Engineering Society Council Minutes

Thursday, November 20th, 2014

Beamish-Munro Hall (ILC) 313

Speaker: Nick Hetherington

Secretary: Oleg Baranov

Meeting Begins: 6:05

1. **Adoption of the Agenda**

**Motion 1:**

BE IT RESOLVED THAT

Council approve the agenda of the Council meeting of Thursday, November 20th, 2014 as seen on the EngSoc website.

Moved by: Eleanor McAuley

Seconded by: Nick Hetherington

Opening (Eleanor McAuley): We have a pretty packed agenda. Should be a great night. That’s all from me.

Alex Shieck: I’d like to add a new motion to the agenda.

Nick Hetherington: There’s been a motion to add as number #9 for tonight. Is there any more debate on the motion?

Motion Passes: 6:06 (30 for, 0 opposed, 0 abstentions)

1. **Adoption of the Minutes**

**Motion 2:**

BE IT RESOLVED THAT

Council approve the minutes of the Council meeting of Thursday, November 6th, 2014 as seen on the EngSoc website.

Moved by: Oleg Baranov

Seconded by: Eleanor McAuley

Opening (Oleg): If you would like to add anything to the agenda, please email it now.

Nick Hetherington: Is there any debate on the motion?

Motion Passes: 6:07 (30 for, 0 opposed, 0 abstentions)

1. **Speaker’s Business**

Nick Hetherington: I don’t’ have much to say other than I’m excited for a seemingly long last council. We do have a lot on the agenda, so please keep you speaking point succinct.

1. **Break – 6:09**

Break Ends: 6:15

1. **New Business: Motions 3-7**

**Motion 3:**

BE IT RESOLVED THAT

Council approve the changes to policy section ETA (Services and Corporate Initiative) as seen in Appendix REVIEW.

Moved by: Alex Wood

Seconded by: Mike Bodley

Opening (Alex Wood): So these are the hiring changes that I have been talking about all semester. The hiring policy changed last year drastically, and this is just our way of cleaning it up. We have two ways of doing this. The first is introducing staff performance reviews. These will occur twice a year. The managers will go through the review process with each staff member. Furthermore, we will use these reviews for future re-hires in a specific service. This will also help get rid of some of the more qualitative reviews of staff performance. It’s important to remember that these reviews will only stay in one service. Secondly, we will be updating the demerit point system. This is a record that’s being kept in each service. This too will help us keep track of the performance of staff in our services. This will also allow for greater accountability. Additionally, these demerit points will be transferred over. So if someone did a bad job working at the Tea Room, their demerit points will carry over when they apply to Clark.

Nick Hetherington: Any more debate on this motion?

Alex Ray: ERB has looked over the policy, and it is amendment free.

Nick Hetherington: Any more debate on this motion?

James Gibbard-McCall: Will the demerit point count in manager hiring?

Alex Wood: Currently the policy only covers service staff hiring.

Matthew Lawson: What are the criteria for these evaluations?

Margaret O’Toole: We have already conducted our first semester staff evaluation. My managers and I have developed a guideline for these reviews. We’ve covered several different bases of the job: on shift performance, off-shift contributions, interactions with other staff, etc. We think that all of these cover the overall performance of our staff members, and the grading scale works well because it’s very simple and easy to follow.

Morgan Roof: What system for maintaining records will be implemented?

Alex Wood: Every year, a new demerit sheet is made for all employees. If you reply to a new service, your demerit points will be wiped clean for the new year.

Matt Slavin: In my opinion that this is vague on the written policy? I would suggest that the wording is changed to make it clearer that the demerit points are available for review, however are wiped clean after the hiring is complete.

Alex Wood: I would be willing to make that changing. I’d like to formally amend the motion.

Nick Hetherington: Can I please have that in writing.

Dylan Braam: Is this policy effective immediately?

Alex Wood: Because the current staff do not have this in their contract, it will be grandfathered into next year.

Matt Slavin: I still think that the policy read very vaguely.

Alex Wood: I can add a new line to the policy, stating that each year a new record will created for each employee.

Stephen Martin: Would any of the service managers be willing to speak on this new policy?

Margaret O’Toole: Having gone through the hiring policy changes for Clark I think that these hiring policy will make a good change for the incoming service managers. All the information that can be provided will be valuable to the manager’s decision. It would bring more clarity to the overall process.

Morgan Williams: We have already been doing staff reviews for Science Quest over the summer. I think that these changes will definitely benefit the hiring policy.

Matt Slavin: What would the timing be for the actual reviews? Is the first one occurring in November, and then the second in February?

Alex Wood: In regards to that aspect, we’ve let the timing a bit ambiguous. This was done just because all of the services are so different. The policy will allow service managers to schedule the reviews for when it is best for them.

Mike Bodley: I just wanted to add a few things to the point Matt Slavin brought up. I would suggest that next year these evaluations occur in October.

Matt Slavin: I’m also curious about what the amount of consideration that will be given to these reviews? The outgoing manager team will know their staff the best. However with that being said, they need to have enough autonomy to select their own staff. With two reviews it will eat out at manager time a lot, so if you mandate that these are to be done two times a year, they need to be done very well. So how much of an influence are these reviews going to play in the rehiring process?

Mike Bodley: The idea behind this is that because there is that hard cap of 30%. These staff evaluations are going to assist the hiring process, however they definitely won’t dictate who is hired.

Alex Shieck: I’m assuming that it will be mandatory that the new management team read these reviews.

Matt Slavin: With that point I suggest that because these reviews are being done in the first place, it should be mandatory that they are read. Additionally, when managers are applying for position across services, do they fall under the up and out policy?

Mike Bodley: It would only make sense to me that it does.

Stephen Martin: Is there any process by which you could get rid of your demerit points?

Alex Wood: It would only make sure that an employee is able to defend themselves during the interview process, with regards to the amount of demerit points they have acquired.

Stephen Martin: Is it possible that the manager address it specifically? That way a staff members demerit points cannot be overlooked.

Alex Wood: The point of this policy at the end of the day is to: make staff more accountable, and to encourage personal and professional growth.

Madeline Poirier: There was a question about the up and out policy. Just to clarify, managers currently can apply for positions across services.

Alex Ray: Currently, the policy states that managers may work as staff of other services.

Michael McLaren: If I understood correctly, can a manager be hired as staff in a different service. As of right now, yes.

Matt Lawson: On the topic of personal development growth, will leaving staff have access to these after their employment period?

Alex Wood: As of right now, the staff to not have access to that information.

Dylan Braam: I foresee a big problem with the fact that a student leaving Clark Hall Pub and applying to the Tea Room would not be given the same treatment as someone applying for a position for the first time, or reapplying for the position.

Morgan Roff: Considering that those demerit points are dated, it does help to see how much staff improvement there has been. If it’s not cross service, then it may be worthwhile to change that.

Mike Bodley; The reason that we didn’t make the reviews go across services, is because it’s adding a new level of complexity to the whole process. Additionally, working at each service is very specific, as all services are very different.

Alex Wood: Overall, the reviews from Clark and Tea Room are very applicable to each other. However they are not as applicable to Science Quest. For that reason, only demerit points are brought over as they are very quantifiable, and not the reviews.

Emily Townshend: I’d like to say that demerits are very across all the services. If we’re not giving performance reviews across services, those points can’t be put into context.

Alex Wood: The context of the situation is passed along with the demerit points, not just a number.

Stephen Martin: The fact that the first stage of interviews for the services are group interviews, thus it is very difficult to bring up demerit points then.

Mike Bodley: I would thus suggest that the demerit points are only brought across the services in the second round of interviews.

Stephen Martin: I’d like to propose that demerit points are address on the application.

Mike Bodley: I just want to clarify, the demerit points will not be coming across the services at all. And we should look into the suggestion made by Stephen Martin.

Sam Anderson: With regard to positive feedback to the carried over about the performance of service staff, the references are there for their use.

Alex Wood: According to policy, questions can be changed across the interviews of each individual. Thus we can have a question bank, and add a question with regards to demerit points.

Ryan Cattryse: I think that overall it would be a disadvantage for a person that is applying across services to have to speak about their demerit points from another service.

Alex Wood: I do really like the idea for all interviewees to be asked if they have outstanding demerits with EngSoc services. Overall I greatly appreciate all the feedback that people have been giving. At the end of the day, we do want to hire the best people for a position. At this point I would like to amend the policy.

Nick Hetherington: We need it in writing please. Is there any more debate?

Matt Slavin: With further thought on the issue, do the directors of Services and HR plan on looking more into this policy later?

Mike Bodley: I think that this is something that may be brought to council later, but not likely.

Nick Hetherington: Is there any more debate on the motion?

Alex Wood: I’d like to thank everyone for the great debate we had. I think that this will be a great improvement of the rehiring policy.

Motion Passes: 7:13 (28 for, 0 opposed, 1 abstentions)

**Motion 4:**

BE IT RESOLVED THAT

The Queen’s Conference on Business and Mining be ratified

Moved by: Phillip Gillam

Seconded by: Michelle McKay

Opening (Phillip Gillam): We’re looking on creating the Queen’s Conference on Business and Mining. The proposed topic of the 2016 conference is the scarcity within the mining industry. The following is the proposed agenda for the conference. We are looking to host the conference at the Elizabeth Bader Art Centre, and Goodes Hall.

Nick Hetherington: Is there any more debate on the motion?

Matt Lawson: Your conferences revenues are fairly high. Where do these numbers come from?

Niki Kalgaris: We’ve done extensive research within the industry, and have the support of the mining department.

Alex Shieck: Have you considered making it mandatory that one of the co-chairs is from commerce, and the other from engineering?

Niki Kalgaris: That is the way we are currently planning on running the conference.

Sam Anderson: Have you looked at different hiring policies?

Niki Kalgaris: We are looking to making it mandatory that the hiring panel consists of the co-chairs, one member from EngSoc, and one from CommSoc.

Alex Ray: Have you divided which faculty you’d like to bank with?

Niki Kalgaris: We are currently leaning towards EngSoc.

Dylan Braam: If this does not receive approval from CommSoc, will you consider running this as an EngSoc conference exclusively?

Niki Kalgaris: Yes.

Nick Hegman: How do you plan on selecting delegates for this conference?

Niki Kalgaris: We plan on having an equal amount of delegates from both faculties. Additionally, if there are under 100 applicants we will be opening up spaces for delegates from other faculties. And currently we are looking at hosting only internal delegates.

Claire Watson: What years will you be advertising to?

Niki Kalgaris: Primarily second, third, and fourth years. Additionally, we plan on hiring two Frosh Representatives.

Nick Hetherington: Is there any more debate on the motion?

Motion Passes: 7:25 (30 for, 0 opposed, 0 abstentions)

**Motion 5:**

BE IT RESOLVED THAT

Council approve the policy changes to α (Engineering Society Council) as seen in APPENDIX REPORTS.

Moved by: Eleanor McAuley

Seconded by: Alex Savides

Opening (Eleanor McAuley): This is the policy that would create my job of sending out reports, agendas, and minutes that much easier.

Alex Ray: ERB has an amendment to the motion. It will just simplify two sections that are difficult to read, into one.

Nick Hetherington: Any debate on the motion?

Motion Passes: 7:29 (30 for, 0 opposed, 0 abstentions)

**Motion 6:**

BE IT RESOLVED THAT

Council approve the changes to policy section Theta (Financial Policies) as seen in APPENDIX OLD ACCOUNTS.

Moved by: Erin Murphy

Seconded by: Peter Davidson

Opening (Erin Murphy): So, basically this financial policy is fairly simple. It just states that if any accounts are not being used for over 3 years, they will be closed.

Alex Ray: ERB has an amendment to the motion. The only change is made to the very last sentence of the motion.

Kristy Tu: Is there going to be a 60 or 30 day warning?

Erin Murphy: There will be a 30 day warning.

Matthew Lawson: How many account currently fall under this policy?

Erin Murphy: There are currently 7 accounts that need to be closed, totaling to approximately $2,000.

Kristy Tu: How do you ensure that you will always have up to date information about the individual owners of the accounts?

Erin Murphy: We will be using the year exec elected at the end of fourth year as contacts for this.

Eleanor McAuley: Yes, the director of internal affairs has a record of the last year exec. However the biggest challenge will be obtaining contact information that is not their Queen’s email.

Nick Hetherington: Any more debate on this motion?

Motion Passes: 7:40 (31 for, 1 opposed, 0 abstentions)

**Motion 7:**

BE IT RESOLVED THAT

Council approve the changes to policy section Theta (Financial Policies) as seen in APPENDIX AIR MILES.

Moved by: Erin Murphy

Seconded by: Peter Davidson

Opening (Erin Murphy): So, because very few people have given me feedback on what I should do with this, I have brought this to Council. I just want help. As the policy reads now, is that we would allow travel expenses to be compensated for via air miles. This would occur via an application process.

Kristy Tu: How many air miles does the engineering society collect annually?

Peter Davidson: Our current balance totals 21,000 miles. IN the last couple of months we’ve collected just under 6,000 miles.

Alex Ray: ERB has looked over the motion. I however would suggest that we table the motion, as this is going to be a long Council anyways.

Nick Hetherington: Is there any more debate?

Motion Passes: 8:00 (23 for, 5 opposed, 0 abstentions)

**Motion 8:**

BE IT RESOLVED THAT

Council approves of the changes to Policy Section π, as seen in APPENDIX WORKSHOPS.

Moved by: Kristy Tu

Seconded by: Graeme Baker

Opening (Kristy Tu): This policy will give students the opportunity to teach others the skills that they have already acquired, and earn a bit of money along the way. This policy is very similar to the existing policy on Technical Workshops.

Alex Ray: ERB has looked at the policy, and would like to propose and amendment. This amendment just clarifies that we are going to follow the hiring policy when choosing suitable instructors.

Matthew Lawson: Has there been any expressed interested already?

Kristy Tu: Yes, there has already been expressed interested from students in Apple Math.

Julie Tseng: Would EngLinks be interested in integrating this into their service later?

Kristy Tu: For now we would like to limit our interaction with EngLinks, however it is something we’ll look into in the future.

Morgan Roff: I’d just like to point out that in order for a workshop to run, two qualified instructors must be hired.

Michelle McKay: So are these workshops directed at skills that can be used in industry?

Kristy Tu: Yes, this is something that could be used to increase the value of your resume.

Nick Hetherington: Is there any more debate on this motion?

Motion Passes: 8:10 (31 for, 0 opposed, 0 abstentions)

**Motion 9:**

BE IT RESOLVED THAT

Council Ratifies the Micro Unmanned Aerial Vehicle Design Team, as a Competitive Engineering Design Team.

Moved by: Jacky Su

Seconded by: Coralyn Bloaelin

Opening (Jacky Su): Today I am going to talk about the micro unmanned vehicle design team. These are similar to quad copters, however they are automatically programmed, thus unmanned. This is similar, but not identical to the aero design team. This team will join two competitions each year. We are also looking to cooperating with multiple teams in order to compete.

Erin Murphy: Do you have any ideas about sponsorship?

Jacky Su: We are most likely going to approach Amazon and Shell for sponsorship.

Sam Anderson: Could you walk us through a timeline of how long it would take to build up this team?

Jacky Su: We plan on spending the rest of the year building up the team, and the skills. In our second year we will be looking to building up our sponsorship, and competing in our third year of operation. For now, we plan on sharing the space the Aero Design team has.

Alex Shieck: I think this is a great group. Unfortunately there are a lot of concerns that I have. These include the sharing of the space with Aero Design, sponsorship, and insurance. Thus, I would suggest that this group start off as a club, with the intention that they later move into becoming a design team. Currently Aero Design is not inclined to share their space.

James Gibbard-McCall: Is there a reason for why you would like to be ratified as a team, rather than a club?

Jacky Su: There has been a very large amount of interest, and thus we thought that competing as a design team would be best.

Morgan Roff: I think that with the amount of cooperation on behalf of other design teams, is may be prudent to hear their stand on the issue.

Alex Cavalier: What is the difference between a team and a club?

Alex Shieck: That is exactly what I am currently working on. The biggest difference has to do with the insurance that each entity must have.

Peter Davidson: I am just curious, how much discussion has there been with the director of design before this evening?

Jacky Su: We have met twice prior to this meeting, in order to discuss the idea and the timeline associated with it.

Jay Young: I’d just like to remind Council that competitive design team have faculty and academic advisors, which take on the insurance and safety aspects of the design. That is the biggest difference between a design team and a club.

Ryan Cattryse: I’d like to propose an amendment to the motion.

Mathew Lawson: Jacky I’d suggest that you table this for now, so you can come back later in the year and propose that this be ratified as a design team.

Nick Hetherington: Is there any more debate on this motion?

Motion Passes: 8:36 (32 for, 0 opposed, 0 abstentions)

1. **Break – 8:40**

Break ends: 8:46

1. **Executive Reports**
2. **President**

Carolyn Fisher: This past weekend all the directors, executives, and senators headed over to Toronto for a little John Orr. That was fun. Sci’ Formal happened. There was a bit of an incident. If you have any questions about that, please refer to the EngSoc website.

1. **VP (Student Affairs)**

Alex Savides: Hey everyone! Basically, everything is going pretty great. My directors are killing it. In the world of events, December 6th is looking for volunteers readers. The external relations committee float is happening this Saturday. Also, the festival of carols is happening on the 30th, so you should all come out. Additionally, I’m meeting with my FYPCO to go over some Engenda stuff. Finally, I’m planning on spending a lot of time during the exam period on cleaning the EngSoc lounge and the Clark Service lounge.

1. **VP (Operations)**

Peter Davidson: Sci’ Formal happened, and I got to be president for a day. One of the biggest things that is happening is a financial review. Did lots of stuff with the board of directors this week. And I’m super happy with the directors under my portfolio.

1. **Academics**

Sam Anderson: In academics, a lot of stuff is happening. This Sunday is the first meeting of the academic caucus. BED Fund is moving along smoothly. EngLinks is getting ready for the exam period. And good luck on exams everyone! If you have any issues with your courses, please tell me and I’ll try my best to help out.

1. **Conferences**

Michelle McKay: With regards to our internal conferences: QGIC, and QEC. From QEC, four competitors will be heading to nationals. Also, the conference website is almost done, which is really exciting. I’m currently working on policy with Eleanor. Like Stephen mentioned, people have come back from Mesh Marketing. Overall it was useful, but probably not an annual conference that we will be attending.

1. **Finance**

Erin Murphy: Not a whole lot has been happening in the finance world. I’m still looking for advice on the motion concerning air miles.

1. **First Year**

Ryan Cattryse: FYPCOs have been doing really great. Also, FYC ran their first conference taster. It went really well. I embarrassed myself a lot.

1. **Human Resources**

Alex Wood: So, obviously I’ve passed my policies today. We literally just finished committee for inclusivity hiring. I’ll be creating the next set of ED peer reviews. Clark will also be conducting their first set of staff reviews. I’ve also been spending a lot of time writing my director manual for next year. Because after the holiday break, we are pretty much done.

1. **Internal Affairs**

Eleanor McAuley: My main thing is that elections are happening right as we come back into second semester. I’m going to be handing out nomination forms right from day one next semester. You guys should all look into running for exec. We’re also working on creating award plaques that will be displayed in the EngSoc lounge.

1. **Design**

Alex Shieck: Lots of things have been going on. I’ve convinced the Dean to buy us a lot of safety equipment. QEC happened in the design space, and that was all good. One of our joint clubs with commerce has been brought back, which is also a good thing. Money has finally come out, so people have been signing a lot of forms. Finally, we are looking at getting a generalized training session on electrical work. I had a round table with all the design team captains, which was really productive. In regards to the team room, we will be having conversation with the Dean very soon.

1. **Professional Development**

Kristy Tu: So my motion passed, which makes me really happy. We’ve run a few workshops with PEO, but overall things are starting to wind down. If you have any workshops that you really liked and would like to see again, please let me know.

1. **Services**

Mike Bodley: So lots has happened in the past few weeks. We have financial review meetings with the board of directors next Monday. I will also be working with head managers to make sure that transition happens smoothly in second semester.

1. **Communications**

Stephen Penstone: I was away last week at a conference. In other news, the new EngSoc banner has been ordered, and the communications team is working on creating material on campaigning, which I’m excited about.

This is a poem about Mike Bodley

And the rest of the E/D team, oddly

Mike likes ot complain

About all his 470 pain

Maybe the course isn’t that bad

Better to approach it happy than sad

So remember this important lesson:

CHEE 470 sucks

Sam is all about External Relations

For that he deserves many ovations

But he hasn’t realized that his academic resources

Still can’t save frosh from their courses

Michelle McKay, what can I say?

You booked a 3AM megabus

Never do that again

Wetton does events that’s old news,

What the heck happened to the Buddy Boat Cruise

Erin you made the budget

I don’t know what else you do

Shieck handles all the design

No one’s lost a limb, that’s a good sign

Eleanor doesn’t know how to spell

We’re engineers, so we can’t tell

Eric teaches me about computers

To pay you back Eric, I’ll teach you how to talk to girls

Human Resources is giving us the Big Wood

I would do that if I could

Ryan is great at helping frosh

Teaching them to study, slam and mosh

Are the Exec good at their jobs? Bet on it.

And by that I mean they’re good at taking the credit

I’m just kidding, things are running nicely

Are Peter, Carolyn and Alex the best? Precisely

This leads me to Stephen, the idito of the clan

He wings everything, he never makes a plan

He says his job is hard and he thinks he’s accomplishing a great feat

But in reality all he does is Tweet

Kristy’s job is to get me employed

If she could do that I’d be overjoyed

But unfortunately for her that will be trying

Because my only marketable skill is rhyming

Kristy, your heart can’t be faint

I’m the Director of Comm and I don’t know how to use Microsoft Paint!

1. **Information Technology**

Eric McElroy: All is well in the world of information technology. In terms of library feedback, if you have any please forward it to me. They really want to improve. The last meeting was pretty interesting. We talked a lot about information security. Otherwise, everything is pretty great.

1. **Question Period**

Matthew Lawson: To the director of IT, is there any way we could get a google survey out for the library feedback?

Alex Wood: We could use Survey Monkey, because we now own a licence.

Eric McElroy: Yes, we could definitely set something like that up.

1. **Faculty Board Report**

Lawrylin Blonden: There has been more discussion about the new joint college mining degree that will be coming to Queen’s next year. That’s about all.

1. **Alma Mater Society Report**

Chloe Harkness: We reviewed a lot of budgets, and made sure that they all made sense. There was also a big overall of policy concerning clubs. Specifics about the insurance and safety were discussed. Finally, there was a presentation from the nurses, which was a bit confusing.

1. **Senate Report**

Alex Cavalier: Senate did not meet, so there’s nothing on that front. Also senate elections are coming up, so I’d strongly encourage you to look into the position, and hopefully run. There’s a Meet and Greet next Wednesday, so I’d encourage all of you to come out and see what it’s all about.

1. **Board of Directors Report**

Morgan Roff: Board of Directors recently met to review the actions of some past Science Formal Committee members. Services will be presenting their reports to us on Monday.

1. **Club Reports**
2. **ChemEngChem**

Ryan Cattryse: Our Sci’ Formal wine and cheeses was great!

1. **Geological**

Frank Hung: Basically, not much new. Clothing orders have gone out. Intramurals have been registered for. That is all.

1. **Apple**

Graeme Baker: Lots of good things going on. Sci’ Formal wine and cheese went well. Had our winter social last week. Our merch came in. And our BED fund is going well.

1. **Civil**

Stephanie Carswell: We had our pool with Profs event last night. It was really good. We are also going to be ordering our merch at the beginning of next term. We are also looking to register an intermural team for next semester. We also have four spots left on our civil trip. So tell your friends.

1. **Year Reports**
	* 1. **Sci’ 15**

Andrew Crawford: Apparently Matt Slavin isn’t here. We have all been held up with Sci’ Formal. We’ve also talked about the results of AMS and faculty board. That’s all from us.

* + 1. **Sci’ 16**

Stephen Martin: We’re doing a takeover at the Underground tonight, so you should come out. Lastly, there is an application out right now for the sponsorship position for Sci’ Formal, so let your friends know.

* + 1. **Sci’ 17**

Curtis Lindsey: On Tuesday we’re having our night at Clark. This is also our second week of assassins. We’re also having a can drive this Sunday that we planned with Engineers Without Boarders. We’re also holding a photo contest with our photo stream. And finally, we’re having a baby picture contest.

* + 1. **Sci’ 18**

Avery Cole: We have EngCom dodge ball this Sunday. The Eng Nurse Dance is in the works. Also, in response to the Dean’s talk on bars, we’re going to be running a positive bars contest. Also, we just ordered a whole bunch of Christmas shirts, which should be in by exams.

1. **Statements and Questions by Members**

Emily Townshend: Give Stephan a high five is you see him. He absolutely nailed it at the debrief session. Leah and Derrick showed up and shut up, aka were perfect. SOARB thinks OTIS is cool. They might tell other faculties they should maybe try it too. On that note, SOARB needs people! And I cannot tell you because it’s confidential. But we’re leaving it much better than we found it. On that note, I to amend a previous statement I made to Council that I would be standing for reappointment to this body. After careful reflection, it’s my view that there is nothing left for me to do. We have a policy manual. We have positive as well as negative feedback in the Annual Senate Report. We have set a precedent that misogyny, racism, and unprofessionalism by SOARB, mean this will not be tolerated. We have drawn the line on hazing, and put a faculty on probation because of it. There is nothing left for me to do. If you think it is your turn, and want me as a reference, give me a call.

Erin Murphy: Since you guys tabled my motion, any feedback on it? Please send it to me. I’d really appreciate it.

Kristy Tu: Career Services is very pleased because more engineers are coming out to their information sessions. If you do choose to come out though, please make sure to register ahead of time. Will we be seeing a presentation on Mesh Marketing at Council?

Michelle McKay: I wasn’t planning on it, however if you would like to see one it can definitely be arranged.

Avery Cole: What would the time commitment be like for SOARB?

Emily Townshend: In the fall we’ve been meeting once a week, and once every two weeks in the winter term. It is very FROSH friendly.

Alex Shieck: One of my goal has been to get defibrillators on campus. Currently there are no defibrillators on campus. We do have some AEDs, however they are not the same thing. So please, talk to your faculties and begin raising awareness.

 **Motion to Close: 9:40**

Moved by: Carolyn Fisher

Seconded by: Peter Davidson

Motion Passes: Time (29 for, 1 opposed, 0 abstentions)