundraising event. The new job description has this and also has them as a resource for council members on fundraising and sponsorship.

Truong: Right now fundraising and sponsorship is something Aryn took over this year, and I feel like exec already have a lot on their plates. It'll be nice to have a position take over that. It's nice to give them something specific to do second semester rather than just their first event in the fall.

Wong: Thank you for taking the time to check in with them. For point N, my question is what was the rationale for putting fundraising under events?

Lang: The events director runs relay for life on their own, so this gives it space to change but it makes more sense to have them under the umbrella since the events director is their umbrella head. It would be hard to fundraise for year reps since you'd have to spread it out.

*Motion to vote: **Motion passes unanimously.***

23. New Business

a. **Motion #12** – QCE Hiring Panel

Moved by: Erica Frosst

Seconded by: Sarah Reddick

That CESA Council nominate two members of the Association to sit on the QCE Hiring Panel

Frosst: QCE hiring is coming up so we need 2 people to sit on the panel. It can be any members of the association. It's a couple hours on February 26th and all day on March 3rd and March 4th. One of those days is individual and one of them is groups. You would read all the applications and sit in on the interviews. You can't apply for the position and you can't currently be holding the position of QCE Exec. I would like to meet with the team tomorrow. I will be abstaining from this vote because of my position as Exec Admin.



Lyons: I'd like to nominate Katie Lem.

Lem: I accept.

Namkung: I'd like to nominate Keira Delaney.

Delaney: I accept.

Lang: I'd like to nominate Karina Le Chatton.

Le Chatton: I accept.

Musclow: I'd like to nominate Evan Noronha.

Noronha: I accept.

Moselhi: I'd like to nominate Emily Reynolds.

Reynolds: I accept.

Opening Statements

Delaney: Hi everyone. I'm in fourth year at Queen's and a Chemistry major with a Math teachable. I've never been involved on CESA and this is my last opportunity, I'd like to get something done. I don't know that many people applying, so I'd have an unbiased opinion. I would judge everyone only based on their interviews.

Reynolds: I've never been involved in anything CESA wise, and this is my first CESA meeting! I've also never attended QCE so I think it'd be an interesting experience. I would make sure to do my best to judge on interviews and I would be honoured to help out with this process.

Lem: I've attended QCE all 3 years, so I have a general idea of how the conference goes. I'd have a good handle on what kind of traits I would want someone to have.

Le Chatton: I also attended QCE this year for the first time, and I'd love to be a part of the panel to get an idea of how the hiring processes work.

Noronha: I'm a member at large; Chemistry major and Math minor and I like memes. I'd be helpful on the hiring panel as I don't really know upper years so I wouldn't know people applying for QCE. I think I'd be very equitable and unbiased.

Questions



Moselhi: What's one skill you have that'd make you the best person to sit on this panel?

Noronha: I'm not one to beat around the bush, I'm very to the point about how people perform in their interviews. I'd respond as I see the hiring process.

Le Chatton: I think I would be good to sit on panel as I'm extremely attentive. I would help to make a decision and pick up on things that wouldn't be too obvious.

Lem: I do think of myself as a strong willed and critical person. Even if I have a relationship with that person, I would leave everything I knew about them at the door.

Reynolds: I am a good team player, I am open to everyone's ideas, and not afraid to share mine at the same time. I value people's ideas, but it's important to communicate your own too. I like to be able to have open communication with everyone, which is one of the biggest priorities as part of the hiring panel

Delaney: I like to think I have an analytical and critical personality since I get to the point very quickly. People have said what I wanted to say. I'm prepared for this position since I have been to various QCEs.

Edsis: How would you stay motivated and not let the long hours affect your ability to pick the team?

Lem: Since it's a panel running interviews, I think it's important to work together and feed off each other to keep us all attentive. If someone is feeling tired, it's important to work together to really motivate each other.

Le Chatton: I'm a good person that pushes through, even if I'm tired I won't get bored of something I'm interested and passionate about. I'm also very interested in being on this panel.

Noronha: On my own I wouldn't be able to do it but it's not just me that's relying on this, it's the whole team. I won't slack off when other people are depending on or relying on me, that'll motivate me throughout the long hours.

Delaney: It is a team effort and I really want to work really well with everyone on the panel. I would do my best to make sure everyone else is in check.

Reynolds: I think knowing that this isn't just a solo decision and that it is a team decision and I'm not the only one that it affects; that would motivate me. I also do think that if I keep up a strong connection and communication with the team that will motivate me and keep it up.

Truong: Motion to vote by secret ballot.

Carney: We're going to do a ranked ballot from 1-5.

Motion to vote: **Emily Reynolds and Katie Lem are chosen to sit on panel.**



b. **Motion #13** – Exec AdmINTERN

Moved by: Erica Frosst

Seconded by: Ariella Garber

That CESA Council amend Article 4 of the Job Description Policy Manual as outlined in Appendix: Exec AdmINTERN

Frosst: This motion has been presented in discussion with the exec, incoming exec and interns. We think it's an excellent way to continue to get first years involved on CESA. This is an extension of the exec intern position; this person would be responsible for learning more about the behind the scenes of the agenda and potentially being involved in the bulletin boards. They could also learn how the meetings are run, and more about the human resources side of things. The job description outlines things the intern could do since it's an ever-changing role.

Nyamekye: Would you potentially see them sitting on hiring panels? The addition of someone else might detract from the whole point that it is unbiased. I'm curious to the extent of what they would do under you.

Frosst: When talking to the executive, we decided that it would be the best for them not to sit on hiring panels. This is more an administrative look on things like maintaining the office and learning about policy. I think it could be difficult having them on hiring panels.

Gazit: Would you be having a say on if you hire them since you are the impartial member?

Frosst: No, I would still be maintaining my role as exec admin. I have full confidence in the hiring panel to choose an intern for me. I'll be maintaining impartiality.

Motion to vote: Motion passes unanimously.

c. **Motion #14** - B.Ed Spread Your Wings and Fly Away (A)

Moved by: Connie Trinh

Seconded by: Tiffany Wong

That CESA Council amend Article 5 of the Constitution as outlined in Appendix: B.Ed Spread Your Wings and Fly Away (A)

d. **Motion #15** – B.Ed Spread Your Wings and Fly Away (B)



Moved by: Connie Trinh
Seconded by: Tiffany Wong
That CESA Council amend Article 5 of the Job Description Policy Manual as outlined in Appendix: B.Ed Spread Your Wings and Fly Away (B)

e. **Motion #16** – B.Ed Spread Your Wings and Fly Away (C)

Moved by: Connie Trinh
Seconded by: Tiffany Wong
That CESA Council amend Article 5 of the Communication Policy Manual as outlined in Appendix: B.Ed Spread Your Wings and Fly Away (C)

Trinh: So after consultation with the editors, we've come to the conclusion that B.Ed Spread is not at the same place it used to be. We have difficulty engaging in interest and we don't have anyone who is willing to write articles.

Wong: We don't want to take away student opportunities without creating new opportunities. A couple new ideas that could replace or revitalize bed spread are that we could have exec send out monthly newsletters like ASUS, which would give them a chance to highlight what's happening in CESA and the AMS. Students could have the opportunity to send in submissions. Another idea is to create a new position called a Videography Coordinator, which would be under Marketing and Design Director. They would be responsible for making monthly videos of CES events and workshops and outside CESA, maybe QCE and formal.

*Motion to vote: **Motion passes unanimously.***

24. Discussion Period

a. CESA Clubs: Moving Forward

Mohammed: Aryn and I have been looking at clubs critically these past few weeks and talked to club heads about where they see their clubs going. We wanted to gage councils feelings about clubs.. I have some questions to get us rolling. Do you think CESA Clubs Director is a useful position? If we thought of dissolving the position, how could we redistribute the budget? Should we put the Homework Club under Community Affairs? QUSMEA becoming an AMS club rather than CESA?



Truong: I've never been in a CESA club or been clubs director. I was wondering if someone who has been clubs director can speak to their experience and as to why we're having this discussion.

Mohammed: I think similar to B.Ed Spread, when clubs started out it was a lot more successful. The clubs we have now are pretty autonomous. I find that my position is unnecessary a lot of the time.

Moselhi: I was involved in homework club. I think having homework club for CESA should remain, it was such a rewarding experience. It's awesome to get the opportunity to go to a school and work with children. For me I think that as long as homework club stays within CESA it is fair to change the role of Clubs Director. In terms of the budget, year reps are targeting a full year and I think giving the money to year reps and other places would be good.

Mohammed: We are thinking of motioning to give them a position on Extended Council instead of having me here. We were thinking of giving the budget to the year reps for sure.

Lang: Our budget of around \$300 went to QUSMEA for bursaries but we don't know if they went to Con-Ed students so Con-Ed money is going to students who aren't in Con-Ed. FUSE-Q has exec members who aren't even in Con-Ed; Con-Ed students are paying the fee but this money is being used by non Con-Ed students.

Lau: For yoga night we dipped into the clubs budget. I think redistributing clubs budget to social affairs will help to run successful events. We rack up deficits; we had to fundraise a bit more. Maybe redistributing that budget also to social affairs and to formal costs would be good as it's a big event.

Gazit: Just a suggestion but I think maybe the new executive should talk and make it open to anyone on council to request need for money if they need it. The year reps said they need some, Jansen did too. Teach exec have more money than year reps, but finance is more of an issue this year as orientation week is restructuring. Not everyone



can get the money from the clubs but it should be an open process that is evaluated and fair.

Teves: How would it work to ratify these clubs with AMS instead of Con-Ed? Any risk that we'd lose the clubs totally?

Mohammed: I've talked to QUSMEA and FUSE-Q and if they get ratified as AMS clubs, the AMS has a lot more resources and money which can better facilitate their clubs. Because these clubs aren't essentially Con-Ed clubs, I don't think we're really losing anything by getting it ratified as AMS clubs.

Wong: I am concerned about holding QUSMEA to AMS, as it takes away an opportunity for Con-Ed music students, but I think we need more consultation with the group and if they want to move the direction of their clubs to include more music students. I was wondering whether it would be an option to move QUSMEA under academic affairs.

Lang: ratification process is essentially an application, constitution and an interview; we'd be more than willing to support QUSMEA through that process to be successful as an AMS club. We did consult with QUSMEA about wanting to join the AMS and they were for it; they thought it made sense. Within the music program there is a divide between Con-Ed music and regular music and they're trying to break that down, they think joining the AMS would help with that making more students feel comfortable. As for putting them under academics, it is something we looked at but don't think it is entirely feasible since we don't want to take away from an already busy role.

Chiang: I'm going to touch on finances since I have previous experience. The incoming exec and their new treasurer comes up with a budget based on the experience of the previous treasurer; there isn't any clear financial record that goes through council other than it being presented at the AGM and then again over the fall term where there's usually another presentation that solidifies it. I think it's hard since there's so much turnover since you only have the experience of one year. Incoming exec can have a more ongoing budget process and create an archive of the budget. I know it's sometimes in people's transition manuals but not always.



Dowling: In order to have a club ratified as an AMS club, it can't have already existed as a club. Homework club and FUSE-Q would probably not be eligible for AMS, but QUSMEA would probably be most eligible.

Frosst: Something to consider, because of the way that policy is, in order to change anything you have to probably motion something today because if it is a constitutional change it needs to go through two meetings.

Datt: What days would you want to have first round interviews?

Frosst: First round interviews will be happening week of March 5-8, second round march 12-15.

b. Teach Exec Hiring

Dowling: This discussion came from some feedback that's come from teach exec this past year as well as the year before. We are focusing on how we can continue to improve hiring processes. To gain insight on how to do this, the unsuccessful applicants wanted more of a chance to show their individual strengths during orientation week. Should this be factored in as to whether they are hired for teach exec? How do we tangibly go about this? If you were interested in having your success during orientation week to be factored into the hiring panel's decision, how would we evaluate people on that? We are looking for tangible solutions.

Lang: I disagree with the fact that teach exec hiring should include orientation week experience. I applied for teach exec after having only been a Gecko and I made it to the second round. I would not have had a chance to show them what I did because it's not the same relationship so there would be a barrier there.

Dowling: That is a potential barrier as well because we have to open to all orientation leader experience.



Lau: I don't think it's a good idea, the interview is already pretty unbiased. During orientation week, there are different kinds of teaches. There are also people who were a Gael and wanted to skip the teach process. I don't think it'd be a fair assessment; some people are loud during orientation week and not after and vice versa.

Moselhi: I think it's cool that we're trying to consider the other skills and performance. As someone in first year and a potential candidate for the role, I see that it is difficult to evaluate the performance. It'll be much more subjective than objective. What criteria would you be assessing their performance based on? How can we keep this subjective and not objective?

Dowling: In terms of tangible ways that this could be displayed is potentially providing a reference form from orientation week from a co-teach, co-gael, or even a frosh. I don't have a specific opinion, I just want to see what other people think. Another would be having teach evaluations at the end of the wee.

Truong: I feel like a lot of teach exec and teaches throughout orientation week become really good friends with each other. I think if we allow opinions from orientation week, unfortunately people do have biases towards their friends. I wasn't really good friends with people on teach exec, which is unfair compared to someone who is best friends with teach exec. During o-week, the teaches' primarily role is to be there for frosh; if we add this in, teaches may act a certain way or make sure they're being seen by exec; that's not the goal of being a teach. During hiring processes, we don't consider things they've done in the past. Make sure that hiring processes don't include things that are outside of the room.

Dowling: This discussion could extend into hiring and whether or not this would extend to other positions on CESA as well.

Gazit: From what I've heard from other people, some teaches were not as committed to their frosh group and they wanted the hiring panel to consider that. From my experience as a teach I would like to think I was a good teach and in no way was I close to any member of the exec. They're two very different jobs, and I think it's not fair to



compare it directly. In terms of evaluating teaches, that is very hard to do. We hire teaches who are very different from each other. What are we exactly evaluating? On the hiring panel this year having Anj was incredible to make sure everything was fair. But if this were to happen, head teach should be excluded because they are on hiring panel. Photographers could also say stuff about teaches, also when would the references be looked at? For every applicant, would their reference be looked at? If it was narrowed down between two people, then would you look at references?

Teves: If you take into consideration one's role as a teach, it would change the atmosphere of being a teach into more competitive and weird, which the mood of o-week should not be. I think it would be hard to figure out who's responsibility it would be to monitor current teaches because teach exec already have so much to do. I think it's the last thing that everyone needs to worry about; constantly having someone watch you while you're trying to make friends with first years. It is stressful. It's strange generally to have your current role on CESA influence any future roles you would like to have. How would you even start to translate the role of one position to the role of another position? I think that'd be very messy.

Dowling: In our hiring policies, we allow for references currently. The exec admin is in the room and approves the questions being asked to reference. There is the potential for applicants to reference someone from orientation week.

Noronha: If we did use references it'd be very biased because I personally put down references I knew I could count on to talk well about myself. If I were to find out that my teaches were being evaluated on how they act around me, I would be destroyed. Because of the structure of how teaches are selected, I don't see how watching on o-week would help pick exec. Because of the structure of the way people are running currently, I don't see how the equity behind it could be counted.

Frosst: In hiring, I think having performance reviews of any kind will be difficult to keep track of. I think if the applicant was a Gecko or a Gael, they may not have those practices in place. This is an unfair advantage for people who were involved in Con-Ed o-



week. I think having performance reviews coming into play would have a difficult dynamic. it would be really strange way of doing it.

Dowling: I think the whole rationale of this is not necessarily to check the quality between two candidates, it's more looking for red flags.

Walker: It'd be hard, who would you get the information from? It could also be creating worse competition between teaches; what if you and your co both really wanted head teach?

Reddick: Personally I like the idea. I don't think we necessarily need references, but during the application maybe we can ask things like "How was ur o-week experience?" "What could you have done better?"

Dowling: That's a great idea, but I don't think that's something that will fall into policy, but something the panel will decide.

Chiang: I feel like that's a very difficult relationship especially now that moving forward, o-week is split in half. I think having the extra stress wouldn't be fair to teach exec or umbrella positions in CESA.

Min: I think part of the problem may be that the questions asked are very specific so you don't get a chance to share anything about yourself. I think at the very end when they ask if you have any questions, maybe add an open-ended question. For example, "tell us a time about orientation week where you showcased a skill you think is necessary."

Dowling: I believe there was one on the written application but I don't think there was anything in the interview.

Reynolds: I would like to echo what Ellise and Emily said about teaches acting differently. If the teaches knew they were being evaluated, they may feel like they want to get closer to the teach exec during o-week. I feel like teach exec is supposed to be



there for your support, I think if as a teach you knew that your teach exec was evaluating you, that would discourage you from approaching them if you ever had any questions. I think that may discourage teaches from getting support from teach exec.

Kielbasa: Regarding the written evaluations, your reference would be opening it up to people you're competing against. If both the teaches and the first years were aware that they were known they were getting evaluated it could cause problems.

Edsid: Speaking on behalf of being in teach interviews, I think bringing in behind-the-scenes experience would be a problem. We tried as best as we could especially with Anj's help to not bring any external experience other than what was said in the interview. I think bringing that in will create a snowball effect idea and it could create other problems.

Lang: We took previous teach exec off the panel, and feels like we're putting them back on. Teaches are going through a tough time, they're transitioning to living on their own. We don't know what's affecting their ability to be a teach. We don't want anything that could've impacted them during their week that we don't know about to impact their hiring. There are things way beyond o-week that needs to be considered.

Moselhi: It would be used to show a red flag, which I personally have a lot of things against. Interviews and applications should never be used in a way of bringing candidates down or up. We are providing this platform to help them get the position, not to help them not get the position. Why should that be something that carries with them on forever? There are people willing to change and fix their mistakes. I think we should consider a factor with hiring overall that would bring people up, help them move upwards and not bring them down. It is something to take into consideration that not everyone performs extremely well with interviews. I think providing an applied question and see their applied skills rather than getting them to talk about things would be nice. People can say their most admirable quality and not actually be able to do that. We should take into consideration how well people talk; someone with an English teachable may talk better or form words better than someone who doesn't. I think it would be something to consider for another meeting.



Dowling: The reason this was necessary is because of the consistent feedback. I would like to thank everyone for voicing their opinions. The structure we currently have is what the university and the faculty is looking for. Evaluations are potentially problematic but I think it's important to look at how to incorporate these questions into applications and interviews. I think this is more about the styles of questions we're asking.

25. Speaker's Last Word

- **bloviate:** Refers to people who talk for long periods of time especially in an inflated or empty way.

26. Adjournment: Meeting adjourned at 8:39 PM