GRAEME NOBLE

for

Vice-President Administration

Table of Contents

Dear Assembly,

In light of the dark times in which we find ourselves, I felt it appropriate to share my philosophy before any mention of political goals:

I wholeheartedly believe that each and every one of you has the potential to make significant change through this assembly. Now more than ever, it is time to equip you with the tools you need to succeed; to stand with the thousands of students who may never know your name or the work that you do; to bridge a gap between people and their representatives that's so vast and yet so intangible.

I cannot even begin to describe how thrilled I am to work with you all in the coming year. As such, I'd like to redirect your attention to this short poem written by the enigmatic author *Nicolette* to communicate my sentiments.

This is a Daily Reminder

This is a daily reminder
To relax,
To not get angry over small things,
To stay calm.

This is a daily reminder
To be yourself,
To not care what people think,
To know you can be anything.

This is a daily reminder
To love yourself,
To not hurt yourself,
To not work yourself up.

This is a daily reminder
That you are beautiful,
That you are amazing,
That you will succeed.

This is a daily reminder
To always have hope,
To have faith,
To know everything will be okay.

This is a daily reminder
That you have made it so far already,
That you haven't given up,
That whatever you're doing is right,
And that you are going to be amazing.

Don't give up.
Keep holding on and believing.

Thank you for your time and I hope to work with you all soon,

Graeme S. Noble

Qualifications

Education

B.Sc. in Psychology, Neuroscience, & Behaviour (PNB)
(Mental Health Specialization)   Sept. 2017 – Present
Association for Psychological Science
(McMaster University Campus Representative)   Oct. 2018 – April 2019
Canadian Psychological Association
(McMaster University Campus Representative)   Nov. 2017 – Dec. 2018

Literature

Psynapse Undergraduate Journal
(Précis Section Editor)   March 2019 – Present
PNB Integrative Writing (PNB 2XD3)
(Integrative Mentor)   Dec. 2018 – Apr. 2019

Research

Dr. Kim & Associates
(Research Assistant)   Jan. 2020 – Present
Dr. Watter & Associates
(Research Assistant)   Jan. 2019 – Present
(Thesis Student)   Jan. 2019 – Present
Dr. Woolhouse & Associates
(Research Assistant)   Jan. 2019 – Present
(Primary Author/Independent Thesis Student)   Apr. 2019 – Present
Dr. Schutz & Associates
(Research Assistant)   Sept. 2018 – Dec. 2018
Dr. Milliken & Associates
(Research Assistant)   Jan. 2018 – Apr. 2018

Extracurricular

Internal
McMaster Students Union
(Associate Vice-President – Internal Governance)   May 2019 – Present
McMaster University Marching Band
(Instructor/Conductor/Drum Major)   Sept. 2016 – Present
(President)   May 2018 – Present
(Vice-President)   May 2017 – Apr. 2018
McMaster University Concert Band
(Vice-President)   Apr. 2017 – Apr. 2019
(Member)
McMaster Science Society
(Musical Vocal Director)   Apr. 2017 – Mar. 2019
(Science Faculty Representative/Sciclone)   Apr. 2017 – Apr. 2019
(Musical Pit Orchestra Member)   Sept. 2016 – Mar. 2018
McMaster Pops Orchestra
(Member)   Sept. 2016 – Apr. 2017

External
Harbourtown Sound Barbershop Chorus
(Member)   Jan. 2018 - Present
Golden Horseshoe Music Festival
(Concert Manager/Technical Coordinator)   Apr. 2018 – Present
Seattle Cascades Drum & Bugle Corps
(Trumpet Section Leader)   Dec. 2017 – Aug. 2018
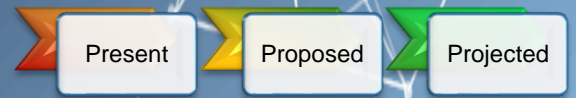(Member)   Dec. 2015 – Aug. 2018

Platform

Connect

Transform
Harmonize
Educate

Dedicate
Orchestrate
Transition
Stimulate

Connect

Report Templates

Present:
1/3 SRA+EB Reports Submitted Late
Difficult to Write & Read
Unclear Guidelines for Modification

Proposed:
Restructure Current Report Documents
Standardize Report Creation
Create Report Guide

Projected:
Enhance Communication
Promote Report Consumption
Encourage Timely Report Submission

Hiring Board Question Pool

Present:
Recycled Questions
Partial Assessment of Interviewee's Abilities

Proposed:
Introduce MSU-Wide Question Pool
Sample Questions for Validity & Biases
Reassess Hiring Practices

Projected:
Use Critical Interview Materials
Engage Outside Perspectives

Survey Enhancement

Present:
Subjective Survey Construction
Inconsistent Respondent Rewards
Superficial Data Analysis

Proposed:
Create Single Survey Portal
Establish Simple Statistical Analysis Standards for Research (ICCs & DIFs)
Introduce Consistent Compensation via MSU Discounts
Objectively Remove Invalid Question Choices

Projected:
Remove Substantial Biases from Data Collection
Improve Data Collection Engagement
Increase MSU Financial Activity
Enrich Survey Value & Usage

BU EB Reports

Present:
Disconnected Business Unit Structure
Lack of Departmental Unity

Proposed:
Mandate Report Submissions
Increase Direct BU Communication

Projected:
Improve MSU-Wide Connectivity
Monitor All Large-Scale MSU Organizations

Acronym Breakdown

Executive Board (EB): A subset of the SRA and MSU full-time staff that meets weekly to manage daily operations within the MSU including, but not limited to, Services, long-term planning, and department activities.

Item Characteristic Curve (ICC): An analysis of individual items to total test scores to measure the effectiveness of individual questions. E.g. "*Topic: Student Housing; Question: What's your favourite milkshake flavour?*" would have a low ICC value.

Differential Item Functioning (DIF): An analysis of how two or more characteristics correlate within a test. E.g. Socioeconomic status and views on financial accessibility of campus food

Business Unit (BU): A commercial body of the MSU that seeks to assist or convenience students at a monetary charge. E.g. *Twelveighty, The Grind, Union Market, The Underground*

Transform

New Clubs Department Configuration

Present:
- 4 New Operating Policies Approved for Clubs Department Restructure
- New Clubs Ratification Procedure
- New Clubs Department Staff Structure

Proposed:
- Facilitate Transition for Incoming Clubs Administrator
- Integrate MSU Clubs Guidebook
- Communicate New Procedures to Current Clubs & Club Applicants
- Expand Clubs Training Program
- Support Active Club Resource Management

Projected:
- Increase Club Collaborations & Project Development
- Standardize Club Excellence

Archive Modernization

Present:
- All Files Uploaded to Physical Server in MSU Office
- Files Lack Universal Naming Conventions
- Files Rarely Backed Up by 1-Year Staff
- Disorganized Archive Prevents Effective Research & Transition
- Irrelevant Files Clutter Server Space

Proposed:
- Adopt Comprehensive File Organization System
- Reinforce 1-Year Document Upload
- Simplify Online Server Access

Projected:
- Avoid Cyclic Idea Generation
- Facilitate Internal Audits, Reviews, & Research
- Reduce Expensive Archiving Expenditures

Welcome Week Contingency Deliberation

Present:
- Unknown State of Welcome Week Plans

Proposed:
- Evaluate the Scalability of Events
- Investigate Online Group Facilitation Alternatives

Projected:
- Compensate for Campus Closure Possibilities
- Support First-Year Integration

New Website Management

Present:
- New Website Operational by September
- No Designated MSU Web Manager

Proposed:
- Allocate Responsibilities & Access Appropriately
- Instate Annual Website Review

Projected:
- Ensure Continuity of Updates
- Create System for Streamlined Content Management

Transform

Holistic Policy Review & Update

Present:
Invalid Outdated Internal Policies
Average Most Recent Revision Date for Bylaws: 5.6
Average Most Recent Revision Date for Operating Policies: 6.0 Years

Proposed:
Conduct Comprehensive 1-Year Review
Update All Documents Where Necessary
Validate MSU Structures & Procedures

Projected:
Reduce Possibility for Lawsuits
Ensure Procedures Reflect Current Operations
Provide Transparent Information for Students
Encourage Optimal MSU Functioning

EFRT Protocol & Communication Revision

Present:
Off-Call During COVID-19
Lacks SWC Mental Health Referral Line
Insufficient MSU Organizational Integration

Proposed:
Support Adequate Response Training Programs
Facilitate EFRT Relationship w/ SWC
Revisit EFRT Advisory Committee Functionality
Re-Evaluate EFRT Communication Channels

Projected:
Protect Responders & Other Members of the MSU
Comfort Students Across Campus via Responder Optimization
Ensure EFRT Operates Optimally

EFRT Resource Allocation Review

Present:
Limited Storage Space
Ineffective Inventory System
14 Years w/o Service Expansion
Compass Repurpose Identified by KPMG Internal Review

Proposed:
Explore Possible EFRT Expansion into Unused Compass Space

Projected:
Enhance Supply Management
Support Growing Student Population
Adapt to Increases in Health Concerns

Video Hiring Protocols

Present:
Time-Consuming In-Person Interview Process
Difficult to Coordinate Hiring Committee Members
Encourages Biased Hiring

Proposed:
Adopt a Virtual Hiring System
Introduce Two-Chance Question Periods

Projected:
Reduce Time Spent Hiring
Increase Interview Accessibility

Acronym Breakdown

Emergency First Response Team (EFRT): A team of primary care providers comprised entirely of volunteer undergraduate students.

Student Wellness Centre (SWC): A university organization responsible for all physical and mental health treatment on campus.

Klynveld Peat Marwick Goerdeler International Cooperative (KPMG): A consulting firm hired to conduct an audit of the MSU's governance structure over the 2019-2020 year. Results TBA.

Harmonize

Services & Clubs

Present	Proposed	Projected
Minimal Club-Service Interactions Successful Collaborations on Small Scales	Work w/ Clubs Admin to Strengthen Event & Campaign Integration Explore Novel Avenues for Collaboration Review Mentorship Opportunities Between Groups	Support Service Engagement Connect Campus Community

Services & Community

Present	Proposed	Projected
Minimal Service-Community Organization Collaborations	Work w/ PTMs to Engage Community Programs Develop Plans for Communication, Partnership, Education, or Other Possible Relationship	Invite New Perspectives Facilitate Personal & Career Development Offer Long-Term Community Support Strengthen Ties w/ Community Partners

SRA & Student Body

Present	Proposed	Projected
SRA Receive Significant Backlash from Students Separate Caucus Outreach Channels	Investigate Forum Options for Moderated Engagement Review Options for More Accessible Live-Streams Establish Regular Communication Channels Across SRA Caucuses	Alleviate Tension w/ Students Who Feel Underappreciated Unify Students Who Feel Unheard

SRA & Faculties

| Present	Proposed	Projected
Unclear Communication w/ Faculty Departments Discombobulated Communication w/ Faculty Societies	Allocate Single Point of Contact for Each Faculty Department per Caucus Review Potential for Consistent Faculty Society Engagement	Streamline Faculty Advocacy & Project Development Clarify SRA Roles & Responsibilities

Acronym Breakdown
Part-Time Manager (PTM): A 1-year part-time employee of the MSU responsible for the management of a Service. E.g. *Diversity Services Director*
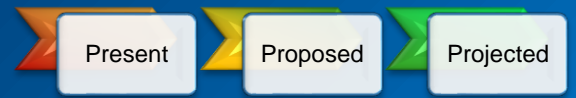
Harmonize

MSU & Student Body

Present:
Abysmal Student Engagement
Minimal Trust in the MSU
Lack of Accessible Forum for Open Conversation

Proposed:
Work w/ BOD to Assess Options for MSU Campaign Creation
Provide Additional Avenues for Informal Student Feedback

Projected:
Rebuild Relationship w/ Students
Reroute Traffic from Anonymous Forums to Solution-Oriented Channels

MSU & University

Present:
Irregular Relationships w/ Departments
New Health Services Review Results

Proposed:
Engage University Partners to Develop Training Materials
Work w/ SWC to Compliment Peer-Support Escalation Options

Projected:
Enrich University Relationship
Supplement Human Resources Projects
Demonstrate Student Health Priorities

MSU & MacPherson Institute

Present:
Newly Established Relationship w/ Macademics
Connected Primarily via MSU Education Team

Proposed:
Expand Relationship to Encompass MSU-Related Education Training Programs
Utilized MacPherson Resources in Survey, Training, Transition, & Hiring Material Creation

Projected:
Solidify the MSU's Educational Resources
Improve Student Resource Provisions
Invigorate the MSU's Educational Strategies

MSU & Services

Present:
Frequent Use of Othering by MSU Services Towards MSU

Proposed:
Increase PTM Engagement w/ EB & BOD
Implore Services to Advocate w/ the MSU

Projected:
Promote Cohesion of MSU Organizations
Expand Ideological Horizons Within the MSU
Support Student Engagement

Acronym Breakdown

Executive Board (EB): A subset of the SRA and MSU full-time staff that meets weekly to manage daily operations within the MSU including, but not limited to, Services, long-term planning, and department activities.

Educate

LMS Integration

Present:
Trainees Signup via Convoluted Avenue to Learn & Mosaic Hybrid Program
Limited & Irrelevant Training Options
Trainees Submit Mosaic Screenshots
No Options for Analysis

Proposed:
Centralize Training Program
Specify Training
Offer Immediate Results to HR
Increase Statistical Versatility for Future Refinement
Adaptable for Mid-Year Onboarding

Projected:
Introduce Simple & Malleable Training Program
Trainees Receive Relevant Educational Material
Facilitate Personal Development
Support Flexible Hiring Schedules

Universal Training Program

Present:
Disinformed/Misinformed Students
Opaque Access to Information

Proposed:
Create Universal Module System for Staff, Service Volunteers, & Club Executives
Create Training Feedback Measures

Projected:
Facilitate Broad Student Education
Offer Universal Metrics for Improvement
Connect Students w/ Reliable Information

Online Group Facilitation

Present:
Difficult to Organize Training
Costly In-Person Trainer Payments
Offers Inaccessible Training Media During the Spring/Summer

Proposed:
Create Online Group Training Sessions
Develop Group Education Plans to Facilitate Online Engagement
Enact Applied Scenario Testing

Projected:
Reduce Travel & Logistical Costs
Increase Commuter/Summer Worker Accessibility
Facilitate Deep Learning at a Distance

Full-Time Occupational Development Schedule

Present:
Haphazard Full-Time Training Regime
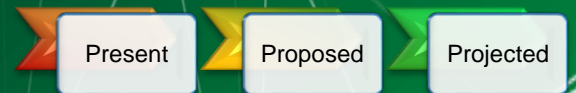Optional Career Development Courses

Proposed:
Expand Full-Time Staff Training Portfolio
Construct Clear Training Expectations
Integrate Career Development into Performance Reviews

Projected:
Create Destination Workplace
Optimize Workplace Efficiency
Reduce Full-Time Staff Transitional Barriers
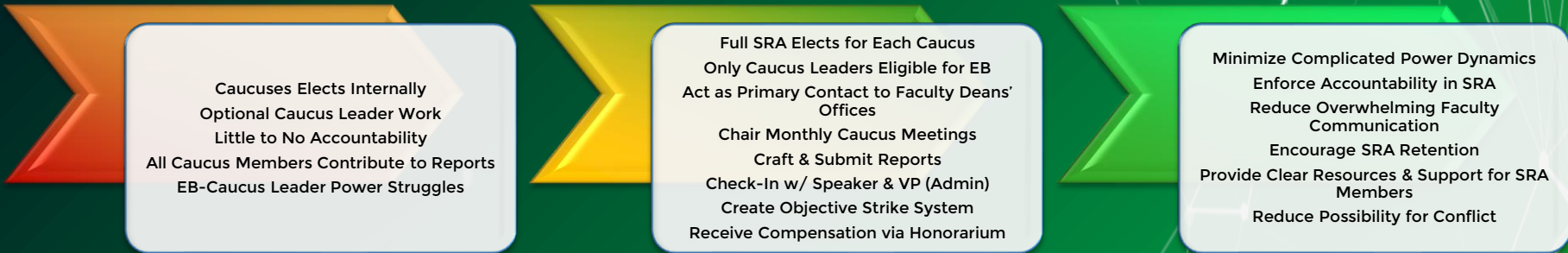Increase Opportunities for Critical Thinking
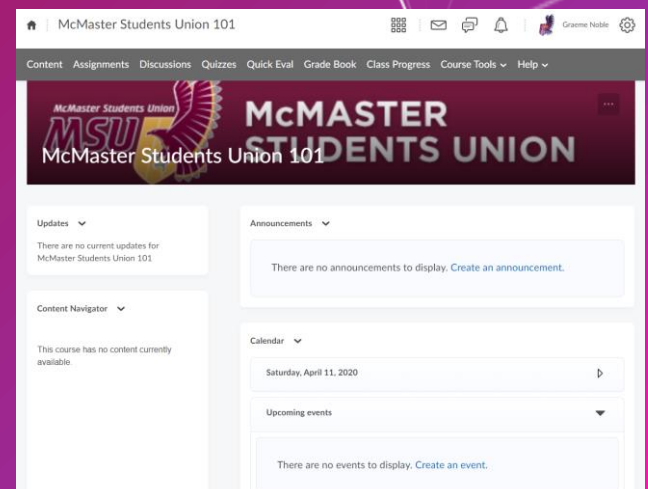
Acronym Breakdown
Learning Management System (LMS): A network of educational resources used to facilitate learning through flexible online administration. E.g. *Avenue to Learn* is run through the LMS *Brightspace*
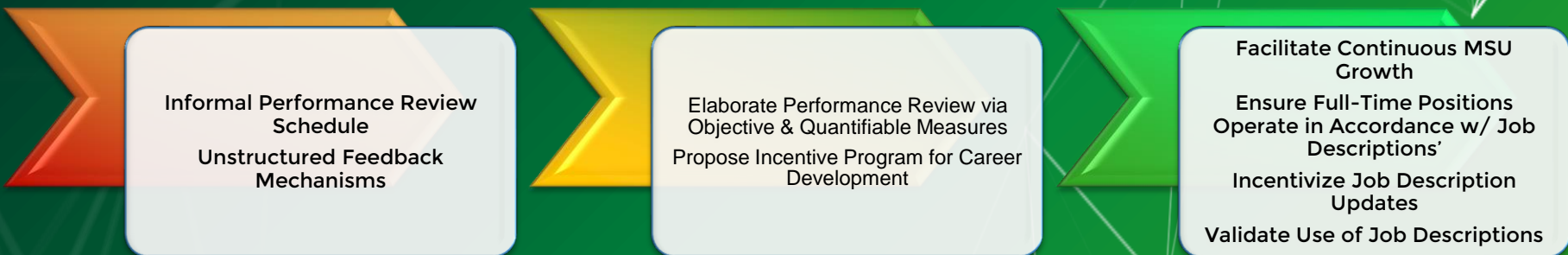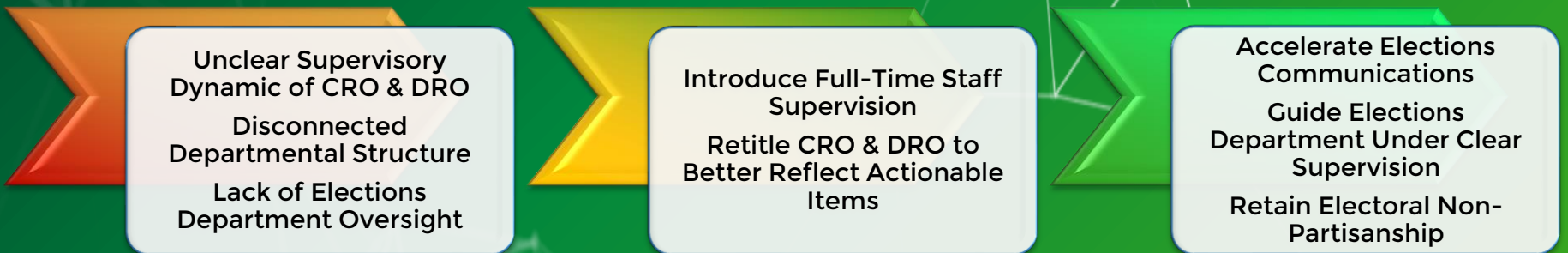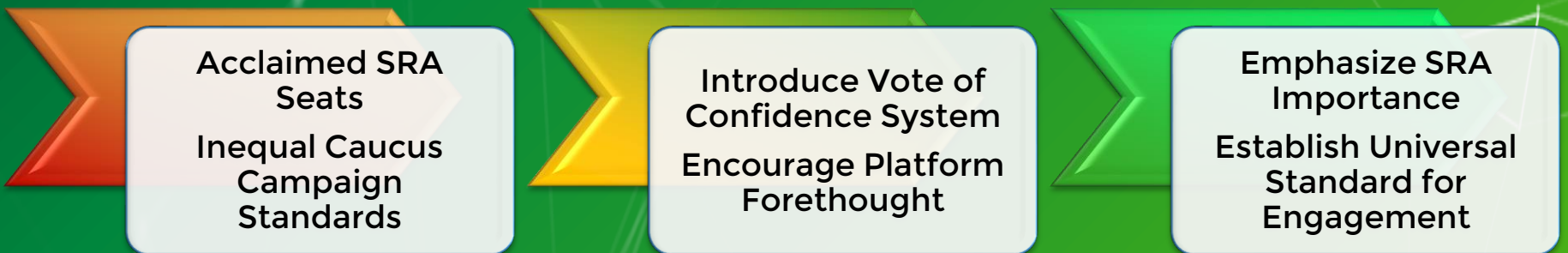
Dedicate

SRA Caucus Leader Development

Present:
Caucuses Elects Internally
Optional Caucus Leader Work
Little to No Accountability
All Caucus Members Contribute to Reports
EB-Caucus Leader Power Struggles

Proposed:
Full SRA Elects for Each Caucus
Only Caucus Leaders Eligible for EB
Act as Primary Contact to Faculty Deans' Offices
Chair Monthly Caucus Meetings
Craft & Submit Reports
Check-In w/ Speaker & VP (Admin)
Create Objective Strike System
Receive Compensation via Honorarium

Projected:
Minimize Complicated Power Dynamics
Enforce Accountability in SRA
Reduce Overwhelming Faculty Communication
Encourage SRA Retention
Provide Clear Resources & Support for SRA Members
Reduce Possibility for Conflict

Performance Review Refinement

Present:
Informal Performance Review Schedule
Unstructured Feedback Mechanisms

Proposed:
Elaborate Performance Review via Objective & Quantifiable Measures
Propose Incentive Program for Career Development

Projected:
Facilitate Continuous MSU Growth
Ensure Full-Time Positions Operate in Accordance w/ Job Descriptions'
Incentivize Job Description Updates
Validate Use of Job Descriptions

Elections Department Restructure

Present:
Unclear Supervisory Dynamic of CRO & DRO
Disconnected Departmental Structure
Lack of Elections Department Oversight

Proposed:
Introduce Full-Time Staff Supervision
Retitle CRO & DRO to Better Reflect Actionable Items

Projected:
Accelerate Elections Communications
Guide Elections Department Under Clear Supervision
Retain Electoral Non-Partisanship

SRA Vote of Confidence System

Present:
Acclaimed SRA Seats
Inequal Caucus Campaign Standards

Proposed:
Introduce Vote of Confidence System
Encourage Platform Forethought

Projected:
Emphasize SRA Importance
Establish Universal Standard for Engagement

Acronym Breakdown

Executive Board (EB): A subset of the SRA and MSU full-time staff that meets weekly to manage daily operations within the MSU including, but not limited to, Services, long-term planning, and department activities.

Chief Returning Officer (CRO): A part-time paid position responsible for handling the operations involved with MSU election campaigns and SimplyVoting facilitation.

Deputy Returning Officer (DRO): A part-time paid position responsible for handling the promotions and event-planning involved with MSU election campaigns.
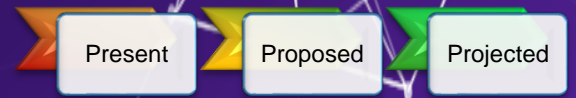
Orchestrate

Policy Review Continuity

Present	Proposed	Projected
New Policy Review Schedule Created New Policy Record Created	Support the AVP Internal Governance via Policy Database Upkeep	Ensure Unwavering Scrutiny of the MSU's Operations

New WAVHSAPP Integration

Present	Proposed	Projected
New Workplace Policy Document Developed Lacks MSU-Wide Education & Implementation	Update Training to Reflect New Protocols Promote Procedures Across MSU Services Create Promotional Material to Outline Functionality of Informal & Formal Report Systems	Clarify Support Pathways for Survivors Spread Awareness for Changes via MSU Departments & Communication Channels

Job Description Realignment

Present	Proposed	Projected
Full-Time Staff Encroachment Frequently Unread Job Descriptions Lack of Job Description Review Cycle & Designated Personnel Abundance of Outdated/Inaccurate Job Descriptions Wasted Funds	Establish Various Job Description Review Systems Streamline Wage Review Process Create Accessible Hour-Tracking Outlines	Optimize MSU Salary Allocation Improve Organizational Efficiency Increase Opportunities for Job Creation & Recreation

Peer-Support Live-Streams

| Present	Proposed	Projected
Unknown In-Person Options Underdeveloped Online Peer-Support Guidelines	Work w/ PTMs to Establish Standards for Online Peer-Support Troubleshoot Areas for Additional Virtual Service Expansions	Continue to Offer Students Support Create Additional Avenues for Social Engagement Amid Isolationist Circumstances

Acronym Breakdown

Workplace Anti-Violence, Harassment, and Sexual Assault Prevention Policy (WAVHSAPP): A prevention and response plan recently reformed by the VP (Admin) and Human Resources Generalist to better support survivors of sexual malpractice.

Part-Time Manager (PTM): A 1-year part-time employee of the MSU responsible for the management of a Service. E.g. *Diversity Services Director*
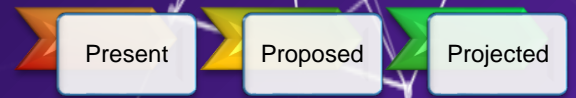
Orchestrate

Service Review Assessment

Present: Consistently Unmet Service Review Quotas: 6 per Year

Proposed: Reassess AVP Services Expectations

Incorporate ASC as Review Support Staff

Projected: Ensure Quality Control for Service Reviews

Promote Feasible Timeline for Service Creation, Probation, & Assessment

Community Needs Assessment Continuity

Present: Incomplete Peer Support Line Rescindment Review

Proposed: Implore the Admin Team Research Assistant to Continue Data Collection

Facilitate Rescindment Review Procedures

Projected: Improve Understanding of Student Needs

Recalibrate Services to Address Student Mental Health

SRA Year Plan Delay

Present: SRA Year Plans Required by September

Inadequate Expectations for SRA Project Development

Proposed: Postpone SRA Year Plans to October

Work w/ Speaker to Facilitate Year Plan Creation

Projected: Improve SRA Fulfillment

Refine SRA Expectations to Achieve Goals Effectively

Online Operations Policy Creation

Present: Unclear Virtual Protocols for Various MSU Operations

Potential for Unsecure Data Transfer & Breaches of Confidentiality

Proposed: Instate Basic Regulations for Online Meeting Procedures

Instantiate Appropriate Policy for Online Adaptations of Other Policies

Projected: Increase Organizational Safety

Improve Policy Allegiance

Clarify the Procedural Evolution of the MSU into Digital Domains

Acronym Breakdown

Administrative Services Coordinator (ASC): A permanent full-time staff position responsible for assisting in MSU elections, key management, secretarial functions, and other miscellaneous general MSU operations.

Transition

Transition Document Redesign

Present:
Unclear Transition Document Organization & Design

Lacklustre Focus on Document Development

Proposed:
Develop Appealing & Comprehensive Transition Document Templates

Create Optional Changes to Base Documents w/ Feasible Positional Malleability

Projected:
Reinforce Transition Resources

Inspire Unique Transitionary Engagement

Mid-Year Transition Progress Reports

Present:
Often Surface-Level Transition Reports

Always Rushed Transition Reports

Insufficient Transition Reports

Proposed:
Create Mid-Year Transition Submission Requirement

Projected:
Encourage Early Transition Development

Improve the Quality of Final Transition Documents

Shadow Period Guidelines

Present:
Undefined Transition Requirements

Inconsistent Overlap Period

Unstructured Overlap Responsibilities

Proposed:
Produce Transitionary Mentorship Guidelines

Outline Shadow Periods for Effective Incoming Position Integration

Projected:
Promote Clear Timelines for Transition

Accentuate Transition Efficacy

SOP Transition Review

Present:
Sporadic Transition Timelines & Guidance

Lack of External Understanding for MSU Turnover

Proposed:
Assess Hiring Overlaps

Investigate Opportunities for Refinement

Projected:
Ensure Continuity in Exclusively 1-Year Positions

Provide Explanation for External Parties

Acronym Breakdown

Student Opportunity Position (SOP): A 1-year full-time employee within the MSU eligible only to those who have just graduated from an undergraduate program.

Transition

Club Transition Development

Present
Inappropriately Generalized Transition Documents

Insufficient Transition Requirements

Proposed
Refine Transition Procedures Along Divisional Boundaries

Offer Clubs Support During Turnover

Projected
Develop Consistent Club Expectations

Improve Club Standard Maintenance & Long-Term Growth

Full-Time Staff Transition Review

Present
Individualized Transition Packages

Slow Transition Period

Proposed
Review Full-Time Staff Transitionary Procedures

Create Standardized Guidelines w/ Minimum Onboarding Requirements

Projected
Accelerate Full-Time Staff Integration

Offer Consistent MSU Staff Resources & Support

SRA Election Reschedule

Present
End of Year SRA Elections

Disconnected Promotions for MSU Elections

Proposed
Host SRA Elections Earlier

Retain SRA Overlap

Mandate Minimum Pre-Initiation SRA Meeting Attendance

Projected
Promote SRA Continuity

Streamline Elections Procedures

Allow for Longer Learning Period

Presidential Elections Information Session

Present
Inaccessible Presidential Elections

Complex Electoral Process

Proposed
Hold Info Sessions for Presidential Campaigns

Projected
Inform Possible Candidates

Encourage Earlier Presidential Discussions & Inquiries

Increase Campaign Accessibility
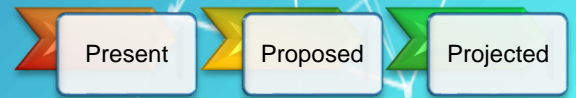
Stimulate

BOD Livestreams

Present: Occasional Videos Released to Educate Students on VP Roles

Lack Finesse of Regularly Scheduled FAQs or Professional Streams

Proposed: Produce Regular Streams of Content

Answer Pre-Vetted Questions About the MSU

Projected: Publicize VP Roles

Humanize the BOD

Full-Time Staff Appreciation

Present: Full-Time Staff Only Receive Appreciatory Gifts After 25 Years

Proposed: Increase Staff Appreciation Frequency to 5 Year Milestones

Projected: Improve Full-Time Staff Retention

Improve Staff Morale

Service Spotlight Rotation

Present: Unrecognized Services Go Underutilized

Services May Feel Unwelcoming

Proposed: Employ MUSC Tables in a Rotational Schedule to Showcase Services Year-Round

Rent the Front of Compass to Advertise MSU Services

Expand Service Promotions to Broader Scope & Duration

Projected: Boost Service Engagement

Facilitate Student Access to Paid Services

Give No Excuse for Unknown Services

Service Check-In Sessions

Present: Services Meet Weekly to Discuss Updates

Services Meet In-Depth When Problems Arise

Proposed: Meet w/ PTMs Every Week to Discuss Goals & Plans w/ Services

Visit Every Service Every Week to See Engage w/ Volunteers Where Appropriate

Engage ASC in Service Follow-Up

Projected: Connect w/ Services 1-on-1

Work to Instill a Unified MSU Community

Acronym Breakdown

Board of Directors (BOD): A small body of the MSU comprised of 3 VPs (Administration; Education; Finance) and the President to govern over daily business and the one-year direction for the MSU.

Part-Time Manager (PTM): A 1-year part-time employee of the MSU responsible for the management of a Service. E.g. *Diversity Services Director *

Administrative Services Coordinator (ASC): A permanent full-time staff position responsible for assisting in MSU elections, key management, secretarial functions, and other miscellaneous general MSU operations.

Acknowledgements

Thank you all for offering your time and energy to teach me the ways of the MSU. To each of you I'm truly indebted:

Board of Directors
Josh Marando (President)
Giancarlo Da-Ré (President-Elect)
Alexandrea Johnston (Vice-President Finance)
Shemar Hackett (Vice-President Education)
Sarah Figueiredo (Vice-President Administration)
Kristina Epifano (Past Vice-President Administration : 2018-2019)

Full-Time Staff
John McGowan (General Manager)
Maddison Hampel (Human Resources Generalist & Clubs Support)
Victoria Scott (Administrative Services Coordinator)
Pauline Taggert (Network Administrator)
Michael Wooder (Marketing & Communications Director)

Part-Time Staff
Jess Anderson (Outgoing Associate Vice-President: Finance)
Fawziyah Isah (Outgoing Associate Vice-President: University Affairs)
Ryan Tse (Outgoing Associate Vice-President: Municipal Affairs)
Angel Huang (Outgoing Associate Vice-President: Provincial & Federal Affairs)
Michelle Brown (Incoming Associate Vice-President: Internal Governance)
Gowtham Thangathurai (Outgoing Administrative Team Research Assistant)
Raquel Munoz (Outgoing Welcome Week Faculty Coordinator)
Stephanie Dephoure (Outgoing Deputy Returning Officer)
Christian Barborini (Outgoing/Incoming Pride Community Centre : PCC Coordinator)
Albert Huynh (Outgoing Emergency First Response Team : EFRT Coordinator)
Swaleh Hussain (Outgoing Student Walk Home Attendant Team : SWHAT Coordinator)
Prathna Sakhuja (Outgoing Diversity Services Director)
Fairuz Karim (Outgoing Macademics Coordinator)
Anika Spasov (Outgoing Spark Coordinator)

Student Opportunity Positions
Connor MacLean (Outgoing Communications Officer)
Aditi Sharma (Outgoing Clubs Administrator)

Student Representative Assembly
Simranjeet Singh (Outgoing/Incoming SRA Science)
Denver Della-Vedova (Outgoing/Incoming SRA Science)
Christy Au-Yeung (Outgoing/Incoming SRA Science)
Nicolas Belliveau (Outgoing SRA Science)
Amylia Mesic (Outgoing/Incoming SRA Social Sciences)
Aleigha Kampman (Outgoing SRA Social Sciences)
Rhea Jangra (Outgoing SRA Health Sciences)
Eric Sinnige (Outgoing SRA Engineering)
Liam McDermott (Outgoing SRA Engineering)
Sarah Homsi (Outgoing SRA Nursing)

And all *you* incoming SRA folks who took the time to chat with me to help develop this platform!