



Wilfrid Laurier University Students' Union Meeting of the Board of Directors

Location: Zoom
Date: September 9th, 2024
Time: 6:00 pm

The Strategic Ends of the Students' Union

The Organization exists to represent, advocate for, and support the primary stakeholders, the students of Wilfrid Laurier University, and to provide them with a holistic university experience and an enhanced student life. The costs of these benefits will be justified by the results.

In no specific order of priority, students will benefit from:

- A affordable, accessible, and high quality academic experience
- A safe, sustainable, and empowering environment
- Diverse inclusive social interaction
- Products and services that cater to the financial needs of students

Land Acknowledgement

We acknowledge the traditional territory of the Neutral, Anishnawbe and Haudenosaunee people

Start	Duration	Agenda Item	Type	Presenter	Policy Reference
6:00 PM	2 mins	Call to Order and Indigenous land acknowledgement	adm	Chair Russo	
6:02 PM	1 min	Regrets	adm	Chair Russo	GP #2c.8
6:03 PM	1 min	Conflicts of Interest	adm	Chair Russo	GP #2c.2
6:04 PM	2 mins	Adoption of Agenda MOTION that the Board of Directors adopt the agenda as presented.	D	Chair Russo	
6:06 PM	4 mins	Comments from the Chair of the Board & CGO	fi	Chair Russo	
6:10 PM	4 mins	Comments from the President & CEO	fi	President Jesseau	
6:14 PM	4 mins	Comments from the Executive Director & COO	fi	ED Champagne	
6:18 PM	5 mins	<u>Direct Inspection Committee Election</u> EL #2b - Treatment of Staff GP #2c - Board Members Code of Conduct	fi	Chair Russo	
6:23 PM	15 mins	Fall Semester Meeting Schedule	D	Chair Russo	
6:38 PM	10 mins	Board of Governor's By-Election	D	Chair Russo	
6:48 PM	11 mins	In-camera Session MOTION that the Board of Directors proceed to an in-camera session	D	Chair Russo	
6:59 PM	2 mins	Announcements	fi	Chair Russo	
7:01 PM	2 mins	Action Items Summary	adm	Chair Russo	
7:03 PM	1 min	Adjournment MOTION that the Board adjourn the September 9th, 2024 meeting	adm	Chair Russo	
Total 1 hour 4 mins					

LEGEND:

- fi, For Information
- fd, For Discussion
- D, Decision required
- adm, Administrative task

With respect to treatment of paid and unpaid staff, the President shall not cause or allow conditions, which are unfair, undignified, disorganized or unclear.

The President will not:

1. Operate without up-to-date written personnel procedures that:
 - a. clarify rules, expectations, roles and responsibilities for staff;
 - b. provide for effective handling of grievances;
 - c. clarify disciplinary actions and procedures that are appropriate to the nature of the act; and
 - d. protect against nepotism and other wrongful conditions.
2. Promise or imply guaranteed employment.
3. Retaliate against an employee for non-disruptive expression of dissent, or for reporting to management or to the Board of Directors acts or omissions by staff, management or the Board of Directors that the employee believes, in good faith and based on credible information, constitutes a violation of provincial or federal law or a governing policy of the Board.
4. Allow staff to be unacquainted with the President's interpretations of their protections under this policy.
5. Allow staff to be unprepared to deal with emergency situations.

The Board commits itself and its members to ethical, businesslike and lawful conduct, including proper use of authority and appropriate decorum when acting as Board members.

The Board will:

1. Have loyalty to the ownership, uncontested by loyalties to staff, other organizations, or any personal interest as a consumer.
2. Avoid conflict of interest with respect to their fiduciary responsibility;
 - a. There must be no self-dealing or business by a Board member with the organization. Board members will annually disclose their involvements with other organizations, with vendors, or any associations that might be or might reasonably be seen as being a conflict;
 - b. When the Board is to decide upon an issue about which a Board member has an unavoidable conflict of interest, that Board member shall withdraw without comment not only from the vote, but also from the deliberation; and
 - c. Board members will not use their positions to obtain employment in the organization for themselves, or anyone else. A Board member must resign from their position prior to becoming a paid employee of the Organization. A Board member must declare a conflict of interest upon submitting their nomination for an elected position and remove themselves from Board deliberation until the conclusion of any general meeting;
 - d. Board members who will be serving as a coordinator of a committee of the Organization within the upcoming fiscal year, shall declare a conflict of interest when presented with the operating budget.
3. Avoid exercising individual authority over the Organization and the President;
 - a. Board members must recognize the lack of authority vested in individuals when interacting with the President and staff, except when explicitly Board-authorized;
 - b. Board members must recognize the same limitation and the inability of any Board member to speak for the Board to the public, press or other entities, except explicitly stated Board decisions; and
 - c. Board members must refrain from expressing individual judgments of performance of employees or the President, unless participation in Board deliberation pertains to whether the President has achieved any reasonable interpretation of Board policy.
4. Respect the confidentiality appropriate to issues of a sensitive nature.
5. Be properly prepared for Board deliberation.

6. Support the legitimacy and authority of the final determination of the Board on any matter, irrespective of the Board members' personal position on the issue.
7. See that all Board documents and filings are accurate, current and timely;
 - a. Policies will rigorously follow Policy Governance® principles;
 - b. Bylaw elements necessary for legal compliance and for consistency with the principles of Policy Governance® will be known to the Board; and
 - c. Requirements for format, brevity and accuracy of Board minutes will be known to the Chair of the Board.
8. Ensure that a Board member resigns if they:
 - a. Are absent from three (3) meetings on an annual basis, unless an academic conflict, medical, family or any other emergency is reported to and confirmed by the CGO;
 - i. In unanticipated circumstances the Board member will inform the CGO of the reason for their absence;
 - ii. In anticipated circumstances the Board member will inform the CGO of the reason for their absence, as well as provide their written contributions in advance of the meeting.
 - b. Cease to be a member in good standing of the Organization.
9. Participate in all Board performance evaluations.