



APSA General Council Meeting
Monday, October 31st 2022 Online via Google Meets @5:00pm

1. **Call to order (5:05pm)**
2. **Roll call (2 min):** Alyna, Julia, Shanil, Tamara, Prerna, Callum, Justine, Christy, Justine, Alison, Theresa, Veronica, Ruhee, Talia, John, Cassandra, Jasmine, Angela, Naomi, Mankirat, Karanvir, Analise, Bojana, Sarah, Emily, Zach
 - a. Regrets: Hubert, Cassidy
3. **Additions to the agenda (1 min)**
Motion: To approve the agenda
First: Jazz Second: Tamara
4. **Minutes of the last meeting (1 min)**
Motion: To approve the previous meeting minutes
First: Jazz Second: Prerna

New Business:

5. [Pharmacists Without Borders Application](#)- Alyna (5 mins)
 - **Alyna:** Okay, so we did receive another club application that wanted to apply for APSA affiliation status. I sent out their application with the agenda yesterday and it is also hyperlinked in this document. I just wanted to open the floor for any questions or concerns and if there were none, we can move onto a vote and a motion. I also sent it to Julia previously, and she said that the budget request of \$100-150 was okay. If no one has any comments, do you want to make the motion, Bojana? I typed it into the chat so you can just read it off.

Motion: BIRT that APSA General Council approves the APSA affiliation status to Pharmacists Without Borders for the 2022-2023 academic year

First: Jazz Second: Veronica
All in favour.
None opposed.
Bojana abstains.
6. **New Meeting Format - Bojana and Alyna (20 mins)**
 - **Bojana:** So, Alyna and I have been talking a lot the last week and have been reflecting on some of the

feedback that we've been receiving throughout the term. This feedback has been a compilation from individual members of the student body, executives, officers, councilors, and even Faculty members. We have already talked to the executive council about some of the challenges and feedback we have received, however, the biggest and recurring theme has always been about communication. Some of the messages that we have been sending out haven't seemed to fully resonate with folks. When it comes to our meetings and having them online, this flexibility has been super nice however, we have seen patterns of miscommunication between the team and we were brainstorming ideas to mitigate this. I know we proposed having all of our first semester meetings online, and then reassessing for the winter semester, however, we are thinking that a potential solution to these problems might be having our general council meetings in person. During online meetings, the majority of folks have their cameras off, which is totally okay, however, we don't know what you are doing, if you're engaged etc. We have also had low engagement and participation and that's okay, it's been a busy month and a super challenging transition back to 'in-person classes.' We believe that trying to have meetings in-person will help mitigate miscommunication and the lack of communication between councilors. Alyna and I both feel like it's a good potential solution, however, we understand that we did say that they would be online, and we don't like going back on our word and changing it up on y'all last minute. If you absolutely cannot make it in-person, or if you're sick, we can set up a hybrid, online option for you, but I think it would be super nice to have everyone together, in-person. However, we do only have 2 more general council meetings after this one, before the semester ends. We would really appreciate it if you would all come to the next 2 in-person. Alyna has already booked a room in ECHA and she will send out more details about that later on. Also by no means do we want to close the door to online and we want to be accessible for all folks so if there is a reason why it's more accessible for you to join online, please reach out to us. We don't want there to be barriers for folks joining in person. Also, another reason we thought that this would be nice, is to engage in more team bonding and in-person meetings will facilitate us to all get to know one another better. I had a really fun time at our summer retreat but a lot of us still don't know each other very well and I feel like we are also lacking team unity and morale. In regards to the executive council, we all meet and collaborate at least once a week, but I still don't know the general councilors and officers that well, especially the ones who are not in the Class of 2024. We talked about this at our last executive meeting and we all agreed that we want more constructive feedback, criticisms, conversation and that's how we would love to have, moving forward. That was a really long blurb but in summary, the next general council meeting and the one after that, will be in person in ECHA, with an online option for those who reach out to us or are sick. For next semester when exams are super heavy, we will also have a hybrid format where folks can choose if they come in-person or join remotely. At the end of the day, school and our mental health should always be our priority and we would offer more flexibility during midterm and final season. Our main priority should be our academics and I don't want folks stressed to stay on campus for an APSA meeting, that will probably have a light agenda, when they have an exam the next day. I also want to open the floor to see what you all think and feel about this as well. We have had a lot of learning opportunities this semester but I do want to learn from the things that have happened and try my best to mitigate and prevent them from happening again. I'm not sure if that answers your question, Callum and if you don't like that or have any other issues or concerns, I would love to hear your feedback.

- **Alyna:** Also, just a PSA for next semester, I am going to send out a poll with available dates and times and have the council vote on when works best for them for our meeting times. The meetings were traditionally held on Mondays at 5pm but I have heard some feedback that people don't love Monday meetings. Also, the reason why they're at 5pm this semester is because we have to coordinate the 1st years, 2nd years, and 3rd year academic schedules and with the 2nd years having their pharmaceutical labs until 4:50pm, 5:00pm made the most sense. However, I will get a list of dates and times that work for all 3 years, and send out a Google Form next semester. Also, like Bojana mentioned, it will be super nice to see and hang out with everyone for in-person meetings. We can also bring snacks too which always makes meetings more fun.
- **Bojana:** Thank you Alyna. Just before we move on, is anyone adamantly against this? If anyone has any suggestions I would really love to hear any feedback. Based on this, it seems like everyone is fine with it.

Can I just see some head nods if everyone is comfortable with this moving forward? Okay then, the next agenda item is Julia's.

7. APSA Annual Elections and Committee Formations - Julia (20 mins)

- **Julia:** I just wanted to bring up some things that I have noticed about annual elections and committees. Some challenges that we face with transitioning between old councilors and new councilors, is the limited time period that we have to learn about our new portfolio and what needs to be done. I think that it would make more sense for us to do the APSA annual elections with the presidential elections. We do the presidential elections quite early in the year so that they can learn from the president earlier and see what their role entails. The president has a very long transition where they learn a lot about the role and everything that they will need to accomplish the next year. In my experience, personally, my transition was a bit rough because the outgoing VP Finance and I did the transition after finals of last year. At this point, they already had their summer plans figured out and it was difficult to take everything in. They did try their best and they are super supportive but I felt a bit alone and lost at times. Therefore, I am wondering if it would be a good idea to up the annual elections earlier, I was thinking around the time that we normally do the president's. I feel like for me personally, I was trying to get geared up for finals and being thrown into a new position was hard to manage along with ensuring that our academics were okay. I think that it would have been a lot smoother and easier for me if it was earlier and occurred when the presidential occurred. That was mostly it, I wanted to see if we could do this and how we could do it.
- **Bojana:** Thank you for sharing, Julia, as a thought piece as well, whatever happens would have to be discussed and agreed on and amongst the CRO, Maha, and myself. Also, the only issue is that it wouldn't be able to change it this year as it would have to pass in the constitution and revision policy and be approved at the Annual General Meeting (AGM) which is when they announce the new positions for the next academic year. It wouldn't be able to be made this year to mitigate this and when we change-over. I am curious to see specifically from second years because they would be the ones primarily entering these roles on APSA next year. I know when I inquired about why the presidential election happens so early, I was told that it's because it grants students a lot of time to see what the president is, what their platform is, how they're going to lead and or fit in with the president's vision, and become more comfortable with their potential leadership role. Also, the president can then help find and encourage people to run for roles that are unfilled or for people they want to be on their team that they think match with their values and beliefs. When I was transitioning, it was weird because you get forwarded and CC'd on all these emails but so does the current president, so it does cause a bit of a mishap. However, I really liked having that transition early on, but that would mean for the executives the number of those in each meeting would double, so instead of having 9 it would be 18 people which can be a bit chaotic. Our general council meetings will also double in size from about 30 people to 60 people, which would be even more challenging. I don't disagree with you by any means. I don't have your experience, I just wanted to give some context to barriers that I can foresee. I want to see how other people felt about their transitional experiences and if any second years would be comfortable to talk about their transition. I want to open the floor to anyone that is wanting to share how their transition is and I am curious about general councilors. I know a lot more about the executives and their individual experiences, but I would love to hear unique perspectives as I am curious to see how it is for them. I want to see second year general councilors, and I will give them the floor first. I know that there are not many of you in this call but I'm going to give it about 10 seconds and then I will pass it on to Talia next, if no one has anything to share.
- **Talia:** Thanks Bojana. As far as my transition was, it was difficult having to deal with it after finals and I echo what Julia said about the scheduling for myself and previous VP fundraising. A lot has changed in the past couple of years in how we deal with ACP and RxA. This year due to tuition and MOU changes, we really needed to rely on external funding and figuring out these obstacles. This is why Julia and I created specific sponsorship packages over the summer. This was super difficult to do when other people have not fully transitioned into their positions. I'm not sure how Julia felt about the budget, but it was heard to get an idea of what the general councilors were planning, if they had not transitioned yet. This was hard for

me to start planning and we had to push a lot of things into September when our initial plan was to complete them over the summer. With things that should have been started in July or August, it was difficult for Julia to get through the budget and I had to wait for Julia for a certain amount or ballpark. Also, for general councilors, a lot of their committees are not formed yet, and thus, it was hard for them to plan their year out when they were unsure of how much support they had, how much money they had because Julia was talking to everyone to make the budget, and the whole process was very convoluted. I do agree that the transition should be earlier. If we can't move elections, we can't move them. However, earlier transition even if that means that they don't have to be present for every discussion would be very beneficial, in my opinion. There would be way less trying to figure it out on your own and end up rushing it by the end of summer if you had all of your ducks in a row.

- **Bojana:** I am still curious to see a perspective of the VP external as they are typically a second year and typically they do run for executive positions the year after. Therefore, if it would be a lot for that individual to be transitioning out and transitioning into a new role.
- **Talia:** I don't necessarily think that you would have to be fully responsible for 2 positions at once. I think it's more about not dumping everything on a person, at once, and then leaving. Also the transition doesn't typically need to happen right away and you can gradually start to move things along if you're concerned about trying to hold and be responsible for 2 positions at the same time. I suppose if you're already on the APSA council, this transition might be easier for you because you'll know what that position entails. If I was VP External and we worked together all year, the transition might be easier for myself because we have interacted with that person already. While it might be more difficult in some ways and balancing a bigger workload, it might be easier as there is less of a learning curve.
- **Alyna:** I had a similar experience to the one Bojana said she was concerned about. Last year, I was the second year class representative and then I was also transitioning into VP Admin. I know that for myself, this was super stressful, especially with the timing of this all being right around the corner to finals. I remember not wanting to just dump everything on Callum and I was trying very hard to be supportive and teach him things slowly. However, on the other hand, after my transition meeting with my predecessor and the AGM, I was really left alone with VP Admin and I took on all of the VP Admin responsibilities. I think that in my opinion, we don't need an earlier election, I think it would be super beneficial to just extend the transition period. Rather than 2 weeks, we could have it all over summer or ensure that there are policies in place that your predecessor doesn't just leave you after the one meeting. I don't know, I am a bit conflicted because I don't know how realistic that is, and I know 100% things have to change but I think I need more time to reflect on what change would be the best solution to this problem. I hear everything you are both saying, I just can't imagine having an earlier and longer transition into VP Admin while giving up class rep, during the school year in January.
- **Bojana:** Thank you, I appreciate an alternative experience and I would still love to hear from any second years and I imagine that there is more than one experience with this.
- **Julia:** Just to provide more perspective on my stance. This summer, I had to reach out to every single councilor and see where they were at with their preparation and their role. I found that a lot of councilors were struggling because they didn't know what was happening and they needed to reach out again once they talked to their predecessor. It just causes a lot of problems, especially with organizing events in September. I hear what you're saying but the struggle that I saw with the general councilors, which is why I even brought this up in the first place and I think that if this was mitigated, it would have caused us so much less stress. So many inefficiencies, worries, and confusion could have been avoided and that is where I come from and what I saw working on the budget, last summer.
- **Bojana:** I see that. I have had many informal conversations with multiple people about frustrations in regards to their transition. One thing that I do know is that I want to 100% extend the transitory role to after elections occur. The act of dropping off as an outgoing councilor and then not doing anything after

the AGM is a bit unrealistic and I would want to extend this in all of the portfolios. I also talked to Carolina, in 4th year, and she was saying how she stayed for a bit more time after elections occurred to help you, Karanvir. It is awesome that she wanted to be an ongoing resource for you. That is the one individual who had an elongated transitory role, post finals and post traditional transition period. Did you have anything you're willing to share, Karanvir or any insight into how this experience was for you?

- **Karanvir:** The way CSHP works is that I don't transition into my role until October, so she was still the student representative and all of the ongoing APSA responsibilities were on me. I had to attend all of the APSA meetings and events, and then the CSHP meetings and events were her responsibility. I will say that it was a very smooth transition process and I had so many opportunities to ask her questions and gain her perspective on certain things. She was really great and made sure I had complete understanding, prior to dropping off.
- **Bojana:** Thank you, Karanvir. I will have a meeting with Maha and see what she thinks about this. Moving forward, Alyna can you put out a survey or Google Form so we can hear everyone's perspectives on how their transition into their role was and what their capacity would look like transitioning out of a role? Does that sound okay to everyone? So actionable items moving forward, I will meet with Maha, Alyna will make a Google Form to get a better understanding of which specific portfolios had a very difficult time, and to see what we can do better. Thank you all for sharing and thank you Julia for bringing this up.

8. APSA Bear - Bojana (2 mins)

- **Bojana:** The last thing on the agenda is the APSA bear. I have to apologize, I know that I mentioned many times that we're all going to make mistakes and to learn and grow from them, and this is me making a big mistake. I honestly totally forgot about the APSA bear. Garrett did tell me about it as well as the location, last year, however, it completely slipped my mind. I think it was Mankirat who brought it up this year and found it, so I do once again apologize. Anyways, I missed the ball on this one, and I did want to make up for it by awarding it to 4 people to account for our 4 general council meetings.
- **Alyna:** Wait Bojana, do you want to explain what the APSA Bear is for everyone, first?
- **Bojana:** Oh yes. The APSA bear is essentially a little token of appreciation for someone whose efforts and actions have been noticed. The president starts it off and passes it to someone else. So for example, imagine if there was a person named Jimbob on our team, and I gave them the APSA bear. Jimbob is basically being thanked for all of their hard work and then if Jimbob chooses to, they can give a little gratitude speech. Then, at the next general council meeting, Jimbob will award the bear to someone else and we will just keep passing it down. There is an actual physical bear, and this will reside with whoever received the APSA bear that week. Because we have had 4 meetings prior to this one, I will be giving it to 4 people and then the last individual that I give it to can come up with a person on their own or they can collaborate with the other 3 recipients. I just realized that officers do not come to these meetings and I believe that I am giving 2 of them to officers but that's okay they can read the meeting minutes after. This was a really hard decision to make, and I would love to award it to everyone because I recognize the work that everyone is doing, but I cannot. The first person I am giving it to was tasked with a huge feat. They needed to reconstruct, reorganize, and create a new checks and balance system for our budgeting and the entire association. They had so many meetings with me, without me, and I know they have worked really, really hard to outline the new budget with the small amount of money we had leftover. They have also done a fantastic job advocating for the council and the entire student body to ensure that the funds we are using benefitted the entire student body, rather than a select few. While they may have threatened to take out the Dent-Pharm hockey game, I can attest from behind the scenes that they have done an astronomical amount of advocating for students, being transparent, and discussing hard topics with the faculty. I could not have envisioned someone better for this role and I would like to give this to our VP Finance, Julia. She is a rockstar and a very humble queen. Our second individual is going to be a bit of a shocker because they are a duo. They are not here unfortunately, however, I wanted to give the second

APSA bear to our sports representatives, Goodwin and Sydney. They had to work very hard with intramurals in a very small time frame with Julia, myself, and the student body and they did a fantastic job advocating for students. The increased volleyball budget was not an easy thing for us to approve of with increasing the cost of intramurals but they did what they needed to do to advocate for student wellness and mental health. I also think that they did a very good job with Saving Second Base for students who have never even seen it before. They have zero idea what they were doing going into it and I think that they did a very good job and pulled it off very well. I think that they did an amazing job. I know that there were a few unpredictable incidents that happened that day and they were both so professional and I think that their leadership really shined. They were excellent leaders, event coordinators and I am very appreciative about how they ran that and very appreciative of them in general. The third individual I don't think is here either, but that's okay. I wanted to award this one to another individual, the class of 2024 Social Representative, Justin. When it came to all of the event submissions they did a fantastic job and I want to give a shoutout and toss the APSA bear to Justin. There have been a lot of mishaps and Justin has really really extended his left arm to so many people that have needed help. I am extremely useless when it comes to Bearsden and Justin has been quite a help and so patient with a lot of people. They have helped quite a lot of people and I want the team to recognize their hard work as a lot of it has been behind the scenes. However, truthfully without them, a lot of our events would have never happened. I want Justin to know that their time, energy, and patience does not go unnoticed. That is the 3rd person that the bear is being given to. We would not be surviving here without Justin. The last individual that the bear is going to and was also tasked with quite a lot of work this past summer and they were as proactive as they could have been and still had a lot of barriers that they had to overcome. They have had a tough couple of months. It has been hard for a lot of events and out of nowhere barriers and things kept popping up and they handled it with a lot of grace and patience. It has been very rewarding to see how many students have enjoyed the social events they have put on, thus far. They have also been tasked with a challenge from me to make it more inclusive and there have been quite a lot more folks coming out to our events. It is still very early in the year, however I commend their energy, rigor, and their devotion. So, the last APSA bear goes to our VP Social, Justine.

- **Justine:** Oh my gosh, I get the bear. I just want to thank you all so much for giving me the bear. September was a very crazy month but you all made it so much more manageable and bearable (no pun intended).
- **Bojana:** Thank you to these individuals. I am so sorry that I dropped the ball and did this all in one go. I want to thank everyone else on our team and I did not want this to be biased or minimize any of the work that you are all doing. I have had some more opportunities to work with some of the general councilors and I have been blown away with everyone. I also know that second year is crazy with exams, and they just finished their last midterm today. So a special shoutout to our second years, Annalise, Sarah, and Prerna. Also, Unveiloween was so fun this weekend, so thank you for all your hard work organizing that, Prerna. Congrats to all of you. And thank you for all of your hard work, including those of you who got the APSA bear, and those who didn't. I will leave it there and it is now Justine's responsibility to award it to someone at our next general council meeting.

9. Additions to the Agenda:

10. Adjournment (5:58pm)

Motion: To adjourn

First: Talia **Second:** Prerna