

**Minutes**

Meeting of the Concurrent Education Students’ Association Council

**Members Present:** Joyce Chiang, Afsheen Chowdhury, Jamie Cohen, Anjini Datt, Chloe Demizio, Liam Dowling, Erica Frosst, Aryn Lang, Jathorsan Lingarajan, Mackenzi Mellon, Alice Min, Aliyaa Mohammed, Carla Namkung, Michelle Nyamekye, Connie Trinh, Ellise Truong, Gabriel Vesco, Emily Walker, Tiffany Wong

**Also Present:** Natasha Bhanof, Renee Brazeau, Ruth Bryce, John Carney, Kevin Chong, Emma Drinnan, Yael Gazit, Jennifer Gor, Beth Grennan, Santina Hughes, Leah Hunter, Michelle Lamb, Jansen Lau, Danielle Leroux, Vanessa Li, Amanda Lyons, Jessica MacNaught, Grace MacPhail-Wagner, Bronte McMaster, Janna Moselhi, Sean Musclow, Jacqueline O’Rourke, Smaranda Popescu, Claire Rosen, Carley Rouble, Natasha Sharma, Brooke Sadler, Abby Skene, Emily Teves, Lindsay Wray, Tyler Yan, Suzy Zhang

**Regrets:** Charlotte Corelli, Aubrey Cottreau, Megan Kingvisser, Sandie Tran, Ishta Xavier

1. **Motion #1-** Adoption of the Agenda of the meeting of September 17th, 2017

Moved by: Anjini Datt

Seconded by: Liam Dowling

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

1. **Motion #2-** Approval of the Minutes of the meeting of April 2nd, 2016

Moved by: Anjini Datt

Seconded by: Liam Dowling

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

1. **Speaker’s Business**

*John Carney, Speaker and Chief Electoral Officer*

* So the first thing so I have to do real quick is appreciate that we are situated on Anishinaabe and Haudenosaunee lands.
* I just wanted to take a second to take a little poll to see how everyone’s summer went.
* My summer was pretty good worked at a golf course
* Pretty excited to be back
* As most of you know I also hold the CEO position, we have three teams running for first year rep and one person running for First Year Rep to the AMS
* The campaigns start tomorrow so you will get to see their campaigns so get excited for that
* CESA runs using Robert’s rules, if you look at the back of your placard you will see some of these rules
* Point of information you would use if you have a question about what is being said
* Point of order is basically if I do something wrong you can yell it at me,
* Point of personal privilege if something doesn’t have to do with the meeting like passing the snacks
* If you want to say something, you will raise your placard or your hand and say your name and your position, if you do not hold a position you say member at large
* I believe that’s all for my business

1. **President’s Report**

*Liam Dowling, President*

* Hello Everybody and welcome back!
* For those of you who don’t know, my name is Liam Dowling and I’m the CESA President.
* I’m a fourth year Biology major with teachables in Biology and Math.
* I’m so excited to start off the year and work with all of you! I’ll be happy to take any questions during question period.
* AMS Relations
* Over the summer I’ve been working with the AMS and providing a Con-Ed perspective.
* Recently the VPOPS, Brian MacKay resigned and is being replaced by Chelsea Hollidge.
* Both Carla and I are responsible for confirming her into the role so if you have questions or concerns please let us know.
* As well, I’m currently undergoing consultations with students regarding the closure of Bikes and Boards and the lay off of 6 students.
* So that I understand what the opinion of Con-Ed students is.
* If you have any questions or concerns or general comments please let me know
* The Office RE-TEAL 2.0
* So a lot of you may know that over the summer the CESA Exec redid the office.
* We replace the majority of the furniture, painted the walls and door, and got the floors waxed.
* We undertook this task in order to make sure that the office really reflected the students within Con-Ed and the awesomeness of Con-Ed.
* As well, if you have something about the old office that you really liked, let us know so that we can to make it a more inclusive space.
* Undergraduate Orientation Working Group
* In case you were not aware, the Student Affairs Office has created a working group to investigate undergraduate orientation weeks.
* Was implemented by Principal Woolf.
* The goal of the working group is to make the week more inclusive and accessible to students with a variety of backgrounds and will eventually report recommendations and findings by March.
* Haven’t had our first meeting yet.
* Goal is to have recommendations brought to Senate by March of next year.
* I will be sitting at the Con-Ed representative so if you have any questions please let me know.
* Thanks!

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

*Joyce Chiang, Vice President (Internal)*

* I am so excited to have the honour and privilege of working with all of you wonderful and beautiful people this year.
* The past few months have been incredibly hectic, and I can hardly believe school has already started.
* Thank you to everyone who helped make our Orientation Week the best yet!
* We have an unbelievable amount of first year engagement and enthusiasm and it was all thanks to everyone’s hard work – especially our Orientation Leaders and Orientation Week Executives!
* ASUS
* Assembly was held this past Thursday, September 14th.
* We selected 2 committee members for the Head Gael Hiring Panel
* As well as 2 committee members for the Financial Aid Fund – of which I will be a sitting member on!
* We also brought back Pheksa as members of Assembly.
* I have confirmed with ASUS executive that their applied learning credit should not interfere with our practicum placements
* Nor will any non-Con-Ed ArtSci students receive credits for anything resembling our practicum placements.
* Jackets will go for early bird sale this upcoming week, and the following week they will be on sale for regular price. Sales start this week in the reflection room.
* Anyone who would like a jacket but may face financial barriers is encouraged to apply since bursaries are available.
* All information is strictly confidential.
* In addition, there are a few initiatives that I am hoping to have CESA Council and Extended Council collaborate with members of ASUS Assembly.
* My goal for this year is to report on their initiatives directly to our corresponding portfolios to help facilitate collaboration!
* Athletics
* Smaranda and Charlotte have been working on intramurals. They have picked out the times and dates.
* Intramurals are a great way to get involved in Con-Ed and meet Con-Eddies of all years!
* Branding
* Alice and I have been working on establishing new branding rules and regulations.
* We are trying to maintain a regular font, color scheme, etc.
* This will include branded PowerPoints that any member of Council can use as a consistent template.
* Camp
* We have maxed out registration for Camp!
* Those who have not paid have until Monday at 4:30 PM to make their payment otherwise they will be moved onto the waitlist and other students will be given a chance to attend.
* If you are on the waitlist, there is still a chance so don’t give up yet!
* Thank you to everyone who has helped so far make camp registration so easy and simple by notifying me whenever there was an issue and problem solving a solution by themselves if they were unsure!
* You guys are all superstars!
* Year Reps
* Each year rep has their own report – although I did want to highlight our upcoming events and their hard work.
* Makenzi, Jathorsan, Connie, and Emily, Erica and Megan have all been doing a wonderful job prepping and planning.
* Both of our major events the Welcome Back BBQ and the Buddy Picnic will be this weekend so stay tuned for updates!
* Our best buddy picnic yet was this morning.
* Fun fact: The Great Emu War ended with the victory going to the side of the emus, not humans.

1. **Vice President (External)**

*Aryn Lang, Vice President (External)*

* Hey Everyone!
* Welcome to Council and Extended Council 2017-2018!
* For those of you who don’t know me, or are new to Con-Ed, or the Kingston campus, my name is Aryn!
* I am in I/S, English & Biology, and I love puppies, snacks and hugs.
* I am absolutely so thrilled and excited to to work with each and every one of you in the coming year!
* External Umbrella
* Everyone in the external umbrella has been working really hard this summer and all is well underway with QCE, Events and Clubs (they will tell you more in their own reports).
* Ellise and I are looking forward to hiring a new Workshops Coordinator and Social Affairs Coordinator.
* Ellise, Jaime and Aliyaa have all been super dedicated to their positions and I can’t wait to work with them more as the year goes on!!!
* What the Heck is TEAC?
* TEAC is the Teacher Education Advisory Committee, which meets once a semester to discuss important issues regarding education in Ontario.
* I sat on my first TEAC meeting back in April and it was extremely interesting.
* The name change from the Native Studies teachable to Indigenous Studies teachable is well underway which is really exciting.
* We also discussed Additional Qualifications (AQs) and how to increase enrolment in these courses.
* I look forward to sitting in on more meetings in the future.
* What the Heck is TELC?
* TELC is the Teacher Education Liaison Committee which meets once a month, where there are discussions about things going on in different Ontario boards, Teacher Unions etc.
* I have not sat on these meetings yet, but am looking forward to learning and contributing to the discussion from a Concurrent Education perspective.
* What the Heck is Faculty Board?
* Faculty Board is a monthly meeting that I sit on with Tiffany Wong, and we discuss programming for fifth year students and other course-based issues.
* I have not sat on Faculty Board yet but am looking forward to it.
* I am SO SO SO SO EXCITED for the year ahead and all that we will accomplish!
* If you ever need anything at all, whether it be chats, snacks, hugs, rants etc. I am always here for all of you!

1. **Executive Administrator’s Business**

*Anjini Datt, Executive Administrator*

* Hope everyone had an amazing summer!
* The office hour schedule is made! If you have any conflicts, or are not able to make your office hour anymore, please let me know.
* Applications for CESA Extended Council positions will be made available on Monday. I will be sending out an email about that tomorrow. If you have any questions, please reach out to me by email.

1. **Events Director’s Report**

*Ellise Truong, Events Director*

* Hello everyone and welcome back to Queen's!
* I'm so so so excited to be the CESA Events Director for this school year and pumped to share what all of my amazing teams have been up to thus far.
* Social Affairs
* Jansen and Celine worked extremely hard over the summer, brainstorming socials for the year and getting the ball rolling on Formal.
* Though Celine had to step down from her role, I wanted to thank her for all of the amazing work that she contributed over the last several months.
* Our first social of the year is coming up this upcoming Wednesday night at The Grizzly Grill and we would really love to see you there.
* It starts at 7pm, and the admission cost is pay what you can.
* We will be designing an optional "human bingo" game so that students can have an opportunity to get to know new people within the faculty.
* We really encourage all Council and Extended Council members to attend, even if it's only for a few minutes that you can drop by.
* We really want a high turn out for our first social of the school year, as we feel that it will set the stage for a successful school year.
* We already have over 100 people attending on the event page, but we would be more than happy to have more!
* Community Affairs
* First of all, Sandie and Jennifer are absolute superstars.
* Secondly, the first event under this umbrella is coming in hot, our annual Pancake Breakfast is happening on the morning of Saturday, September 30th!
* Advertising for the event will begin next Thursday, after our first social is over.
* Venue is booked, for the first it will be taking place on the corner of University and Union for easy access and to gain more traction!
* Everything else is underway, and the team is working hard to piece it all together.
* Again, we would really appreciate Council support for this.
* If you would like to volunteer and help the team that would be amazing!
* Otherwise we'd just be happy to have you show up and eat some delicious pancakes to support Pathways to Education, the charity that we will be donating all proceeds to.
* The team is also starting to form CommComm (Community Affairs Committee), sign ups will be underway soon.
* We will have a sign-up sheet at our first social, and everyone will be emailed a link to join.
* If you are interested in joining we would absolutely love to have you!
* Workshops
* Vanessa and Katey both put in lots of work over the summer to start putting together ideas to create amazing workshops for CESA!
* Unfortunately, Katey had to step down from her position but she has been an absolute superstar and I want to give her a shoutout and thank you!
* Workshop planning is well underway, we have a week booked in November for our first workshop series and we are so excited for it!
* Details are to come, but Vanessa is working extremely hard and I know that it will be amazing.
* Homecoming Alumni
* Last but absolutely not least, the amazing Abby and Danielle.
* These two have been sending a thousand emails a day, banging on doors, and doing everything possible to put together the third annual Wine and Cheese in B.Ed for Homecoming weekend!
* The event will be taking place on Friday, October 13th on West Campus after the guest speaker from the Faculty of Education.
* There have been bumps along the road, and the event has been difficult to plan through Event Services and with Alumni associations.
* That being said, these two have been doing a spectacular job and leaping over every hurdle that comes their way.
* The event is really starting to come together and it's guaranteed to be an amazing night for alumni and students!
* Make sure to mark this down in your calendars, because this event is $10 for food and an open wine bar!
* More details to come as we get closer to the event, but know that these two are the best of the best and this amazing event is in good hands.
* Sidewalk sale and Queen’s in the Park were super successful. At Sidewalk Sale we raised over $850. The exec were wonderful and very helpful throughout this week.

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

*Alice Min, Marketing and Design Director*

* Hey CESA Council 2017-2018!
* I hope the first week of school has been going well!
* If you have an event and need me to help with marketing/graphics, please fill out the CESA EVENT AND MARKETING FORM 3 WEEKS in advance.
* This will allow me to spend more time making quality graphics!
* CESA WEBSITE
* Suzy has done such an amazing job creating the new CESA website!!
* We just have some things to finalize, then we will let you know when it is ready to launch.
* Hopefully will be launching it within the next month.
* YEAR-REPS: Each year will have their own page on the new website!!
* This is a space for updates on year-specific events, socials, and any other announcements.
* Please contact Suzy Zhang, the IT Admin, with any new posts you would like to make, or to change the format/design of your page.
* There is a lot of flexibility so please take advantage of this platform!
* PHOTOGRAPHY COORDINATORS
* Sean and Emily have been attending all CESA orientation events to take lots of photos!
* They are currently posted on the CESA Facebook page.
* Please tag yourselves or your friends.
* The Instagram account is also becoming very popular!
* Let the photography coordinators know if you have any new ideas for the page.
* B.ED SPREAD
* The B.Ed Spread will be coming out in an online blog form!
* Con-Ed students will be able to sign up with the B.Ed Spread Editors: Yael and Renee, or join the FB group and sign up for slots to submit articles.
* The articles will be published on a weekly/bi-weekly basis instead of being a monthly issue.
* It will be launched around the beginning of October, so please look out for that!

1. **Treasurer’s Report**

*Gabriel Vesco, Treasurer*

* …

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

*Tiffany Wong, Academic Affairs Commissioner*

* I hope you all had a wonderful first week of classes!
* The first academics event of the school year is coming up!
* Student Academic Success Services (SASS) from Stauffer Library is partnering with CESA to host an Academics 101 workshop tailored to Con-Ed students!
* This workshop will give students an overview of some of the new approaches and ways of thinking that successful students use at Queen’s.
* Students will be encouraged to upgrade their skill set for university - learn how to modify their existing study strategies, depth of thinking, and self-management habits to navigate the transition from high school to Queen’s!
* This event will be happening on September 27 at 7:00pm in Stauffer Library Room 121.
* An event page will be coming up very soon!
* It would be much appreciated if you could promote this event to any first years you know.
* Offer to go to this workshop with them and/or encourage them to go with a buddy (or two)!
* First years in the room, thank you so much for coming out to this meeting and I would like to see you at this event.

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

*Michelle Nyamekye, Equity Affairs Commissioner*

* We did have bursaries for Con-Ed camp and there was a huge turnout which was awesome because we like to encourage people to apply for bursaries.
* Still working on the cheques, hoping they’ll be written by this week.
* If they come in only myself or Gabe can hand out the cheques so get them in contact with us.

1. **Senator’s Report**

*Afsheen Chowdhury, Senator*

* I will be attending a senate info session on the 23rd of October.
* Thank you for coming!

1. **AMS Representatives’ Report**

*Carla Namkung, Representative to the AMS*

* The first AMS meeting is coming up on September 21st and I’m working on making it more accessible. We are moving a motion to make CESA official colour teal. As Liam mentioned we are looking into transitioning Chelsea. If you have any questions or concerns please contact me,

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

* ...

1. **Second Year Representatives**
2. *Jathornsan Lingarajan and Makenzi Mellon, 2nd year Reps*

* We had our buddy picnic today. Thank you to everyone who came out, it went really well.
* We are excited to mentor and transition the upcoming first year reps.

1. **Third Year Representatives**

*Connie Trinh and Emily Walker, 3rd year Reps*

* Hey everyone!!
* It’s so nice to see all of you, we hope you all had a wonderful and relaxing summer.
* We’re so excited to see all the amazing things this council will accomplish this year!
* We went around the CESA pizza lunch during Orientation Week to let first years know about Con-Ed clothing.
* We got a few suggestions and we are looking into having more involvement in the decision/creation of clothing.
* We have been working hard with Megan and Erica to plan the Welcome Back BBQ for Con-Ed 18s/19s!
* By the time we are all reunited, we would have finished our FIRST YEAR EVENT WOOOOOOOOO!!
* The year event went really well and we saw a lot of people come out that don’t normally.
* We’re hoping it goes well (fingers crossed), we’ll let you all know in person.
* Our first email will be coming out tonight!
* Please send us pictures of your pets.

1. **Fourth Year Representative**

*Megan Kingvisser and Erica Frosst, 4th year Reps*

* Welcome back everyone!
* We are really looking forward to this year and hope you all are too.
* Our first year event is a welcome back BBQ with the 19's Saturday, September 16th.
* We have a survey out to figure out how much food we need and are asking everyone to bring a toonie for our B.Edder4U funds.
* Connie, Emily, and the two of us are looking forward to this event and hope that everyone enjoys themselves!
* Connie and Emily were an absolute dream to work with. Everything went really well, there was a great turnout and it was nice to see everyone come out.
* We will also have an email coming out tonight!

1. **Clubs Director’s Report**

*Aliyaa Mohammed, Clubs Director*

* Today we will be ratifying two or three of the CESAs clubs.
* Recently met with Alice about marketing so we can make a big push in September.

1. **QCE Chair’s Report**

*Jaime Cohen, QCE Chair*

* QCE exec is working hard and getting back into everything after summer! This team takes no breaks.
* Here are some of the main things we are currently working on:
* Confirming Speakers
* Making our itinerary
* Finalizing registration processes
* MARKETING MARKETING MARKETING – please follow us!!!! IG: @qce2018
* Confirming sponsors and looking for more
* Running fundraisers—just had our Ale Lineskip fundraiser and our beavertail fundraiser is coming up on October 4th
* Looking into bursaries and grants
* We encourage all members of CESA to be role models to other Education students and show their support by coming to QCE fundraisers!
* Please share our posts so that we can reach more Con-Ed students.
* We appreciate all the social media attention and support you all have shown thus far!
* If you have any questions or suggestions feel free to email us

1. **Head Teach’s Report**

*Chloe Demizio, Head Teach*

* Hello Everyone!
* I hope you’ve all had a relaxing summer and good first week of classes!
* I honestly cannot believe that Orientation Week has come and gone already!!
* It seems like just yesterday I was standing up here giving my introductory report!! Needless to say, we have a few updates:
* Orientation Week
* We cannot express how ecstatic we were in seeing our almost year-long efforts (yikes!) play out in front of our eyes.
* The countless hours put in and the many (many) sleepless nights were beyond worth it!!
* We truly believe that overall, the week was a complete success.
* One that would not have been made possible without the support and enthusiasm of a few special people.
* We would like to begin by thanking our wonderful Teaches.
* Through the thick and thin, each of you maintained an insane amount of energy and spirit and welcomed the Class of 2021 with wide open arms!
* We are so proud of each and every one of you and how you interacted with the First Year Students, not only during Orientation Week, but also throughout the first week of classes as well.
* We would also like to thank our photographers – Cameron MacDonald, Sean Musclow, and Emily Teves, for capturing so many special moments throughout the week.
* We appreciate all of the time you committed to attending the events and the lasting memories that you have created through each photograph.
* Next, we would like to thank Liam, Aryn and Joyce for their insane amount of support throughout not only Orientation Week, but through the weeks leading up to it and in the past week as well. Can’t wait to work with you guys throughout the rest of the term.
* Thank you to my team because without you guys this wouldn’t have been possible.
* I feel so blessed to work alongside you guys and our wonderful teaches.
* We cannot thank you enough for all of the advice, additional help and check-ins that you each provided for us over the past few weeks.
* It has meant so much to each of us!
* Last but not least, we would like to thank any volunteers and people that aided in ensuring the week ran smoothly.
* Without any of your help, the week definitely would not have been as successful as it was, and for that, we are extremely grateful.
* Finally, to the Class of 2021, we hope that you feel welcomed into your new home, here in Con-Ed.
* Cool to see you guys grow throughout the week and interact with your leaders.
* We were so happy to be able to finally meet some of you and to watch you grow throughout the week.
* We cannot wait to meet more of you throughout the school year, and to see what the future has in store for you all!
* Queen’s, the Faculty of Education, and all of us are lucky to have you here!!
* Thank you!!!!

1. **Statements by Members**
2. Sean Musclow and Emily Teves – Photography Committee

**Musclow:** Hi everybody! We are your photography coordinators. We wanted to talk to you about the photography committee. There is only two of us so we are always looking for help with taking pictures. By signing this sign-up we will add you to a facebook group

**Teves:** By signing up, it’s pretty low commitment. If you are going to an event or want to and would like to talk a pictures please sign up.

**Musclow:** We want to stress it’s not a big commitment, by signing the sheet you aren’t committing to anything just getting more information about the committee.

1. Ellise Truong – Pancake Breakfast

**Truong**: we have another event coming up before out next meeting, the Community Affairs is happening on September 30th. We would love your support at the event and it’s for charity so please come out.

1. Dowling – Extended Office Hours

**Dowling:** The exec are starting an event where we have extended office hours where we go outside of the regular office hours so that students can come and voice their concerns to executive outside of the regular office hours. We want to make sure it’s as open and transparent as possible for the students.

1. **Question Period**

**Skene**: For the photo committee can people not on CESA be apart and how can they sign up?

**Musclow:** Yes they can be apart of it. They can sign up by signing the sheet or getting our info so they can contact us.

1. **Old Business**
   1. **Motion #3 –** Anji(needs) Mo’ Money

Moved by: Liam Dowling

Seconded by: Joyce Chiang

*That CESA Council amend article 8.03.02 of the Constitution as outlined in Appendix: Anji(needs) Mo’ Money*

**Dowling:** So for those of you this may look very familiar. Since it’s a constitutional change, it has to go through twice. Just to clarify, Anjini had to leave because it deals with her. This is just a formality because since we voted on it last time, this one is just constitutional. We changed it because it’s an increased workload that is similar to Exec’s workload and should be paid accordingly.

**Chiang:** Just for clarification, the honorarium is just the compensate for the events we go to and the additional workload that we do from working for more hours every week.

**Truong:** Money wise where is this accounted for since I wasn’t here last time?

**Chiang:** We have a lot of float money and moved things around to compensate for this for example from the merchandise coordinator. If you have any questions, Gabe can answer them.

**Dowling:** Motion for secret ballot.

*Motion to vote:* ***Motion passes***

* 1. **Motion #4** – Environment? Enviro-LIT

Moved by: Liam Dowling

Seconded by: Joyce Chiang

*That CESA Council amend article 5.02 of the Constitution as outlined in Appendix: Environment? Enviro-LIT*

**Dowling:** So again this is a matter of old business. We passed the job description of this last time. One thing our team is very passionate about is environment. Reminder this is a new position so we will be working with the individual to create the position.

**Chiang:** We are getting money for this from the sustainability action fund from the AMS.

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

**22. New Business**

* 1. **Motion #5 –** CESA’s official colours

Moved by: Alice Min

Seconded by: Joyce Chiang

*That the CESA Council amend Colouring and Typography of the Communication Policy Manual as outlined in Appendix: CESA Colours*

**Min:** Basically, if you look at our policy manuel our official colours are teal, brown and red. If you look our new colours are light teal, dark teal, red, white, black and light grey.

**Chiang:** Nothing further to add.

**Walker:** With clothing would you like us to stick to these colours?

**Min:** The clothing itself can be more asthetically pleasing but the logos should be those colours.

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

* 1. **Motion #6** – She doesn’t even go here anymore (A)

Moved by: Liam Dowling

Seconded by: Joyce Chiang

*That CESA Council amend article 4 and article 5 of the Constitution as seen in Appendix: She doesn’t even go here anymore*

**Dowling:** So this is just our first reading so we won’t vote on this. The position has not been here for 4 years. It was originally supposed to assist the elections for the \_\_\_ so the position was held by a fourth year con-eddie going into fifth year. This really is eliminating the position but we are having conversations with the Con-Ed coordinator about creating a new position to be a liason.

**Chiang:** Just to put in context this was put in place when Trent and Waterloo still had Con-Ed programs and they’re now irrelevant and there’s no purpose for this position.

*Motion to vote:* ***Motion moves to the next meeting.***

* 1. **Motion #7** – She doesn’t even go here anymore (B)

Moved by: Liam Dowling

Seconded by: Joyce Chiang

*That CESA Council amend article 3.08 of the Job Description Policy Manual as seen in Appendix: She doesn’t even go here anymore*

**Dowling:** Everything I just said except we will be voting on this one.

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

* 1. **Motion #8 –** FUSE the Q

**Mohammed:** It’s pretty self-explanatory. I’m going to let Natasha explain more about this.

**Sharma:** It’s a way for students to have fusion dance clubs and for them to not have to pay for the classes.

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

* 1. **Motion 9 -** Ex-QUSMEA

**Mohammed:** Basically the exact same thing but with QUSMEA. I’m going to let Emma explain more about this.

**Drennan:** I’m the director of QUSMEA. We are a music education club on campus and we want to make it accessible to everyone in Con-Ed and everyone in the Queen’s community. Three parts to our club monthly workshops, a trip to aconference and we run a program through Queen’s daycare. The montly workshops include things like drumming workshops. If you have any questions or workshops you think we should do, you can talk to me. The conference is a great music education conference which is super inspiring, if you’re interested let me know. We are looking into being a liason between people going into high schools to teach. For the program with Queen’s daycare, we go into the daycare and sing songs with the children.

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

**24. Discussion Period**

1. Standardization of CESA Hiring

**Dowling:** So this was a discussion we wanted to have in April. The goal is to want to know what do Con-Ed studetns want out of their hiring practices and the applications. Things like group interviews and applications. We want to hear your suggestions so we can use it as a basis for the variety of hiring processes we have. If you don’t feel comfortable now, you can come to our extended office hours. If you have any questions feel free to ask.

**Skene:** Can someone describe how group hiring works since I’ve never been a part of it?

Dowling: it generally works, by filling out an individual application and an individual interview and then a group interview. The other time of group hiring that is potential is paired positions where there wouldn’t be a group interview but would work as a group afterwards. This was brought up again because there was a lot of AGM last year.

**Frosst:** just to add about group hiring, the difference between CESA and other organizations, the group interview is not one individual interview, there are many interviews happening on the same day. They pull groups in at different times. I would be interested in having a discussion on why we do it that way and not like how the AMS does.

**Truong:** this is not about group hiring but written applications. When I was going through applications there was no word limit and there was a huge discrepancy between what people wrote. I think this would be good to standardize it so people know.

**Chiang:** Would you feel better about the interviews having a condensed amount of time as well?

**Fong:** First of all thank you for seeking opinions of Con-Ed studeents. I was just wondering some of the specific concerns people have brought up about hiring last year?

**Dowling:** one was about questions asked during hiring. We were limited in our ability to hire individuals, if individuals apply for a certain position, what questions should we be asking, specific or not and should we ask questions for all positions. I don’t have a perfect answer but I know that I would like to seek one.

**Nyamekye:** when you talk about CESA hiring does that apply to teach exec?

Dowling: Yes it does

**Gazit:** My personal opinion, after last year I felt that it was very important for the exec to be asking about all of the positions and that that goes into consideration for hiring this year.

**Cohen:** I think just thinking of QCE positions, someone who may be applying for one position wouldn’t want to be asked about all of the positions if they are not applying for those positions.

**Lang:** I think what Yael was saying was just questions people were applying for. I wwould like to say that the questions were built to reflect skills that can apply to all of the positions. It honestly isn’t feasible to ask questions for each position.

**O’Rourke:** Shoutout to team JAL for the improvements with the QCE hiring. I think that should be stuck with for this year. I think there needs to be more advertising about how the positions do not need any experience and to advertise that more with the positions.

**Demizio:** I think that the improvements being made to group hiring. I still think that it’s important with hiring a group to only hire in a group once once, that could be a mistake. I think that it’s important to see that if two people work together well that you can add someone else to that to see if different people will work better together.

**Dowling:** I just wanted to say that this will not come into effect into the fall as well as that with what Chloe was saying this is something we

**Nyamekye:** it should be very clear from an equity standpoint if you’re looking for people who work well in a group or a set group dynamic. If it’s very specific what you’re looking for, people will come out of it feeling better and like they knew what they were applying for.

**Truong:** My personal opinion, I think that it’s hard to tell in a long term way if the groups will work together and the focus should be strong individuals that we think will contribute well to their portfolios. I think it would be unfair to base hiring on how people feel that day and whether or not they know each other rather than the individual’s skills and qualities which stays consistent throughout long term

**Trinh:** I don’t see why it can’t be both. I think it’s important to see that someone is strong but also looking at how they interact in a group. I think it’s important to look at the individual and see how the individual works in a group instead of group dynamic.

**Musclow:** I just want to point out if you hire a group by the dynamic of the group, it works out differently with how you’re telling the group, it works out differently when the someone from the group declines the position because that would throw off the group dynamic.

**Frosst:** Just to add some experiences to the discussion, I personally experienced group hiring in CESA and not in CESA. I personally was hired to a group based on individual and then the group not based on dynamic but on how you work with others as an individual. Even when you were thrown in there for 20 minutes with strangers, you can see how they work with others. I can see how it would be valuable but I caution that group dynamics can change and how it would be more important to focus on individual skills rather than group dynamic.

**Dowling:** it seems like most people are focusing on individual skills. There are other groups who hire in a very similar way like we currently do. The things that CESA does are not completely unique.

**Walker:** because the teams for QCE and teach exec are much smaller than other teams from organizations, how could we change group interviews to be more individual based with the smaller group?

**Demizio:** I totally agree that both factors are important. In regards to what Emily said, I totally understand with the smaller team and having to work with just the five of us, you see them constantly so that is something that is important. Something that was expressed with teach exec hiring, we could tell who the group was based on how many groups they were brought in with and if there was a way for it to be a more equal opportunity for everyone.

**Rouble:** Just like personal opinion, I kow what Erica is saying about having one group interview. I think in my personal opinion I like having more chances to have the hiring committee see you in different positions and with different people rather than the one day where you’re only seen with some people.

**Lang:** In my personal opinion, the group interview process as it is can be very stressful and anxiety-inducing. I found that as someone on the panel, most of the situations are a lot different than in the interview. I know that in the interview, I wouldn’t respond and in real life, I would handle that very differently. I think it’s important to question how real situations in a five minute interview are compared to in real life.

**Cohen:** I agree with what Aryn was saying about the group interview not being an authentic representation. I don’t know if there’s anything better than what we have though about getting an authentic representation. I really liked the group hiring process with QCE.

**25. Speaker’s Last Word**

- Hannah introduced this two years ago. I’m going to choose a word that sounds funny and we are going to laugh at it.

- Ort

- the word is a scrap or remainder of food from a meal. It doesn’t have a sentence because I don’t know how you would ever use it in a sentence.

**26. Adjournment:** Meeting adjourned at 7:28 PM