



### Motion Regarding Accountable Leadership

*Whereas*, the SSMU Executives and Councillors are elected by their respective student memberships,

*Whereas*, the SSMU Executives are contracted employees,

*Whereas*, the SSMU Executive job contracts contain a defined set of rules and responsibilities,

*Whereas*, all undergraduate students of the downtown campus are automatically members of the SSMU, and therefore pay the following membership fee according to their undergraduate program and their credit load (the threshold being at 9 credits):

Program	Amount for 9 credits or more:	Amount for less than 9 credits:
Arts, Architecture (B.Sc. Arch) Education, Engineering, Music, Management, Nursing, Physical & Occupational Therapy, Science, and Arts & Science	\$43.13/term	\$21.51/term
Law, Religious Studies, Dentistry, and Medicine.	\$32.29/term	\$16.09/term

*Whereas*, accountability should be institutionalized in the Society to ensure responsible governance;

*Resolved*, that the attached Accountable Leadership Policy be adopted as a Policy of the SSMU, to expire April 11, 2018.

Moved by:

Robin Reid-Fraser (VP External)  
Allison Cooper (VP Clubs and Services)  
Zachary Rosentzveig, Clubs and Services Representative

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### Accountable Leadership Policy

The SSMU shall endeavour to hold its Executives accountable to Legislative Council and to the Society's members.

#### **Performance Reviews**

The SSMU shall undertake at least the following performance reviews for its Executives:



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- HR Staff Reviews, to be undertaken annually
- Anonymous Council Reviews, to be undertaken every semester
- Daily office arrival and departure times, logged by front desk staff and to be included in each Executive Report to Council
- Vacation Day Use, logged by the General Manager

All internal performance benchmarks for Executives recorded by the SSMU shall be made public, subject to relevant confidentiality rules.

**Members-at-large**

Members at large sitting on Committees of Legislative Council shall not be Councillors.

**Attendance**

At the beginning of their mandate, each Executive shall set an in-office schedule subject to the following regulations and to be approved by the Legislative Council:

- Executives will have set in-office hour schedule to comprise at least 8 contiguous hours, every day Monday to Friday, from which they can absent themselves for (i) SSMU-related tasks and meetings, (ii) lectures, labs and similar coursework, and which will be made public on the Society's website.
- Executives will be exempt from their in-office schedule for vacation days or other absences to which they are entitled, or as required for Society business.
- Executives who do not respect their in-office schedule will be subject to action at the discretion of Legislative Council, including, but not limited to, confidential reprimand, public reprimand, pay docking, censure and/or a call to resign

**Accountability Committee**

The SSMU shall create an Accountability Committee, subject to the following Terms of Reference:

The Accountability Committee shall hold Executives accountable to their contractual obligations, to their responsibilities under the SSMU Bylaw Books and Constitution, and to their constituents.

The Chairs of the Committee shall be responsible for advertising the position of non-Councillor members-at-large not after the second week of september.

The Committee shall:

Compile and review performance evaluations for Executives, including their adherence to the Society's Constitution, bylaws, and relevant mandates.



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Assess the creation, advancement and adherence of Executives to their workplans.

Investigate and subsequently inform Executives when their actions contravene the aforementioned rules and regulations.

Collect and anonymously bring to Executives, to Executive Committee, or to Council complaints from members of the Society.

Report publicly to Legislative Council at least once every month.

The membership shall consist of:

Speaker and Parliamentarian of the Society (Chairs; non-voting)

Councillors (3)

Members-at-large (2)

Student Staff Representative, chosen by the student staff at their volition (1)

Permanent Staff Representative, chosen by the permanent staff at their volition (1)

Adopted