



Final Executive Summary Report

# Oversight Committee

This committee consists of three (3) to five (5) members: the General Manager, up to three (3) non-executive directors, and one (1) student-at-large chosen by the committee and appointed by the Board. The chair of this committee is voted by the committee from among the student representatives.

This committee is responsible for the oversight of the Executive Committee.



# 2023-2024 Oversight Committee consists of:

**Grace Halpin - Chair**

Faculty of Health and Social Development  
Representative

**Jason Evans**

SUO General Manager

**Aryan Arora**

Director-at-Large

**Darsh Alamchandani**

Director-at-Large

**Shreya Saxena**

Student-at-Large



The mandate of the Oversight Committee is to oversee the performance of Executive Directors and to hold Executives accountable for their actions.



# Executives

President



Cade Desjarlais

Vice-President  
Finance &  
Administration



Osho Gnanasivam

Vice-President  
External



Lakshay Karnwal

Vice-President  
Campus Life



Uday Gill

Vice-President  
Internal



Shreyansh Mehendiratta



# Monthly Reports



- All reports were consistently submitted on time each month.
- Some reports in the initial stages were deemed inadequate, they were promptly addressed in collaboration with the respective Executive after thorough review by the Oversight Committee. Subsequent reports consistently demonstrated improvement in quality.
- No reports throughout the year necessitated disciplinary action.

Recommendations for future reports to the board include:

- Enhancing the template for Executive Monthly Reports to facilitate clearer and more comprehensive reporting.
- Ensuring that expectations for report content and format are communicated clearly from the outset to prevent misunderstandings and ensure alignment with board requirements.



# January Performance Reviews



## Cade:

- **Goals:** Advocate for increased funding to Picnic and food insecurity, develop integrative Resource Center plan with UBC, sign Ombudsperson MOU, close out MOUs with Picnic, increase engagement.
- **Challenges:** Balancing advocacy and SUO commitments with personal well-being, dealing with student frustration regarding affordability, food security, global affairs, and tuition.
- **Leadership Style:** Ensures all executives are informed through regular meetings, leading to unified decisions. Actively seeks input and feedback from his team, advocates for student interests in university leadership and political meetings, handles conflicts by initiating discussions, engages with students to gather input.
- **Remarks:** Staff partner pleased with dedication and work ethic.



# January Performance Reviews



## Lakshay:

- Goals: Assess mental health services, promote sustainable practices, address food insecurity. Plans include "Chatter Room" concept, student initiative highlights, and "\$5 Smart Meals" integration.
- Challenges: Inadequate mental health resources data, creating sustainable practices, and balancing food security with vendor relationships.
- Leadership Style: Organized, involved, promotes cohesion. Handles conflicts respectfully, seeks feedback, manages time efficiently, and demonstrates accountability and transparency.
- Remarks: Staff partner pleased with dedication and work ethic

## Osho:

- Goals: Update website, manage Student Associations, create detailed transitional report for VP Finance Position. Slower progress than anticipated.
- Challenges: Slow progress with website, technical challenges with Student Associations, amount of information for transitional report.
- Leadership Style: Direct, calm, instills confidence. Manages time efficiently, prioritizes tasks effectively.
- Staff Remarks: Collaboration described as fantastic, praises willingness to collaborate, listen, and consider other viewpoints.



# Janury Performance Reviews



## Shreyansh:

- Goals: Fine-tune SUO by-laws and regulations, conduct audit of health and dental plan, organize Expo and Orientation events for student associations.
- Challenges: Changing by-laws and regulations, organizing events, communication within SUO.
- Leadership Style: Criticized for lack of engagement and planning.
- Remarks: Needs to focus on communication, engagement, and time management.

## Uday:

- Goals: Increase awareness and student participation in campus life activities, create more diverse and inclusive events on campus, increase partnerships with local businesses.
- Challenges: Raising student awareness, managing time, initial communication gaps.
- Leadership Style: Attentive and present when needed.
- Support: Seeks strategic insights and support from executives.





# Semester 2 (Jan - Mar) Successes



## Cade:

- Achieved Transportation Subsidy
- Navigated lawsuit
- Finalized improved StudentCare Contract
- Secured student busaries
- Initiated the development of a Black Student Resource Center.
- Advocated for and secured the creation of a one-time recreation coupon for students.
- Implemented a communications plan to increase turnout for elections.
- Coordinated a donation of \$4,000 to the Indigenous Go Global Program and \$3,000 to the Perseverance Bursary for students with disabilities.
- Established a Picnic MOU with health and wellness departments.
- Organized Giving Day donations and a Grad Student Endowment

## Lakshay:

- Negotiated with partner restaurants for the “\$5 Smart Meals”
- Planned and executed the Smart Showcase event, focusing on student engagement and marketing for the Smart Meals initiative.
- On-boarded Smart Meals Ambassadors to enhance the reach and impact of the campaign.
- Participated in tabling at the UBCO Teach-in on Climate and Justice, promoting awareness and action on climate issues.
- Conducted a Smart Meals Photoshoot to visually promote the campaign.
- Engaged in the “Climate Friendly Food System Action Team” to develop sustainable food solutions.



# Semester 2 (Jan - Mar) Successes



## Uday

- Successful Carnival
- Successful Beer Garden
- Organized FIFA tournament.
- Planned and prepared for a DJ series event including artist engagements
- Managed the setup for the Vintage Market and planned its future.
- Coordinated the execution of a Super Bowl event.
- Hosted several social and cultural events, including:
  - Valentine's Day Cookie Decoration event
  - FC tournament at The Well
  - Free pancake breakfast

## Shreyansh

- Developed and promoted student resources such as the SA interactive handbook with Aptixx, and set up logistics for the Big White shuttle service.
- Hosted workshops for Course Unions
- Managed the logistics and promotion of campus programming and events
- Enhanced student engagement and support through various promotional sessions and activities related to StudentCare.
- Policy changes
- Improved oversight of student associations
- Pantry Grocery Bus



# Semester 2 (Jan - Mar) Successes



## Osho

- Detailed Orientation for welcoming new students.
- Student Association funding presentation during Orientation to educate and inform new students about funding opportunities.
- Organizing and finalizing the reallocation plans for Campus Life funding.
- Preparing recommendations for student association funding and reviewing appeals to ensure fair allocation of resources.
- Reviewing Year-To-Date financial statements to reassess the financial situation and prepare for necessary reallocations.
- Smooth administration of Term 1 Student Association funding, ensuring efficient and effective distribution of resources.
- Major updates to the website



# Receiving Complaints



What does the Oversight Committee do when we receive complaints?

We review the complaint as a committee, after that we deem whether further investigation is necessary. Generally this will consist of meeting with those who are involved in the complaint, gathering as much information as possible, and then determining whether a warning or further disciplinary action is required.

What is considered when reviewing complaints?

Things to consider are who the complaint was made by, how many people come forward with the same complaint, the severity of the complaint, and more. The complainant is responsible for bringing forward any and all evidence they have with their complaint.



# 2023/2024 Complaints



- Minor and informal complaints were addressed throughout the year using a combination of in-person meetings and online discussions via email, ensuring timely resolution and effective communication.
- The absence of any major complaints this year is a testament to the proactive measures taken to address issues promptly and maintain a positive environment.
- All complaints were meticulously managed during committee meetings, with thorough discussions leading to noticeable improvements in behavior and overall satisfaction.
- It is worth noting that certain complaints lacked the necessary detail to be considered substantial, highlighting the importance of providing comprehensive information when raising concerns.
- An investigation, initiated in April to address ongoing matters, is currently underway.



# Final Executive Review



Why do we keep the Executives accountable?

SUO Executives are elected individuals who's mission is to champion student rights and interests in developing strong and vibrant campus life.

How do we keep the Executives accountable?

By Oversight processes, like monthly reports and quarterly reviews, as well as working closely with the General Manager to ensure that each Executive is meeting their goals that they campaigned for when running for their position.

How does the Oversight Committee remain transparent and accountable to SUO Members?

Every month, the Oversight Committee minutes and Executive reviews

How do we ensure that we are operating with integrity?

As a committee, we ensure that the integral principles of the SUO are upheld by the Executives on a daily basis. We strive to create a space that welcomes community, integrity, respect, transparency, and accountability.



# Final Executive Review



## Cade - President

The President is a key figurehead responsible for guiding the SUO and advocating for student interests.

- Cade has an excellent communication style and thoroughly cares about students at UBCO
- Cade actively advocates for student's, whether it be to obtain funding or support meaningful events
- Actively engages in advocacy work that supports the BIPOC community
- Overall, Cade has shifted the climate of the SUO, broken down barriers for so many students, and exceeded expectations in his role. Many successes can be attributed to Cade's hard work.



# Final Executive Review



Lakshay - VP External

The VP External plays a crucial role in representing student interests to external stakeholders.

- Lakshay's passion for sustainability and climate activism has been the motivation behind many of his campaigns
- Lakshay represents the SUO well and has demonstrated effective communication in his role
- Lakshay could benefit from expanding the scope of his advocacy work, but the depth into the topics he focused on is admirable
- Overall, Lakshay has met the standards for his role and exceeded in various areas.





# Final Executive Review



Osho - VP Finance and Administration

The VP Finance and Administration plays a critical role in managing the SUO's finances and administrative functions.

- Osho consistently demonstrated strong professionalism and work ethic
- His staff partner has exceedingly positive things to say about him
- Osho runs effective and efficient Finance Committee Meetings, and considers the membership when making financial decisions for the organization.
- Overall, Osho has exceeded expectations of this role and has set the incoming VP Finance up for success.



# Final Executive Review



Shreyansh - VP Internal

The VP Internal is responsible for internal affairs and ensuring smooth operations within the SUO.

- Shreyansh has had positive impacts to the student associations early in the year
- Shreyansh has supported various endeavours in the SUO, notably work with StudentCare
- Overall, his work has been adequate and he has performed the requirements in his role.



# Final Executive Review



Uday - VP Campus Life

The VP Campus Life is tasked with creating a vibrant campus community.

- Uday has contributed to a fun and exciting campus for people from different backgrounds and interests
- He has prioritized connecting with students and creating engaging events
- His staff partner has positive things to say about his work
- Overall, Uday has performed in his role and meets expectations.



# Recommendations



- Clearly define the expectations and responsibilities of committee members from the outset to ensure everyone understands their role and the committee's objectives.
- Build rapport and cultivate relationships with executives to establish a foundation of trust and respect, facilitating more effective communication and collaboration.
- Recognize that serving as the Oversight Committee Chair can be one of the most time-consuming roles as a faculty representative or director at large. Ensure you have adequate time and capacity to fulfill this role effectively.
- Streamline and improve the process for handling complaints, ensuring that all complaints are addressed promptly and thoroughly. Consider establishing clear guidelines from the start for assessing the validity of complaints and for taking appropriate actions based on the nature of the complaint.
- Offer regular training sessions for committee members to enhance their understanding of their roles and responsibilities.
- Conduct regular evaluations of the oversight committee's performance to identify areas for improvement.



# Any Questions?

