

Students Nova Scotia	Board of Directors	students 
	<i>Meeting Minutes</i>	

Meeting Name:	Board Meeting		
Meeting Date:	August 20, 2013		
Meeting Time:	3:14 PM, AST		
Venue:	Hub (Call-in)	City:	Halifax, NS
Attendees			
Primary and Secondary Delegates:	Matt Rios (ASU/Vice Chair), Darcy Shea (ASU), Matt Latimer (CBUSU/Treasurer), Jared Perry (SMUSA/Chair), Aaron Beale (DSU), Sagar Jha (DSU), Ben Gunn-Doerge (SFXUSU),		
Other attendees:	James Patriquin (Communications Coordinator, SMUSA), Jeremy Mott (NSCCSA, Kingstec Campus), Jonathan Williams (Executive Director), Brian Foster (Communications and Engagement), Alexis Zederayko (Volunteer Recorder)		
Absent:	Amy Brierley (SFXUSU), Rebecca Campbell (ASTSU), DASA		
Quorum (50% of Members represented?): Yes			

1) Call to order

2) Roll call

3) Approval of Agenda

JW (ED): Recommended adding an item dealing with the election.

JP (Chair): Item added as #7, if the Board agrees.

Amended agenda **approved by general consent.**

- 4) Approval of June 18/20 Minutes (amended)

Amended minutes **approved by general consent.**

Approval of July 9 Minutes

Minutes **approved by general consent.**

Approval of July 15 AGM Minutes

Minutes **approved by general consent.**

Approval of July 17 Minutes

Minutes **approved by general consent.**

DISCUSSION AND APPROVAL

- 5) Call for universities to pursue Wagemark certification

JP (Chair): We discussed this item last meeting, but deferred it.

JW (ED): I looked into it more and into PSE institutions. The pay for the top-pay person is not always the president. For the purposes of this chart, we estimated the income for the bottom 10%. Also, some people didn't get back to us with the information for which we asked. A \$30,000/yr salary works out to about \$15/hr, and a \$40,000/yr salary works out to about \$20/hr. Many of the lowest paid workers are probably in the \$30,000 range. You'll see that very few universities would meet this standard: AST and USt.Anne would. In yellow are the ones that may or may not meet it, and the three institutions in red definitely wouldn't. Dalhousie, NSCAD, and CBU all have elevated salaries. If you want to know the current CBU's presidential salary, we can FOIPOP it.

ML (Treasurer): Was this spreadsheet sent around?

JW (ED): Yes. It is an Excel file. Only three of the top salaries on this list are not university presidents. One was a former president with a sweet deal. The Wagemark certification cost is negligible, but it needs to be done with the yearly audit, as the auditor has to give his numbers to Wagemark for certification. Certification is for the ratio between the highest and lowest paid employees being at or less than 8:1, but this is only for the lowest level of certification. It can be adapted for 6:1, 4:1, etc., depending on the organization's goals.

JP (Chair): Students and recent grads tend to be in the lower bracket, so it is part of our mandate.

ML (Treasurer): I think that it is different for every institution, but I don't see why any institution can't adhere to the 8:1 model.

MR (Vice-Chair): Whether as a lobby doc or paper, it isn't about raising salaries of the lower-paid employees, but about salaries being out of control.

JW (ED): In almost all cases, faculty isn't in the bottom 10%.

MR (Vice-Chair): It gives us a tangible ask, and illustrates unmitigated costs. If I were NSCAD, I would be very upset regarding salaries, given performance.

AB (DSU): I like it, and I think it looks great. I like that it allies us with staff, and it gives us a date and time to argue for something. I recommend that it be tackled in a way that involves students.

B G-D (SFXUSU): Also, bonuses are an issue that may be tied in.

JW (ED): I think that is included in these numbers, but we can bring attention to it in our press release.

ML (Treasurer): Where is our information from?

JW (ED): For every employee that makes more than \$100,000, the salary has to be publically released. The 2012 data is mined from the Chronicle Herald, and the 2013 data from a NSGOV website with a summary of the data.

ML (Treasurer): I see some 50% salary increases.

BF (Comms.): It is common practice for university presidents to sign contracts for a 4-8 year term that includes transition funds, which is a form of severance. It means that if someone moves on after their term, they get a whole years' salary to 'carry through.' There is a former, retired president of Dalhousie who is double-dipping through the University of Saskatchewan and Dalhousie University, for example.

ML (Treasurer): That is ridiculous, not only in terms of double dipping, but also why they are making that money when they are retired.

JP (Chair): So we are looking for a motion and a vote.

Matt Latimer (CBUSU) **moved** and Ben Gunn-Doerge (SFXUSU) **seconded the motion: Be it resolved** that the Board approve a press release calling for universities to obtain Wagemark certification.

Vote:

ASU – Yes

CBUSU – Yes

DSU – Yes

SMUSA – Yes

SFXUSU – Yes

Motion passed unanimously.

6) Youth employer award preliminary proposal

JP (Chair): The ED and Chair spoke earlier on this subject. Requested that ED speak to this item.

JW (ED): This is in the annual plan, so it has already been approved in spirit. It is required, in our governing policies, that if partnerships are potentially with entities who could be political, that they would be brought to the Board. We are looking to partner with other organizations on youth employment. Presently, all employment growth is going to people over the age of 40. We want to give out an employment award for hiring young people, and for offering comparable pay, job security/contracts, benefits, opportunity for responsibility and skill-development, and hiring policies giving preference to youth. This is in opposition to the practice, commonly seen, of posting jobs requiring 5 years of experience for entry-level positions. We are looking to potentially partner with three organizations: HRM, Departments of Labour and Advanced Education, Rural and Economic Development and Tourism. Also, the groups to participate in the steering committee are: the Greater Halifax Partnership, the Halifax Chamber of Commerce, NSBI and the Nova Scotia Federation of Labour. ED requested feedback from the Board.

JP (Chair): Called for questions or comments.

AB (DSU): I think this is silly, and not worth the effort or resources. Would like that noted.

SJ (DSU): Echoed AB. Wondered how much weight an award carries, and how it affects our main pillars of affordability, accessibility, and quality of education.

JW (ED): The direction to staff is that this is in the annual plan, so it has already been approved. We are securing external funding, and looking for funding to keep on research staff from 6 to 12 months, so we are expanding our resources, not reducing them. We can use the opportunity to employ a young person, and it would be cheaper than hiring a consultant. I don't know what value a StudentsNS award will hold, but it comes with the added value of partners, representing labour in the province. Regarding the pillars, affordability refers to the cost of PSE not stopping anyone from doing what they want with their life, which gives us a youth retention mandate. Beyond this, there isn't a democratic alternative to StudentsNS representing students and young people in Nova Scotia.

ML (Treasurer): Agreed. If I had to pick a pillar that it falls under, I would also say 'affordability for students,' whether during school, after school, or while engaging in post-grad work. We have to start somewhere, and this is a big-scale way of starting change.

MR (ASU): If we feel that this is not an issue that we should tackle, then we shouldn't be talking about the retention rebate. It is a way to ensure that if students have real jobs and are treated fairly in and after school, it would increase affordability. Bringing in Business Inc. and Labour and having them around the table to talk about our issues is huge.

JP (Chair): ED, can we have an update regarding striking a committee?

JW (ED): Wants the go-ahead to keep working with partners. Also, once the steering committee is together, would like to know what kind of representation the Board wants on it. Asks that members identify themselves if they are very interested. Right now, I just need the go-ahead, since these are government partners.

JP (Chair): It seems like the best way to go about it: with strong partnerships from the Nova Scotia community.

7) Sexual assault prevention/bystander intervention training with the Antigonish Women's Resource Centre

JW (ED): I received invitations for these, but also, we got verbal notification of \$25,000 in funding. I don't know the exact numbers. The Women's Resource Centre also has funding for training. ED encourages Board members to participate in free training. I am driving up on the 15th. If we want to, we can cover travel costs from the Campaigns line. I am sending out now the latest invitation. I understand that SFXUSU is already signed up? (*Yes.*) The province is giving us \$25,000 for this. It is very high-quality training; it is the best program that they could find. This item may not require a discussion.

JP (Chair): Thanked the ED for update. Must step out from the meeting for 5 minutes. Requested that the Vice-Chair take over as chair of this meeting. (*Accepted.*)

AB (SFXUSU): I was just in a meeting with the centre, and they are all good for funding. They are waiting to hear how many people StudentsNS wants to send.

ML (Treasurer): Is the cost coming from StudentsNS funding, or from the Centre's funding?

AB (SFXUSU): It may depend on the number of people interested, but I will get more information, and send it in an email.

JW (ED): My understanding is that it is free training, but travel costs. We can use our government funds, but it is up to the steering committee.

MR (Vice-Chair): Called for further questions. Suggested that we take this to our respective SUs, and get back to AB and the ED.

JW (ED): They indicate an RSVP number on the form, but please keep us posted, or RSVP to me, and I will RSVP centrally.

AB (SFXUSU): That might be better for organization. Maybe by next week?

MR (Vice-Chair): So, Monday of next week is the deadline to indicate to AB or the ED if we are going or not.

8) Steering committees for Sexual Assault Prevention Project and Alcohol Policy and Practices Review

JW (ED): We have formal confirmation of funding for this. We need to put together a steering committee for this by tomorrow. I spoke with Carrigan, and she said that she wants to leave it until after Frosh week. The Sexual Assault steering committee can wait until Friday, but we will want to put together the Alcohol one now.

MR (Vice-Chair): So can we please go around the table? The ED sent the details of these positions. For ASU, MR will be on the Alcohol steering committee, and DS will be on the Sexual Assault steering committee.

ML (Treasurer): I will be on the committee for Alcohol, and someone else will be on the Sexual Assault steering committee. I will send the ED that name by the end of the day.

SJ (DSU): We do not have a member for the Alcohol steering committee. (*And the Sexual Assault committee?*) It may be our equity coordinator. We will have someone by the end of the day.

AB (SFXUSU): B G-D will be on Alcohol, and AB will be on the Sexual Assault steering committee.

MR (Vice-Chair): Is anyone missing?

JW (ED): DASA and the Mount. Suggested including Annie from Antigonish Women's Resource Centre for steering committee, but that is at the discretion of the Board.

ML (Treasurer): Have we contacted AST?

JW (ED): They are not part of the alcohol project, but we will ask them about the sexual assault one.

MR (Vice-Chair): JP has returned, so I will step down as chair.

9) Nova Scotia Community College Student Associations update and discussion

JW (ED): Jeremy Mott is on the call from Kingstec. ED was on a call previously with several campuses during which they discussed a partnership with StudentsNS. Suggested to Jeremy and the Board that the discussion take place in camera.

Matt Latimer (CBUSU) **moved** and Amy Brierley (SFXUSU) **seconded the motion** to go in camera.

In camera.

Out of camera.

JP (Chair): Called for further discussion.

10) Sending a delegation to the [World Congress on Access to Post-Secondary Education](#) in Montreal, October 7-10.

JW (ED): I signed up as an ambassador. The Board asked that I spend my professional development money, and this will accomplish that. It is a cool chance to take what you learn, and apply it. It is easy access this year, as it is held in Montreal, over three days. The cost is fairly high; it is ironic to have a conference on accessibility at such high cost. I asked for a low price for

all of us, and they said that the fees are high so that Northern countries can help pay for Southern countries. It seems like a good opportunity, and we could carpool up.

JP (Chair): Is there interest from other folks?

MR (Vice-Chair): Did the ED send out the actual invitation?

JW (ED): There is a hyperlink in the agenda for today. (*When is it held?*) At the beginning of October.

JP (Chair): Great. Let's keep this in mind. Called for further questions.

11) Elections platform

JW (ED): I sent this out today; my apologies for it being so late. It was approved overwhelmingly back in January. This is a condensed version, with attached items. Priorities 1-4 have already been approved, but we are asking for priority 5 to be added regarding the economy. It is vague, as we haven't developed priorities yet concerning youth employment, but it is intended to create space to comment and spread awareness. It would be bizarre for us to comment without this.

JP (Chair): So, we need a motion to approve it? (*Just #5, as the rest have been reviewed and approved.*)

MR (Vice-Chair): So it is more a motion to amend? (*Yes.*)

AB (DSU): Requested clarification regarding the policies already approved.

JW (ED): They were sent to the parties in a briefing note in January.

AB (DSU): Where will this document go?

JW (ED): We will develop information for students relevant to these areas (a handbill) and subset on our website.

AB (DSU): Some are vague. Is that a problem?

JW (ED): Some are definitely vague, such as employment and counselling. I don't see an alternative; it allows communication regarding why they are priorities, although those papers are not ready yet.

AB (DSU): Will those papers be ready by January?

JW (ED): No, although we will have more data on Student Assistance recommendations. Some of the changes apparent in this paper are that we pulled the recommendations regarding the grant-to-loan ratio. We called instead for progress on that file. We can still evaluate progress.

AB (DSU): So why that percentage? (*Any percentage increase would benefit many.*) Thanked the ED for his answers. Is still wary about not having specific demands.

JW (ED): Yes. It is the downside of leaving it vague. Staff is not confident that they could generate good quality recommendations by the elections. Feels nervous without a solid basis of research. ED does not disagree.

AB (DSU): Regarding youth retention and attraction, feels like we should develop a strategy.

MR (Vice-Chair): We can do new research, so we have more at our disposal, and can make better-supported asks.

JW (ED): It is vague also because all parties have a youth employment strategy. What we can evaluate is what their strategies are. We can use this to evaluate, so we can set it up as something we are paying attention to. Board didn't decide if we wanted a report card handed out, but we can do that.

MR (Vice-Chair): What is the process of putting together a report card? Everyone has their own opinion around different issues.

JW (ED): That is a good question. ED does not want staff making that decision, but puts in Board's hands how they evaluate each of the four priorities here. The next step for staff is how we get access to platform commitments in a timely manner. It is on the to-do list. It is also a larger conversation, and would be quite long.

AB (SFXUSU): Noted that she has other commitments, and has to step out of the meeting.

JP (Chair): Is the Board comfortable adding #5?

Matthew Rios (ASU) **moved** and Matt Latimer (CBUSU) **seconded the motion: Be it resolved** that the StudentsNS campaign platform be amended to include reference to development of a youth employment strategy.

Vote:

ASU – Yes

CBUSU – Yes

DSU – No

SMUSA – Yes

SFXUSU – Yes

ASTSU – Yes

Motion passed.

JW (ED): I have also forwarded on the email in which AST expressed support for this motion.

REPORTS

12) Reports of the Officers

- a) Chair – Jared Perry (SMUSA)
 - i) Kept in touch with Home Office while gone. Returned this morning from China.
- b) Vice-Chair – Matthew Rios (ASU)
 - i) Is in contact with Home-Office.
 - ii) Will be in Halifax on Thursday to establish signing authority.
 - iii) Put together this agenda.
- c) Treasurer – Matt Latimer
 - i) Is in contact with Home-Office.
 - ii) Dealing with some issues at CBU.
 - iii) StudentsNS was awarded \$25,000 in funding, as the Board knows.
 - iv) Free training at Antigonish Women's Resource Centre. Encourages participation.

13) Reports of the staff

- a) Executive Director – Jonathan Williams
 - i) Fairly busy, but about to become more so. UNESCO proposal for \$250,000 wasn't for an offered amount of money; they are offering to help an organization find that money using their brand. It is very competitive, but would be a huge win for us.

- ii) International Student issue: there is a new requirement for employers to get a certificate from the province. We approached the government about waiving it, but MSVU and other SUs got it waived already.
- iii) ED is happy to present to councils in the new year (and he will be in Antigonish for the training).
- iv) Reports are coming along. BF is leaving soon, but his and BP's reports are in good shape. Kayti's is looking excellent too, but ED needs to follow up.

14) Reports of the members

- a) ASU
 - i) Looking forward to Welcome Week.
- b) CBUSU
 - i) Frosh week coming up.
 - ii) Alcohol-related asks to liquor stores concerning their marketing behaviours (encouraging stockpiling/drinking games, etc.).
 - iii) Meeting soon with Dr. Wheeler.
- c) DSU
 - i) All are doing well.
 - ii) Trip to Ontario was inspiring. SU plans to do more talking to students.
 - iii) Take back the Campus March on Sept 24th. Inviting other schools like SMU.
 - iv) Campaigns coming up in the fall.
- d) SMUSA
 - i) Moving along, waiting for students. Gearing up for the new year. Looking forward to it.

Matt Rios (ASU) **moved** and Matt Latimer (CBUSU) **seconded the motion to adjourn.**

Motion passed by general consent.

ADJOURNMENT