

Friday, October 14, 2011 5:00PM – 7:00PM, Room SL-232  
University of Toronto Scarborough Campus Students' Union  
Meeting of the Board of Directors  
Chair: Guled Arale

## **Minutes**

Board of Directors Meeting of the University of Toronto Students' Union  
Friday, October 14, 2011 – 5:00pm – Room SL-232

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### **A. Roll Call**

Guled Arale - Chair of SCSU Board of Directors  
Halija Mazlomyar - Vice Chair-SCSU Board of Directors  
Pagalavan Thavarajah – (Absent) President & CEO  
Carl Bagot - Vice President Academics  
Abdalla Al-Baalawy - Vice President External  
Zahra Murji – (Late) Vice President Students & Equity  
Ali Lalani – (Absent) Vice President Operations & CFO  
Leah Robertson – Vice President Campus Life  
Rupom Rahman – (Absent) Social Sciences Director  
Jessica Renzella - Vice President Human Resources  
Adil Kanji – (Absent) Social Sciences Director  
Soumia Allalou - Social Sciences Director  
Daniel Tittil – (Late) Management Director  
Madhav Shah – Management Director  
Tamar Istanbul – (Absent) Humanities Director  
Brian Kerr – (Late on SCSU Business) Part time Director  
Filippo Raso – Psychology Director  
Harindra Rajasekeran – Psychology Director  
Hally Mass Jobe – Environmental Science Director  
Shanaga Jeyakumar – (Late) Biological Science Director

This meeting is called to order at 5:12PM.

### **B. Approval of the Agenda**

GA: These are not proper hiring reports, they are candidate-hiring forms, and they do not meet par.

JR: Well these forms express the same information, except for the fact that these are just handwritten.

GA: This does not meet the criteria for a hiring report. I'm going to rule these out of order, as these are unacceptable.

FR – Challenge to the Chair. There is no substantial proof for them not to be unacceptable. First, it is the only reason they are here. Second, if it is the same information, but the report is handwritten as opposed to typed, than there is no difference.

LR: Can we offer another typed one later?

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JR: The forms are identical; they issue the same type of content. They can be typed now, in order to not waste more time.

HM: Once all candidate forms are approved, we can approve the positions. We cannot prolong these candidate forms any longer.

ZM: Is there a protocol in the bylaws, against handwritten forms being placed in the report?

GA: Handwritten forms cannot be placed in the report.

ZM: Is this issue in protocol?

JR: This system instituted is new, and is supposed to offer an easier method of hiring.

ZM: If Human Resource reports should be written in a specific manner then we need to add this into the protocols.

HR: I agree with ZM, if there is an issue lets place this into policy. It is a waste of time to scrap this, and come back.

HJ: I agree.

AA: Is there supposed to be one motion to nominate these candidates or several?

SA: Same level of professionalism.

FR: We can institute a further resolution that this will be handed into the records.

GA: This is not proper procedure. These are not of proper standards. My recommendation is not to pass this.

LR: What are the options?

GA: We can have another meeting, or send it to committee.

HJ: Or we pass it.

LR: When is approval deadline?

FR: Does it go into vote?

DT: Point of information

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GA: These forms are not acceptable. However, the counterargument is that this process is new; therefore since it is the same information, it should be acceptable practice.

HM: Since the due date is October 21, 2011 at 5PM, we need to pass this now.

GA: In favor of over-ruling the chair:

### VOTE

In Favour: 6

Abstention: 4

Opposed: 0

FR: We need to verify that the process is done correctly.

JR: Is it best to go through positions and explain each one.

JR: Hiring processes for the following position:

Marketing Generalists – interviewed 5 people, selected 3. We contacted all candidates by phone, and unsuccessful candidates were contacted via e-mail.

VNP Coordinator – Hired 4 people, selected 1. We contacted all candidates by phone, and unsuccessful candidates were contacted via e-mail.

Campus Issues Coordinator – ZM interviewed 2 people, 1 person selected.

Presidential Associate – PT interviewed 2, 1 person selected.

External Issues - AA interviewed 3 people, 1 person selected.

LR: 9 people interviewed, 5 individuals selected.

Academic Issues Coordinator: CB interviewed 5 people, 1 person selected.

Internal Coordinator: AL selected 5 people, 2 individuals selected.

All of this happened on the same date.

Are there any questions or concerns?

GA: Omnibus is possible, in order to nominate candidates.

ZM: Point of Interest

FR: That cannot be asked during an emergency meeting.

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AA: Can we place this in the agenda for next week?

JR: I would like to apologize for this distress.

### **MOTION**

Moved: SA

Seconded: BK

We resolve that all of the hiring reports be ratified by the SCSU Board of Directors:

We resolve:

Position: Internal Coordinator(s)

Name: Vinny Malhotra, Kevin Gan

Position: Academic Issues Coordinator

Name: Sharif Al-Kalib

Position: (1) Project & Clubs Coordinator, (2) Events Coordinator, (3) Orientation Assistant

Name: (1) John Bastawrous, Chloe Cheuck,

(2) Duaa Mohamed, Yefan Tang

(3) Luis Alcantera Moreno

Position: Project Developer

Name: Sharna Jahngir

Position: External Issues Coordinator

Name: Yusra Khogali Ali

Position: Presidential Associate Position

Name: Sareem Avakian

Position: Campus Issues Coordinator

Name: Sanat Sethi

Position: VNP Associate

Name: Chanile Vines

Position: Marketing Generalist

Name: Afif Abrar, Sally Botross, Hiba Abdoulrezzak

Position: Human Resources Associate(s)

Name: Yevgen Vitkov Ruby Liu

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### **E. New Business - Jobs Creations**

JR: AAs money was used for the creation of the SCSU Advocacy Campaign Coordinator (\$1,000) and SCSU Community Outreach Coordinator (\$2000).

FR: Can we have the outlines of duties and responsibilities typed-up and sent via e-mail.

FR: Where did the money come from?

AA: Day of Action, which involves every campus in the University of Toronto, aims to bring as much people as possible. They do CFS campaigns every month. Based on Momentum, where students were taught about goal setting, and life skills. Day of Action is happening in February, and will need a coordinator. I have take \$1000 from the VP HR Budget. I have also taken \$2000 from DSL through our partnership, \$1000 is a VP External Advocacy line Item, and \$1000 is an other events line item. AL has helped AA acquire these funds from the budget.

DT: Without getting the fund, would you still fund this position?

AA: We need to coordinate Momentum, as it was uncoordinated last semester. It requires as much coordination as FROSH.

HM: Last year PT did it without an associate.

AA: I am focusing on other things, whereas PT placed a lot of time on this. AA, October 27, 2011 is the first time where we are working with local high schools.

FR: What other items are you focusing on?

AA: With coordinator positions, sometimes help is required to do certain things. With the provincial elections, there were multiple things that needed to be done. I could not focus on Momentum, as I needed to do the Provincial Elections. The coordinators are helpful in focusing on special projects.

JR: He attends conferences every week, and he well exceeds his 35 hours. It would be great to lend his support as an executive.

HR: Will these events be coordinator better, faster?

AA: The plan is to have 200 students; we are doing multiple things in order to reach students. Momentum is an event, similar to SYC, and is a yearlong. It is not just Momentum, its about having students visit universities, and learning how to fill out OSAP forms.

FR: Would these positions be available next year.

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JR: If there is funding.

AA: We want to outreach into the Scarborough community, and provide resources that they do not normally have accessibility to. It is our mandate to make sure that the future of this area is headed in the right direction. This is to see where we will be in the next year.

BK: In taking \$1000 from certain funds from other budgets, are other Executives finding this practice acceptable?

AA: AL said once these funds are taken, and I can replace it, then this is fine.

BK: Just wanted to make sure LR, finds this practice acceptable.

FR: Do you have people in mind for these positions?

AA: This will be posted on intranet, and anyone can apply.

DT: Where are these funds coming from?

JR: At the beginning of every year, AL, sits down and figures out which positions are economically viable. If it is not within budget, then it can be cut out. These \$1000 line items for executives are there.

HR: AL, re-evaluates the validity of these positions, then what?

GA: They go to the signing committee.

JR: It is preset; any additional spending is at the discretion of AL.

AA: The \$2000 also works as a 90 hour work-study, and in the future we can make them as such.

HR: When are you doing the hiring for these positions? Will these candidates be available for 5 months, as this does not fit well with reasonable time limits?

AA: Your right, I made these positions earlier, I will readjust.

HML How are you allocating these funds to these students?

AA: If a person works for 5 months, at 200 a month, and 20 hours a month, then its \$10 an hour.

HM: What you are describing does not sound efficient; maybe increase to 30 hours, as there is the same \$1000 that is being used per position.

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FR: Stating that potential hires must complete certain hours per month can solve the problem regarding the duration of work. In addition, there should be a maximum that a candidate can make. Therefore, making it so that they cannot go over a maximum threshold.

AA: We need to hire these positions as soon as possible. We need to mobilize for civic engagements.

SM: Rather than wasting a week, can we make the changes now? Maybe it can be designed for \$250 a month, for 20 hours maximum?

BK: Make this an honorarium.

GA: Pay them the full amount that is necessary.

FR: If we make this as an honorarium. Per month is more responsible for student's money.

LR: They are doing the same amount of work, bookings, and making phone calls.

AA: The idea was an honorarium, originally.

JR: If we break up the funds and allocate per month, students feel motivated to accomplish duties.

LR: Give them \$250 a month, with the remainder given at completion of the project.

FR: Let's be responsible with the student's money, which comes from DSL, which is the student's money.

CB: Point of information.

AA: The maximum is \$2000 and \$1000; I just broke this systematically into months. If we were to pay them per month, this is what they would be getting.

GA: Focus on LRs proposal, if they get their money per month, and get the rest upon completion.

SJ: I agree with LR proposal.

HM: Can we formalize this in the advertisements? Is there a better system?



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### **MOTION**

Moved: SM

Seconded: HM

Be it resolved that the jobs of SCSU Community Outreach Coordinator (\$2000) and SCSU Advocacy Campaign Coordinator (\$1000) be created with its job descriptions, with an amendment paid at \$250 a month for both positions.

### **VOTE**

In Favour: 8

Abstention: 0

Opposed: 0

### **I: Adjournment**

Adjourn at 6:31PM