



BOARD MEETING

February 15, 2022

Hybrid Meeting

The Lookout Grad Lounge (UC 5th floor)

5:30 pm

University of Guelph Graduate Students' Association

UC Level 5 | gsa@uoguelph.ca | 519.824.4120 Ext. 56685 & 53314

www.uoguelph.ca/gsa/ | gsaplanner.uoguelph.ca/ |  



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GSA Board Meeting Agenda

GSA BOARD MEETING AGENDA Wednesday, February 15, 5:30 p.m.

Please send Regrets to gsa@uoguelph.ca, no later than Tuesday, February 14, 2023 at 12 p.m.

5:30 p.m. Call to Order: Sourav Hait, Chair

Territorial Acknowledgement

We acknowledge that the University of Guelph resides on the ancestral lands of the Attawandaron people and the treaty lands and territory of the Mississaugas of the Credit. We recognize the significance of the Dish with One Spoon Covenant to this land and offer our respect to our Anishinaabe, Haudenosaunee and Métis neighbours as we strive to strengthen our relationships with them.

Today, this gathering place is home to many First Nations, Métis and Inuit peoples and acknowledging them reminds us of our important connection to this land where we learn and work.

Approval of Agenda:

MOTION #1: B.I.R.T. The Agenda for the February 15th, 2023 GSA Board Meeting, be approved as presented.

Approval of Special Meeting Minutes

MOTION #2: B.I.R.T. The minutes for the Special Board Meeting held on January 11th, 2023 be approved as presented.

5:35 p.m. PDR Application - Guelph Medical Ethics Society: Suruthika Senthilkumaran

5:50 p.m. PDR Application - Relay for Life: Sierra Vanderkamp

6:05 p.m. Discussion of President & CEO Conduct

8:10 p.m. Arising Business

8:20 p.m. In Camera Session

MOTION #2: B.I.R.T. the Meeting move 'In-Camera' for discussion.

(Under the direction of the Chair - Staff, Members-at-Large, and Guests will be asked to leave the Meeting.)



MOTION #3: B.I.R.T. the GSA Board Meeting 'In-Camera' session end.

Adjournment

The next GSA Board meeting is scheduled for March 29th, 2023. Please send regrets no later than March 28th, 2023, at 12 p.m.



Executive & Staff Reports

GSA President & CEO Report: Akshay Chadha

VP Internal Report – Nabhan Refaie

Hi everyone!

Hope all is well with everyone, and the mid-semester blues aren't hitting too hard. Since my last report to the Board, I have mainly focused on attending committee meetings dealing with various departmental budgets. Below is a detailed list of my activities from January 14th 2023 until February 10th 2023.

Bylaws Committee

The GSA Bylaws Committee met on January 17th and January 31st. In the first meeting, we discussed S.6.3 of the Bylaws. The Committee determined that the section needs to be reformed to be more precise about who is and is not an appointed officer and what the appointment process is. The committee will continue reviewing these issues in future meetings. The January 31st meeting was not held, as the committee did not reach quorum.

Athletics Advisory Council

I met with the budget subcommittee of the Athletics Advisory Council on January 31st, where we reviewed the upcoming budget proposal for the 2023-2024 academic year. I provided comments to the committee regarding the increase in student fees that was proposed.

This budget was proposed at the Athletics Advisory Council meeting on February 3rd. The proposed student fee increase was 6.8%, which is the minimum the department can request. The department is also increasing varsity fees by 5%. The Athletics department is planning to invest in important repairs, including replacing the football stadium scoreboard, turf replacement, and soccer field replacements. At the same time, the university has decreased the budget transferred to the Athletics department by over 1 million in the last few years. Despite this, the department will be able to balance their budget with a cost of living increase of 6.8% to student fees. The Council voted unanimously to approve the budget.

Guelph Sustainability Dinner

On February 8th, I attended a dinner ran by the Sustainability Office of the University of Guelph centered on food security. We discussed issues of food security with other university stakeholders, including members of the Food Bank and Hospitality Services.



Teaching and Learning Network

I attended the first meeting of the Teaching and Learning Network on January 23rd. We discussed the purpose of the committee, which is to communicate strategies for effective teaching to our respective departments, maximize the resources given to the network to improve teaching excellence across campus, and develop new programs to increase student excellence.

University Centre Finance Sub-Committee

I attended a meeting of the University Centre Finance Sub-Committee on January 30th. We discussed the November and December financial reports, and the 2023-2024 budget for the University Centre. The sub-committee voted to recommend the approval of both financial reports and the budget at the University Centre Board meeting.

University Centre Board

I attended the University Centre Board meeting on February 7th. We discussed the financial reports for November and December 2022, and the 2023-2024 budget. The University Centre is in a good financial position, and is currently rebuilding the reserves they lost during the pandemic. The 2023-2024 budget includes a University Centre student fee increase of 6.8%, which is equivalent to the cost of living adjustment. The University Centre is also planning on renovating several of its spaces, including Brass Taps. The budget was approved unanimously by the Board.

Student Experience Advisory Committee

I attended a meeting of the Student Experience Advisory Committee on February 8th. During this meeting, we discussed the department's 2023-2026 strategic plan. We also reviewed the department's budget for the current year by unit.

The Cannon Working Group

I attended a meeting of the Cannon working group on January 18th. We continued to discuss how to survey students about the recent issues with the Cannon.

If anyone has any questions or comments about my work, please email me at gsavpint@uoguelph.ca! Always happy to hear from fellow graduate students.

Nabhan Refaie

GSA VP Internal



VP Finance Report – Avneet Singh

Meeting with President to prepare and update Budget

Signing honorarium cheques and other pending bills

Finance Committee Meeting on 10th Feb to approve travel grants and child care bursaries from 9th Nov 2022 to 31st Jan 2023.

VP External Report – Rebecca Randle

Hello all,

I hope that you are all doing well. Hard to believe that we are already halfway through the winter term! I hope that everyone has a wonderful winter break week that is coming up soon, it is certainly well deserved. Please see a summary of my responsibilities since the last board meeting below:

SLAM Meeting

At the February 9th SLAM meeting we had a presentation from Student Financial Services regarding Financial Aid, kindly given by Manny Sheehy. Discussion mainly focused on the program that awards entrance scholarships to incoming students and how the large number of undergraduate students who were accepted this year affected the funding of that program. There was also some discussion about OSAP funding, the awards search function and how to optimize it, and scholarships available to both international and mature students. Manny only works with undergraduate student funding and awards, so unfortunately, she was unable to answer any specific questions about graduate student awards and funding. If there is a specific interest, I can reach out to her to see if any of the individuals in her office who do work with graduate funding and awards specifically may be willing to give a presentation at one of our meetings?

Update on the previous SLAM meeting that I was unable to attend due to a scheduling conflict on January 11th: Presentation from guest Ed Townsley, Executive Director of Hospitality Services, on the topics of Hospitality Services and Parking Services. These key points of discussion were noted in the meeting minutes:



Hospitality Services: concerns were expressed about the price of sides using the pay-by-weight method. Although the pay-by-weight system has financial benefits for users, when it comes to the payment of sides, the pay-by-weight seems to be disproportionate in relation to the cost of the items. It was recommended to have a flat rate for such items, or a different price for the weight of sides. It was also recommended to add mugs to the reusable container program. It was noted that this program is currently piloting adding mugs at a few locations. Ideally, mugs will become part of the program in the future. Additionally, it was noted that staff will clean your mugs if asked or point users in the direction of accessible cleaning stations on-campus. Overall, there was agreement that additional return to campus education and awareness would be helpful for students. The following items were noted as information that students would benefit from knowing more about: Where accessible sinks are located, to clean a personal reusable mug. To keep hot food away from cold food when using the pay-by-weight method (because the prices change from \$1.85 for cold and \$2.55 for hot). That the prices are the same at each pay-by-weight food station and students can mix and match food from the different stations. What local supermarkets, food markets, and restaurants offer student discounts and when. The options available to students which help with food insecurity (on and off campus), such as the sliding scale market. It was recommended that Hospitality Services offer a Value Meal of the day. It was noted that currently Hospitality is working to add prepared food to the Sliding Scale Market. It was also noted that to limit waste, Hospitality gives food to the Student Food Bank and to the Hope House.

As of January 1, 2023, Guelph is no longer able to offer certain single use plastics such as: plastic straws and stir sticks; plastic shopping bags; plastic cutlery; etc. Although in support of the ban, the students noted that no plastic lids were problematic (example: no lids at Booster Juice specifically were noted). Based on the government level ban, it was recommended that people bring their reusable mug with them.

Parking Services: It was recommended to update parking lots to include a feature that would allow drivers to view the number of spots available in any given lot at any given time. It was noted that a future technology update will help to offer such a service. It was clarified that parking is free evenings during the week and on weekends. There is no anticipated change to the current hours of free parking (including reducing it). However, Special Event parking prices might be implemented in the future. It was confirmed that parking is enforced on campus. It was recommended to consider having affordable parking lots off campus for commuting students. It was noted that some commuting students might want to park somewhere off campus near a bus line (as they do still have to pay into the bus pass). The students requested more transparency about the future costs of parking and better communication about any increases and any reasons for such increases. The students asked that Parking Services be



mindful of midnight purchasing releases of day passes, as that time often results in students, staff, and faculty needing to disrupt their sleep in order to obtain a pass.

The above comments were shared with Ed Townsley so that Hospitality Services and Parking Services can review and consider the comments and suggestions provided during the SLAM. Once received, Ed will bring the comments and suggestions from SLAM to the applicable bodies within Hospitality Services and Parking Services.

Student Financial Services Compulsory Fee Advisory Committee

This was a very brief meeting held on January 31st. A few updates were provided following questions raised during the last meeting with respect to The LINC and the unenrollment process following nonpayment for undergraduate students in September. As most of this information only pertains to undergraduate students, I will not include all of the details here.

Sexual and Gender-Based Violence and Education Committee

At the January 24th meeting, we had a presentation by Jensen Williams and Melissa Conte that discussed the core values of the Sexual Violence Support Centre and gave updates on statistics for the W23 term, as well as supports and responses for students. The full data is available in a PowerPoint presentation that I would be happy to share with anyone upon request.

Guelph Sustainability Office Dinner

Nabhan and I attended a dinner hosted by the Guelph Sustainability office on February 8th. The focus was Students, Activism and Food Justice in Guelph: Lessons from Our Activist-in-Residence. During the event we had the opportunity to connect with the student food bank coordinator and discuss ways in which the GSA may be able to help support the food bank, such as reaching out to local businesses to try to form ongoing donation relationships and working with the CSA to ensure that the new volunteer policy is implemented as soon as possible to bring volunteers back into the food bank in a safe and organized manner.

CFS Ontario: Lobby Week

I was kindly invited to CFS's lobby week in Toronto. Unfortunately, I had to decline their invitation as the event required 5 full consecutive days of participation in Toronto at city hall. As a full-time graduate student this is unfortunately something I am unable to commit to with my responsibilities as a student and TA on campus during the week. I will provide updates on this event as they become available.



Athletics Department Lunch: TBD

I am working with Alicia, the administrative assistant for the athletics department, to organize a lunch with the GSA exec to ideally be held in the next two months.

Please feel free to reach out to me via email at gsavpext@uoguelph.ca if you have any questions, comments, or concerns. I welcome feedback and input from graduate students and GSA members regarding anything I discussed so that I may bring your thoughts and opinions to the appropriate committee or representative(s).

Thank you!
Rebecca Randle
GSA VP External

Activities and Communication Coordinator (ACC) – Manpreet Kaur

Committee Reports

Admissions & Progress Committee

Meeting date:

Report:

Next Meeting: TBD

Advisory Committee on Student Mental Health & Wellness

Meeting date:



Report:

Next Meeting:

Academic Policies & Procedures

Meeting date:

Report:

Next Meeting:

Alcohol & Substance Abuse Advisory Committee

Meeting date:

Report:

Next Meeting:

Animal Care Committee

Meeting date:

Report:



Next Meeting:

Athletics Advisory Committee

Meeting date:

Report:

Next Meeting:

Board of Graduate Studies

Meeting date:

Report:

Next Meeting:

By-Laws & Constitution Committee (GSA)

Meeting date:

Report:



Next Meeting:

Co-Curricular Experiential Learning Integrity Committee (CELIC)

Meeting date:

Report:

Next Meeting:

Code of Ethical Conduct Committee

Meeting date:

Report:

Next Meeting:

Compulsory Fees Advisory Committee (CFC)

Meeting date:

Report:

Next Meeting:



Energy Conservation Working Group

Meeting date:

Report:

Next Meeting:

Experiential Learning Committee

Meeting date:

Report:

Next Meeting:

Finance Committee (GSA)

Meeting date: No meeting since November.

Report: N/A

Next Meeting: Not Scheduled



Grad Lounge Sustainability Committee (GSA)

Meeting date:

Report:

Next Meeting:

Graduate Student Learning Initiative Committee

Meeting date:

Report:

Next Meeting:

Graduate Student Mental Health Curriculum Committee

Meeting date:

Report:

Next Meeting:

Hate Activity Committee



Meeting date:

Report:

Next Meeting:

Health & Dental Plan

Meeting date:

Report:

Next Meeting:

Homecoming Committee

Meeting date:

Report:

Next Meeting:

Hospitality Services Advisory Committee (HSAC)



Meeting date:

Report:

Next Meeting:

Human Rights Advisory Group

Meeting date:

Report:

Next Meeting:

Information Technology Student Advisory Committee

Meeting date: 20th January, 2023

Report: This meeting largely presided around talking about the university's IT manifesto. Link attached here. <https://www.uoguelph.ca/cio/it-strategy-summary>. Once again, the topic of how CCS decision-makers are seemingly, whether intentionally or not, very disconnected from the stakeholders whom they plan this manifesto for (students, researchers). Concerns about seemingly contradictory statements included in the manifesto (e.g., saying a cyber culture is the base of their plan, and then lowering cyber culture to the lowest priority in their schedule of deliverables) were pointed out. A lack of communication and transparency with stakeholders was once again pointed out, and CCS was urged to implement and develop a communications response plan.



Next Meeting: TBD

Judicial Committee

Meeting date:

Report:

Next Meeting:

Late Appeals Committee

Meeting date:

Report:

Next Meeting:

OUTline Committee

Meeting date: Jan 31, 2023

Report: This meeting was the Multi-Faith Week Discussion, and discussions included intersectionality of LGBTQ identities and various faiths and the reconciliation of such concepts. OUTline is more of a support group and networking platform for members of the LGBTQ community and allies; therefore I cannot disclose certain topics discussed due to confidentiality purposes.



Next meeting: TBD

Parking & Traffic Appeals Committee

Meeting date: Didnt have one

Report: NA

Next Meeting: Dont know yet

Positive Space Committee

Meeting date:

Report:

Next Meeting:

Sexual and Gender-Based Violence Advisory Committee

Meeting date:

Report:



Next Meeting:

SHINE Mental Well-Being Week Committee

Meeting date:

Report:

Next Meeting:

Special Grants & Speakers' Fund Committee

Meeting date:

Report:

Next Meeting:

Student Assessment Committee

Meeting date:

Report:

Next Meeting:



Student Budget Committee

Meeting date:

Report:

Next Meeting:

Student Executive Council

Meeting date:

Report:

Next Meeting:

Student Leaders and Administration Committee

Meeting date:

Report:

Next Meeting:



Student Life Advisory Committee

Meeting date:

Report:

Next Meeting:

Student Life Award Committee

Meeting date:

Report:

Next Meeting:

Student Organization Policy Steering Committee

Meeting date:

Report:

Next Meeting:

Student Rights & Responsibilities Committee



Date:

Report:

Next Meeting:

Student Transit Committee (GSA/CSA)

Meeting date:

Report:

Next Meeting:

Teaching and Learning Network

Meeting date:

Report:

Next Meeting:

Town and Gown



Meeting date:

Report:

Next Meeting:

Student Experience

Meeting date:

Report:

Next Meeting:

Student Wellness Advisory Group (SWAG)

Meeting date: Feb 6th 2023

Report:

In this meeting, we went over the proposed 2023 budget and the previous year's (2021-2022) budget.

2021-22 Budget highlights:

- Most funding for Wellness Services comes from student fees



- In 2021-22, personnel made up 63.1% of the budget
- In previous meetings, we talked about how much of the budget came from temporary, one-time funding from the university/province over COVID. The group recognized that without a guarantee that this funding would continue to be provided, services would likely suffer.
- Student Wellness evaluated ways to balance the budget without decreasing services, and found that in nearly all scenarios, they would have a \$700 000 deficit.

Proposed student fee increase:

- Accordingly, they proposed an increase to the Wellness Student Fee of 3% in addition the standard CPI (COLA) amount (the university will match that 3%)
- This works out to about a \$2-4 increase per semester
- I noted that the university only matching the increase makes it look like the university is passing these costs onto students
- The committee noted this down and said they would pass the feedback on to the university
- This proposed increase to the student fee does not require a referendum, but will require confirmation at the Fees committee meeting this month.



- We held a vote to bring this CPI + 3% increase to the fees committee and it passed unanimously

President's Mental Health Initiative - Task Force

We also discussed the President's Mental Health Initiative and the task force involved:

- I mentioned that it would be helpful to have a specific consultation of grad students, in light of the [[Grad Student Wellness and the COVID-19 Pandemic survey]] that came out a couple of weeks ago - particularly that Grad Students feel like the university is an obstacle to their mental wellbeing, or, at worst, actively caused their mental health decline.

- We discussed that the Task Force will focus on prevention. It asks what the university can do holistically to help students succeed, including but not limited to changes to academic policies

- We discussed that faculty have to be part of these conversations, as they are the first person students talk to

Wellness Education Updates:

- Wellness Ed did events around addictions awareness and eating disorder awareness throughout January and February

- STI testing clinic event coming up on March 7th on campus



- SHINE week is now going to be a whole month of events throughout March

If anyone has events they would like to do, please contact Rebecca Skelhorn
(skelhorn@uoguelph.ca)

- Partnering with Housing Services and Off-Campus Living to educate students on safe partying prior to St. Patrick's Day

Next Meeting: TBD

University Centre Board

Meeting date:

Report:

Next Meeting:

UC Digital Signage Content Review Committee

Meeting date:

Report:

Next Meeting:



Volunteer Committee (GSA)

Meeting date: No meeting this month

Report: N/A

Next Meeting: TBD

Departmental Updates

Animal Bioscience

Report:

Report by:

Biomedical Science

Report: We are currently hiring a new neuroscience faculty - the teaching and research lectures by candidates concluded this week and there has been effort to include grad students in the selection process (on the committee and also accessibility of these lectures to students). We are also hosting a department-wide pizza lunch for Valentine's Day and extra proceeds raised for this purpose will be saved up to get a cat for a department-related event at a later date 😊 .

Report by: Janan Shoja Doost

Black Student Representatives

Report: Nothing to report

Report by: Mavis and Akierah

Business Administration/Management

Report: - nothing much to report -

Report by: yang hoong

Chemistry

Report:

Report by:

Clinical Studies



Report:
Report by:

Computing & Information (Computer Science)

Report:
Report by:

Economics and Finance

Report:
Report by:

Engineering

Report:
Report by:

English & Theatre Studies

Report:
Report by:

Environmental Design & Rural Development

Report
Report by:

Environmental Science

Report
Report by:

Family Relations & Applied Nutrition

Report:
Report by:

Fine Arts & Music

Report:
Report by:

Food Science

Report:
Report by:



Food, Agriculture & Resource Economics

Report:

Report by:

Geography

Report:

Report by:

History

Report:

Report by:

Hospitality, Food & Tourism

Report:

Report by:

Human Health & Nutritional Science (HHNS)

Report:

Report by:

Indigenous Student Representatives

Report:

Report by:

Integrative Biology

Report:

CoBUMP (College of Biological Science Undergraduate Mentorship Program) is back in full swing for the semester!

Departmental seminars continue to occur every Thursday

Physiology seminar series are back this semester, giving our IB grad students in physiology a great option for research exposure

Planning for the Graduate Student Symposium which is set to occur on Friday May 5th in the SSC Atrium

A few of our students attended the 32nd annual Comparative Physiology and Biochemistry workshop in Rice Lake the first weekend of February, and this conference was a great success!

Preparing for a visit from Dr. Holly Sheils who will give a few talks and tour our facilities

Report by: Liz Manchester



International Student Representatives

Report:

Report by:

Languages & Literature

Report:

Report by:

LGBTQ2SIA+ Student Representatives

Report:

Report by:

Marketing & Consumer Studies

Report:

Report by:

Mathematics & Statistics

Report:

Report by:

Molecular & Cellular Biology

Report:

Report by:

Pathobiology

Report: Nothing to report.

Report by: Jake

Philosophy

Report:

Report by:

Physics

Report:

Report by:

Plant Agriculture



Report: Prepping for our annual plant sale which is happening on the week before May 24. Funds raised for this go towards grad student activities in the Department
Report by: Daniel Colcuc

Political Science

Report:

Report by:

Population Medicine

Report:

Report by:

Psychology

Report:

Report by:

Sociology & Anthropology

Report:

Report by:

PhD in Social Practice and Transformational Change (SOPR)

Report:

Report by:

GSA Special Meeting on Executive Accountability Minutes

Present: Nabhan Refaie, Rebecca Randle, Michael Dube, Peter Duker, Mingze Li, Akierah Binns, Joshua Gonzales, Kimber Munford, Samantha Reynolds, Yang Hoong, David Said, Anmol Samra, Alice Hinchliffe, Elizabeth Manchester, Isaac Toyin, Mavis Opoku, Daniel Colcuc, David Bahrami, Jacob Yates

Absent (with regrets): Akshay Chadha, Janan Shoja Doost

Absent (without regrets): Sourav Hait, Avneet Singh, Mitul Gohil, Jeet Alpesh Shah, Aiyu Liu, Parabhsimranjeet Singh, Mohinder Sethi

This special meeting was called by Nabhan Refaie (VP Internal of the GSA), following a request initiated by Kimber Munford (General Director representing Environmental Science) and supported by 1/3 of the Board of Directors voting seats. As per the request, the subject of the meeting was “to dictate next steps for the GSA and clear accountability measures for executive.”



While discussing the goals of this special meeting, K. Munford and J. Gonzales expressed some concerns over how a discussion of executive accountability would be effective, given the absence of 2 out of 4 Executive members. N. Refaie and R. Randle responded that this discussion is still important, as the Executive should remain accountable to the Board of Directors and this has not been happening since they entered their roles in September. They both encouraged Board members to suggest changes to their conduct to remain accountable to General Directors and graduate students at large. K. Munford and R. Randle suggested the meeting move forward, with a discussion of how to handle the issue of the Chair appointment.

D. Said expressed that the discussion may not be fruitful, given the absences and the fact that some Executives are not showing up to such meetings, but feel they are being ignored. He further requested clarity on the President & CEO claiming that he was being ignored by the Board. He suggested everyone should meet in the same room to discuss these issues further.

R. Randle added a point of information that while this meeting was proposed at the December Board meeting, she sent an email to all executives informing them of the Board's intention to hold the special meeting.

K. Munford added that it has been difficult to obtain information about accountability throughout the Fall semester, which makes it difficult to know when conversations about accountability could take place, if not for this meeting. P. Duker agreed that the lack of presence of other executives does not preclude this discussion from occurring, instead reflecting a skirting of responsibility. He also pointed out that this discussion will also serve to set in place a procedure so these accountability issues do not happen again.

J. Gonzales suggested that it might be useful to put together a list of questions to send to Executives, whether they are present or not. K. Munford agreed, adding that a report could be compiled by the Executives. R. Randle suggested these be answered on an individual basis, as Executives may not agree on their answers.

D. Said, K. Munford, and J. Gonzales expressed how difficult it is to work for an organization that seemingly lacks leadership (especially as volunteers), as they do not feel it is properly addressing the needs of graduate students. They felt that there is a lot of discussion about accountability which takes away from the meaningful change that the GSA can do for graduate students, as a result of some of the Executives actions. K. Munford recalled experiences of working with other graduate students and organizations who refuse to work with the GSA.

J. Gonzales asked both N. Refaie and R. Randle whether they would be willing to be accountable to the Board as Executives. Both N. Refaie and R. Randle agreed to be accountable to the GSA Board of Directors and to graduate students at large for their actions, as they were elected democratically.

D. Said suggested that the email sent by the President & CEO in response to the Board's questions for this meeting should be reviewed and discussed. K. Munford countered that this is not the first time the Board has received flippant and aggressive emails to the Board. Instead, she suggested focusing on the broader themes of this email. D. Said added that the language used is troubling, suggesting that there is



a feeling of powerlessness to move forward without being labeled as a member of a coup or a syndicate.

Y. Hoong suggested that these issues should be discussed in a broader Board meeting, with other Executives present. K. Munford talked about some of the recent issues in the GSA which seem to be worsening, including individuals being paid for multiple roles, bylaws being violated, and meeting minutes being mis-recorded. There has been little to no information about how or why these issues have been occurring. She added that the President & CEO is intimidating others and making them feel uncomfortable, as is evidenced by his response to the Board's questions, which is grounds for his removal. She suggested this might be the best way forward for the rest of this meeting. N. Refaie pointed out that the Bylaws do not allow the removal of an Executive in this Special Meeting.

I. Toyin mentioned that even as a new Board member, he noticed there is a significant issue as the reasoning for the resignation of several Executives in September 2022 was not satisfactory. He suggested that he thinks the major concern for him is the Chair appointment, and whether that was done according to Bylaws. There were differences of opinion on this issue in the December Board meeting, and expressed a desire to discuss the appropriateness of the Chair appointment. P. Duker agreed that the bylaw violation should be discussed, adding that regardless of whether a violation occurred, the appointment was a violation of the Board's expressed desires communicated to the Executives in the November Board meeting. N. Refaie mentioned that, according to our Bylaws, violations of Bylaws are determined by the Bylaws Committee. Such issues will be discussed in a future Bylaw Committee meeting, including the definition of the word "Executive".

N. Refaie informed the Board that, despite the President & CEO's comments in his email, the Board has the power to remove any Executive or Appointed Officer (i.e., Chair, CRO, Activities and Communications Director), under S.5.8 and S.6.4. In our constitution, the Executive and Appointed Officers serve at the pleasure of the Board of Directors.

K. Munford suggests that the issue of who appointed the Chair should be left to the Bylaws committee, but that regardless of who appointed the Chair, the Board's wishes regarding a minimum 6-month experience requirement for the Chair position was not respected. She suggested that this should be the topic of discussion for this meeting.

D. Said and S. Reynolds expressed that they do not feel comfortable removing a graduate student from their position just because the process followed was not proper. If the Board determines that the Chair appointment was not proper, removal of the Chair might cause more issues. S. Reynolds added that she was put in this uncomfortable position by the President & CEO. R. Randle expressed that other graduate students may not have been treated fairly, and when elections or appointments are not done fairly, they are recalled.

K. Munford expressed that it looks like many of the appointments of paid positions in the GSA seem like they are appointments to friends or people that are friendly to those making the appointments. These positions have a lot of influence on how the GSA is run and are multi-year appointments. When these issues have been brought up, the President & CEO has responded with aggression and hostility.



D. Said and S. Reynolds mentioned that any changes to the Bylaws the Bylaws Committee decides on cannot be retroactively applied to the current situation. Therefore, the Bylaws Committee should discuss the unclear Bylaws surrounding appointments, but cannot rule that this appointment was inappropriate. N. Refaie added that the Bylaws committee can rule on what the Bylaws say and make any changes they deem appropriate. S.6.3 of the Bylaws will be discussed at the next meeting, reviewed, and reported back to the Board.

D. Said said that there was another email that was sent out by the President & CEO to some Board members but not others, which is inappropriate. K. Munford added that this is not the first time that has happened in the last year.

S. Reynolds said that the email from the President & CEO was disrespectful and concerning, especially given that this is a position that is paid by graduate students.

D. Said mentioned that the historical pattern is that appointments are made by the President & CEO in consultation with other Executives. I. Toyin asked if the historical pattern violates the Bylaws, which should come first? D. Said mentioned nothing should trump the bylaws, but emphasized how it has been done in the past.

D. Said mentioned that regardless of the appropriateness of the Chair appointment, the conduct by the Executive is inappropriate and needs to be discussed. K. Munford mentioned that there have been many bylaws violated by the Executive.

N. Refaie mentioned that the meeting should move to discussing next steps. R. Randle suggested that the conduct of Executives can be discussed during the next meeting, but constrained to a short time. N. Refaie and D. Said responded that the conversation does not need to be repeated; only the findings of the Bylaws committee should be discussed.

N. Refaie asked if there are any other items that the Board wishes to include in the next meeting agenda, following this discussion. K. Munford and S. Reynolds expressed that more discussions are not necessary, that the Board should instead focus on helping graduate students.

K. Munford asked for more clarification on S.5.8.1 and S.5.8.2 from the Bylaws Committee. N. Refaie agreed that this would be something discussed in the Bylaws Committee.

P. Duker suggested that there should be some reprimand to the Executive expressing the Board's discontent about their actions. N. Refaie suggested someone draft a motion to be voted on. S. Reynolds said that it would be relevant to mention how many times the President & CEO has been absent from these important meetings.

D. Said mentioned that such motions might lead to more evidence for the President & CEO to accuse the Board of being a syndicate. He emphasized that no one is out to get A. Chadha. Instead, there should actions taken that are meaningful steps toward a better outcome.

K. Munford mentioned that, while there has been several discussions of Executive conduct in the past, these have felt meaningless because A. Chadha has avoided these meetings. She suggested that a motion should be proposed that A. Chadha suggest a time to have a meeting with the Board to discuss



his conduct. Otherwise, the Board will pursue their right to remove him as President & CEO, under Bylaw S.5.8.1.

K. Munford suggested the following motion:

BIRT: The Board acknowledges a history of conduct detrimental or in direct opposition to the democratic processes of the GSA on behalf of The President & CEO, Akshay Chadha. The Board also acknowledges their intention to continue to address this behaviour in a meeting, with The President & CEO present, which will occur by February 15th, 2023. If The President does not attend a meeting during this time, the board will exercise their rights under section 5.8.1 of the Bylaws.

S. Reynolds seconded the motion.

D. Said suggested to change the motion from “The Board also acknowledges their intention to continue” to “The Board intends to continue”. R. Randle suggested that the meeting should be specified as a special meeting. D. Said suggested the motion should be reframed to allow A. Chadha complete autonomy over deciding when the meeting should occur, to ensure attendance.

The amended motion read:

BIRT: The Board acknowledges a history of conduct detrimental or in direct opposition to the democratic processes of the GSA on behalf of The President & CEO, Akshay Chadha. The Board also intends to continue to address this behaviour in a special Board meeting scheduled by the President & CEO, with The President & CEO present, which will occur by February 15th, 2023. If The President does not attend a meeting during this time, the board will exercise their rights under section 5.8.1 of the Bylaws.

The motion was passed.

The meeting was adjourned.

GSA Executive Meeting Minutes

At any workplace, people may go through stressful periods during which tensions among colleagues are high. These are normal, and these issues tend to ebb and flow over time, as workloads change. However, at the Guelph University Graduate Students' Association, the workplace environment has become unstable and untenable for many employees and representatives (as evidenced by high turnover rates of General Directors, Executives, and Employees) during the tenure of the current President and CEO, Akshay Chadha. This has been directly attributed by several employees and General Directors to be related to a consistent pattern of inappropriate conduct by the President and CEO. The following letter outlines some of these behaviours, along with some specific instances of inappropriate, unfair, or unprofessional conduct. This is by no means an exhaustive list and consists primarily of events there is a clear record of. Board members are encouraged to look through meeting minutes and any emails for further context, if they feel it will help their understanding of the situation. Where possible, this letter references the specific meetings in which discussions took place, so those who were not present can refer to meeting minutes. It is, however, worth noting that, as briefly discussed in the January 18th, 2023 board meeting, meeting minutes have been inconsistent and often inaccurate since the Office Manager went on leave in September of 2022, so board members are encouraged to watch the recordings of meetings where they feel they want further clarity.

Dear board of Directors,

The President and CEO of the University of Guelph GSA, Akshay Chadha, has shown consistent patterns of behaviour that have resulted in a loss of confidence in his ability to spearhead the organization. Over the past year, the board has witnessed a complete lack of transparency from the Executive, and particularly The President, when it comes to elections, finances, executive and staff pay, hiring procedures, changes in bylaws, and much more. Meetings have often consisted of GDs emphatically asking for information on the decisions made by The President, which have been treated as personal attacks and not answered with adequate clarity. Due to inconsistent and incomplete reporting of executive activities, it has been challenging for GDs to know what has been going on within the organization. Notably, the financial status of the GSA has been in question multiple times over the past year, partially due to turnover in the VP-Finance Position.

All three Vice Presidents of the GSA had resigned as of September 2022, for varying reasons, resulting in a large power vacuum that left multiple staff members unpaid for several months. Several GSA staff members have quit or gone on leave since August 2022, some citing the behaviour of the President as a reason why.

The President, throughout this time, openly opposed attempts by the board to temporarily fill the positions to maintain the operations of the GSA. Meetings to discuss the issues listed above have been fraught, and it has been very difficult for General Directors to obtain clarity on the timelines and financials of the various resignations, role reassignments, and payments made to Executives and staff, nor the scope and timeline of the ongoing and/or completed HR

investigation(s). Even now, it is difficult to compile this letter without access to the minutes from the September board meeting, which General Directors have not been provided.

In meetings discussing these issues, the President has been, at best, absent, and at worst, hostile and has resorted to personal attacks against past and former Executives, General Directors, and the Office Manager. This pattern of unprofessional conduct has left some General Directors feeling unsafe attending meetings and contributed to the concerns of staff members who have moved on.

As per the GSA Bylaws, the position of President & CEO is very powerful. For example, the President hires and supervises employees, and has large discretionary power when it comes to issues outside of the bylaws. **Graduate students deserve a President who can lead a team in a way that is fair and just, who can conduct themselves professionally and is a staunch advocate for students.** Unfortunately, Akshay Chadha may not be this person.

Below is a detailed list of some of Akshay's more concerning behaviour over his time as President and CEO of the GSA, for your consideration:

Violation of the U of G Human Rights Policy:

- **Section 1.4 (Human Rights Statement)** of the GSA Bylaws explicitly states that the GSA abides by the U of G Human Rights Policy (https://www.uoguelph.ca/diversity-human-rights/system/files/Human%20Rights%20POLICY_AODA.pdf).
- In the September 2022 Board Meeting, the President disclosed a GSA Staff member's personal health issues with the board, in a derisive and condescending tone. **Disclosure of an employee's medical information is a violation of the Ontario Health and Safety Act and, by extension, a violation of the U of G Human Rights Policy.**

Direct violations of GSA Bylaws and Policies:

- Violation of **Section 5.1.1 (b)** of the Bylaws by not adequately providing written reports of executive activities and internal goings-on, particularly evident at the October 2022 and January 2023 Board Meetings.
- Violation of **Section 5.1.1 (c)** of the Bylaws: Lack of communication with General Directors and VPs throughout presidency, including but not limited to unclear communication about scheduled payments to executives and GSA employees and officers, finances, questions regarding GSA accreditation, and the relationship between the GSA and management of The Lookout.
- Violation of **Section 1.5 (Conflict of Interest)** of the Bylaws in circumventing bylaws to overpay executives performing the roles of unfilled executives.

- Violation of **Section 5.2.1 (e)** of the Bylaws by failing to provide adequate summaries of GSA activities and executive goals at the beginning of the Winter and Fall 2022 Semesters and the Winter 2023 semester.

Grossly inappropriate and/or unprofessional workplace conduct:

The president has displayed a consistent pattern of unprofessional and grossly inappropriate workplace conduct to members of the board, employees and officers of the GSA, and individuals outside of the organization that is detrimental to the productivity of the GSA in accomplishing its goal of representing and advocating for graduate students across campus. Some of the more harmful examples include:

- A history of unprofessional and sometimes hostile emails to GSA board members, including but not limited to emails sent during the special meeting on January 11th, 2023, at least one of which was only sent to select board members.
- Pressuring former VP-Finance Nastaran Chalabianlou to resign from her position at CUPE 3913 when she did not hold an executive position (see Bylaws Section 5.0: “Executive members cannot take a paid Executive position with CUPE #3913 during their tenure”). Nastaran was serving as the OAC College Steward, a position that is not considered part of the CUPE 3913 executive, and yet was told by the president and remaining executive to resign if she was to continue in her position at the GSA.
- Unprofessional workplace treatment resulting in the resignation of an executive member (VP-External Thomas Lapointe) and the resignation of both the Office Manager Shannon Card and the chair, Kathleen Nolan.
 - On Sept 21st 2022 it was brought to the attention of the board that VP-External Thomas Lapointe had resigned following a meeting where the president had asked him to sign a cheque to pay lawyers involved in an ongoing HR dispute, among other communication issues (Discussed at the September 2022 board meetings).
 - Kathleen Nolan resigned at the November 2022 Board Meeting, citing that she was expected to go beyond her job description and established hours, wasn’t paid for the months of Sept-Nov 2022 (due to issues obtaining signing authority for executives), and received several emails from the president requesting that she divulge personal information about the Office Manager.
 - The Office Manager Resigned in December of 2022 following months of stress leave due to the treatment she received directly from the President (Discussed at the September 2022 board meetings)
- Consistent unprofessional conduct at GSA Board Meetings including executive reports with personal attacks against the Office Manager, General Directors, Staff, and/or Executives, and derailing conversations with interpersonal comments.

- A consistent history of leaving other GSA Executives out of communication channels that they should be a part of, significantly impacting their ability to effectively do their jobs, impacting the functioning of the GSA and Grad Students at large.
- Spying (through proxies or otherwise) on Board Meetings:
 - In the September 2022 board meeting, the President was asked to step out of the meeting for the comfort of a speaker. After the speaker finished, someone promptly left the meeting, went to the President's office, and began describing what was said to him.
 - As discussed in the January 11th Special Meeting, the President appeared to be listening in on the in-camera session of the December 2022 board meeting through the account of the GSA Activities & Communications Coordinator, Manpreet Kaur.

Conduct detrimental or in direct opposition to the democratic process of the GSA:

- Repeatedly emailing GSA Board Members personally to ask for their votes in GSA elections, fostering a power dynamic that could lead to individuals changing their votes for fear of professional or personal retaliation.
- Hiring/recruiting individuals to take minutes at GSA Board Meetings without informing the board of who they are or whether they are being paid. These minutes have been inconsistent and are harmful to the democratic processes of the GSA, as they leave out large portions of meetings and the language of the minutes (particularly for the November 2022 Board Meeting) appears to be biased heavily in favour of the President.
- Hiring of a new GSA Chair (December 2022) who did not meet the minimum requirements of the position, as outlined in the bylaws. This occurred following a discussion at the November 2022 board meeting, where the President proposed a motion to ease the requirements outlined in Section 6.3.2 of the Bylaws, which did not move forward to a vote. In interviewing and hiring a chair who was unqualified, the President not only violated the bylaws, but also disrespected the democratic processes of the GSA.
 - Note that there is no mention of this proposed motion nor details on this discussion in the November 2022 meeting minutes,
- A history of unprofessional emails to GSA directors (ex. January 11th and 18th, 2023), some of which are distributed selectively to specific General Directors.

- Election impropriety: When informed in Fall of 2021 that an entire department within Graduate Studies (The Creative Writing MFA program within SETS) did not receive ballots to vote, the President informed them that this would be rectified in the next election (Winter 2022). However, students in the program did not receive their ballots in that election, leading a student to speak up at the April 2022 GSA Board Meeting. Throughout this meeting, questions were raised about the discrepancy in vote totals between the two candidates for president, and whether this department could have made the difference. The President responded to these questions with aggression and the executive refused to release vote totals to the board. The President has since been unwilling to share or analyze voting analytics for the purpose of increasing the democratic engagement in the GSA.
 - Attempted interference with CUPE 3913 Elections: in March of 2022, the President sent out an email from his personal email account to many GSA staff, executives, and board members expressing concern regarding the election of his friend, who's candidate statement was not included on the CUPE website due to paperwork being submitted past internal deadlines. The President encouraged those emailed to vote for his friend. Like the issue mentioned above, this may have led individuals to change their vote for fear of professional or personal retaliation.
-

Given the above information, the board is invited to consider the following:

Under Section 5.8.1 of the GSA Bylaws, it states: "For reasons of criminal or grossly inappropriate behaviour, or violations of the GSA Human Rights Statement or University of Guelph Human Rights Policy, members of the Executive may be removed by a two-thirds (2/3) majority vote by the Board of Directors. This action is not in substitution for a grievance against the individual, complaints to the University of Guelph Human Rights and Equity Office, or criminal or civil charges, and these options may also be pursued."



Q3.
Graduate Student Association Activities Grant (PDR) Application

Applications must be fully complete and contain a budget including an itemized listing of revenue and expenses projected for the event, including a report from the previous year. Lack of information will make the application ineligible and will not be considered for presentation. Applications must be submitted by the first of the month. The Presentation will be included on the Board Meeting Agenda, scheduled closest to the Event.

A summary report is required, following the Event. Please send follow up reports to the GSA Office Manager (gsa@uoguelph.ca).

PRESENTATION GUIDELINES FOR THE MEETING:

Remember that the GSA is here to enrich the graduate community. Priority is given to those events which do so directly. In your presentation be sure to specify how your event will enrich graduate students either academically or socially.

The Application submitted should align with the information provided during the Presentation. Updated handout material will not be accepted, except in the case of an updated budget, in which case less funding is requested. E.g. New awards/other sources of funding since Application was originally submitted.

After the presentation you will be asked a limited number of questions, so please be prepared.

The contact person, person submitting the Application is considered to be the person presenting. If there are any changes to the Application e.g. budget, including the name of the Presenter, please contact gsa@uoguelph.ca – 7 days before the Meeting. Staff and Faculty are unable to present or solicit GSA funding.

To submit the application and reserve a spot at an upcoming meeting, please complete the following form.

Last revised October 2020.

Q14. Event Information

Event Name

Friendly Discussion/Debate Regarding Standardized Testing

Event Date (dd/mm/yyyy)	25/02/2023
Contact Person	Suruthika Senthilkumaran
Department	N/A
Email	senthils@uoguelph.ca
Phone	6473854067

Q16. Organization's Information

Organization's Name	Medical Ethics Society
Department	N/A
Mailing Address	50 Stone Rd E, Guelph, ON N1G 2W1
Email	medethics@uoguelph.ca
Phone	6473854067

Q34. Audience Information (Number of people expected to attend/benefit)

Number of Graduate Students	10
Number of Undergraduate Students	50
Number of faculty, staff and community members	10
Total	70

Q18.

Have you received funding from the GSA before? If so, specify how the money was spent, who the organizers were and the outcome of the event (ex. Attendance, on budget, etc.)

We have not received funding from the GSA before.

Q19. Amount Requested:

200.00

Q22. IF ALLOCATED, cheque payable to : U of G c/o Departmental Grad Program Assistant

Please write who the cheque can be made payable to:



Q21. Please upload a budget for your event (see below for budget set up example).

Please include an itemized listing of revenue and expenses projected for the event, including a report from the previous year.

[Guelph Medical Ethics Society_Debate_Budget_2023.xlsx](#)

16.6KB

application/vnd.openxmlformats-officedocument.spreadsheetml.sheet

Q30. Please submit your budget in the following format.

Q26. I certify that the all information contained in this application is correct. By signing below you are agreeing to have read and understood University of Guelph policies regarding events. The Graduate Students' Association must abide by these policies and retain the right to abstain from providing funding for events or organizations that do not follow these policies. For additional information on university policies please click here. (<http://www.uoguelph.ca/studentaffairs>)

Yes

Q27. Please sign below.



Q33. If for any reason you cannot sign above, please type your name here. Typing your name here acts as your electronic signature.

Q29. Today Date (dd/mm/yyyy)

Location Data

Location: [\(43.5698, -80.2421\)](#)

Source: GeoIP Estimation



SLEF/UGAA Student Experience Fund

Complete an **Estimated Budget** by filling in all **YELLOW** cells, renaming rows as appropriate. The totals will be included in your application and with a PDF scan of all quotes/documentation to support your estimates - **DUE BY 9/29/22**.
 Complete the **Actual Budget** by filling in all **ORANGE** cells with actual costs, and submitting receipts for each expense - **Report - DUE by 12/21/22.**

PROPOSAL SUBMITTED BY:	Suruthika Senthilkumaran
CONTACT PERSON:	Suruthika Senthilkumaran
CONTACT EMAIL:	medethics@uoguelph.ca
INITIATIVE NAME:	Friendly Discussion/Debate Regarding Standard

Reminder: SLEF and UGAA Student Experience fund grants are **not intended to support** expenses related to give-a-ways, swag, merchandise and/or apparel. Please itemize these in your budget if these items are approved. Do not fund these items through a different source of revenue.

INCOME

Line 1	SLEF & UGAA Student Experience Fund amount requested	
Line 2	Total revenue from Registration/Ticket Fees:	
Line 3	Registration/Admission fee:	
Line 4	Estimated # of Registrations/Tickets:	
Line 5	Actual # of Registrations/Tickets:	
Line 6	List all other revenue or funding sources	
Line 7	Source: _____ CSA	Amount:
	Source: _____	Amount:
	Source: _____	Amount:
	Source: _____	Amount:
	Source: _____	Amount:
	Source: _____	Amount:
Line 8	TOTAL INCOME	

EXPENSES

SITE/FACILITY EXPENSES

Line 9	Room and booking fees
Line 10	Tables and chairs rental
Line 11	Equipment rental
Line 12	Other (rename as appropriate)
Line 13	Other (rename as appropriate)
Line 14	Other (rename as appropriate)
Line 15	Other (rename as appropriate)
Line 16	TOTAL SITE/FACILITY EXPENSES

FOOD/REFRESHMENT EXPENSES

Line 17 Food and beverages
Line 18 Delivery charges
Line 19 Other (rename as appropriate)
Line 20 Other (rename as appropriate)
Line 21 **TOTAL FOOD/REFRESHMENT EXPENSES**

PROMOTION EXPENSES

Line 22 Design (rename as appropriate)
Line 23 Photocopying/printing (rename as appropriate)
Line 24 Other (rename as appropriate)
Line 25 Other (rename as appropriate)
Line 26 Other (rename as appropriate)
Line 27 **TOTAL PROMOTION EXPENSES**

PROGRAM/EVENT EXPENSES

Line 28 Performers
Line 29 Speakers
Line 30 Other (rename as appropriate)
Line 31 Other (rename as appropriate)
Line 32 **TOTAL PROGRAM/EVENT EXPENSES**

OTHER EXPENSES (rename as appropriate)

Line 33 Other (rename as appropriate)
Line 34 Other (rename as appropriate)
Line 35 Other (rename as appropriate)
Line 36 **TOTAL OTHER EXPENSES**

Line 37 **TOTAL EXPENSES**

Line 38 **TOTAL PROFIT (OR LOSS)**

\$	130.00		
\$	20.00		
\$	150.00	\$	-

\$	-		
\$	50.00		
\$	-		
\$	-		
\$	-		
\$	50.00	\$	-

\$	-		
\$	-		
\$	-		
\$	-		
\$	-	\$	-

\$	-		
\$	-		
\$	-		
\$	-	\$	-

\$	200.00	\$	-
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\$	-	\$	-
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Q3.
Graduate Student Association Activities Grant (PDR) Application

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A summary report is required, following the Event. Please send follow up reports to the GSA Office Manager (gsa@uoguelph.ca).

PRESENTATION GUIDELINES FOR THE MEETING:

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After the presentation you will be asked a limited number of questions, so please be prepared.

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To submit the application and reserve a spot at an upcoming meeting, please complete the following form.

Last revised October 2020.

Q14. Event Information

Event Name

Relay for Life

Event Date (dd/mm/yyyy)	11/03/2023
Contact Person	Sierra Vanderkamp
Department	Pathobiology
Email	vanderka@uoguelph.ca
Phone	2262034170

Q16. Organization's Information

Organization's Name	Relay for Life University of Guelph Committee
Department	
Mailing Address	
Email	relaypdr@uoguelph.ca
Phone	

Q34. Audience Information (Number of people expected to attend/benefit)

Number of Graduate Students	150
Number of Undergraduate Students	300
Number of faculty, staff and community members	100
Total	550

Q18.

Have you received funding from the GSA before? If so, specify how the money was spent, who the organizers were and the outcome of the event (ex. Attendance, on budget, etc.)

No

Q19. Amount Requested:

300

Q22. IF ALLOCATED, cheque payable to : U of G c/o Departmental Grad Program Assistant

Please write who the cheque can be made payable to:



Q21. Please upload a budget for your event (see below for budget set up example).

Please include an itemized listing of revenue and expenses projected for the event, including a report from the previous year.

[Relay for Life Budget.docx](#)

7.6KB

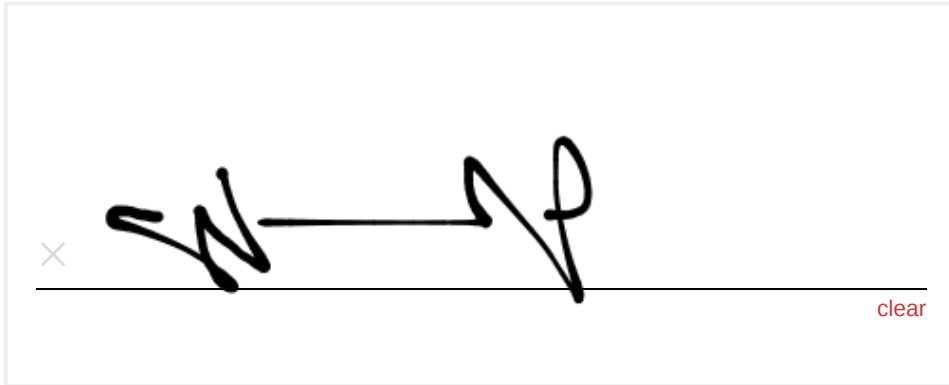
application/vnd.openxmlformats-officedocument.wordprocessingml.document

Q30. Please submit your budget in the following format.

Q26. I certify that the all information contained in this application is correct. By signing below you are agreeing to have read and understood University of Guelph policies regarding events. The Graduate Students' Association must abide by these policies and retain the right to abstain from providing funding for events or organizations that do not follow these policies. For additional information on university policies please click here. (<http://www.uoguelph.ca/studentaffairs>)

Yes

Q27. Please sign below.



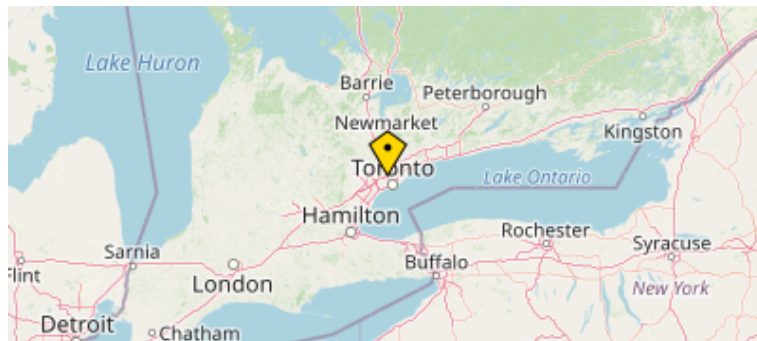
Q33. If for any reason you cannot sign above, please type your name here. Typing your name here acts as your electronic signature.

Q29. Today Date (dd/mm/yyyy)

Location Data

Location: [\(43.724, -79.448\)](#)

Source: GeolIP Estimation



Revenue	Last Year	Actual	Projected
CSA	\$50	\$50	\$300
ICH	\$500	\$500	\$500
SLEF	\$700	\$700	\$700
OAC	\$500	\$500	\$500
CSVA	\$250	\$250	\$250
CBSSC	\$500	\$500	\$500
Canadian Cancer Society	\$6000	\$6000	\$6000
GSA			\$300
CASU			\$200
CEPSSC			\$300
Total:	\$8,500	\$8,500	\$9,300

Expenses	Last Year	Actual	Projected
Decorations	\$500	\$436.46	\$500
Subcommittees	\$1,000	\$489.45	\$1,000
Food	\$2,500	\$2,083.14	\$2,500
Prizes	\$3,000	\$1702.72	\$3,000
Total:	\$7,000	\$4,711.77	\$7,000