

**MathSoc General Meeting – Winter 2014**  
**Wednesday, March 26<sup>th</sup> 4:45PM**  
**MC Comfy Lounge**

**Agenda**

1. Executive Updates
2. Report on Fee Decrease
3. Report from Space Committee
4. Report from Comfy Renovation Committee
5. Report from Exec Structure Committee
6. Honorarium for MathSoc Executives
7. Honorary Lifetime Membership Award
8. President's Duties and Powers Bylaw Amendment
9. Club President Non-Voting Council Member Bylaw Amendment
10. Removal of Comfy Committee Member

## **6) Honorarium for MathSoc Executives**

*Proposal for Fall General Meeting – November 25<sup>th</sup>, 2013 – Tabled to Winter 2014*

**Motion:** To amend the Society bylaws to include Section VI.4, Remuneration of Executives (detailed below), and to approve the creation of the Executive Evaluation Committee, with the terms of reference listed below, effective as of the Winter 2014 academic term.

### **Bylaw Amendment:**

#### VI.4 Remuneration of Executives

As a form of compensation, each Executive will receive an honorarium of \$300 for serving in a given academic term, provided that they have been in the role for the majority of the term, are still in their role on the last day of the term. This honorarium will be awarded through a single payment, to be made in the first month of the subsequent academic term.

In the event that an Executive fails to effectively perform his or her duties, a resolution by a General Meeting of the Society may strip them of their honorarium, provided that the meeting occurs before the payment is awarded.

### **Executive Evaluation Committee**

#### **I. COMPOSITION AND SELECTION OF MEMBERS**

The membership of the committee shall be:

- Three (3) full members of the Society, one (1) of whom shall chair the committee;
- One (1) past Executive of the Society;
- Two (2) currently sitting members of MathSoc Council.

All members shall serve on the committee from the first day of an academic term, until the last day of that term.

All members, save for the members of Council, shall be elected to the committee by the regular General Meeting of the Society, prior to the start of the academic term in question. The members of Council shall be appointed to the committee by MathSoc Council in its first meeting of the term.

In the event of a vacancy in the committee membership, including the failure of a General Meeting to elect a full set of members, Council may appoint individuals to fill any vacancies.

No current Executive may sit on the committee.

#### **II. MEETINGS**

All meetings of the committee shall be considered confidential, unless deemed otherwise by the committee membership. No non-members of the committee may attend meetings, unless explicitly invited by the committee to do so.

Quorum for the meetings shall be two thirds (2/3) of the committee members.

#### **III. POWERS AND DUTIES**

The committee shall:

1. Construct a set of objective metrics for use in evaluating Executive performance;
2. Evaluate the current Executive against these metrics;
3. Report the overall findings of these evaluations to the regular General Meeting for the term; and
4. Submit a confidential report to each Executive, detailing feedback and recommendations for improvement.

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**Rationale** (background information for the GM, not part of the motion)

*The MathSoc Executive function in a role of what can be called ‘critical responsibility.’ That is to say:*

- 1. All volunteers (or staff, in the case of the C&D) in the Society are ultimately responsible to one or more Execs;*
- 2. The Execs are expected to work to compensate for any performance gaps in the execution of the Society’s operations or mission; and*
- 3. If an Exec is failing to succeed in their role, there is no individual (i.e. a manager) above them who is expected to step into their shoes to compensate; either the other Execs must work extra-hard, or the task goes uncompleted (Council may take action as an oversight body, but Council itself isn’t responsible for day-to-day management).*

*In positions that meet these 3 criteria, there are often a great deal of ‘hidden costs,’ arising from the additional time commitments demanded by the higher levels of responsibility. For instance, large amounts of admin work, combined with meetings and the actual Exec duties, might require an Exec to stay on-campus working, and thus go out to eat, when they normally would have cooked their own food and saved money. It’s near-impossible to really account for these costs properly, and difficult to cover them directly (i.e. through reimbursements) in a legitimate manner. Reimbursement also doesn’t address personal costs (such as the deterioration of one’s social life, or a drop in academic grades) associated with high-responsibility roles.*

*Furthermore, there is a significant cost to the organization for underperformance in a critical responsibility role, which is partly why oversight bodies (like MathSoc Council) exist – so that the massive cost might be minimized.*

*Left unaddressed, the above factors result in critical responsibility roles being unattractive to many, and by extension leave the roles themselves open to underperformance.*

*So how do we avoid this issue? A common approach (on our campus seen quite a bit with Feds, specifically FOC and Service Coordinators), is to offer a lump-sum honorarium payment to those in positions of critical responsibility. In the case of MathSoc, an honorarium of \$300 (approximately \$1 per expected hour of work – a precedented formula on this campus) will offer a form of compensation to the Executive for the management of the Society, and incentivize a higher standard of excellence in Executive performance. In the event of underperformance by an Exec, he/she can simply have his/her honorarium revoked by a General Meeting.*

*To assist the General Meeting in identifying situations where an honorarium may need to be revoked, this motion also proposes the creation of an ‘Executive Evaluation Committee.’ This committee would create a set of unbiased performance metrics for each Executive role (which would probably be reused/tweaked across multiple terms), and use these metrics to evaluate each Exec. Then, at the General Meeting, the committee would deliver its findings. It’s expected that they would simply deliver their findings in the form of an informational report, and that a motion to revoke an honorarium, if needed, would come forward in the business arising from that report.*

## 7) Honorary Lifetime Membership Award

**Motion:** To adopt the Honorary Lifetime Committee’s Report, as will be circulated and read at the General Meeting.

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### Rationale

The Mathematics Society awards Honorary Lifetime Membership to individuals who have demonstrated exceptional efforts in regards to student life in the Faculty of Math. These awards are conferred in each Winter term through open nomination and then committee review. This report remains confidential and nominees will be announced at the meeting.

## 8) President’s Duties and Powers Bylaw Amendment

**Motion:** To amend the Society bylaws, Section VI with the following changes:

In VI.2.1, to add “• Oversee the Math C&D and the C&D Manager” after “The President is the chief executive of the Society, and shall:”.

In VI.2.3, to strike “businesses and” after “Oversee and manage the”.

In VI.2.3, to add “• Oversee and manage the Society Office;” after “services operated by the Society;”

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### Rationale

*Currently, it is unclear as to who is explicitly responsible for the business operations of the C&D. There is overlap between the Vice-President, Operations (responsible for space, and on paper, all businesses); Vice-President, Finance (responsible for the C&D budget); and the President (oversees the C&D Manager, has been overseeing the C&D in practice). This amendment will clarify this confusion, and make the C&D a duty of the President.*

*This has already been happening in practice. Overseeing the C&D includes coordinating the C&D Board, dealing with day-to-day concerns, and confirming HR & financial decisions.*

*It makes sense for the President to fill this role because:*

- *The President sits on the Human Resources Committee of MathSoc, along with the VPO.*
- *The C&D Manager co-reports to the President and the General Manager of Feds under University HR.*
- *The VPO’s other duties make the portfolio a busy one, and generally don’t leave a lot of time to manage the C&D.*

**9) Club President Non-Voting Council Member Bylaw Amendment**

**Motion:** To amend the Society bylaws, Section V with the following changes:

In V.1, add "The president of a club under the aegis of MathSoc" as the last bullet point in the list of non-voting members of Council.

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**Rationale**

*No Rationale Submitted*

**10) Removal of Comfy Committee Member**

**Motion:** To remove Joiye Zhang from the Comfy Renovation Committee

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**Rationale**

*This individual has yet to attend a meeting or send regrets. Since this committee was created at a general meeting, members can only be removed at one as well.*