

Brock University Students' Union Board of Directors

Meeting: 7
Date: July 20, 2018

Members present:

Executive (2): Aidan Hibma, Bilal Khan
BUSAC (2): Cara Persia, Mohamad Ali
Student at Large (3): Rafay Rehan, Witta Nicoyishakiye
General Manager: Robert Hilson

Members absent: Valentina Castano

AGENDA

- 1 Approval of the Minutes
- 2 Job Description Approval
- 3 Board Leave of Absence Approval

MINUTES

1.0

Approval of the Minutes

BIRT Board approves the minutes from Meeting #6
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Ali, Persia

6-0-0 Motion Carries Unanimously

2.0

Job Description Approval – Research Analyst (Peter Henen)

BUSU's VPEA Peter Henen is requesting the Research Analyst position be extended to all potential candidates (not just Brock students).

Hibma: With a 6-8 week contract being paid minimum wage what quality of candidate can we expect? If I was someone who had significant research experience would I be interested in the position? Do you think if we open it up to more people it will attract people with specific research skills?

Henen: I think we have much more to gain than to lose if we wait one more week and open it up.

Khan: I have no problem extending the deadline but I'm not yet supportive of opening it to anyone to apply. I think the job should be reserved for a Brock student.

Rehan: For the research aspect – do you think it will be difficult having someone who isn't a student to be familiar with student issues and concerns?

Henen: I don't think most Brock students are up to date with Brock's stance on bringing on a football team or different food services on campus. The position itself requires research mainly from other universities and then writing a proposal for Brock using that information.

Hibma: I think one of the most important things post-secondary education provides is critical thinking. I think previous experience of jobs isn't as important as experience as a student. Do the other five applicants have relevant degrees that may give them educational experience relevant to this position?

Henen: My judgement on the resumes are not whether the candidates seem capable or not to do the job, it is on if their applications are relevant on paper. We spoke about this at the last meeting and I was told we could open it up if I wasn't satisfied with the candidates.

Ali: I think it's a good idea but I think because you are paying minimum wage it is a deterrent – is there any way you can increase the wage within your budget and potentially shorten the contract? If you want someone with quality experience you will likely have to pay them more as they will be a graduate student.

Henen: I think that is a good suggestion. I still think if we open it up at minimum wage we still will have good applicants. This can serve as an opportunity for people to get some research experience.

Nicoyishakiye: I can see where you think we would be more open to opening the position up to all potential candidates. I like the idea of having more of an incentive. If you interview you might believe that they have more experience than you expected. We were all once in a position where we didn't know anything about BUSU. Like Aidan said, you can consider their field of study. I know people who are highly educated who work retail jobs and they excel in those positions.

Henen: I am taking what you are considering into account. I am looking for some work and educational experience. The position will still be open to students so I don't see it as taking a spot away from a student.

Nicoyishakiye: You mentioned that you will be looking for students who understand the student Union. I think we need to give students more credit.

Henen: I don't think I said that the student needs to know how a non-profit organization works (I don't completely as I've only been in the position for two month). Important to mention that I don't think students know where their money is going, about BUSU, or what BUSU does (or they don't care). This is supported by our low voter turnout.

Persia: Have we thought about two separate people for these projects?

Henen: I have but budget restraints prevent us from hiring more than one

Persia: Have you considered reaching out to SPMA? We have policy classes that review how to create sport programs. There are also a lot of students and professors who have experience in the department. Would be a great volunteer opportunity for someone who is looking for experience.

Henen: I will definitely reach out to the department, thank you. I have already been gathering student volunteers. Ultimately we have to think why I am asking to open this to everyone. This is essentially to get something done for students. The research papers are on two things that are very difficult to obtain (a football program and food security). They will strike strong conversations and discussions as they are difficult topics to handle. There are many workers in BUSU that are not Brock Students, so hiring a non-student isn't wrong. Especially considering the end result is to benefit students. Do we want to remain conventional or do you believe there is someone I have in mind – I can stay out of the hiring process if that is the case. I don't think hiring non-Brock students is a bad thing.

Nicoyishakiye: No one is against opening it up to outside sources. I think we want to encourage you to not discount students and urge you to consider Cara's suggestion with contacting the SPMA department. We want to make sure students have an equal opportunity.

Henen: Absolutely – we will not short list until the post is closed. I have two groups of volunteers already. No matter how good the idea is it's not a one man show. Students are pushing for change and I am a channel for the change.

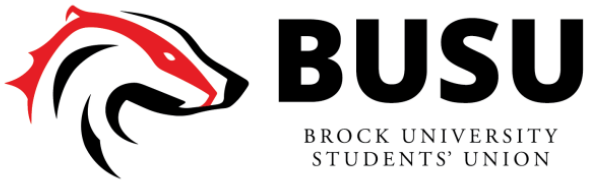
BIRT Board approves the amendment to the Research Analyst job description as presented

Hibma, Ali

6-0-0 Motion Carries Unanimously

3.0

Board Leave of Absence Approval



Brock University Students' Union
1812 Sir Isaac Brock Way
St. Catharines, ON
L2S 3A1

brockbusu.ca

Mohamad Ali will be taking a temporary leave from the Board of Directors to act as WUSC Coordinator for BUSU.

BIRT Board approves a leave of absence for Mohamad Ali starting July 23, 2018 until September 1, 2018 to allow him to serve as WUSC Coordinator for BUSU

Persia, Rehan

4-0-2 (Ali, Khan) Motion Carries Unanimously

Motion to adjourn (Hibma, Ali)