



University of Manitoba **STUDENTS' UNION**

UMSU Board of Directors Meeting
December 14, 2023, 6:30pm
UMSU Council Chambers, 176 Helen Glass

Attendance:

Ishkode Catcheway, Indigenous Students' Representative
Andrea Nguyen, International Students' Representative
Allisther De Castro, Racialized Students' Representative
Alex Rana, 2SLGBTQIA+ Students' Representative
Witta Irumva, Women's Students' Representative
Emily Katsman and LJ Fulugan (proxy), Arts Student Body Council (ASBC)
Avery Groeneveld, Commerce Students' Association (CSA)
Brad McMechan, Education Students' Council (EDSC)
Tanvin Hossain, Faculty of Agriculture Students' Organization (FASO)
Nick Brzak, Interdisciplinary Health Program Students' Association (IHPSA)
Bryan Kwak, Manitoba Dental Students' Association (MDSA)
Nathan Dueck, Manitoba Law Students' Association (MLSA)
Max Fidel, Manitoba Medical Students' Association (MMSA)
Krupa Mashru, Physical Education Recreational Kinesiology Student Council (PERKS)
Gary Hill, Social Work Students' Association (SWSA)
Charli Feener, Students of Fine Arts Student Association (SOFASA)
Irtiza Zawad Ali, University 1 Student Council (U1SC)
Tracy Karuhogo, UMSU President
Liam Pittman, UMSU Vice-President Advocacy
Vaibhav Varma, UMSU Vice-President Finance and Operations
Thomas Blumer, UMSU General Manager
Lauren Slegers, UMSU Governance Administrative Coordinator
Teresa Sanchez, UMSU Policy and Strategy Advisor
Rohan Sethi, UMSU Judicial Board Chairperson
Michael Prokipchuk, UMSU Governance Committee Chairperson
Christopher Yendt, University of Manitoba Graduate Students' Association (UMGSA)
Sharif McCurdy, St. Paul's College Students' Association
Sarah Cohen, The Manitoban
Victoria Romero, Student-at-Large
Arij Al Khafagi, Student-at-Large
Chloe Dreilich-Girard, Student-at-Large
Hannah Belec, Student-at-Large

Irisse Caguiat, Student-at-Large
Sarah Pittman, Student-at-Large
Matt Lock, Student-at-Large
Mohamed Soussi, Student-at-Large
Duncan Lamont, Student-at-Large
Ivan Nunez Gamez, Student-at-Large

DRAFT

Business

1. Call to Order

Meeting called to order at 6:41pm.

2. Land Acknowledgement

The University of Manitoba campuses and the UMSU offices are located on the original lands of the Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation, and on the original lands of the Inuit. We want to acknowledge our part in the systemic oppression and colonization of the lands of these peoples, the harms that colonization has had on these lands, and the dangers of forgetting our part in colonization. We acknowledge that our water comes from Shoal Lake 40 First Nation, and our hydro from the hydro dams located in Treaty 5. UMSU would not be here without the Indigenous peoples who kept our lands safe and cared for. We dedicate ourselves to working harder every day to strengthen the relationship between ourselves and Indigenous communities. We acknowledge the harms and mistakes of the past, and those still occurring, and vow to move forward in partnership with indigenous leaders and communities in a spirit of reconciliation and collaboration.

3. Approval of Agenda

MOTION – BE IT RESOLVED THAT the agenda be approved as presented.

Moved by *Allisther De Castro*, seconded by *Andrea Nguyen*.

Motion carried.

4. Approval of Previous Meeting Minutes

- a. November 30, 2023 Special Meeting
- b. November 30, 2023 Regular Meeting

MOTION – BE IT RESOLVED THAT the draft minutes from the Board of Directors Special Meeting on November 30, 2023 and Regular Meeting on November 30, 2023 are approved as presented.

Moved by *Max Fidel*, seconded by *Ishkode Catcheway*.

Motion carried.

5. Presentations

a. Fiscal Update

Vaibhav Varma, UMSU VP Finance and Operations, provides a quarterly financial update in accordance with the governing documents of the union. A copy of the presentation is attached.

b. UM Draft Strategic Plan Consultation

Liam Pittman, UMSU VP Advocacy, presents the University of Manitoba's draft strategic plan, and accepts feedback. A copy of the presentation is attached.

c. Executive Position Structure Review

Michael Prokipchuk, UMSU Governance Committee Chair, presents the proposed new UMSU Executive position structure. A copy of the document is attached.

d. Executive Evaluations

Motion - to move into closed session of voting Board members, ex-officio Board members, and UMSU staff members for the Judicial Board to present its semi-annual Executive Oversight Report, and to appoint Rohan Sethi as the interim Chairperson for the duration of this closed session.

Moved by *Rohan Sethi*, seconded by *Gary Hill*

Motion carried.

6. Current Business

a. Motion 0572

WHEREAS the University of Manitoba Students' Union (UMSU) recognizes the imperative need to maintain the trust of its' members and stakeholders by providing clear insights into the allocation and utilization of funds.

WHEREAS the Governance and Operations Manual of the University of Manitoba Students' Union Section IV, 6.H states that "The [UMSU] President shall be responsible for... providing long term strategic direction for the Union, in conjunction with the Vice President Finance and Operations and the General Manager. "

WHEREAS the Governance and Operations Manual of the University of Manitoba Students' Union Section IV, 9. G states that "The [UMSU] Vice President Finance and Operations shall be responsible for... providing long term strategic direction for the Union, in conjunction with the President and General Manager."

WHEREAS the Bylaws of the University of Manitoba Students' Union Section VII (7) line 37, "The board shall be presented with quarterly financial reports including: financial statements, year-to-date budget expenditures, and year-end budget expenditure projections."

WHEREAS the Governance and Operations Manual of the University of Manitoba Students' Union Section V11 line 59 states that "the mandate of the Finance Committee is to review the financial affairs of the Union".

BE IT RESOLVED that in maintaining efforts of financial transparency, all members of the Union be provided with a breakdown of the year-to-date budget expenditures by account as approved in Motion 0560 on March 30, 2023 each month via the UMSU email newsletter.

BE IT RESOLVED that the Vice-President Finance & Operations prepares a quarterly report as required by the Bylaws of the University of Manitoba Students' Union that presents quarterly draft financial statements, year-to-date budget expenditures, and year-end budget expenditure predictions to be presented to the UMSU Board of Directors at the end of Q2 and Q3 (October 2023 and January 2024) and in future years (in accordance with the bylaws) going forward in [financial] Q1, Q2, and Q3.

BE IT FURTHER RESOLVED that the quarterly draft financial statements, year-to-date budget expenditures, and year-end budget expenditure predictions prepared and presented to the UMSU Board of Directors by the UMSU Vice-President Finance and Operations, are also presented to the UMSU Finance Committee.

Moved by *Victoria Romero*, seconded by *Charli Feener*.

Victoria Romero motivates the motion.

Vaibhav Varma, on behalf of the UMSU Finance Committee, recommends that the motion be divided.

Motion - to divide the motion into 0572a, with all whereas clauses and the first BE IT RESOLVED clause, and 0572b, with all whereas clauses, the second BE IT RESOLVED clause, and the BE IT FURTHER RESOLVED clause.

Moved by *Finance Committee*.

Vaibhav Varma, on behalf of the UMSU Finance Committee, motivates the motion.

Avery Groeneveld speaks in favour of the motion.

Motion carried.

Debate on motion 0572a begins.

Vaibhav Varma, on behalf of the UMSU Finance Committee, recommends against the motion.

Victoria Romero speaks in favour of the motion.

Avery Groeneveld speaks against the motion.

Matthew Lock speaks in favour of the motion.

Michael Prokipchuk speaks against the motion.

Motion – to call the question.

Moved by *Brad McMechan*, seconded by *Avery Groeneveld*.

Motion carried.

Motion failed.

Debate on motion 0572b begins.

Vaibhav Varma, on behalf of the UMSU Finance Committee, recommends an amendment to the motion.

Motion – to amend the motion to strike all instances of “quarterly”, add “in accordance with the financial reporting periods outlined in the governing documents” after “report”, strike “as required by the Bylaws”, add “and UMSU Finance Committee” after “UMSU Board of Directors”, strike “Q2 and Q3 (October 2023 and January 2024) and in future years (in accordance with the bylaws) going forward in [financial] Q1, Q2, and Q3.”, add “each fiscal period as defined by the UMSU governing documents” at the end, and strike the BE IT FURTHER RESOLVED clause.

Moved by *Finance Committee*.

Vaibhav Varma, on behalf of the UMSU Finance Committee, motivates the motion.

Avery Groeneveld speaks in favour of the motion.

Motion carried.

Motion – to amend the motion to add the clause “BE IT RESOLVED THAT the report, in accordance with the financial reporting periods outlined in the UMSU governing documents, presented to the Board of Directors and Finance Committee, is sent to the UMSU membership via the UMSU newsletter”.

Moved by *Victoria Romero*, seconded by *Allisther De Castro*.

Victoria Romero motivates the motion.

Michael Prokipchuk speaks against the motion.

Avery Groeneveld speaks against the motion.

Motion – to call the question.

Moved by *Avery Groeneveld*, seconded by *Tanvin Hossain*.

Motion carried.

Motion failed.

Vaibhav Varma, on behalf of the UMSU Finance Committee, motivates the motion.

Motion – to call the question.

Moved by *Ishkode Catcheway*, seconded by *Alex Rana*

Motion carried.

Motion carried as amended.

b. Motion 0590

WHEREAS the ongoing conflict in the Middle East has heightened tensions and emotions, presenting a complicated and challenging backdrop;

WHEREAS the University of Manitoba in accordance with its Human Rights policy for all members of the community including students and faculty upholds the right “to academic freedom and freedom of thought, inquiry, and expression among our members, which may result in respectful disagreements regarding beliefs or principles”;

WHEREAS the University of Manitoba Faculty Association (UMFA) has reaffirmed their commitment and support to the “right to free expression on our campuses” in an email to all staff;

WHEREAS the University of Manitoba Students’ Union (UMSU) recognizes and believes in the right to free speech as outlined in its Governing Documents;

WHEREAS UMSU a duty to protect its members from misguided interpretations of policies by the University administration;

WHEREAS students have the right to retain student advocates via the Student Advocacy Office in formal and informal meetings. Faculty and staff should notify students prior to meetings so that no student attends a meeting alone and will not have to face possible mental and emotional repercussions due to these meetings;

WHEREAS a Nursing student, has faced censure and suspension from their academic program for exercising their freedom of speech;

WHEREAS the Student has received threats of violence and sexual violence for the statements they have allegedly made.

BE IT RESOLVED that UMSU release a statement on its social media platforms and in an email to all members with the following requirements:

- UMSU acknowledge that a College of Nursing student has been suspended for their comments made on social media;
- UMSU unequivocally and unconditionally condemn administrative overreach on a student’s right to freedom of expression;
- UMSU acknowledges students have the right to retain representation from the student advocacy office in informal and formal meetings with faculty and staff;
- UMSU unequivocally and unconditionally reaffirms ALL student’s right to freedom of expression;
- UMSU unequivocally and unconditionally denounce any threats of violence to any student regardless of their beliefs in response to statements they have made.

Moved by Arij Al Khafagi, Seconded by Nick Brzak.

Motion – to amend the motion to strike “UMSU acknowledges students have the right to retain representation from the student advocacy office in informal and formal meetings with faculty and staff;” and add an additional clause “BE IT FURTHER RESOLVED that UMSU advocate and speak to the administration to ensure that it is communicated to students the right to retain representation from the student advocacy office in informal and formal meetings with faculty and staff”.

Moved by *Arij Al Khafagi*, seconded by *Witta Irumva*.

Arij Al Khafagi motivates the motion.

Victoria Romero speaks in favour of the motion.

Motion carried.

Arij Al Khafagi motivates the motion.

Motion – to enter closed session of Board members and UMSU staff.

Moved by *Alex Rana*, seconded by *Max Fidel*.

Alex Rana motivates the motion.

Michael Prokipchuk speaks in favour of the motion.

Victoria makes a comment on the motion.

Motion carried.

Max Fidel asks a question regarding the motion, to which Arij Al Khafagi responds.

Motion – to amend the motion to strike the first BE IT RESOLVED clause.

Moved by *Brad McMechan*, seconded by *Alex Rana*.

Brad McMechan motivates the motion.

Victoria Romero makes a comment on the motion.

Arij Al Khafagi speaks against the motion.

Motion – to appeal from the decision of the Chair to rule the motion in order.

Moved by *Duncan Lamont*, seconded by *Nick Brzak*.

Question: Shall the decision of the Chair to rule the motion in order be sustained?

Tracy Karuhogo, Chairperson, speaks in favour of the decision of the Chair

Duncan Lamont speaks against the decision of the Chair

Ivan Nunez Gamez speaks against the decision of the Chair

Motion failed, the decision of the chair to rule the motion in order is not sustained, therefore the motion to amend is out of order.

Motion – for a ten minute recess.

Moved by *Vaibhav Varma*, seconded by *Tanvin Hossain*.

Motion carried.

Arij Al Khafagi speaks in favour of the motion.

Max Fidel asks a question regarding the motion, to which Arij Al Khafagi responds.

LJ Fulugan asks a question regarding the motion, to which Arij Al Khafagi responds.

Victoria Romero speaks in favour of the motion.

Rohan Sethi asks questions regarding the motion, to which Arij Al Khafagi responds.

Duncan Lamont speaks in favour of the motion.

Max Fidel speaks against the motion.

Motion – to amend the motion to remove “UMSU acknowledge that a College of Nursing student has been suspended for their comments made on social media;”

Moved by *Max Fidel*, seconded by *Ishkode Catcheway*.

Max Fidel motivates the motion.

Arij Al Khafagi speaks against the motion.

Rohan Sethi asks questions regarding the motion, to which Arij Al Khafagi responds.

Duncan Lamont asks a question regarding the motion, to which Rohan Sethi responds.

Nathan Dueck makes a comment about the motion.

Victoria Romero speaks against the motion.

Ishkode Catcheway speaks against the motion.

Motion – to call the question.

Moved by *Ishkode Catcheway*, seconded by *LJ Fulugan*

Motion carried.

Motion failed.

Motion – to enter closed session of Board members and UMSU staff members.

Moved by *Vaibhav Varma*, seconded by *Gary Hill*.

Vaibhav Varma motivates the motion.

Arij Al Khafagi asks a question about the motion, to which Vaibhav Varma responds.

Motion carried.

Motion - to extend speaking time by 5 minutes.

Moved by Max Fidel, seconded by Gary Hill.

Motion carried.

Motion – to appeal from the decision of the Chair to rule the motion in order.

Moved by Gary Hill, seconded by Max Fidel.

Question: Shall the decision of the Chair to rule the motion in order be sustained?

Motion – to call the question

Moved by Alex, seconded by Max Fidel.

Motion carried.

Motion failed, the decision of the chair to rule the motion in order is not sustained, therefore the motion is out of order.

7. New Business

a. Motion 0588

WHEREAS the 2023 UMSU Chief Returning Officer recommended the UMSU Governance Committee [continue to] restructure the election, with ranked ballot being one of their suggestions.

WHEREAS there are many student unions/associations of both lesser and greater student populations than the UM/UMSU in Canada that use ranked ballot voting for their elections, demonstrating the feasibility of such a voting system for student populations of comparable size to UMSU.

WHEREAS Simply Voting, the voting system UMSU uses for its elections, offers a ranked ballot/preferential voting option.

THEREFORE be it resolved that UMSU adopts a ranked ballot voting system for its' General Elections

THEREFORE be it resolved that UMSU governing documents pertaining elections are changed to outline a ranked ballot voting system for UMSU General Elections.

Moved by *Victoria Romero*, Seconded by *Avery Groeneveld*.

Motion referred to Governance Committee.

b. Motion 0589

WHEREAS the Executive Committee provided the Governance Committee with a proposal to amend the Positions and Duties of the President, Vice President Advocacy, Vice President Student Life, Vice President Finance and Operation, and Vice President Community Engagement in the Governance and Operations Manual of the University of Manitoba Students' Union.

WHEREAS the Governance Committee finds the proposal to be warranted and therefore wishes to amend "Section IV: Positions and Duties" of the Governance and Operations Manual of the University of Manitoba Students' Union (see attached documentation; the current job descriptions and proposed new job descriptions).

BE IT RESOLVED that the Board of Directors approve the proposed amendments to "Section IV: Positions and Duties" of the Governance and Operations Manual of the University of Manitoba Students' Union.

BE IT RESOLVED that these changes will not take effect until May 1, 2024, at which point the newly elected Executives will take office of their newly defined Positions and Duties.

BE IT FURTHER RESOLVED that the updated Positions and Duties of the President, Vice President University Affairs, Vice President External Affairs, Vice President Student Life, and Vice President Finance and Operations be utilized in the 2024 UMSU Annual General Election.

Moved by *Governance Committee*.

Motion – To adjourn the meeting at 12:40am.

Moved by Michael Prokipchuk, seconded by Krupa Mashru.

Motion carried.

8. Adjournment

Meeting adjourned at 12:40am.

DRAFT

UMSU Quarterly Financial Update

For the period ending October 31, 2023

Presented by Vaibhav Varma, Vice President Finance and Operations

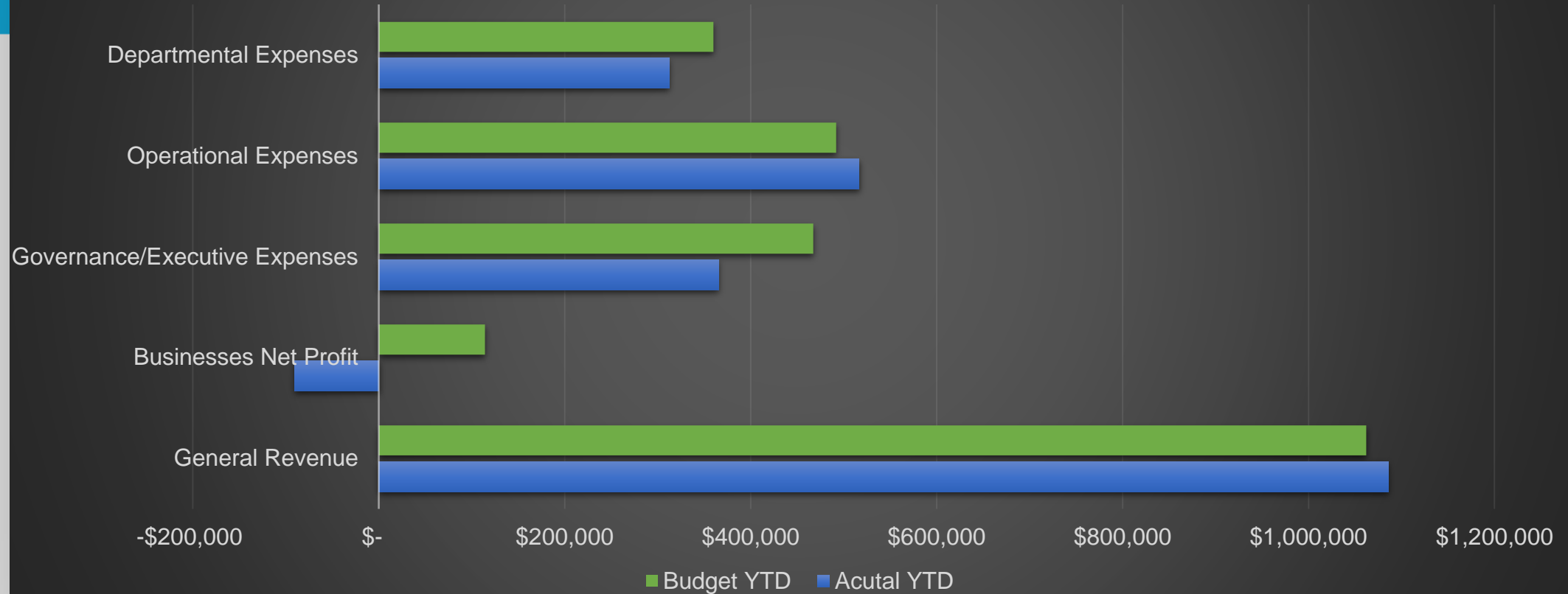


University of Manitoba Students' Union
Budget/Actuals Summary
For the Period ending October 31, 2023

			Original Budget 2023-24	Actuals May - July	Actuals Aug - Oct	Actuals YTD
Revenue						
General	Fees		1,704,880	329,745	478,250	807,995
	Operational Revenue		488,070	76,975	217,293	278,022
			2,192,950	406,720	695,543	1,086,017
Businesses (Net)	GPA's		304,961	34,506	106,432	140,938
	IQ's		16,257	(4,854)	(3,928)	(8,782)
	Degrees		51,117	(46,882)	(16,723)	(63,605)
	VWSC		67,098	(78,068)	(78,685)	(156,752)
	UM Cycle		(16,175)	(2,762)	523	(2,239)
	Total Revenue		2,616,207	308,660	703,163	995,577
Expenses						
Governance/Executive	Personnel		408,327	101,941	80,359	182,300
	Administration		127,500	48,936	65,395	114,331
	Student Services		333,000	44,125	24,615	68,739
Operational	Personnel		700,445	181,083	163,206	344,289
	Administration		54,200	18,791	24,172	42,963
	Professional		146,500	3,863	85,873	89,736
	Occupancy		53,000	13,383	11,169	24,552
	Retained Earnings		30,000	7,500	7,500	15,000
Departmental	Marketing		420,510	59,908	129,591	189,499
	Service Centre		304,362	56,894	65,738	122,633
	Total Expenses		2,577,844	536,424	657,618	1,194,041
Net Surplus/(Deficit)			38,363	(227,764)	45,545	(198,464)

UMSU Financials Overview

For the Period ending October 31, 2023



Revenue – General

Fees – UMSU Membership Fees

Operational Revenue – Admin Fees Charged to External Customers, Commissions, Interest

Revenue		Original Budget	Actuals	Actuals	Actuals	Budget	Variance
		2023-24 (\$)	May – July (\$)	Aug – Oct (\$)	YTD (\$)	YTD (\$)	
	Fees	1,704,880	329,745	478,250	807,995	817,905	1.2%
	Operational Revenue	488,070	76,975	201,047	278,022	244,035	13.9%

- Fees collected were slightly less than expected.
- Bank Prime Rate went up, interest earned was higher.

Business Profitability

UMSU business net profit = Total Sales - Cost of Sales - Total expenses

		Original Budget	Actuals	Actuals	Actuals	Budget	Variance
		2023-24 (\$)	May – July (\$)	Aug – Oct (\$)	YTD (\$)	YTD (\$)	
Net Profit							
	GPA's	304,961	34,506	106,432	140,938	94,461	49.2%
	IQ's	16,257	(4,854)	(3,928)	(8,782)	(958)	816.7%
	Degrees	51,117	(46,882)	(16,723)	(63,605)	(13,246)	380.2%
	VWSC	67,098	(78,068)	(78,685)	(156,752)	(5,603)	2697.6%
	UM Cycle	(16,175)	(2,762)	523	(2,239)	39,590	105.7%

Business Profitability - Notes

- GPA's original budget was done conservatively after COVID-19 and actual sales are higher with staffing costs well under control
- IQ's, Degrees & VWSC' s sales were lower than expected with higher staffing costs
- Food and labour costs are much wide throughout the hospitality industry and UMSU is committed to ensuring that prices are affordable for students
- UM Cycle's sales were over-budgeted considering it is still considered a start-up business; next year's budget will be more conservative

Expenses – Governance and Executives

Personnel – Salaries, Staff Benefits, Federal/Provincial Remittance

Administration – Executive/Council Meetings, Conferences, supplies, Legal Fees, Community Support, Campaigns, CASA, External Advocacy, Elections, etc

Student Services – Holiday Hampers, Hardship, Foodbank, CIF, Student Club Support, Grants, Sponsorship, etc.

		Original Budget	Actuals	Actuals	Actuals	Budget	Variance
		2023-24 (\$)	May – July (\$)	Aug – Oct (\$)	YTD (\$)	YTD (\$)	
Expenses							
	Personnel	408,327	101,941	80,359	182,300	204,000	10.6%
	Administration	127,500	48,936	65,395	114,331	96,700	18.2%
	Student Services	333,000	44,125	24,615	68,739	166,500	58.7%

Expenses – Governance and Executives Notes

- Personnel cost is within the budget
- Administrative costs are higher due to high spending on External Advocacy (First Lake Solutions Advocacy Firm) while without a Policy and Strategy Advisor and due to inflation (Catering orders for meetings, office supplies, travelling costs, etc.)
- Student Services spending is lower as many programs are still ongoing and expenses have not yet incurred

Expenses – Operations

Personnel – Salaries, Staff Benefits, Federal/Provincial Remittance

Professional – Legal, Auditing, Insurance, etc.

Retained Earnings – Contingency Fund

Administration – Supplies, Bank Charges, Parking, Telephone, Computers, etc.

Occupancy – Repairs, Maintenance, Security

		Original Budget	Actuals	Actuals	Actuals	Budget	Variance
		2023-24 (\$)	May – July (\$)	Aug – Oct (\$)	YTD (\$)	YTD (\$)	
Operational Expenses							
	Personnel	700,445	181,083	163,206	344,289	350,000	1.6%
	Administration	54,200	18,791	24,172	42,963	27,100	58.5%
	Professional	146,500	3,863	85,873	89,736	73,250	22.5%
	Occupancy	53,000	13,383	11,169	24,552	26,500	7.4%
	Retained Earnings	30,000	7,500	7,500	15,000	15,000	0.0%

Expenses – Governance and Executives Notes

- Administrative costs are higher due to a budgeting error where computers/server subscriptions and maintenance were not budgeted
- This will be fixed in next's years budget
- Professional costs were higher due to higher auditing services fees, and we are looking at potentially renegotiating a service package with BDO

Expenses – Departments

Marketing – Personnel, Administration, Events Expenses

Service Centre – Cost of Sales (Transit Tickets), personnel, Computers, Supplies, etc.

		Original Budget	Actuals	Actuals	Actuals	Budget	Variance
		2023-24 (\$)	May – July (\$)	Aug – Oct (\$)	YTD (\$)	YTD (\$)	
Departmental Expenses							
	Marketing	420,510	59,908	129,591	189,499	210,000	9.8%
	Service Centre	304,362	56,894	65,738	122,633	150,000	18.2%

- Expenditure for Marketing and Service Centre are well under the budget

Expense Analysis

Top 3 Largest Expense Categories Per Department

Operations		
Personnel	Audit	Insurance
\$344,289	\$41,182	\$38,704

IQ's		
Personnel	Cost of Sales	Merchant Services
\$105,216	\$70,091	\$3,577

UM Cycle		
Personnel	Merchant Services	Bank Charges
\$8,423	\$1,755	\$639

Governance		
Personnel	CASA	CIF
\$183,300	\$64,000	\$27,450

Degrees		
Personnel	Cost of Sales	Supplies
\$287,459	\$215,139	\$14,126

Marketing		
Personnel	Orientation	Promotions
\$113,706	\$28,545	\$15,263

GPA's		
Cost of Sales	Personnel	Merchant Services
\$687,503	\$140,028	\$12,217

VW Social Club		
Personnel	Cost of Sales	Security
\$196,478	\$81,088	\$8,904

Service Centre		
Personnel	Merchant Services	Parking
\$101,624	\$18,967	\$4,571

Summary

- UMSU Operations and Governance financials are healthy and comparable to the original budget
- In general, UMSU businesses have room for improvement and management will work with business managers to develop further strategic plans to promote sales and identify areas for cost saving
- Errors in the current-year's budget have been amended and will be fixed in the budgeting process moving forward



*Please direct any further questions or concerns to myself at
vpfo@umsu.ca*

MOMENTUM: Leading Change Together

Consultation on draft Strategic Plan

December 2023



**University
of Manitoba**

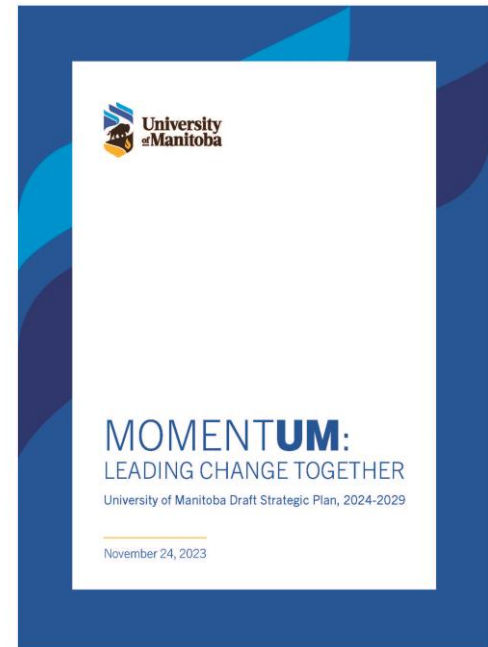
Development of the next UM Strategic Plan

Where we are in the process



UM Draft Strategic Plan

- Includes an updated, mission, vision, and values.
- Identifies three fundamental commitments that inform the direction of the plan.
- Structures goals under three interconnected strategic themes.



Strategic Plan Committee

CO-CHAIRS:

Michael Benarroch
Diane Hiebert-Murphy

FROM SENATE:

Stephan Pflugmacher
Lima
Susan Prentice
John Sorensen

FROM BOARD OF GOVERNORS:

Lynette Magnus

FROM FACULTY:

Shawn Bailey
Namita Bhatnagar
Afra Bolefski
Katherine Boyer
Robert Mizzi
Kim Ominski
Leisha Strachan

FROM STAFF:

Jeff Adams
Carla Loewen

FROM STUDENTS:

Tracy Karuhogo
Christopher Yendt

FROM DEANS/DIRECTORS AND SENIOR ADMINISTRATIVE LEADERS:

Tina Chen
Peter Nickerson

FROM SENIOR EXECUTIVE TEAM:

Naomi Andrew
Catherine Cook
Mario Pinto
Vanessa Koldingnes



Do the updated mission, vision, and core values reflect the UM that you know?

M I S S I O N

Together, we create, share, preserve, and apply knowledge in partnership with the diverse communities that contribute to and strengthen the University of Manitoba, for the cultural, social, and economic well-being of the people and communities of Manitoba, Canada, and the world.

As a university located on the original lands of Anishinaabeg, Cree, Ojibwe-Cree, Dakota, and Dene peoples, and on the National Homeland of the Red River Métis, we work in collaboration with Indigenous communities to their benefit and in the spirit of Reconciliation, supporting success, and upholding Treaty rights.

V A L U E S

belonging

integrity

curiosity

impact

well-being

V I S I O N

The University of Manitoba will be a thriving community, strengthened by Indigenous knowledges and perspectives, leading change that makes meaningful impact in our province and wider world.

umanitoba.ca



**University
of Manitoba**

Where We Are Going



Guided by:

- Three fundamental commitments.
- Three strategic themes.

Do the three fundamental commitments accurately reflect our collective priorities?

Fostering a Vibrant Community

**Advancing Reconciliation for
Transformative Change**

Building a Sustainable Future



Fostering a Vibrant Community

We cultivate a community rooted in equity that fosters diversity, human dignity, inclusivity, respect, well-being, and care, while acknowledging and addressing concerns and challenges with underlying structures. We commit to narrowing systemic inequities, removing barriers, and creating the conditions for all to thrive. By upholding the foundational tenet of academic freedom, we foster a vibrant and dynamic intellectual environment that strengthens our community through the free exchange of ideas and pursuit of knowledge.



Advancing Reconciliation for Transformative Change

We walk together to advance Reconciliation. The University of Manitoba acknowledges and atones for both past and ongoing harms. We take action to change behaviour and move forward to establish and maintain mutually respectful relationships between Indigenous and non-Indigenous Peoples. By addressing root causes of inequities, we work towards social change and a more just and equitable future.



Building a Sustainable Future

We meet the needs of today without compromising those of future generations. We pursue societal, cultural, economic, and environmental sustainability and address the impacts of climate change through our actions and operations—through ethical decision-making, continuous improvement, and the integration of sustainable practices into everything we do.



Do the three interconnected themes and accompanying goals provide us with the framework needed to move forward?

Creating knowledge that matters

We will demonstrate advancements in exceptional research, scholarship, and creative activities to **create knowledge that matters** and that positively impacts the communities with whom we engage. UM will be increasingly sought for our expertise and recognized for our contributions.

Empowering learners

We will **empower learners** through academic learning experiences that meet the needs of an increasingly diverse student body, providing researchers, instructors, and learners with the knowledge and skills they need to achieve their goals.

Reimagining engagement

We will be an institution of choice to learn, create, work and play. In **reimagining engagement**, we will connect and thrive as a community for today and tomorrow.



Creating Knowledge That Matters

We recognize diverse ways of knowing and acknowledge the value of work across academic disciplines. We celebrate the ideas that emerge, not in isolation, but through connecting as a community. We will advance research, scholarship, and creative pursuits that make an impact on the world around us.

GOALS:

Inspire knowledge creation by supporting and promoting an environment of excellence.

Identify sustainable and high-impact solutions through increased collaboration and connection across our campuses.

Build reciprocal relationships with communities to anticipate and identify solutions to emerging societal, cultural, economic, and environmental needs of Manitoba and beyond.



Empowering Learners

We recognize the essential role our institution serves in providing learners with the tools they need to succeed in a changing landscape. We will be more innovative in the delivery of our academic programs and supports, and in our commitment to accessible education, meeting the evolving needs of learners and of an increasingly diverse student body.

GOALS:

Respond to changing needs of learners through the creation and advancement of supportive systems for learning and success.

Build sustainable futures for learners by increasing opportunities for innovative and meaningful learning experiences.

Foster an exceptional student experience by strengthening teaching and student support services across the university.



Reimagining Engagement

We succeed as a community by reimagining how we engage—with one another, with our external partners, and with the environment that surrounds us. We will identify and address inequities that exist in our current relationships, systems, and structures to create the conditions required for all to thrive, today and in the future.

GOALS:

Advance social justice through centering decolonization in institutional transformation and through dismantling systemic and structural inequities.

Strengthen and build relationships through meaningful and authentic engagement.

Achieve sustainability targets through community decision-making processes and institutional initiatives.

MOMENTUM: Leading Change Together

**Overall, tone
and direction?**

**Additional
comments?**



Thank you

Continue to engage

- Visit umanitoba.ca/strategic-plan
- Complete the **online feedback form** to provide additional comments.
- Email us at: strategicplanning@umanitoba.ca





**University
of Manitoba**

Section IV: Positions and Duties

Shared Duties of the President, and Vice President(s)

- a. All executives shall assist and lead with all campaigns relevant to their portfolio.
- b. Overseeing the promotion, implementation, and sponsorship of all UMSU charitable endeavours, including the annual Holiday Hampers program.
- c. It is the responsibility of all Executives to advance Equity, Diversity, and Inclusion and Indigenous reconciliation.
- d. It is the responsibility of all Executives to support, the Vice President Student Life in the planning and implementation of Fall and Winter Orientations.

President

The President shall be responsible for:

- a. The overall operation of the Union.
- b. Acting as the Union spokesperson on all student issues but may choose to delegate a specific issue to a Vice President.
- c. Advocating the Union's interests in the Board of Governors, the Senate and any other committees of the University of which the President is a member or whom the President has an opportunity to address, in conjunction with the Vice President University Affairs.
- d. Serving as a liaison between UMSU and administration of the University, developing and maintaining a working relationship, and when appropriate lobbying them on behalf of UMSU, in conjunction with the Vice President University Affairs.
- e. Representing the membership of UMSU to provincial, federal and municipal levels of government on any and all matters pertaining to students, in conjunction with the Vice President External Affairs.
- f. Ensuring that any programs of the Board and the Union are implemented in accordance with the motions of the Board, and the Governing Documents, and providing input to the governance committee and Board of Directors as to how to improve the governance of the Union to best suit the needs of the organization and its membership.
- g. Serving as a liaison between UMSU and external government advocacy organizations, in conjunction with the Vice President External Affairs.
- h. Providing long term strategic direction for the Union, in conjunction with the Vice President Finance and Operations and the General Manager.
- i. Reporting any executive responsibility changes to the UMSU Board of Directors.
- j. Representing the priorities of the UMSU board of directors and executive to all UMSU full-time staff members.

Vice President University Affairs

The VP University Affairs shall be responsible for overseeing the internal university-related affairs. This includes filling UM committee positions given to UMSU, being the liaison between UMSU, UM administration and UM departments, handling academic and university policy related needs of the union membership when applicable. The Vice President UA shall also be responsible for leading the Student Senate Caucus, and fulfilling other duties as delegated by the President of the Union.

- a. Acting as the official Student Advocate for university academic matters, disciplinary appeals and related matters, under the authority of the UMSU Act.
- b. Advocating the Union's interests to the Board of Governors, the Senate and any other committees of the University of which the Vice President University Affairs is a member, or whom the Vice President University Affairs has an opportunity to address, in conjunction with the President.
- c. Identifying and addressing key issues affecting students, including but not limited to academic policies, campus facilities, and student services, in collaboration with relevant stakeholders within the university.
- d. Overseeing the research and policy development of UMSU to be utilized in advocacy efforts to the university and updating UMSU's position statements book accordingly.
- e. Serving as a liaison between UMSU and administration of the University, developing and maintaining a working relationship, and advocating on behalf of UMSU, in conjunction with the President.
- f. Acting as the Co-Chair of the Student Senate Caucus in the conjunction with GSA representative.
- g. Shall assist with all campaigns relevant to their portfolio.
- h. Liaising with the UMSU Community Representatives to ensure university related advocacy concerns are addressed.

Vice President External Affairs

The Vice President External Affairs spearheads governmental relations, policy development, and representing student concerns to provincial, federal, and municipal authorities. The VPEA oversees external engagement, acquiring sponsorships and partnerships with businesses, not-for-profits, and the wider community. The VPEA delivers on fundraising efforts, and acts as a link between UMSU and various external stakeholders to enhance the union's impact and visibility.

The Vice President External Affairs shall be responsible for:

- a. Representing the membership of UMSU to municipal, provincial and federal levels of government on all matters pertaining to students, in conjunction with the President.
- e. Serving as a liaison between UMSU and external government advocacy organizations, in conjunction with the President.
- f. Overseeing the research and policy development of UMSU to be utilized in lobbying efforts to all levels of government.
- g. Serving as a liaison between UMSU and the wider community, and partners in the non-profit and philanthropic sector.
- h. Serving as the primary point of contact and liaison between UMSU and its partners in the business community and attracting sponsorship opportunities for the union.
- i. Shall assist with all campaigns relevant to their portfolio.
- j. Advocating the Union's interests as a voting ex-officio member of the Board of Trustees of the UMSU Scholarship and Bursary Fund and Endowment Fund, in conjunction with the President and Vice President Finance and Operations.

Vice President Student Life

The Vice President Student Life oversees all activities between UMSU and UMSU recognized student clubs, student associations, and community representatives. The VPSL advises on non-academic issues that impact students.

Vice President Student Life shall be responsible for:

- a. Overseeing all activities between UMSU and UMSU recognized student clubs.
- b. Serving as a liaison between UMSU and Student Associations.
- c. Acting as the Chair of the Member Services Committee.
- d. Chairing the Assembly of Club Executives and Board of Association Executives and facilitating the involvement of the Senior Sticks in the activities of UMSU.
- e. Serving as the liaison between UMSU and UMSU's community representatives, while ensuring UMSU consults with, and provides appropriate supports to, marginalized communities on campus.
- f. Providing students with financial assistance in the form of hardship funding and access to the food bank.
- g. Serving as the lead for fall and winter orientation and UMSU events in conjunction with all other executives.

Vice President Finance and Operations

The Vice President Finance and Operations (VPFO) is responsible for the Union's financial management, budget preparation, and business operations. They also manage Union-administered programs, negotiate external contracts, and oversee Union-owned spaces. Additionally, the VPFO plays a vital role in shaping the Union's long-term strategic direction, ensuring fiscal stability and operational integrity.

The Vice President Finance and Operations shall be responsible for:

- a. Overseeing all financial management of the Union, including preparing and maintaining the budget.
- b. Overseeing the operations of all UMSU businesses, in conjunction with the General Manager.
- c. Assisting with human resource matters of the UMSU Businesses, where applicable, in conjunction with the General Manager or as directed by the President.
- d. Overseeing the implementation of the Health and Dental Program and advocating for UMSU's interests while serving as the primary point of contact with the Health and Dental Broker.
- e. Overseeing the implementation of the UPASS program and advocating for UMSU's interests to Winnipeg Transit, in conjunction with the President.
- f. Overseeing the disbursement of all UMSU Scholarships and Bursaries, while working with the Finance Committee to maintain oversight of the hardship program.
- g. Providing long term strategic direction for the Union, in conjunction with the President and General Manager.
- h. Overseeing the management of UMSU owned spaces and acquisition of new spaces, in conjunction with the General Manager.
- i. Advocating the Union's interests as a voting ex-officio member of, and serving as the primary liaison to, the Board of Trustees of the UMSU Scholarship and Bursary Fund and Endowment Fund, in conjunction with the President and Vice President External Affairs.
- j. Oversee the negotiation of contracts and agreements with external organizations, in conjunction with the President and General Manager.
- k. Acting as chair of the Finance Committee.
- l. Acting as an ex-officio, non-voting member of the Governance Committee.
- m. Acting as an ex-officio, non-voting member of the Member Services Committee.
- n. Approving the distribution of Student Association fees and communicating any student fee changes to the University's Registrar's Office.
- o. Shall assist with all campaigns relevant to their portfolio.
- p. Performing any other duties and responsibilities as directed by the Governing Documents, the President, or the Board.