Engineering Society Council Minutes

January 9, 2014

Beamish-Munro Hall (ILC) 313

Speaker: Alex Wilson

Secretary: Caitlin Stewart

Meeting Begins: 6:04

1. **Adoption of the Agenda**

**Motion 1:**

BE IT RESOLVED THAT

Council approve the agenda of the Council meeting of Thursday, January 9th, 2014 as seen on the EngSoc website.

Moved by: JT

Seconded by: Alex Wilson

Opening (JT): I hope everyone had a really awesome break and a good first week back. There isn’t much new business today, so hopefully we can get through this meeting fairly quickly and people can get on to whatever they have to do.

Alex Wilson: Is there any debate on the motion?

Motion Passes: 6:05

1. **Adoption of the Minutes**

**Motion 2:**

BE IT RESOLVED THAT

Council approve the minutes of the Council meeting of Thursday, November 28th, 2013 as seen on the EngSoc website.

Moved by: Caitlin Stewart

Seconded by: JT

Opening (Caitlin Stewart): If you ever find any mistakes, or need me to change something in the minutes, please let me know now, or email me at [11cs51@queensu.ca](mailto:11cs51@queensu.ca). Emily and Peter, thank you very much for emailing me those changes, I fixed them up and I will send them to JT with any of the other changes found today.

Alex Wilson: Is there any debate?

Motion Passes: 6:07

1. **Speaker’s Business**

Alex Wilson: I have very little for you guys tonight. Welcome back, this council will be really short, so we will just jump in. We are just going to do a quick quorum check because we look a little short. Looks like we are good, now that we have clarified the new election rules.

1. **Presentations**
   1. **Hiring Policy – Sam Crème**

Sam Crème: Hi guys, welcome back, I hope you all had a super relaxing break. Today I am going to talk about the EngSoc hiring policy and some potential new changes to generate discussion before bringing a motion or anything concrete. Whatever council thinks is best, we can have questions now or during the first question period. There are two main goals in our hiring policy as a society: to facilitate personal and educational growth and to provide learning opportunities to as many people as possible.

The first thing I would like to discuss is an up-and-out kind of system. A person wouldn’t be able to hold a position of which they were the direct overseer of in the past. These changes wouldn’t apply to the people in these positions currently, but only in the future so that people would have some warning. This suggestion is to avoid people having an unfair advantage over those who have been involved in the past. For example, after you have held a role as a manager, you wouldn’t have anything more to gain from a staff position. Similar situations would include committee heads moving to members or a director moving to anything directly within their purview.

The next point I would like to discuss is implementing service rehire limits. The managers that I have spoken to are in favour of this. This policy would increase the amount of students that have the potential to become involved with the society, and consequently their ability to meet new friends and gain skills. Additionally, it would encourage staff to stay motivated throughout the entire year to make their managers really want to rehire them. This would help to eliminate bad attitudes. The rehire criteria would be based on qualitative information, and not feelings or personal issues passed on to the next management team.

To clarify, the executive, managers and directors would not be able to have repeat appointments. For other positions, priority would be given to the person who hasn’t held the position previously, but if there are no other applicants, repeat appointments could be possible. If they are really passionate and there is no interest from anyone else, that would be ok. I hope there is a lot of feedback so that we could refine things before we come to this formally.

Alex Wilson: We will do five minutes of questions now.

Alex Wood: Just out of curiosity, I know the director of services wouldn’t be able to apply to any services positions, would this be the same for the director of human resources?

Sam Crème: I hadn’t thought about that, but I think it should be the same thing because the DHR will be dealing with all of the staff chats and overseeing all of those things, so it would not be appropriate.

Peter Davidson: I understand that the executive, directors and managers wouldn’t be able to be rehired. What about swaps in different positions at the same level?

Sam Crème: I don’t personally think that should be allowed either, but that would be up to Council. Even though the specific things would be different, there is a lot of crossover with the learning for those positions.

Sam Anderson: Most of these are hired positions, but would the same thing apply to the elected year execs?

Sam Crème: No, I don’t think we can do that.

Meredith Raddysh: This is more of a statement, but I know the AMS has a similar policy, so you might want to look at that for suggestions, or to make them similar.

Sam Crème: I have looked at that and we are considering it.

Emily Townshend: What worries me about this is that hired positions like the director of services and the director of human resources would be limited from getting paid positions in the future. I would warn you about this because it might make people not want to volunteer for those position.

Sam Crème: Because we are giving people that warning period, it will give them the opportunity to plan this out and avoid it.

Leslie Chaplin: Since this policy change affects a lot of people that are not in this room, is there a plan to get the information out there?

Sam Crème: That’s a really good point. The managers have already started to talk about this with the service staff, and we are definitely making more plans to distribute the information.

Doug McFarlane: For any positions that would prevent you from applying for any positions in the future, it would list that on the application.

Emily Townshend: How long would this ban on being something else last?

Sam Crème: The rest of your time at Queen’s

Alex Wood: If we are doing it right on the application, you could put on there as well that you could still apply for any paid positions outside of EngSoc.

Peter Davidson: Would there be an amount of time someone can get rehired?

Sam Crème: Yes, if that person is in the top percent of the staff each year, they could absolutely get rehired. I don’t want this to discourage excellent employees.

Neil Pandya: How are we going to ensure that this information gets out to the public? Perhaps we could put it out in the all-eng?

Sam Crème: Yes, that’s a really good idea. The reason I am bringing it to council now is so that we can talk about this, and to possibly determine if we need it in the all-eng or if we need a town hall. Based on your recommendation we will get that information out to the people.

Emily Townshend: It’s my belief that something of this magnitude should go to a referendum if we continue to pursue this as an idea.

Peter Davidson: This also does not only concern engineering students, as other faculties are welcome to paid positions within EngSoc as well.

Sam Crème: I think other faculties are more aware of this type of policy because these rules already exist in the AMS. For anyone else, it is not very common for people to go from manager to staff, so I can’t see it being a huge problem.

Matt Slavin: Would this apply to water team head and the proctors for frosh week?

Sam Crème: I wouldn’t think that it would because those are short-term positions just for frosh week.

Shane Dibblee: What would be the natural progression for a third year VPOps?

Sam Crème: It wouldn’t be a situation that would happen very often. This has happened maybe once in the past 20 years. In this case, that person would be excluded from the society in the next year. I don’t think this would happen because people would be able to plan differently. I think it is also better to have 4th year execs because of the experience people bring. Of course there are exceptions to every rule, but experience is key.

Cole Halenda: It will be up to the discretion of the person applying. They will be aware of what will happen, so they can make that decision themselves.

Matt Slavin: On that point, that seems silly, because they are elected positions and hired positions.

Leslie Chaplin: I just want to say that I really support these changes. This does what the society has been trying to do by encouraging more people to become involved.

Alex Savides: This is a great change for people that haven’t had the opportunity to be involved before. That being said, I think we should definitely get some outside opinions from different perspectives, but I do love these changes.

Nichola Trihn: In the event of an uncontested position, would a rehire be possible?

Doug McFarlane: I think if no one else is going to apply or run, that would be possible.

Sam Anderson: Would the vice president be precluded from just the positions that fall under the directors that are under them?

Sam Crème: In my opinion, I don’t think any exec should be able to hold any other position in the engineering society after. I have gained so much from this and I don’t think it would be fair to take opportunities away from others that would learn from them.

Robert St.-Onge: Would this apply to positions directly under them, or everything below them?

Sam Crème: Everything below.

Alex Wood: I love the changes, but it also encourages people who are highly qualified to reach outside of the engineering society to perhaps make bigger changes in the whole school.

Matt Slavin: On a similar vein, this might discourage younger students from taking on more challenging positions because it would close doors later on.

Leslie Chaplin: I think this adds depth to the experience. You can build because you slowly gain experience and knowledge.

Sam Crème: As a manager you need to know everything that the staff does, so when you do those positions sequentially, it provides you that opportunity.

Alex Wilson: Thank you very much Ms. Crème, and everyone for the discussion.

Sam Crème: If anyone has any additional thoughts, please come talk to me.

1. **New Business: Motions 3-4**

**Motion 3:**

BE IT RESOLVED THAT

Council approves the hiring of two Heads of OTIS for Frosh Week 2014.

Moved by: Stephan Dobri

Seconded by: Marc Fleck

Opening (Stephan Dobri): For anyone that doesn’t know OTIS, they are a group of volunteers that help out with frosh week. They are always helpful on the first day, but they lose productivity as the week goes on. We though we would hire some heads to organize the team. We thought they could incorporate themselves into res orientation as well, to keep a consistent friendly face throughout orientation week.

Marc Fleck: We have been talking with everyone there and they too feel the need for some additional organization.

Peter Davidson: Why do you need to hire two heads?

Stephan Dobri: First of all, it gives more job opportunities, and we also feel that there is enough work for them to do.

Marc Fleck: They would also meet with day leaders.

Matt Slavin: Would you want to interview and have applications for the heads and the team? And how many people would be on the team?

Stephan Dobri: We are definitely thinking about the hiring process, and we are thinking about 12 for the team.

Michael Blair: Does OTIS work with Queen’s First Aid?

Stephan Dobri: I’m not sure, but they would not be taking over anything that QFA would be doing.

Matt Slavin: When OTIS was originally named, the name was the hardest part. We kind of put safety in for the S to make it work.

Meredith Raddysh: What does OTIS actually do?

Alex Wood: OTIS typically runs the water table, but we tried to branch them out this year. We tried to have them wander and keep an eye on the events. The frosh aren’t quite use to the FRECs, so we had them there as a comfortable face.

Cole Halenda: I was in the committee that implemented them. The LCs and OC are the only non-purple people, so we wanted them to be additional not purple people so they could be able to go inside of buildings as well.

Matt Slavin: The most hectic time is Wednesday morning because FRECs are purpling, so we really used them then.

Meredith Raddysh: Is there a way that the OTIS chairs could meet with the FC to make a plan beforehand to make sure everyone is being utilised? Just a planning suggestion.

Stephan Dobri: We had planned on getting them set up with meetings throughout the year and having them come for pre-week to get organized.

Closing (Stephan Dobri): We feel these positions are useful and would provide great opportunities, so please vote it through.

Marc Fleck: In the past, this committee has had lots of enthusiasm, it was just lacking structure.

Motion Passes: 6:52

**Motion 4:**

BE IT RESOLVED THAT

Council ratify Matthew Lawson Jr as the official projector of the Engineering Society and retroactively replace all instances of the projector in the minutes with Matthew Lawson Jr.

Moved by: Nick Hetherington

Seconded by: JT

Opening (Nick Hetherington): I just think that such a distinguished member of our society should be ratified. This motion is also to recognize the hard work that went into its purchase.

Matt Slavin: I think we should also retroactively go back into the minutes and change ‘projector’ to the new name in every occurrence.

**Motion to Amend the Motion:**

Moved by: Alex Savides

Seconded by: Matt Slavin

Alex Savides: I motion to change the projector’s name to an older Matt, Matthew Lloyd.

Nick Hetherington: That motion is unfriendly.

Alex Wilson: We will now have the discussion of the motion.

Michael Blair: Who is Matt Lloyd?

Robert St.-Onge: He was a great member of the society that began as the director of first year and went on to hold many other positions.

**Motion to Call the Question:**

Moved by: Doug McFarlane

Seconded by: Chris Reid

Motion Passes: 6:56 (Neil Pandya, Alex Savides and Matt Slavin oppose)

Alex Wilson: We are now voting on the amendment to the motion:

Motion Fails: 6:57

**Motion to Call the Question:**

Moved by: Holly MacNeish

Seconded by: Nick Hetherington

Motion passes: 6:58

Closing (Nick Hetherington): I don’t know who Matt Lloyd is, so I think it would be funny to call it after Lawson.

Motion Passes: 7:00 (Neil Pandya, Alex Savides, Matt Slavin, Peter Davidson and Cole Halenda (hypothetically) oppose)

1. **Break**

Alex Wilson: There will be no break as the general feel is to go right onto reports.

1. **Executive Reports**
2. President

Sam Crème: Emily is at CFES in Sherbrook with Mark Godin and Matt Lawson, so none of them will have reports. Emily has been working on some reports, first year chemistry notes and liability. Mark has been doing some stuff on design teams and conferences.

1. VP (Student Development)

Not present.

1. VP (Academic)

Chris Reid: Not much has happened except for the EngLinks tutorials. Great job to everyone. There will be more updates to come with BED fund in the coming weeks.

1. VP (Operations)

Sam Crème: I have been doing budgeting and strat plan meetings. I have also been thinking about transitioning and elections, passing notes down to the new me. I will be meeting with Cole and the service managers for passing on information. Other than that, just the usual.

1. VP (Society Affairs)

Doug McFarlane: Anyone who has applied for a position in the AMS will know about the online system. I have been trying to get that over to us as well, with limited success. Hopefully we will have that within the next few weeks in time for director hiring. It is a really good thing and will make things easier for everyone. Alice and I have also being working on our service license agreement. Finally, elections are here! It is nomination period right now, so please run for the positions and encourage your friends to. Put some thought into it.

1. **Director Reports**
2. Communications

Neal Hougham: Over the holidays I evaluated the progress I have made in my portfolio. I wanted to update the website. I have updated the service, academics and get-involved pages, and there will be more to come. I have been in contact with the faculty, and they will be purchasing banners for the design teams, as well as the EngSoc banner they are paying for promoting elections.

1. Events

Elizabeth Prendergast: There isn’t too much to report this week. Congrats to Emily and Peter for their events, they went fantastic. Engweek is next week, and there are still tickets for battle of the bands, pub trivia and hockey. Other than that, just some portfolio stuff.

1. External Communications

Not present.

1. Finance

Not present.

1. First Year

Stephen Martin: The First Year Conference is this weekend! It has been a massive project that I and my committee have been working on. It was lots of work, but it is shaping up to be awesome. We have some great speakers lined up: Steph Van Raay, Professor Dierx, Charlie Bush and Professor Newstead. A week from today is all-disciplines night which will be held in the atrium of the ILC as well as up here for some of the larger disciplines because last year it was a little crazy.

1. Information Technology

Chris Reid: The Delorean is going to the cloud server. We need to get more ram. The mustang died, but she revived it. We are getting updated to office 365. Best to all.

1. Internal Affairs

JT: Elections are now under way and nomination period ends Jan 15th. Good job to Felix, Pippa and everyone else who helped. Banquet award nomination information is to come very soon, we are just evaluating that process right now. Other than that, I organized council this week.

1. Professional Development

Holly MacNeish: There are a few things to keep an eye on. There are a bunch of job fairs coming up. Career Services is hosting a bunch of prep sessions as well. I have been asked about the AUTOCAD workshop. It will be 2 weekends long and 80 bucks gets you bunch of instruction. Sigh-up information will be in the all-eng.

1. Services

Cole Halenda: Jacket pickup happened. I hope you all have jackets now. It was a huge success after a bit of a rocky start. The services are now open for regular hours except for the icons, because the ILC is not currently as busy. Science quest assistant director applications will be out soon. I will be at the involvement fair for the FYC. Also, I will be working on round 2 staff chats and manager hiring as well as static meetings with the managers.

1. **Question Period**

Alex Wilson: Seeing none, we will move on.

1. **Faculty Board Report**

Chris Reid: We haven’t met yet, we are meeting next week.

Peter Davidson: It was canceled because the professors never show up and everyone didn’t think they would show up in December.

1. **Engineering Review Board Report**

Madeline Poirier: We haven’t met yet, but we are planning to design an ED review, and we have been working on manual transition stuff. We elected a new junior chair, Alexander Rey, so we will also be working on transitioning for him.

1. **Alma Mater Society Report**

Alex Savides: We haven’t met yet.

1. **Senate Report**

Meghan Brunner: There was nothing too exciting at the last meeting. The school of nursing did some stuff, and there will be more to come.

1. **Board of Directors Report**

Shane Dibblee: We haven’t met yet.

1. **Club Reports**
2. **Engineering Physics**

Stuart Wylee: Our merch catalogue is out, and we are planning pool with the profs.

1. **Electrical and Computer**

Doug McFarlane: I was with the president today and she posted some stuff on FB about the ECE town hall. There will be pizza and it is a great opportunity to discuss any issues with ECE.

1. **Mechanical**

Daniella Deschamps: We have been working on our book sale, tabulating BED fund results, and distributing merch.

1. **Mining**

Leslie Chaplin: I have a couple of things. The international mining games is selecting their team next week, and we are planning for orientation night. I also have some exciting news. The Mine Mechanical option now has its own laboratory and meeting space. Our merch came in and we have started collecting ideas about BED fund.

1. **Engineering Chemistry**

Not present.

1. **Year Reports**
   * 1. **Sci’ 14**

Neil Pandya: We need yearbook photos. If you have Sci’ 14 pics, please email them to me! If you have discipline photos, please let us know too. We are also planning our pub crawl and iron ring after party.

* + 1. **Sci’ 15**

Matt Slavin: We are planning a couple of events including a shinny game and floor hockey. We are going to keep going with our successful sports theme.

* + 1. **Sci’ 16**

Alex Wood: We are planning a big dance at Clark in early February with the nurses. We are avoiding anything in January. We just got our flasks in, so we will be selling those next week. We are also trying to determine some logistics for a car smash and we will be planning our crest hanging.

* + 1. **Sci’ 17**

James Gibbard-McCall: We picked up our jackets and most people passed their exams. We had a meeting yesterday. We are planning a dance Feb 1st and merch will be at some point soon. We also have a BEWIC team for next weekend.

1. **Statements and Questions by Members**

Doug McFarlane: I recently sat in on a meeting with the different faculty societies. They discuss a lot of important and cool things. The school was previously giving new email address netIDs to alumni members, but now you just keep the same net id and are transitioned into the alumni database. Once this happens, you will be able to search for other alumni’s emails in the database rather than students. 360 Pro Plus will be coming within next few weeks. All of the net ids will become 360 pro plus accounts, and with that we get a free licence for the Windows suite lasting until one year after you graduate. This is really cool: I used to put all of my classes in a google calendar, but ITS has been looking at a system which exports your Solus calendar to outlook and other calendars. Shoot me an email at [9dgm4@queensu.ca](mailto:9dgm4@queensu.ca) if you want to become a beta tester. I will continue to be going to these meetings, and they are looking for more people, so if you are interested, contact me.

Peter Davidson: I am curious about the transition to the alumni email. Would I keep my netID or the alias?

Doug: You would retain both.

Michael Blair: We really appreciated the graphics EngLinks, we all passed, so thank you!

Meredith Raddysh: What exactly is due tomorrow for BED funds?

Chris Reid: We have been trying to be really tough with people to keep everything on time. Tomorrow is the date to have your proposals in, but it is not necessarily a hard deadline.

Robert St.-Onge: I have been seeing a lot of weird outfits from the frosh, can you explain that?

Sam Anderson: I would defer this question to Nick.

Nick Hetherington: It’s a bar called Frost Week, where you have to wear you GPA, a bathing suit and sandals for the first week back in January.

Sam Crème: If anyone is interested in running in the elections, we all really want to talk to you, so please do. It is a fantastic opportunity and a lot of fun. Also, there is live music tonight at Clark and the international beer fridge, so head over there.

**Motion to Close:**

Moved by: Peter Davidson

Seconded by: Chris Reid

Motion Passes: 7:28