



Commerce Society First General Assembly
Sunday, September 16th, 2018
6:00 Goodes Hall Room 153

- 1. Approval of the Agenda**
- ~~**2. Speaker's Business**~~
 - ~~• Introduction Presentation~~
- 3. Guest Speakers**
 - AMS

Miguel: On the government side of the AMS, we receive mandate to advocate for all faculties. Commerce and AMS collaborated to find issues facing commerce students. The results were as follows: 1. Not enough gyms 2. Mental Health. With respect to gyms, Mitchell Hall will be opening at the end of this semester/early next semester. A big portion of the gym space in the basement is for everyone but the rest of the gym is going to be dedicated to Athletes. This will move athletes away from the other gym making it less busy.

Liam: I am the VP OPS and CEO for AMS. AMS is the oldest student government in Canada – older than Canada itself! I oversee the running of the services: Common Ground, Tri-Colour, etc. If any students have any questions for us feel free to reach out!

Munro: I do advocacy and event planning. I also oversee academic affairs, judicial affairs, etc. My role is primarily to act as a support for all people on my team. My door is always open (in the JDUC at the bottom of the stairs near QP) if you have any questions or you can email any of us.

Miguel: I want to talk about the JDUC and its redevelopment. The JDUC referendum did not pass last year. The majority of students said they voted no not because they don't want a new building on campus but because of the \$89 fee and the fact that they don't know what the building is going to look like. We are in the phase of hiring a new architect who will come in and engage with students so students can have the opportunity to tell the architect what they want in their new building. The architect will be having 3 consultation sessions. The first session will be at the AMS assembly, the second will be at Clubs Caucus, and the third will be an open Town Hall the engages all relevant stakeholders. We want to focus on how much better our student center can be. The ARC was originally a part of a 3-phase project. The first phase was the ARC (which we have now), the second was the PEC and the third is the Student life center (JDUC). Due to the recession, the PEC is only now being completed. Phase 3 has not yet begun. Even

though 10 years ago, the students who funded the ARC knew they were not going to be able to use it and that it would not benefit them, their sacrifice has allowed us to use the ARC. With the changes to the JDUC, there could be a conference center which would allow AMS clubs to host events there and save money as they won't have to rent space in hotels. One of the ideas was to have an elevator roof top pub on the top of the Student Life Center.

Liam: No one studies in the JDUC, they only go there when they want to do something inside.

Khalil Daibes: You mentioned at the beginning that there were two issues that came out of last year's referendum. What are you doing to mitigate these things? For example, how will you mitigate the cost?

Liam: We are considering having students not pay fees in the first and second years.

Miguel: This would mean that only the people who would get to use the new student life center would have to pay for it. The architect who designed Goodes is one of the ones who is very interested in designing the JDUC.

1. Speaker's Business

- Introduction Presentation

Libby: I would really like to involve people who are not a part of Assembly in our events. All students are welcome to come to Assembly and sit in our guest section. Going forward we are going to be having a screen down policy. Deadline for Motions: Wednesday before Assembly at 11. Use the ComSoc template to structure your motions.

2. Statements by Members

- Jordan Flanigan- President

Jordan Flanigan: Seby and Julia are doing a lot of work to see how other societies view the Commerce Society. Diversity and Inclusion Officer's are working with the aboriginal community and they are also doing some policy work. Our Recruitment Membership Program also launched!

- Megan Long- Vice President of Student Affairs

Megan: The social commission is having a Volunteer Fair event this Tuesday so hopefully this will open the conversation on how Commerce students can get more involved in the community.

- Tony Yu- Vice President of Operations

Tony: The database project which Nicole has been working on is going to be implemented moving forward so that it is easier to see what we have done in the past and find files. We are looking at how we can best transition some of the responsibilities from the Finance Office to the CFOs. Marketing has been working on setting up live streaming for Assembly so that students can tune in from home. The equipment is of higher quality than what was used last year.

- Jordan Nensi- COMM'20 President (Fall)

Jordan Nensi: I received a feedback form from a co-chair who was upset that their club is not allowed to use money for FB promotions but ComSoc is allowed to – she felt that this was not fair. This is not a discussion item as it only came up this morning.

3. Presentations

- Nicole Rodger- Database Implementation Project
- Megan Long-Rebranding process for executive committees

4. Motions ***The notes for the Motions are included at the end of this document***

- Jordan Flanigan-
 - i. CFO Ratification
 - ii. CPRO Ratification
 - iii. Speaker Ratification
- Megan Long-
 - i. Rename Queen's Sales Industry Association
 - ii. Rename First Year Integration Committee

5. Discussion Items

- AB- Developing Alumni Relations

Rachel Krisko: I want to speak about Alumni relations within Queen's Commerce. I want to speak to you about the role of QARA – a committee that we de-ratified and what value they added. The role of DNAR is to organize homecoming, alumni lunches, Smith Connect Platform. They are looking to students for a group that can organize these events (QARA used to do this) but they were de-ratified because they did not have enough exec engagement – they weren't getting a lot of co-chair apps, etc. How can developing an alumni network be beneficial to you: skills development, professional network, provide you with a competitive edge and maybe help you get a job. A better alumni network will usually result in better financial support for the program. In terms of filling the gap that QARA left, something that was discussed is adding some of these responsibilities to the CRO position, creating a new role within Comsoc or a volunteer team for the DNAR. The DNAR is very particular about who will run these events as these individuals will have a lot of contact with alumni. What is your opinion on all of these things?

Megan Long: In terms of discussing the gap left by QARA, I think each exec team has fostered their own relationships and networks with alumni whether it be alumni in industry coming back to be judges, etc. I don't think getting volunteers would be the best way to go. As I don't think this is the best idea for the student body.

Michaela: What type of events was QARA executing?

Rachel: there wasn't that much that they were doing. They did the alumni brunch during homecoming and a few others throughout the year. They weren't doing too much. From the DNAR perspective, they just need a student group to help with execution.

Cierra: is there an opportunity to create another team or role within ComSoc?

Rachel: Yes, but if we want to create a new position we would need to outline what all the roles and responsibilities of the position would be.

Cierra: I think you need strategic direction from ComSoc.

Elliott: We should push on the DNAR. We are paying a lot of tuition for a full-time staff to do this. We would obviously be open to giving a student perspective if they want one though.

Rachel: They had a strong relationship with QARA.

Hannah: It may be useful to promote Smith Connect to students because it could be really useful for students who are not on an exec with strong alumni connections.

Annika: I don't think there is a need to have an entire committee to be participating in these events. It would not be too much for us to take on and hire volunteers

Rachel: they thought having volunteers from ComSoc come to the events would be a good idea but I don't think this is the best idea

Jacklyn: Maybe it becomes a partnership between the alumni coordinators from all clubs and the CRO's to work on these events.

Alexander: The social impact office used to do events like this. Sophie, do you have any idea about how those worked?

Sophie: I was a student ambassador and did class talks. This would be more having the DNAR hiring some students to attend the events.

Addie: I think it is really great that a lot of the exec's have an alumni network but not all exec's have one and not all students are on an exec. There needs to be an opportunity for those who do not have access to these alumni networks through clubs to also have access to alumni

Megan: Rachel moving forward could you could work with CROs so alumni is available to everyone.

Guest: I think generally people would think that this is good thing to have.

Michaela: Are they looking for people to run the event or just interact with people?

Rachel: Both. They would need help setting up and then people to interact with the alumni.

Michaela: Maybe this should be a QUEST event and it should be marketed as a networking event. I understand that they are worried about unprofessional behavior but at all the networking events I have attended, everyone has been professional

Rachel: The issue is that it is on homecoming weekend and so it's hard to get students to attend.

Jessica: Has creating a new position where students can be paid to do this been discussed?

Rachel: I think this is a good idea.

Jessica: Students would behave because they are under contract and being paid

Abigail: Are they looking for someone to recruit volunteers or do they want a group of students like QARA that attend every event

Rachel: I think they would be more comfortable with a committee like QARA.

Jordan Flanigan: We have so many different student groups within ComSoc that have alumni events for all students even those not on their exec. I also don't think garnering volunteers is ComSoc's job. If they want volunteers for an event that is not in any way associated with us, why is this our problem?

Rachel: They know they cannot rely on us for finding this volunteer group.

Stefana: Having the same volunteers at every event does not add as much value as having different volunteers at every event.

- **AB- Executive Compensation**

Jake: I am on the AB and I have been looking into compensating the ComSoc Executive. This would mean adding \$3.50 to the Comsoc Student fee. It went to a vote last year. The majority said no to this. Why is it a good idea to compensate the ComSoc exec?: 1. Fairness (a lot of work goes into it) 2. Inspire competition (last year only one team ran – this may encourage more people to run) 3. To inspire accountability. There are less students on ComSoc then on other societies but we manage just as much – the workload is the same. I want to have a discussion to see why you thought commerce students voted no and what you think student's perceptions are of the executive. Would non-monetary forms be received more favorably? Do you have any recommendations on how we can market this to the broader student body so it's better received?

Jordan Flanigan: Don't feel you need to censor your discussion so as not to offend us.

Tony: I think the general perception for executive compensation is not as favorable for Commerce as it is for other faculties as there are a lot of committees in Commerce where people put in a lot of effort while expecting nothing in return. This is not the same as what is seen in other faculties – you are expected to receive compensation for the work you do. Whereas in

Commerce it is very different. Co-chairs for example are not compensated even though they put in a lot of work.

Alexander: a lot of people don't understand how much time the exec puts in and what exactly they do. People do not see the impact of Comsoc on a day to day basis or do not realize that Comsoc is impacting them as we are more behind the scenes. I think if we put up the numbers showing how other execs are compensated a large percent more than us, this may help people see how important this is.

Jordan Nensi: Including compensation seems to be a little sketchy. I think we need to have more transparency about where the money is going and why it is important. The vote was close, it comes down to how we market it.

Michaela: It stems from the bigger issue of people not understanding ComSoc in general. The general student does not directly see the impact ComSoc has as we are more behind the scenes and that's why they voted no.

Abby Kingswood: Inspiring competition: we do want to see more people going for these roles. However, I don't think money would have a really large impact on how many people run. I think the reason most people don't run is because this is something that is public and everyone knows if you fail whereas if you don't get co-chair no one knows. Co-chairs put in a ton of time and maybe even more than other faculties. Co-chairs don't see how the amount of work that the ComSoc exec does is that much more than their own roles and would warrant them being compensated.

Jake: ComSoc exec has to forgo other opportunities.

Abby: Co-chairs also have to give up stuff.

Jacklyn: The exec does put in more hours than the average co-chair so in my opinion, they should be compensated. Maybe co-chairs should be compensated as well?

Sophie: I think we should look to other faculties to see if compensation is going to make this a more competitive role.

Cierra: compensation is a disincentive because then the people who are running are not going to go about it for the right reasons. I think this is similar to co-chair compensation. There is some compensation that naturally exists: access to alumni, prestige that is associated with the role, etc.

Megan: In terms of the motivating factor being money, at the end of the day, that should not be a deal breaker. I think the only purpose that money should have is that it would make it easier to give up other things. Giving up QCCU and the travel aspect having some compensation would make people more inclined to do these things.

Jessica: I think a lot of the upper years have strong opinions on this whereas lower year students had no idea what was going on. We need to market to these students.

Christie: It is the norm at some other schools for the executive to take a lighter course load. Maybe this should be a norm here and should play a role in decision making. If they were taking this as a job and reducing course load they would have more time to spend on this role.

Jake: Yes, I agree. This would apply to other forms of non-monetary compensation.

Elliott: In terms of compensating co-chairs proportionally, co-chairs see more benefits in terms of recruiting and co-chairs are very directly tied to the sponsors and recruiters whereas the exec is more behind the scenes

Sophie: A lot of people are financially comfortable but there are others who are not and in terms of accessibility for ComSoc, this opportunity needs to be available to them through compensation.

Abby: Often co-chairs are very involved in ComSoc and are therefore on other clubs as well so the hours even out to the same as the executive members.

Guest: In terms of exposure, I know the FB feed can get very crowded at times. Would we be able to post information about exec compensation on the Commerce portal? When was the last time there was a contested exec election?

Jordan Flanigan: 2 years ago and then 2 years before that.

Guest: I think having a contested election would give more exposure to ComSoc and it would result in issues being more openly debated.

Christie: If they are compensated, would that change the responsibilities of the exec? If this would result in a lot of legal obligations this may be a disincentive.

Jordan Flanigan: We already have legal obligations even though we have no compensation

Hannah: Co-chairs have a lot of exposure with reps and sponsors. Whereas the exec does not have this face-to-face contact but they are allowing these events to happen through the work that they do.

Jordan Nensi: I think it would be a good idea to conduct a study like AMS did to figure out why students said no to this vote.

Jake: I will look into this.

Cierra: A good co-chair is not networking themselves at the events they are working harder to ensure others can network. So, they are not trying to take advantage of these opportunities themselves.

Michaela: Co-chairs make up a small part of the commerce community. There are a lot of other people who should be a part of the discussion rather than just the co-chairs

Kavon: I put together an excel to look at the disparities between the societies for compensation. Total compensation proposed by Commerce is 0.06% of the student fees we take in. It is much higher for the other societies (e.g. EngSoc is 7%). Should we be following these other societies? Do we need to bring it up to the 7% compensation that EngSoc is getting? Do other societies think their exec is fairly compensated? Is it right that the other societies are getting this compensation? What do the students think?

Georgia: Maybe we could think of doing a class talk to raise awareness about this since FB is cluttered.

Alexander: Is some of the \$100 student fee we are paying able to be reallocated to the exec fee? Where is our student fee going and is this something we have looked into?

Elliott: Of the amount of money for exec compensation, some of it could be an opt out fee or it could all be opt out. There are other ways we can approach this

Abby: Why other students would vote against it other than co-chairs: we have more student fees than any other university – its complicated to opt out and takes a lot of time. Commerce students are generally more against opt out fees than other faculties.

Sophie: Would love some other info on what the other societies are compensated for. Eng stays over the summer. Maybe the money is equivalent to a summer internship.

Jake: ComSoc exec is still working through the summer just from other locations. Does anyone have any points on nonmonetary compensation?

Jodran Nensi: What was Elliott talking about for course credits?

Elliott: The value you get from running ComSoc may be more valuable than a course credit and maybe this should be able to be used as a course credit.

Christie: What kind of faculty support would be needed and who would provide the support?

Evan: Have other clubs done non-monetary forms of compensation? Has it been successful?

Jake: This is just an early stage so we have not done a ton of research on what others have done.

Jordan Flanigan: I explored the idea of this being counted as a course and it would have to be done as a 501 (an independent study course).

Abby: I think this would be a very good option: 1. Frees up time as they have one less course, 2. Have time to get a part-time job, 3. More fair than paying them

Christie: I know accounting students have very specific courses they need to take to be an accountant. Would this independent study course impact this?

Alexander: I think there is a clear difference between compensating people who need a part time job and the course credit. The course credit is not accessible to all (dual degree, accounting) whereas money is available for all.

Christie: This course may not fit into their schedule

Jake: Thank you for your input!

- CMO- Debrief and Recommendations on Frosh Fair

Sophie B: We want to let you know the results of the frosh fair and we have a couple new changes and pilot projects that we want to share. The purpose of frosh fair is to give first year students exposure to all of the ComSoc clubs. A couple changes we implemented were the frosh fair guides to help frosh find clubs, the find your fit quiz (to help them decide what they should get involved in), and we tried to limit the number of exec members that could be at a booth. The print view books were really well received by bosses and frosh. Maybe a sneak peak should be posted online before for marketing. We saw a lot of people using their books at the fair. The find your fit was used as a really good resource for frosh. Feedback was really positive: 11% conversion rate on the find your fit (meaning that of everyone who saw it, 11% clicked and used it), we had over 1,000 link clicks, 29 people clicked submit.

Sarah: Guides were not only approached by first-years but also by bosses and co-chairs. While guides were able to aid students they were added bodies to an already crowded space. Frosh view book was very well received. The bossed and frosh loved them! ComSoc booth org charts should be put around Goodes hall as Guides were often approached for the org chart.

Jordan Nensi: Maybe Qualtrics would make a better survey as we could add in more pages to it. The results gave them all the conferences for example it did not narrow it down. But overall, I liked the idea

Sophie: a lot of frosh don't know what path they want to take, accounting, consulting, etc. so may not be the best idea.

Jessica: a lot of frosh did not have a lot of time to look at the book or if they skipped the event they did not get one. If they had the view book earlier, they could ask their bosses questions about the clubs. In essence, providing frosh with the Viewbook earlier would be beneficial.

Tristen: Great resource! Maybe the positioning of specific clubs could be changed. Q+ was placed really close to Finance which is very busy and Q+ values privacy for its members.

Michaela: Frosh fair is super stressful! Having bosses as guides may reduce stress for frosh as the bosses are more familiar. Also, maybe having shifts for when frosh could attend the fair

would be good to reduce traffic and increase the opportunity for to speak to members of the exec's.

Seby: I think guidebook should be shared with upper years as well. There were a lot of clubs that I didn't even know existed.

Tony: Was exec body count enforced?

Sophie: No, it was not. I did not count.

Tony: As a first-year, you see your bosses hanging out all together. It's not the best environment to go up to them and ask questions. CMO's need to tell bosses to go out and help frosh.

Jen: People didn't know where the find your fit was – a lot of people missed it in all the chaos.

Sophie: Good idea! We should have more of them posted around Goodes Hall.

Evan: the body count that you implemented was a good idea and for the most part it helped but it was still crowded. For the most part it was really well done. I think Tony made a good point that the bosses should be guides. I don't think the bosses should be guides all at once because if all of them are supposed to be guides they may start socializing. Maybe we should try to keep similar executives around each other. This might help with the crowdedness as people will have an idea where they want to be and won't wander around aimlessly.

Megan: Good idea! Next year this should definitely be considered. It was considered this year but it should have greater emphasis next year.

Carlin: Bosses have their own groups with their frosh. Maybe if they had access to the Find Your Fit they could post it in their groups and it would have greater traction.

Jacklyn: People still don't have clarity on the differences between the committees (e.g. what the differences between conferences and something like QUIC are). Maybe there should be a presentation explaining each of the committees.

Jordan Nensi: A lot of people don't want to be in old Goodes as there is not a lot of traffic. So they moved out by the security booth which increased traffic. Other people were not happy either. Also, maybe we should have used the ComSoc photo back drop.

Sophie: we already had a lot of stuff so it would have been too busy and it would probably have blocked the elevators.

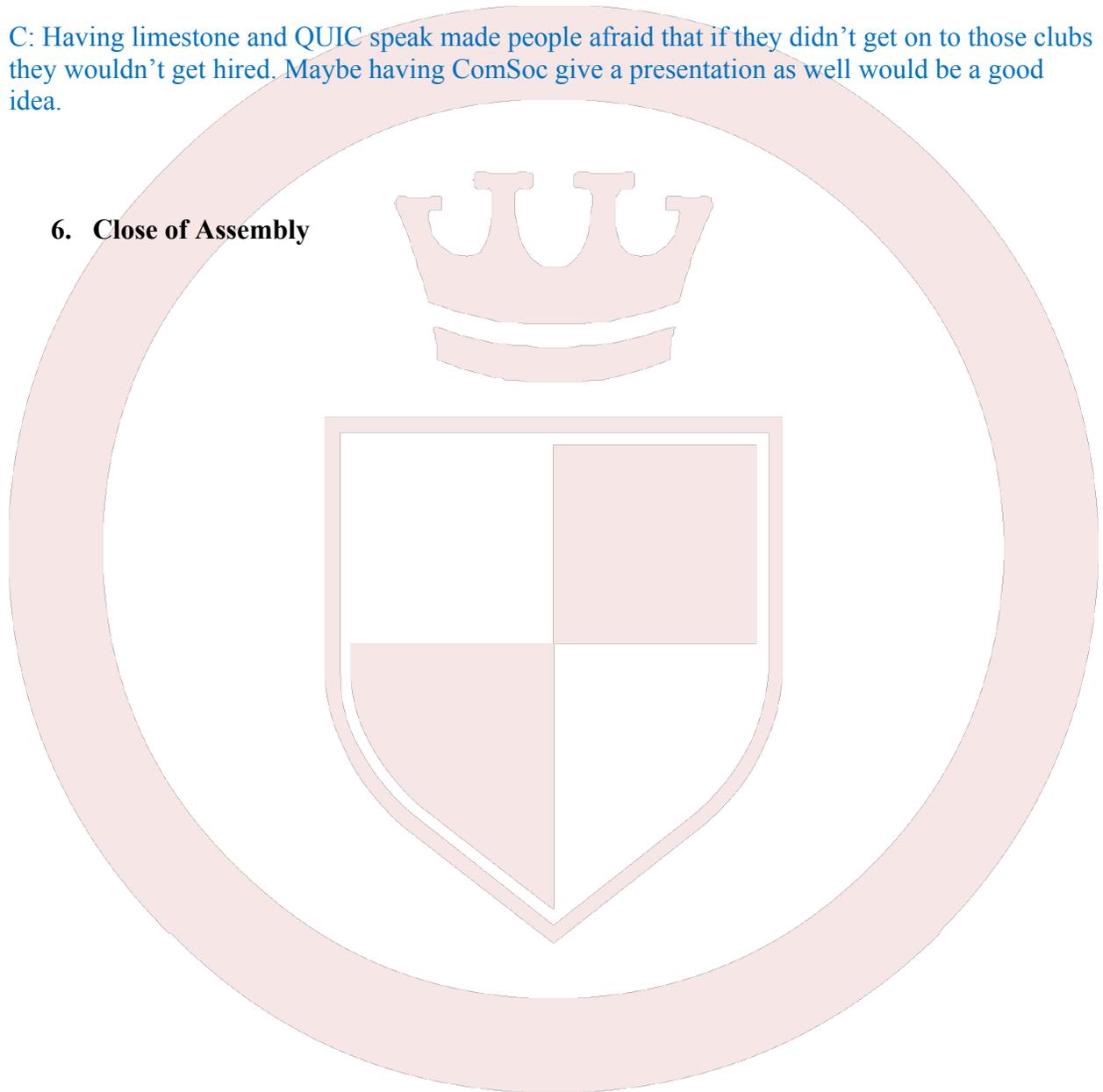
Jessica: Maybe at the end of the case, bosses could give a short presentation on what ComSoc is and where the clubs are. Have two bosses stand by the find your fit poster to recruit frosh to use it.

Hannah: Maybe get co-chairs to submit their info before summer for the Viewbook so that Agency can have more time to make it.

Michaela: hosting it in a different location may be better like the gym as there is a lot more space and no one club is getting a better spot than anyone else.

C: Having limestone and QUIC speak made people afraid that if they didn't get on to those clubs they wouldn't get hired. Maybe having ComSoc give a presentation as well would be a good idea.

6. Close of Assembly





Queen's Commerce Society

ASSEMBLY MOTION

Being put forth by: Megan Long
Being put forth on: September 16th, 2018

WHEREAS

The Queen's Sales Industry Association is seeking a rebrand

AND

The Queen's Sales Association is a fitting name for the organization

BUT

The Queen's Sales Industry Association be renamed as the Queen's Sales Association, as per Society Composition Policy Section 1.4.2

WHEREAS

The First Year Integration Committee is seeking a rebrand

AND

The Queen's First Year Integration Committee is a fitting name for the organization

BUT

The First Year Integration Committee be renamed as the Queen's First Year Integration, as per Society Composition Policy Section 1.4.2

Megan: They organize a number of events throughout the year to help first-year students adjust to University.

Libby: We are going to open to questions

Megan: We can't prohibit committees from re-branding.

Jordan Flanigan: Until we tell committees they cannot rebrand and that they have to go back to the branding they had before they can use the new branding

Libby: Motion to go to debate.

Elliott: For anyone who is not aware, the Core Fund is able to fund committee's banners every 3 years. This rule that you are only able to do it every 3 years came into effect after clubs were asking for a new banner every year. But now, what if a club rebrands every year? This means they can get a new banner every year

C: The club is exclusive to commerce students so why isn't the word "Commerce" included in the name?

Jordan Flanigan: We have Q for a number of other committees so it's not that different

Kavon: On the FB page for QFIC in the description, they say only Commerce students but this is not indicative in the name.

Jaelyn: A lot of clubs that only have the Q it is implicit that they are only Commerce (e.g. Queen's Consulting Association).

S: Having Commerce in the name would make it easier for first years to know that it is Commerce – reduces uncertainty.

Alexander: What is the objective of this discussion?

Jordan Flanigan: Initial motion was to discuss the rebrand.

Libby: Motion to vote on Queen's Sales Association?

Passes.

Libby: All those in favor?

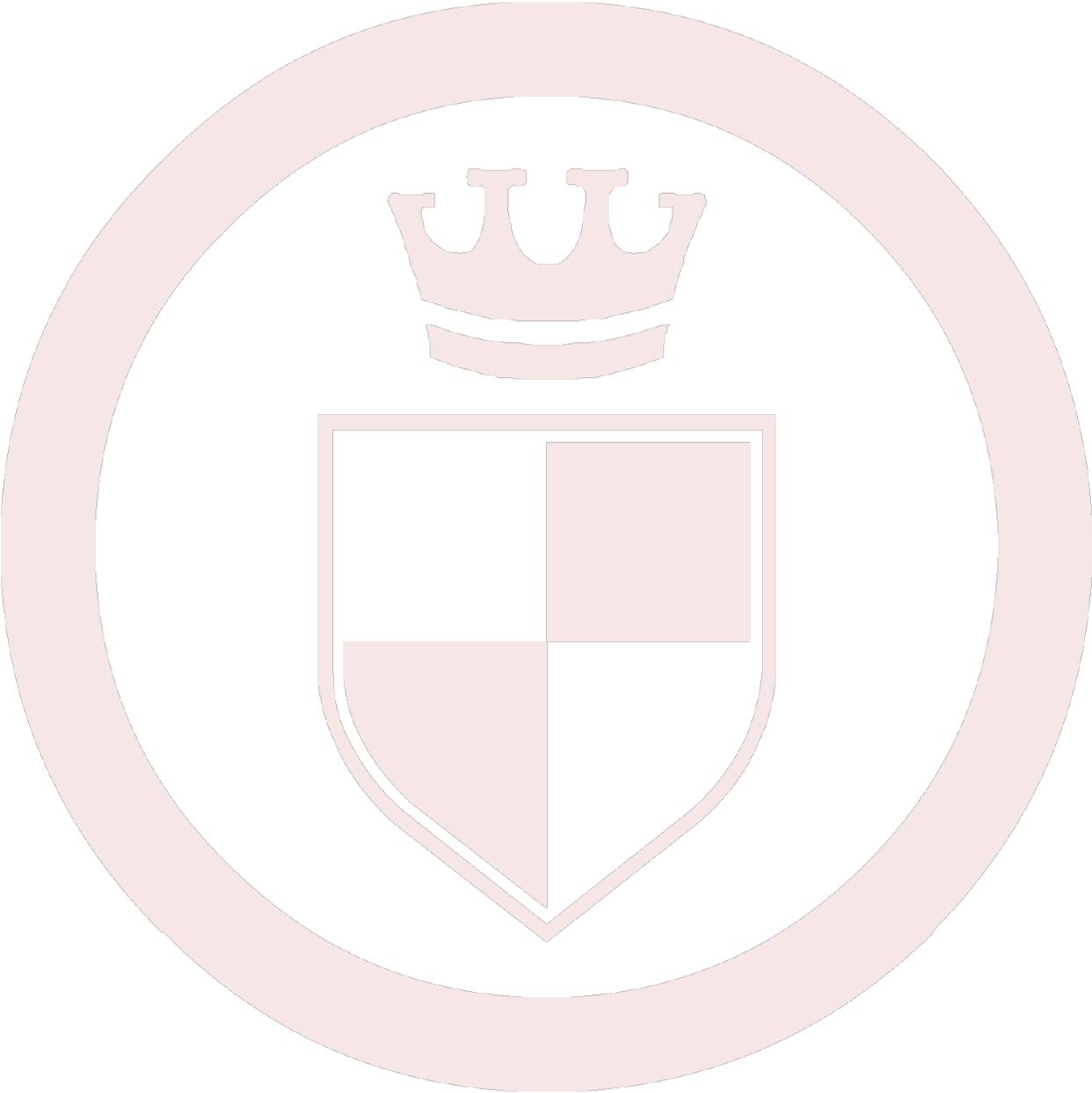
Motion passes.

Libby: Motion to continue discussion on QFIC?

Motion Passes.

Jordan Flanigan: I would like to motion that we save this for another meeting when the QFIC co-chairs can come and speak on their behalf.

Motion Passes.





Queen's Commerce Society

ASSEMBLY MOTION

Being put forth by: Jordan Flanigan, President
Being put forth on: September 16th, 2018

WHEREAS the Commerce Society needs Chief Financial Officers to oversee all of its financial operations for the year;

AND Hannah Lomas and Khalil Daibes have proven to be the best fit for the position and are capable of fulfilling the role

BUT the Commerce Society Assembly ratifies Hannah Lomas and Khalil Daibes as our Chief Financial Officers for the 2018-2019 school year.

Jordan Flanigan: We need to ratify Hannah and Kalil as they will be overseeing all of our financial information and we need to ensure that they will be held accountable.

ASSEMBLY MOTION

Being put forth by: Jordan Flanigan, President
Being put forth on: September 16th, 2018

WHEREAS the Commerce Society needs a Chief Policy and Returning Officer to oversee all policy changes and elections throughout the year

AND Michelle Kong has proven herself through the interview process and is capable of fulfilling the role

BUT the Commerce Society Assembly ratifies Michelle Kong as the Chief Policy and Returning Officer for 2018-2019 academic year.

ASSEMBLY MOTION

Being put forth by: Jordan Flanigan, President
Being put forth on: September 16th, 2018

WHEREAS the Commerce Society needs a Speaker to oversee all of its financial operations for the year;

AND Libby Barrett has proven herself to be the most qualified candidate through the interview process

BUT the Commerce Society Assembly ratifies Libby Barrett as the Speaker of the Assembly for the 2018-2019 academic year.

Jordan Flanigan: We need to ratify Libby as she is one of the only impartial bodies on ComSoc and we need to ensure that she is held accountable.

Rachel: I am going to omnibus the last three motions that Jordan put forward.

Motions pass.

Rachel: Jordan is okay with us amending the motion. We amend the motion. Voting members, all in favor?

Motions pass unanimously.