



GA Meeting - Winter 2026 - Jan 7

University of Lethbridge Students' Union
SU180J
2026-01-07 17:00 - 19:00 MST

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1. Call to Order

CALLED TO ORDER AT: 5:05 PM (quorum achieved)

2. Land Acknowledgement

Oki and welcome to this meeting of the ULSU General Assembly. Our University's Blackfoot name is Iniskim, meaning Sacred Buffalo Stone. The University is located in traditional Blackfoot Confederacy territory. We honour the Blackfoot people and their traditional ways of knowing and caring for this land, as well as all Indigenous peoples who have helped shape and continue to strengthen our university community.

3. Approval of the Agenda

Be it moved that the General Assembly approve the agenda for January 7, 2026.

The agenda was approved with amendments: Item 7.10 (New Communications Assistant - Job Description) was moved to Item for Information 9.7, and a new Item 8.9 (ULSU Operations Manual Amendment) was added.

4. Approval of Minutes

No minutes to approve at this time.

5. Chair Remarks

Chair J. Oxley provided procedural remarks following the December 6 meeting.

The Chair recommended that General Assembly consider dispensing with the two-hour time limit, as it often results in additional time required to move, discuss, and vote for extensions multiple times per meeting, thereby lengthening the meetings the time limit is intended to expedite.

The Chair also noted that in debates with many speakers, he tracks who has spoken and elevates first-time speakers on a topic to the front of the line ahead of those who have already spoken on that particular topic.

6. Presentations to Council

7. Reports

Reports from GA members are due by the end of the 5th business day of every month, and can be submitted at the link here:

2025-2026 Report Deadlines:

- January 9, 2026
- February 6, 2026
- March 6, 2026

- April 8, 2026

7.1. VP Operations & Finance

Report delivered. In December, focused on finalizing activities related to other budget lines, processed several grants through the social welfare fund, worked with staff to ensure everything was aligned with the broad budget line, and held meetings planning for Black Excellence Month as well as other board-related meetings.

7.2. VP Student Life

J. Sumbera sent regrets via email to all General Assembly members, indicating she needed to catch an earlier flight. Her email outlined upcoming work including recruiting volunteers for events, work with the Sexual and Gender Based Violence Prevention Committee, and student support group events planned for late January and early February.

7.3. VP Academic

Report delivered. Working with VP External B. Pike and Dhillon School of Business Representative C. Bryden on mock interview events.

7.4. VP External

Report delivered. Collaborating on mock interview events scheduled for March 9-10 as workshop days where students learn interview preparation (appropriate attire, resume preparation, portfolio development). The following week will feature actual mock interviews with business professionals from various fields. While primarily business-focused, the events are open to all students. General Assembly members were encouraged to share contacts of employers who might be interested in conducting mock interviews.

7.5. President

Report delivered covering December activities. The 4th annual ULSU final brunch was held with approximately 220 attendees, exceeding the budgeted amount. Leftover food was donated to residences. President attended meetings for the search committee for the AVP Facilities, with interviews scheduled for this week and next week. Limited additional updates provided.

7.6. Calgary Campus Rep

No report provided.

7.7. Arts & Science Reps

No additional reports beyond resignation matters covered in Items for Action.

7.8. Fine Arts Rep

Report delivered. Attended Dhillon School of Business Council meetings. Engaged in discussions with the Dean regarding plagiarism concerns, specifically addressing how the Dhillon School of Business is experiencing increased plagiarism cases and exploring potential solutions. Will also participate in the search committee for the new Dean of the Dhillon School of Business.

7.9. Health Sciences Rep

No report provided beyond resignation covered in Items for Action.

7.10. Education Rep

No report provided beyond resignation covered in Items for Action.

7.11. Dhillon School of Business Reps

C. Bryden's report focused on mock interview event planning (covered under VP Academic/External reports above).

R. Patel experienced significant audio difficulties during remote attendance via car play, preventing effective communication. K. Lewis requested clarification about DSB Council meetings referenced by R. Patel, as these had not been communicated via email. Technical issues prevented resolution during the meeting.

7.12. Indigenous Rep

L. Morris attended the Indigenous Christmas Winter Party along with several other General Assembly members. Currently working on planning events for Indigenous Awareness Month in March. The lead organizer for Indigenous Awareness Month asked if the Students' Union would host an event, to which L. Morris agreed. Partnership details are still being finalized. Will email General Assembly members with information once details are confirmed and requested support for these events.

7.13. International Rep

No report provided.

7.14. Residence Rep

No report provided.

7.15. First-Year Rep

Report delivered. Immediately upon return from break, began working intensively with B. Pike, C. Bryden, and others on referendum materials. Had correspondence with Sears office regarding the online New Student Orientation (NSO) and concerns about its delivery effectiveness for winter intake students. Meeting scheduled with H. Kosolofski and student services next week to facilitate two collaborative events. Also planning meeting with J. Sumbera to launch events specifically targeting winter intake students, as this is a pivotal time with new first-year students arriving. Highlighted significant communication issues with winter student move-in on January 5. Students received virtually no communication prior to arrival, resulting in students wandering the 6th floor of University Hall, lost and confused about where to go. K. Lewis assisted one student by bringing her to housing services and providing a campus tour. The student noted she knew Sears office could provide a tour but didn't know the office's location or which building it was in. Additionally noted that the online NSO was scheduled before winter students' arrival, but most information wasn't relevant to winter intake students (e.g., information about selecting housing). Working to improve this process if online winter NSO continues. November and December were extremely busy with Executive Accountability Committee work.

8. Items for Action: ULSU Business

8.1. 6.1 VP OPERATIONS AND FINANCE - ADDITIONAL CLASS AUTHORIZATION

Be it moved that the General Assembly approve VP Operations and Finance, M. Oladoye, to take an additional class for the Winter 2026 semester.

Discussion: M. Oladoye explained that, like last semester, she needs three courses to maintain her status as an international student. Executive Council members are only allowed to take two courses per semester, so General Assembly approval is required for

the additional course.

8.2. VP EXTERNAL - ADDITIONAL CLASS AUTHORIZATION

Discussion: B. Pike explained missing context from previous meeting discussions. He is a competitive curler and needs to maintain full-time student status. He noted there are exceptions that could apply, which he learned about from A. Figueroa and could investigate further. Additionally, B. Pike is experiencing significant financial struggles and needs full-time student status to access full-time student aid, which would be accessible with two classes.

O. Legg raised concerns about the motion given proposed bylaw changes for the by-election that would restrict the number of General Assembly members allowed to take additional courses during the semester. Noted this could remove members mid-period if they are unable to attend meetings. Referenced discussion from the last meeting that mainly revolved around late submission of the request, which was subsequently resolved. Wanted to ensure that moving forward, late submissions might not be accepted at future meetings.

A. Figueroa noted there are exceptions for competitive athletics, referencing curling qualifying for nationals. Dean Spencer of Athletics is working on establishing thresholds for these exceptions, which would allow continued eligibility. Discussion occurred regarding whether taking an additional class would affect the amount of student aid B. Pike receives.

B. Pike indicated he hadn't raised financial concerns previously due to earlier discussions about the request.

8.3. GA RESIGNATION - BRANNON SUMNER.....8

Be it moved that the General Assembly accept the resignation of B. Sumner from the position of Arts & Science Representative of the ULSU effective immediately.

See attached: Resignation letter from B. Sumner dated December 28, 2025, indicating graduation and no longer meeting eligibility requirements. Letter notes continued involvement with ULSU clubs including Rotaract (as president) and FLARE undergraduate journal and symposium (as co-president), as well as acceptance into a master's program in the Department of Neuroscience working on space research and data analytics in partnership with NASA.

Graduation Related Resignation Letter Brannon Sumner.pdf.....8

8.4. GA RESIGNATION - NIOSHA ATTARIFARD.....9

Be it moved that the General Assembly accept the resignation of N. Attarifard from the position of Health Science Representative of the ULSU effective immediately.

See attached: Resignation letter from N. Attarifard dated December 31, 2025, indicating graduation and no longer meeting eligibility requirements to serve as a General Assembly member.

Resignation Letter.docx.....9

8.5. FREEZER - ROCKERMAN'S.....10

Be it moved that the General Assembly approve \$4,819.50 to replace the broken freezer in Rockerman's Convenience Store. Monies to come from the Capital Replacement Fund.

4750_001.pdf.....10

8.6. SERVER - COMPUTER - ACCOUNTING SOFTWARE.....11

Be it moved that the General Assembly approve \$3,143.12 to purchase a new server-computer for the SAGE Accounting Software upgrade for the ULSU Accountant.

Monies to come from the Capital Replacement Fund.

See attached: Invoice #38533 from Altis Ltd. dated November 25, 2025, for HP Z2 Gen9 SFF Workstation with specifications including Intel Core i7-14700K processor, 32GB DDR5 RAM, 1TB M.2 SSD, 2x 2TB M.2 SSD (RAID 1 - Data), Windows 11 Professional, 3 Year Business Warranty, and installation services.

Invoice_38533_from_Altis_Ltd.pdf.....11

8.7. EXECUTIVE ACCOUNTABILITY COMMITTEE REPORT - FINAL VERSION.....12

Be it moved that the General Assembly accept the Fall 2025 Executive Accountability Committee Report as presented in its final form and submit it as public record.

Fall Executive Accountability Committee Report 2025.pdf.....12

8.8. MOTION TO RESCIND AGENDA ITEM

Be it moved that the General Assembly rescind the motion passed at the October 24, 2025 General Assembly meeting regarding the investigation into activities involving advocacy related to CAUS.

8.9. ULSU OPERATIONS FEE REFERENDUM

Be it moved that the General Assembly approve the dollar amount of \$37.88 (full-time) and \$19.04 (part-time) for the referendum question regarding the ULSU Operations Fee Levy on the 2026/2027 General Election ballot.

Background: The ULSU Operations Fee covers general operations of the Students' Union. ULSU is proposing to increase the Operations Fee by CPI as per the student referendum held in 2011. ULSU will also be holding a two-part referendum at the March 2026 General Election, proposing to increase the operating fee by a one-time assessment of \$10.00 along with an annual 5% increase with a cap of ten years. If the referendum fails, then the Operating Fee will be increased only by CPI as per the Students' Union Referendum held in 2011.

The approved fees are presented in Table XXIV:

- Operations Fee - Full Time: \$37.88 (0.90% increase from \$37.17)

- Operations Fee - Part Time: \$19.04 (1.89% increase from \$18.68)

These fees represent the baseline CPI increase. If the March 2026 referendum passes, these amounts will be superseded by the higher amounts shown in Table XXV as per Recommendation 25.

Authority: This approval follows the University of Lethbridge's annual budget process and Recommendation 24 from the 2024-2025 Annual Report, which states:

"That effective May 1, 2026, the Students' Union Operations Fee for 2026-27 be approved as presented in Table XXIV and that the fees proposed for 2027-28 to 2029-30 be approved in principle."

CARRIED Vote: 1 abstention (K. Lewis)

8.10. ULSU OPERATIONS MANUAL AMENDMENT

Be it moved that the General Assembly approve the 1st reading of an amendment to the Operations Manual to Bylaw 26 (General Elections and By-Elections), Section 2.3, as shown below.

Background: Due to the resignations accepted earlier in the meeting (B. Sumner and N. Attarifard), ULSU is required to hold a by-election in accordance with policies and bylaws. This amendment sought to modify the requirements for holding by-elections.

Discussion: Extensive discussion occurred regarding the necessity and practicality of holding a by-election with two months remaining in the term. Key points raised included:

Arguments supporting the by-election:

- The loss of two General Assembly members (one Arts & Science, one Health Science) creates significant representation gaps
- B. Sumner noted as a particular loss due to strong logistical, scientific, and organizational skills
- New members could provide support for second semester initiatives even if they cannot fully replicate departing members' strengths
- K. Lewis, who joined through a previous by-election, argued that despite initial challenges without orientation, the additional representation proved valuable for advocacy and event support
- Incoming members can contribute different strengths and provide capacity when other members are at full workload

Concerns raised about holding by-election:

- Limited time for transition with only two months remaining in term (classes end approximately April 8)
- Uncertainty about whether new members could effectively join committees with such short tenure
- Question of whether incoming members would be welcomed to committees with terms of reference potentially requiring longer service
- Staff capacity concerns for facilitating transitions - Voter turnout concerns and whether a mid-year by-election would cause confusion

Procedural clarifications:

- A. Figueroa confirmed that under current bylaws, there are no restrictions on appointing someone to committees mid-term, and new members would have same voting rights as any other member
- If motion failed, by-election would proceed as "business as usual" with one week's notice required before advertising
- By-election would not require separate General Assembly approval
- The Chief Returning Officer must be appointed by January 30 per policy

-C. Pokarney noted concerns about manpower required for transitions, staff capacity, and questioned whether two months is sufficient time for new members to be effective. Acknowledged pros and cons exist and would support whatever decision General Assembly made, but suggested this issue should be addressed through LRC for future situations.

-B. Pike suggested referring the broader policy question to LRC while proceeding with the current by-election, with several members expressing agreement about addressing this through LRC.

-B. Pike called the question.

Chair confirmed insufficient opposition to calling the question.

DEFEATED

9. Items for Action: Clubs, Groups, Individuals

10. Items for Information

10.1. ULSU FOOD KIOSK STANDING UPDATE

10.2. SPORTS DOME UPDATE

10.3. INFORMATION TABLING - REFERENDUM

10.4. INFORMATION TABLING - REFERENDUM

10.5. WORKSHOP INITIATIVE - DSB REPS AND RBC

10.6. BY-ELECTION INFO

10.7. ULSU WEBSITE AUDIT FEEDBACK

10.8. MAILBOX BALLOT: NEW COMMUNICATIONS ASSISTANT - JOB

DESCRIPTION.....44

[Note: This item was moved from original agenda item 7.10]

For information: Be it moved that the General Assembly approve the Communications Assistant job description, effective January 2026, as presented.

Passed via mailbox ballot on December 31, 2025 at 4:00 PM MST

Mover: A. Figueroa
Seconder: J. Sumbera

Mailbox Ballot – Communications Assistant Job Description Approval.pdf.....44

11. Advocacy Updates

11.1. ASEC UPDATES

12. In-Camera

Reminder: Any business discussed while in-camera is privileged and confidential. Any discussion will not be recorded, however motions made in-camera will be noted. If you are attending virtually, please ensure you are in a private location or that you are using a headset that ensures privacy and confidentiality are maintained. No business discussed in-camera is to be discussed once the motion is passed to move ex-camera.

Motion to move in-camera. Moved by: C. Bryden Seconded by: K. Lewis Vote: 1 abstention (E. Mundell) CARRIED

Motion to move ex-camera. Moved by: M. Pasolli Seconded by: K. Brown CARRIED

13. Other Business

13.1. Election Period Scheduling

K. Sumanasena raised a question about why the election period occurs over Reading Week. Significant discussion followed.

13.2. Minutes Approval Concerns

K. Lewis raised concerns that minutes for November and December General Assembly meetings have not been presented or approved, noting this is becoming problematic.

13.3. Campaigning at Information Tables

K. Lewis emphasized that there must be no campaigning at ULSU information tables in case people running for election are also volunteering to staff the tables.

14. Next Meeting

The next meeting of the General Assembly is January 21, 2026 at 5:00 PM, in W646.

15. Adjournment

Be it moved that the General Assembly adjourn the meeting of January 7, 2026.

Moved by: B. Pike Seconded by: M. Pasolli

CARRIED

Meeting adjourned at: 8:05 PM

University of Lethbridge Students' Union

Room SU180, 4401 University Drive
Lethbridge, AB T1K 3M4

December 28th, 2025

Dear University of Lethbridge Students' Union,

I hope this message finds everyone well.

This letter serves as my formal resignation from my position as a Faculty of Arts and Science Representative on the University of Lethbridge Students' Union General Assembly, effective at the conclusion of December 31, 2025, such that I will not hold General Assembly membership in the 2026 calendar year.

As I am graduating and will no longer meet the eligibility requirements to serve as a member of the General Assembly, I am submitting this resignation in accordance with the ULSU Bylaws, which require General Assembly members to remain eligible undergraduate students for the duration of their term.

While I will be stepping away from this role, I will continue my involvement with related ULSU clubs and projects, including my presidency of Rotaract and co-presidency of FLARE undergraduate journal and symposium. Additionally, I have accepted a master's program in the Department of Neuroscience at the University of Lethbridge, where I will be working on space research and data analytics in partnership with the National Aeronautics and Space Administration (NASA).

Please feel free to contact me regarding any future or ongoing projects where my support may be helpful. I will be on campus regularly and would be glad to assist, though outside of my capacity as a Faculty of Arts and Science Representative. Finally, I want to sincerely thank the members of General Assembly for the opportunities and experiences over the past year. Although this position was outside the usual scope of my program, it has been an invaluable learning experience, and I'm grateful for the chance to contribute. Please stay in touch.

Sincerely,

Brannon Sumner,

B.Sc. Neuroscience

Faculty of Arts and Science Representative, ULSU

Brannon.sumner@uleth.ca

University of Lethbridge Students' Union

Room SU180, 4401 University Drive
Lethbridge, AB T1K 3M4

December 31, 2025

Dear University of Lethbridge Students' Union,

I hope this message finds everyone well.

This letter serves as my formal resignation from my position as Faculty of Health Science Representative on the University of Lethbridge Students' Union General Assembly, effective at the conclusion of December 31, 2025, such that I will not hold General Assembly membership in the 2026 calendar year.

As I am graduating and will no longer meet the eligibility requirements to serve as a member of the General Assembly, I am submitting this resignation in accordance with the ULSU Bylaws, which require General Assembly members to remain eligible students for the duration of their term.

Sincerely,

Niosha Attarifard

BHSc, Public Health

Faculty of Health Science Representative, ULSU

Niosha.attarifard@uleth.ca

IRY'S REFRIGERATION LTD.
 2204 14 Ave So.
 Lethbridge, AB
 T1K 0V5
 403-892-8768
 Fax 403-320-1532

SC
~~Union Facts~~
 Csp Rep - May 2025

Date	Invoice #
2025-12-01	7515

Invoice To
University of Lethbridge Students Union 4401 University Drive Room SU 180 Lethbridge, Alberta T1K 3M4

P.O. No.	Terms
	Net 30

Item	Qty	Description	Amount
freezer freight	1	Supply single door Kelvinator freezer single door freezer inbound freight GST on sales	4,350.00 240.00 229.50
Total			\$4,819.50

GST/HST No.

802661496

Mark Serebryansky - 2026-02-19 21:10:10 UTC
 University of Lethbridge Students' Union

Altis Ltd.

3205 Giffen Rd N
Lethbridge AB T1H 0E3
+14035243282
accounts@altismsp.com
www.altismsp.com

GST Registration No.: 803758770RT0001



INVOICE

BILL TO

Nicole Dyck
U of L - Student's Union
4401 - University Drive West
Lethbridge AB

INVOICE # 38533

DATE 11/25/2025

DUE DATE 12/10/2025

TERMS Net 15

DESCRIPTION	QTY	RATE	TAX	AMOUNT
HP Z2 Gen9 SFF Workstation - Intel Core i7-14700K - 32GB DDR5 RAM - 1TB M.2 SSD - 2x 2TB M.2 SSD (RAID 1 - Data) - Windows 11 Professional - 3 Year Business Warranty (2TB SSD 5 Year Manufacturers Warranty)	1	2,779.00	GST	2,779.00
SUSAGESERVER MXL5373RRC				
Desktop Computer Recycling Fee	1	0.45	GST	0.45
10ft Ethernet Cable	1	10.00	GST	10.00
Display Port to VGA Adapter	1	39.00	GST	39.00
Support Ticket #42333 Installed new sage workstation	1.50	110.00	GST	165.00

Thank you for your business, your continued support is greatly appreciated; we look forward to working with you again!

SUBTOTAL	2,993.45
GST @ 5%	149.67
TOTAL	3,143.12
BALANCE DUE	CAD 3,143.12

Your business, and your continued support is always truly appreciated; we look forward to working with you next time!

Mark Serebryansky - 2025-02-19 21:10:10 UTC
803758770 RT0001
University of Lethbridge Students' Union

We are what we repeatedly do. Excellence then, is not an act, but a habit.



Executive Accountability Committee (EAC) Fall 2025 Survey Report

Prepared by:

Executive Accountability Committee (EAC) 2025
Brannon Sumner, Rylee Wevers, Keiara Lewis, Kate Brown,
Rikin Patel, Emi Mundell, and Cheri Pokarney
University of Lethbridge Students' Union (ULSU)

Date:

December 8th, 2025

Prepared for:

ULSU General Assembly

DRAFT

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Introduction

The Fall 2025 Executive Accountability Report provides an overview of the performance, and professional conduct of the University of Lethbridge Students' Union (ULSU) Executive Council, based on feedback collected through the Executive Accountability Survey. This survey, administered by the Executive Accountability Committee (EAC), invited all General Assembly members, Executive Council members, and ULSU staff to evaluate the Executives' leadership, communication, collaboration, accountability, ethics, and overall impact during the Fall 2025 semester.

The purpose of this report is to strengthen transparency within the Students' Union, support continuous improvement, and ensure that Executives remain accountable to the student body and to the governance structures they serve. Respondents were asked to provide both quantitative evaluations and qualitative commentary to offer a balanced perspective on each Executive's performance. Because these insights come from individuals who work directly with or alongside the Executives, the resulting findings provide meaningful context regarding the strengths and challenges of each portfolio.

To protect respondent anonymity and uphold the integrity of this process, the survey collected no identifying information, and all written feedback was carefully reviewed to remove names, confidential references, or inappropriate language. Non-applicable responses were excluded from analysis to prevent misrepresentation of Executive performance. The EAC took every reasonable measure to ensure that the data summarized in this report reflects objective evaluation rather than personal attribution or bias.

This report presents a comprehensive summary of the results, integrating Likert-scale performance metrics with synthesized written feedback. Together, these findings form a detailed snapshot of Executive performance for the Fall 2025 term, guiding future improvements to reinforce accountability within the Students' Union.

Methodology

The Executive Accountability Committee (EAC) developed the Fall 2025 Executive Accountability Survey to evaluate the performance of each Executive across six domains: Leadership, Collaboration, Communication, Accountability, Ethics and Integrity, and Overall Performance. The survey included a standardized Likert scale: Very Poor, Poor, Fair, Good, Excellent, and Non-applicable, paired with open-ended comment sections for each domain (Appendix A). Respondents evaluated Executives on key questions such as their commitment to Equity, Diversity, Inclusion and Acceptance; their ability to motivate and support members of the General Assembly, Executive Council, and ULSU staff; their collaboration skills; their communication quality; their consistency in meeting commitments; their progress on Executive Strategic Plan goals; their responsiveness to feedback; and their ethical conduct. A closing section asked participants to provide both a global Likert rating and any concluding written comments on each Executive's overall performance.

A central methodological priority of the EAC was to ensure respondent anonymity. To achieve this, the survey collected no identifying information, including names, emails, demographic data, or metadata associated with users' institutional accounts. All written responses were anonymized through a shuffling process that separated comment order from submission order, eliminating any link to individual respondents. A manual review was then conducted to remove names or potentially identifying references within comments, ensuring that all feedback remained strictly non-identifiable. Quantitative and qualitative data were also stored separately to further protect anonymity.

The survey achieved twenty-three total responses, corresponding to an overall compliance rate of 85.2%. Executive Council and staff participation accounted for 82% compliance (9/11 of the eligible respondents), while General Assembly members demonstrated strong engagement with an 87.5% compliance rate (14/16 respondents).

Data cleaning procedures were conducted prior to analysis. Likert responses marked "non-applicable" were removed from all statistical calculations to avoid skewing mean scores. Written responses containing placeholders such as "N/A," "none," or similar indicators of no substantive feedback were excluded.

Quantitative analysis focused on descriptive statistics appropriate for ordinal data. Each section's Likert question was averaged across all valid responses. This was done to create

a domain-level performance measure. These averages were then used to generate comparative performance profiles for each Executive. A summary of quantitative data for each Likert question can be found in (Appendix B).

Qualitative analysis followed a content-conglomeration approach. Themes from written responses within each section were then synthesized into narrative summaries that highlight both strengths and areas for improvement. These narratives were integrated alongside quantitative findings to form a comprehensive assessment of each Executive's performance.

The Results section of this report presents the analyzed data in a structured format, beginning with comparison profiles, and concluding with synthesized written feedback. This combined quantitative and qualitative approach ensures a balanced, and evidence driven reflections of Executive performance as perceived by members of the General Assembly, Executive Council, and ULSU staff.

Results

Each of the five core performance dimensions: Leadership, Collaboration, Communication, Accountability, and Ethics & Integrity, are summarized into individual executive performance profiles. These profiles serve to highlight relative strengths and differences between Executive portfolios in the Fall 2025 accountability survey (Fig. 1).

Executive Performance Profile – All Executives

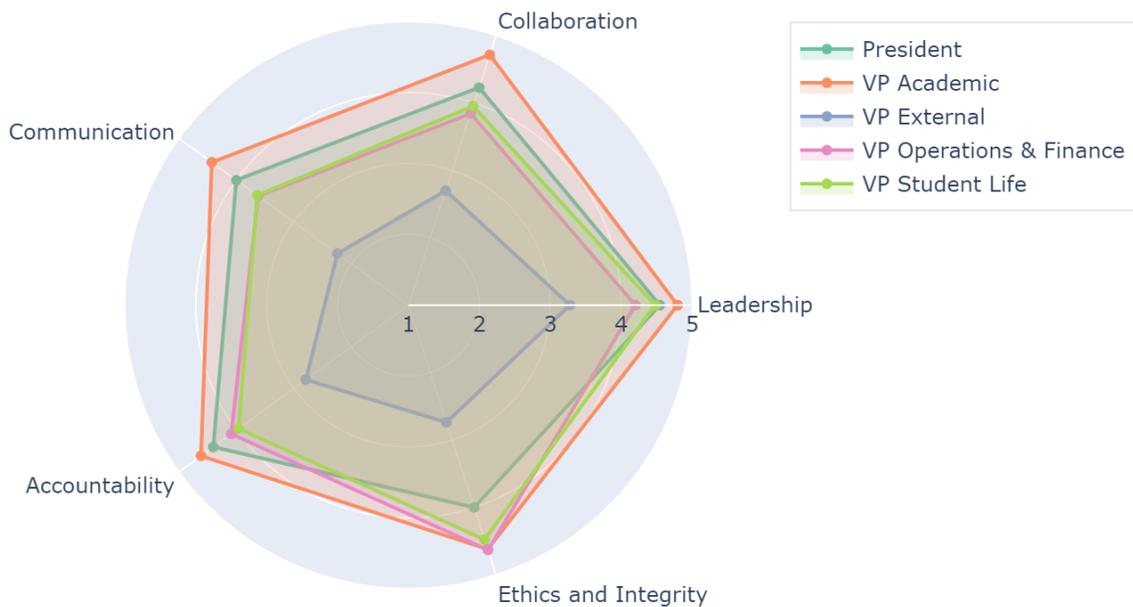


Figure 1: Radar chart displaying average ratings for each Executive (President, VP Academic, VP External, VP Operations & Finance, and VP Student Life) across five core performance dimensions: Leadership, Collaboration, Communication, Accountability, and Ethics & Integrity. Higher values represent stronger perceived performance (1-Very Poor, 2-Poor, 3-Fair, 4- Good, 5-Excellent).

Individualized Feedback

Additionally, based on individual comments within the survey, individualized feedback has been provided for each executive, for each of the core performance areas: Leadership, Collaboration, Communication, Accountability, and Ethics & Integrity. Individualized radar plots are provided within each Executive's section to highlight their performance profile (Fig. 2-5).

President

Executive Performance Profile - President

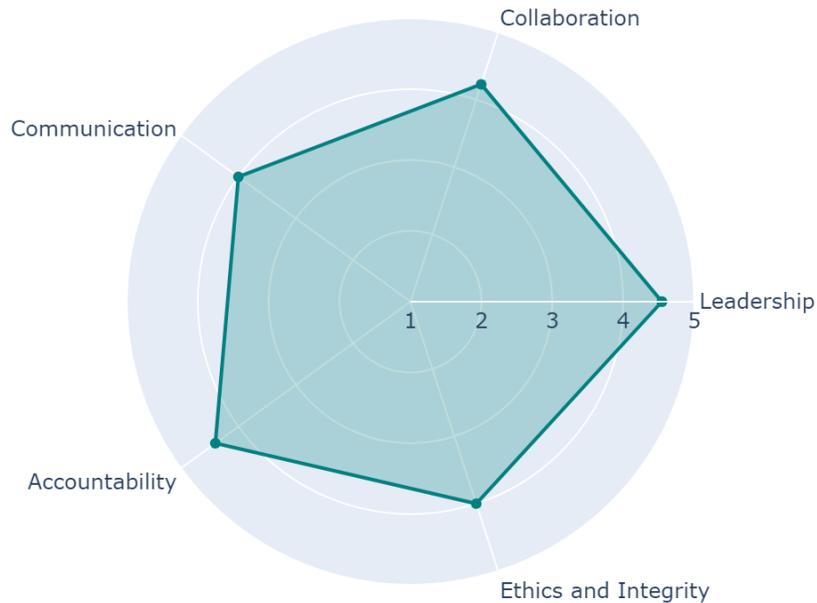


Figure 2: Radar chart displaying average ratings for the President across five core performance dimensions: Leadership, Collaboration, Communication, Accountability, and Ethics & Integrity. Higher values represent stronger perceived performance (1-Very Poor, 2-Poor, 3-Fair, 4-Good, 5-Excellent).

Leadership

The President is widely seen as an approachable, uplifting, and deeply committed leader who consistently fosters a positive, inclusive, and collaborative environment. Their interpersonal strengths are frequently highlighted: the President checks in on others, motivates colleagues, builds trust, and represents the ULSU with warmth and professionalism. They excel at relationship-building both internally and externally which has been pivotal in restoring organizational culture and stability. A portion of respondents noted in some discussions the President can momentarily overshadow other voices, creating moments where feedback feels debated rather than fully heard. In addition, some respondents stated this Executive sometimes communicates selectively rather than equitably across the full GA. Additionally, respondents note the President may

seem to seem to defer to group consensus rather than asserting values-based leadership when necessary. Despite these critiques, the President is recognized as a strong, inspiring leader whose presence elevates team morale and student engagement.

Collaboration

Feedback notes that the President is a reliable team player who fosters collaboration through approachability, reliability, and an eagerness to support colleagues at events and initiatives. They have been described as someone who brings people together through their open engagement with staff, faculty, administration, and student groups. The President's interpersonal skills and genuine care make collaboration easy, with several highlighting their habit of stepping in to help when others need support. However, some respondents reported that collaboration can be uneven, with certain individuals receiving more involvement or information while others feel left out or unaware of developments. Additionally, it has been noted that there have been challenges with follow-through on administrative steps or processes that support collaboration. The President's collaborative style is positive, inclusive, and relationship-driven, with room to improve in strengthen consistency and ensuring full team-wide involvement.

Communication

The President's communication is widely described as transparent, open, and detailed. Many respondents expressed their appreciation for the Executive's availability, responsiveness, and willingness to thoroughly explain issues or provide follow-up when needed. The President encourages questions, supports open dialogue, and delivers clear updates, especially regarding advocacy work. However, numerous respondents highlighted concerns around inconsistent communication across the full GA, as information is often learned informally through side conversations rather than through open channels. While their spoken communication is frequent, some feel as if it is not concise, or too quick to follow. Specifically, this can make conversations challenging to follow within meetings. Overall, communication is widely viewed as open and transparent, with opportunities to improve concision and consistency in how information is shared across the full GA

Accountability

Many respondents praised the President for strong accountability, noting that they take responsibility for mistakes, follow through on commitments, adheres to strategic planning

expectations, and consistently communicates transparently with progress when asked about their future plans. Their reliability and willingness to step in when others are struggling was frequently highlighted. Some members stated the President actively invites feedback and makes genuine efforts to adjust their approach. However, a few concerns and perceptions emerged indicating the President may sometimes struggles to admit fault in certain situations and that updates are not always provided proactively. Overall, accountability is seen as one of their strongest attributes, with refinements recommended to improve proactive updates.

Ethics / Integrity

The President is generally regarded as professional, respectful, and aligned with the mission and values of the ULSU. Many commented on their fairness, composure, and ability to maintain appropriate boundaries. The President is seen as someone who treats students and colleagues with dignity, and advocates based on policy and student needs rather than personal preference. While some reviewers reported no ethical concerns, a small number noted instances where personal bias may have influenced behaviour, or where communication through unofficial channels appeared to sway discussions during General Assembly Meetings, in ways that do not align with ideal governance procedures. Despite these isolated points, the overall consensus is the President demonstrates strong integrity, represents the ULSU positively, and models ethical conduct in their day-to-day actions.

Overall Performance

Overall performance is consistently described as excellent. The President communicates openly, responds thoughtfully, provides detailed updates, and frequently exceeds expectations by supporting the work of other portfolios. Their work ethic, reliability, and compassion make them a central, stabilizing force in the organization. GA members overwhelmingly report positive experiences, strong support, and high confidence in the President. Areas for improvement include increasing communication consistency across all members, refining delegation so responsibilities are more evenly distributed, and improving meeting efficiency to avoid excessively long sessions. Nonetheless, the President's contributions, initiative, visibility, and genuine care for the organization, positions them as an extremely effective and respected Executive.

VP Academic

Executive Performance Profile - VP Academic



Figure 3: Radar chart displaying average ratings for the VP Academic across five core performance dimensions: Leadership, Collaboration, Communication, Accountability, and Ethics & Integrity. Higher values represent stronger perceived performance (1-Very Poor, 2-Poor, 3-Fair, 4-Good, 5-Excellent).

Leadership

The VP Academic is widely recognized as an exceptional and inclusive leader, consistently demonstrating respect and a strong commitment to EDIA principles. This Executive is known for stepping in to support others when challenges arise and for approaching academic issues with proactive and attentive leadership. Respondents highlight this Executive's ability to motivate colleagues and maintain a dependable presence within the General Assembly and staff teams. They routinely go above and beyond their role, balancing committee responsibilities and extensive volunteer work with intentionality and care.

While increased transparency about ongoing projects would be beneficial, their contributions and leadership efforts are highly valued amongst respondents. The only

noted challenge is the limited delegation to other GA members on the Mental Health & Wellness Committee, which has placed much of the work on this Executive.

Collaboration

Respondents overwhelmingly praised the VP Academic's collaboration, describing them as consistently reliable and proactive in joint work. The VP Academic collaborates frequently with clubs, campus stakeholders, faculty, and the executive team. They are regarded as warm and friendly who bring people together and ensure others feel informed and included. The VP Academic is seen as dependable in group settings, attentive to every person's input, and thoughtful about how their decisions impact the team. This is shown regularly by the VP Academic consistently stepping in without being asked, sending reminders to members about events, responding quickly to messages, and providing guidance to other members. GA members describe them as fun to work with and have a strong ability to maintain positive interpersonal relationships. Reviewing the comments, the Executive Accountability Committee could not find any negative critiques regarding collaboration. Overall, the feedback provided demonstrates this individual has a very strong sense of reliability within collaboration efforts.

Communication

The VP Academic is consistently described as an excellent, and thorough communicator. Respondents noted their strong written communication, within their detailed reports, and consistent updates about academic issues and events. The VP Academic frequently checks in with teammates by using Slack and email effectively. Many praised their honesty, and willingness to discuss challenges openly. GA members described this Executive as approachable and supportive. Particularly, individuals noted that they explain matters clearly, and make people feel heard. However, some suggested that the VP Academic could request volunteers earlier for certain events. Overall, the VP Academic's communication is viewed as one of their strongest attributes.

Accountability

Feedback indicates that the VP Academic excels in accountability and consistently follows through on commitments, meeting deadlines, and providing updates that ensure the team is aligned. They have made significant progress on their strategic plan goals, particularly through their leadership with FLARE, and often complete tasks early and with remarkable

diligence. Respondents highlighted this Executive's professionalism, reliability, and ability to support others without compromising their own responsibilities. The VP Academic is described as open to feedback, quick to adjust when needed, and willing to acknowledge mistakes. GA members emphasized that the VP Academic is transparent about their work, by being clear about their timelines, while consistently exceeding expectations. Overall, the VP Academic is regarded as one of the most dependable executives due to their consistent demonstration of strong initiative and responsibility.

Ethics / Integrity

Respondents consistently described the VP Academic as ethical and professional. In particular, they demonstrated fairness and kindness in all interactions. The VP Academic is known for upholding ULSU values, making neutral decisions, and managing sensitive issues thoughtfully without letting personal bias interfere. Their communication is professional and respectful, and they represent the Students' Union responsibly to students, faculty, and external partners. Several respondents also highlighted their warmth and sincerity, noting that they embody the standards of ethics and advocacy expected of the ULSU. No concerns or violations were reported, and feedback repeatedly emphasized their integrity and positive impact on the organization.

Overall Performance

The VP Academic's overall performance is repeatedly described as outstanding. The VP Academic excels in collaboration, accountability, and ethical conduct, maintaining high professionalism across all interactions. Respondents comment that the VP Academic completed tasks on or ahead of time, with clear communication about the task and the progress of them, with detailed updates. The VP Academic, demonstrates their advances towards their strategic goal with clear consistency and initiative. Respondents state that through their work on committees, shows strength in strong organizational skills and follow through, this can also be seen through their work on grade appeals, and campus initiatives. With minor feedback regarding sending out volunteer requests earlier, general delegation, and sharing plans in development sooner; however, these are small refinements, not performance concerns. Overall, the VP Academic is seen as an incredible leader, with incredibly positive energy, referred to as a "superhuman", all of which contributes to the strengthening of the ULSU.

VP Operations & Finance

Executive Performance Profile - VP Operations & Finance



Figure 4: Radar chart displaying average ratings for the VP Operations & Finance across five core performance dimensions: Leadership, Collaboration, Communication, Accountability, and Ethics & Integrity. Higher values represent stronger perceived performance (1-Very Poor, 2-Poor, 3-Fair, 4- Good, 5-Excellent).

Leadership

The VP Operations & Finance demonstrates a professional, supportive, and respectful approach to leadership, consistently aligning with EDIA principles, and treating others with kindness and objectivity. Respondents comment on their proactivity, ability to lead major projects, and their active approach to understanding information before making decisions. The VP Operations and Finance is described as having an uplifting and kind energy with many positive comments on their devotion, reliability, and trustworthiness. However, some responses describe their leadership style as more passive.

Some feedback suggested a lack of motivation and engagement towards GA. While some interpret this as possible due to the nature of their role. This is reflected in comments

detailing particular experiences when the Executive is less communicative or appears distracted in meetings. There was some expression that during certain discussions, that differing viewpoints did not always feel acknowledged or valued, which contributed to the perception of limited engagement in broader council dialogue. While they approach decisions thoughtfully, their leadership presence is limited by a lack of initiative and outward engagement, especially during meetings or public-facing responsibilities. Feedback suggests increasing visibility, proactive communication, and independent drive would strengthen leadership impact.

Overall, a positive theme emerged across comments on their approachability, energy, and kindness. With some concerns on the level of engagement and motivation shown by this Executive. As seen, The VP Operations & Finance demonstrates a professional and respectable approach to leadership through acts of kindness and objectivity.

Collaboration

The VP Operations & Finance has been described as reliable and supportive when collaboration is directly required. It is mentioned that this individual demonstrates calm, level-headed interpersonal skills, and is approachable for guidance. However, many note this collaboration is often limited, suggesting it is primarily because of lack of engagement and involvement with GA-led initiatives or attendance at events. Others acknowledged although this role's duties may not always require extensive collaboration, respondents reflect this may have hindered their responses within this survey section. A few noted there is effective collaboration in structured group settings less involvement in informal or cross-portfolio projects. Overall, they are viewed as a dependable collaborator when directly involved but would benefit from an increased presence and proactive engagement.

Communication

Communication feedback is mixed. Some members noted that the VP Operations & Finance communicates clearly and is approachable, while others felt the opposite. In some regards, they are described as responsive, proactive in one-on-one interactions, and open to providing clarity when asked. In contrast, many GA members expressed concerns about limited financial communication. Specifically, the lack of regular budget updates or clear reporting during meetings has left members feeling uninformed about essential information for informed decision-making. Several noted that when financial questions arise, particularly regarding budgets, QIP, or capital requests, answers are sometimes unclear or unavailable. Respondents also felt that while VP Operations and Finance

demonstrate a willingness for transparency, the follow-through is inconsistent, and more proactive communication would strengthen trust and confidence in their portfolio.

Overall, the VP Operations & Finance communicates respectfully and thoughtfully but must improve preparedness, and the frequency of financial updates to meet the communication needs of the GA.

Accountability

Across comments, the VP Operations & Finance is viewed as accountable with task-based responsibilities and generally completes assigned work with minimal follow-up. It is noted this Executive responds well to feedback. They are described as honest about their actions, receptive to suggestions, and willing to acknowledge what they could have done differently. Some respondents mentioned this Executive was unable to answer fundamental financial questions during GA meetings, raising issues around preparation and the accessibility of essential financial information.

Additionally, there were repeated comments regarding the lack of meaningful progression and rare initiation around the long-term goals outlined in their action plan, making it difficult to assess the status of their work. Members reported feeling unaware of the commitments or decisions made due to limited communication. While some see the VP Operations & Finance as reliable with defined tasks and policy requirements, many express the need for increased initiative, proactive accountability, and consistency in financial reporting to meet the expectations of their portfolio.

Ethics / Integrity

Feedback overwhelmingly reflects the VP Operations & Finance brings a strong sense of professionalism through their role, all while bringing a polite and welcoming demeanor to the workplace. Responses noted the Executive's conscientiousness about boundaries during decision making, marking their ability to make decisions carefully, consistently acknowledge their biases when relevant, and works to ensure alignment with ULSU policy and values. Several commented they represent the organization well, both formally and informally. While a moderate number of GA members felt they could not comment meaningfully because they have not seen enough of their work, no ethical concerns or violations were identified.

Overall, the VP Operations & Finance demonstrates strong ethical values and upholds a high level of integrity.

Overall Performance

Overall, the VP Operations & Finance maintains a high level of professionalism and ethical conduct. They respond quickly when prompted and complete assigned responsibilities with care. Additionally, they consistently engage respectfully across the organization. The most prominent overall concern was the limited progress on their strategic plan, as long-term goals remain stagnant due to low initiative and minimal proactive communication. Members often feel out of the loop on financial updates or ongoing projects, making it difficult to understand priorities or evaluate progress. Their presence at events is limited, and much of their work remains reactive rather than forward moving. With room for improvement within communication, the VP Operations and Finance has demonstrated clear strengths in overall dependability, respectfulness, and responsiveness to feedback.

VP Student Life

Executive Performance Profile - VP Student Life



Figure 5: Radar chart displaying average ratings for the VP Student Life across five core performance dimensions: Leadership, Collaboration, Communication, Accountability, and Ethics & Integrity. Higher values represent stronger perceived performance (1-Very Poor, 2-Poor, 3-Fair, 4- Good, 5-Excellent).

Leadership

The VP Student Life brings creativity and inclusivity regarding leadership within their role. Their strengths lie in offering fresh event ideas and their positive contributions to the campus environment, which have been demonstrated through noticeable acts of kindness, and supportive energy. All of which has led to an improvement in office morale.

However, respondents noted that their leadership was reported as inconsistent due to challenges with planning, organization, and follow-through. This has been seen through fluctuating motivation, missed timelines, and irregular presence at events. GA and EC members frequently report that tasks are communicated last-minute or incompletely, making collaboration difficult. While respondents feel this Executive genuinely cares about students and approaches issues respectfully, there is a noticeable struggle to maintain

steady engagement and clarity in leadership responsibilities. Because of this, feedback highlights their openness to different views. This includes receptiveness to feedback, and active incorporation of innovative ideas into events, whereby they demonstrate a willingness to grow and evolve in areas where leadership may be lacking.

Collaboration

Many respondents described the VP Student Life as inclusive, kind, open to feedback, and intentional about making others feel involved in decisions. They were praised for their work with clubs, external partners, and various teams across campus due to their supportive and enjoyable presence. Their positive demeanor, self-awareness, and willingness to accept help were all major assets noted to support their collaboration efforts.

However, multiple comments emphasized inconsistent collaboration due to issues with reliability, timeliness, and follow-through. Respondents noted multiple reminders are often needed to complete tasks and a noticeable need for advanced communication regarding events and volunteer support. Some GA members expressed frustration; members feel as if they are providing more support during collaborative work than anticipated; this was due to gaps in information, unclear expectations, or limited presence at events by the VP Student Life. A number also observed that although one-on-one collaboration is often good, collaboration with the GA as a whole, has not been strong.

Overall, the VP Student Life collaborates well interpersonally, but needs to improve timeliness, reliability, and proactive communication for collaboration to be consistently effective.

Communication

Respondents identified communication as one of the most significant areas for improvement. Comments noted that the VP Student Life is approachable and transparent when prompted. However, when not reminded, updates are often left last-minute, incomplete, or unclear, leading to missed details and a lack of time for others to effectively support. Respondents often must seek out missing information, interpret last-minute plans, or follow up repeatedly to understand what projects this Executive is working on, where the VP Student Life is, or what timelines exist for upcoming events. Reports and Slack messages were described as delayed, and several respondents mentioned challenges with events being moved, modified, or some even canceled without advance discussion.

A positive subset of comments emphasized that when this Executive appears motivated, or when others initiate contact, they communicate openly and reflectively. Some respondents also noted that the VP Student Life has improved in keeping the GA aware of campus happenings compared to earlier months.

Overall, it is suggested in order to meet the needs of this role, the VP Student Life must increase communication with timeliness, and consistency around providing proactive updates; to the staff, EC, and GA, to prevent future confusion and unnecessary strain.

Accountability

Feedback shows the VP Student Life demonstrates sincerity and honesty in acknowledging their mistakes. Comments noted this individual frequently takes responsibility and tries to improve when issues are raised. They were praised for following through on a good portion of tasks they take on, delivering several successful events such as Fresh Fest and the Halloween Cabaret, and having shown meaningful growth in responding to feedback regarding them. Respondents noted that the VP Student Life adheres to ULSU policies and strategic expectations when reminded and that they work hard to make events successful.

Accountability concerns largely centre on timeliness, planning reliability, and consistency. Multiple respondents noted that the VP Student Life often requires repeated reminders, often misses or delays deadlines, provides unclear or late updates, or shows decreased initiative when motivation is low. These delays have caused stress for others and affected major programming, such as Culture Week or Melody Mondays. Some noted it can be difficult to track their progress because updates are not regularly or proactively shared. Respondents emphasized there is improvement when supported, accountability would be greatly strengthened by earlier outreach, clearer timelines, stronger organization, and more dependable follow-through.

Overall, the VP Student Life is viewed as capable and well-intentioned, with demonstrated progress, but is still in need of more structure and consistency.

Ethics / Integrity

Across responses, the VP Student Life was consistently described as ethical, respectful, positive, and genuine. The VP Student Life demonstrates care for the ULSU's mission and values, they actively attempt to separate personal bias from professional decisions and seeks guidance when needed. Comments repeatedly affirm they represent the ULSU appropriately, maintain professionalism during stress or disagreement, and have not been

associated with any violations or concerning behaviour. One respondent noted that they can sometimes struggle to separate personal life from work life, but this was framed as a developmental point rather than a serious ethical concern.

Overall, the consensus is that their integrity is strong and fully aligned with expected standards.

Overall Performance

The VP Student Life's performance is overall strong, with their passion clearly noted. This Executive has demonstrated strong intentions within their role and brings valuable creativity to student life event programming. Respondents have indicated that this Executive accepts feedback openly and demonstrates improvement when supported. Notably, the creativity of the VP Student life was identified as a key strength, heavily contributing to their overall success within the role. Despite this, inconsistent communication and unreliable follow-through have created additional work for the team and hindered collaboration with GA, EC, and clubs. This Executive excels when motivated, but requires stronger planning skills, particularly regarding communicating event timelines and follow-up reports on events.

Overall, the VP Student life fulfills their responsibilities well but improvement within communication and follow-through, would allow this Executive to reach their full potential.

VP External

Executive Performance Profile - VP External



Figure 6: Radar chart displaying average ratings for the VP External across five core performance dimensions: Leadership, Collaboration, Communication, Accountability, and Ethics & Integrity. Higher values represent stronger perceived performance (1-Very Poor, 2-Poor, 3-Fair, 4- Good, 5-Excellent).

Leadership

Respondents noted that the VP External demonstrated strong leadership potential early in the term, engaging actively during orientation, committees, and early advocacy work. However, their leadership declined sharply after September shown through noticeable, frequent absences, a lack of visibility, and no offers to provide motivation or support to the GA or EC. It was noted the VP External did not uphold EDIA expectations consistently, and at times created tension within the workplace. Several incidents raised concerns about judgment and professionalism, including unilateral decisions, exclusion of colleagues from processes, and possible partisan behaviour while publicly associated with the ULSU. While

early engagement showed capacity, sustained absence resulted in a diminished leadership presence.

Collaboration

Collaboration feedback reflects a noticeable shift between a cooperative start to the year and a significant decline in engagement afterward. Early in the term, the VP External participated constructively in committee work and policy discussions; however, many respondents noted that this level of collaboration did not continue. A large portion of the feedback highlighted limited involvement in events, and few efforts to consult or include the GA or EC in decision-making. Several instances were mentioned involving tasks not being completed, requiring others to step in, such as challenges with survey management and municipal election planning.

Team members described patterns of working independently without sufficient communication, which at times created tension and made collaborative efforts more difficult. Several noted that the VP External often attended events in a participant capacity rather than representing or supporting the ULSU during them, which contributed to a sense of distance from the team. Some GA members reported never having the opportunity to collaborate due to infrequent communication or limited initiative to engage.

Communication

Communication was consistently identified as one of the VP External's most serious concerns. Respondents reported vague or repetitive reports, minimal detail on advocacy work, and a lack of transparency about meetings, decisions, and external developments. Many stated that staff, EC, GA members, and external partners were frequently unaware of the VP External's whereabouts and the work they were doing, even when asked directly. This individual was also frequently noted to missed meetings without notifying anyone, responded late or not at all to messages, and avoided communication when tasks increased in workload.

Additionally, respondents noted the VP External's reports often lacked substance, and when questioned, became defensive or deflected. Others noted that the VP External had not gathered adequate student input regarding their work, lacked communication on external advocacy outcomes, and did not disclose significant matters in a timely or transparent way regarding course-load changes or travel decisions. Multiple respondents called for greater honesty, clarity, and transparency, citing ongoing trust issues. The

overwhelming majority described a persistent pattern of limited, late, unclear, or unreliable communication has compromised their confidence in the VP External's ability to ensure effective governance.

Accountability

The VP External's accountability was described as lacking since the beginning of the Fall Semester. Respondents consistently noted missed deadlines, unfulfilled responsibilities, vague progress updates, and minimal advancement of their action plan. Notes in the communication feedback were also frequently brought up regarding accountability of the actions mentioned. Members have also reported a repeated disregard for established procedures and bylaws, improper retroactive funding request procedures, and inappropriate use of ULSU property, without accountability being upheld.

Multiple members reported the VP External's conduct in meetings, including those addressing serious issues, demonstrated a limited understanding of their accountability to the General Assembly. Additionally, several comments noted that the VP External responded dismissively when concerns were raised. Respondents describe the VP External as unresponsive to feedback, unclear about their responsibilities, and inconsistent with follow-through. The majority of respondents stated that the VP External has not met their expectations regarding adequate accountability within this role.

Ethics / Integrity

Ethical concerns were significant and wide-ranging. Respondents noticed repeated difficulty with separating personal interests from professional responsibilities, this includes a suggestion of possible partisan behaviour such as promoting municipal election campaigns when visibly associated with the ULSU. Concerns were also raised about using the VP External position for benefit in activities not aligned with the SU, making decisions without consultation, and disregarding advice around conflicts of interest. Many noted that these actions may have violated expectations of neutrality, professionalism, and responsible representation.

Additional responses included themes of interpersonal conduct, comments perceived as disrespectful, behaviour that contradicted ULSU values, and interactions that created uncomfortable environments. A minority of respondents offered a more balanced view, noting that while their judgment has been poor, they believe that the VP External is personable, but that they need to be held accountable. A few had no direct interactions to

comment on. However, the prevailing feedback identified moments of compromised ethics and questionable judgment.

Overall Performance

Overall performance is assessed as poor. Across communication, accountability, collaboration, and ethics, the VP External consistently fell below expectations. Reports lacked detail, major responsibilities were left incomplete, and failure within conducting essential outreach and the gathering of student feedback, all of which are core responsibilities of their portfolio. Frequently missing deadlines and absence without notice, required others to compensate extensively for work that the VP External did not complete. Ethical concerns emerged around conflicts of interest and public representation. Although they demonstrated potential early in the year, the persistent pattern of inaction, lack of transparency, and disregard for responsibilities, could pose a risk to the external reputation and advocacy efforts of the ULSU. Overall feedback conveyed hopeful expectations for positive improvement for the rest of the term.

Conclusion

The Fall 2025 Executive Accountability Survey provides a clear and data-informed snapshot of the performance of the ULSU Executive Council across the five major evaluation domains: Leadership, Collaboration, Communication, Accountability, and Ethics & Integrity. Respondents expressed largely positive impressions, with several Executives demonstrating consistent strengths and meaningful contributions to the Students' Union and the wider campus community. Where concerns or lower ratings emerged, they were generally concentrated within specific portfolios and focused on actionable themes such as responsiveness and follow through. However, the executive accountability committee has identified communication as having room to improve for each executive and should be a focal point moving forward.

The Executive Accountability Committee's mandate under Bylaw 21.3 is not only to evaluate performance but also to support continuous growth. To that end, the Committee recommends that each Executive review both their quantitative results and the accompanying thematic analysis of comments to identify targeted opportunities for development. Strengthening internal communication and maintaining consistent follow-through on commitments will contribute significantly to enhanced accountability and institutional trust.

Ultimately, this report represents the dedication of both respondents and Executives to improving the governance and functioning of the ULSU. By acting on the insights presented here, the Executive Council can continue to build a more transparent, responsive, and student-centered organization heading into the Winter 2026 semester.

Appendix

Section A. Survey Questions

Leadership

1. How would you evaluate this Executive's commitment to Equity, Diversity, and Inclusion by treating others respectfully, considering diverse perspectives in decision-making, and contributing to an inclusive campus environment?
2. How would you evaluate this Executive's efforts to motivate and support members of the General Assembly, Executive Council, and ULSU staff, contributing to an overall positive and effective work environment?

Collaboration

1. How would you evaluate this Executive's demonstration of strong collaboration and interpersonal skills, proving themselves as a reliable team player through their actions?

Communication

1. How would you evaluate this Executive's communication, including their openness, honesty, efficiency, and effectiveness, with the General Assembly, Executive Council, and the ULSU staff, providing information needed for sound governance?

Accountability

1. How would you evaluate this Executive's consistency in following through on commitments, meeting the expectations of their role, and providing clear deadlines and timely updates on their responsibilities and progress?
2. How would you evaluate this Executive's progress toward their key goals, projects, and outcomes relating to their Executive Strategic Plan, and their adherence to ULSU policies?
3. How would you evaluate this Executive's professional conduct and accountability, particularly in terms of their initiative in acknowledging and addressing mistakes, and their responsiveness to feedback?

Ethics and Integrity

1. How would you evaluate this Executive's ethical behaviour by appropriately separating personal biases from their roles and responsibilities, while conducting themselves in a manner that reflects the values, mission, and reputation of the ULSU?

Overall Performance

1. Considering all aspects of leadership, collaboration, communication, accountability, ethics, and integrity, how would you rate this Executive's overall performance so far?

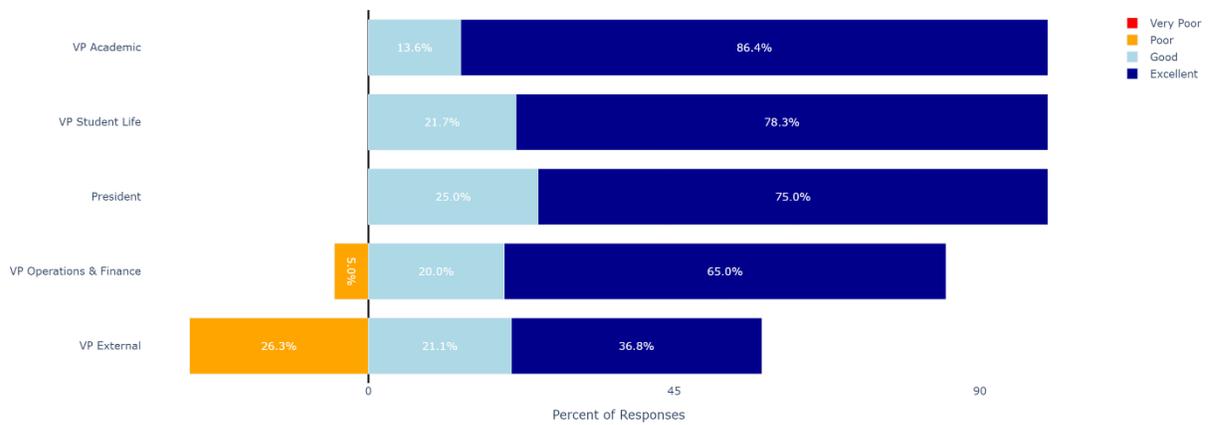
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Section B. Supplementary Survey Figures

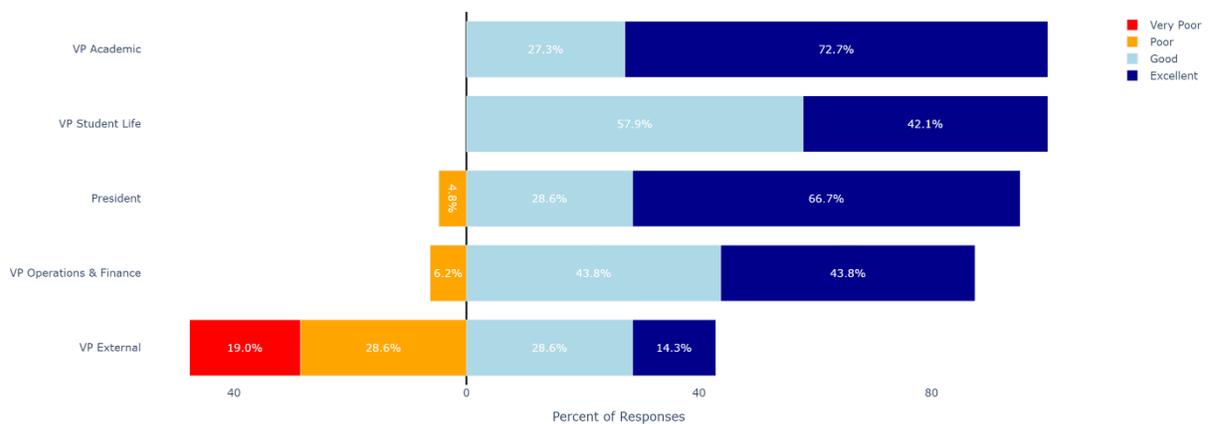
Stacked bar charts illustrating the distribution of responses to each question. The charts display only non-neutral responses (Very Poor, Poor, Good, and Excellent) to emphasize respondents' definitive opinions. Neutral/Fair selections were removed to better highlight areas of clear agreement or concern.

Leadership

Leadership Q1: Commitment to Equity, Diversity, and Inclusion by treating others respectfully, considering diverse perspectives in decision-making, and contributing to an inclusive campus environment

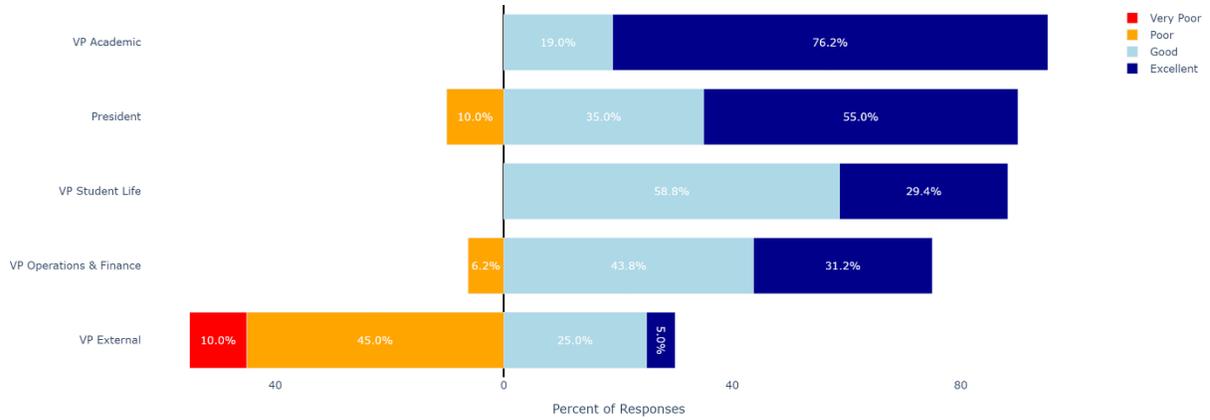


Leadership Q2: Efforts to motivate and support members of the General Assembly, Executive Council, and ULSU staff, contributing to an overall positive and effective work environment



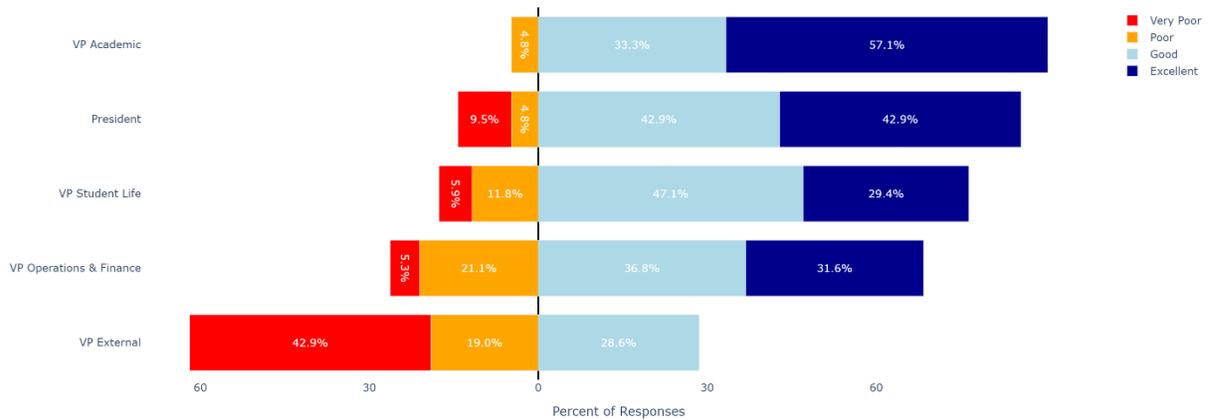
Collaboration

Collaboration: Demonstration of strong collaboration and interpersonal skills, proving themselves as a reliable team player through their actions



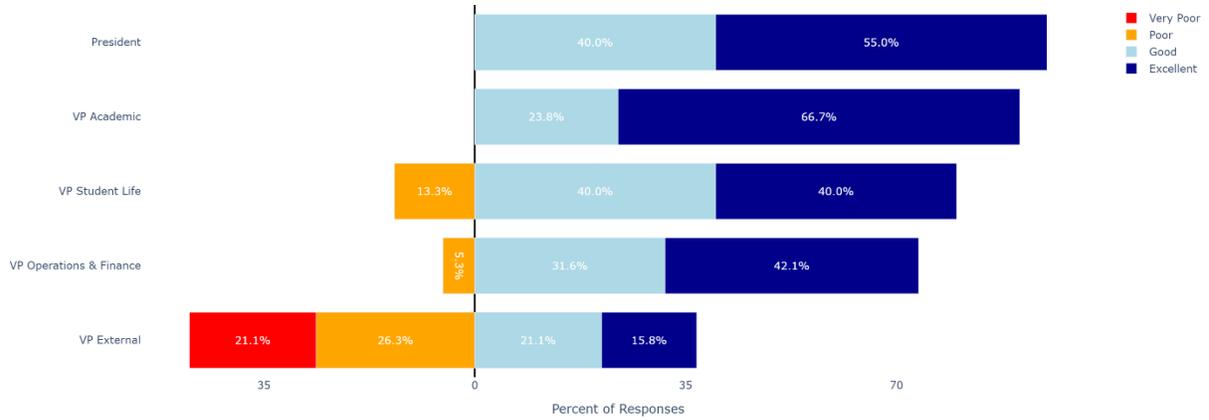
Communication

Communication: Communication, including their openness, honesty, efficiency, and effectiveness, with the General Assembly, Executive Council, and the ULSU staff, providing information needed for sound governance

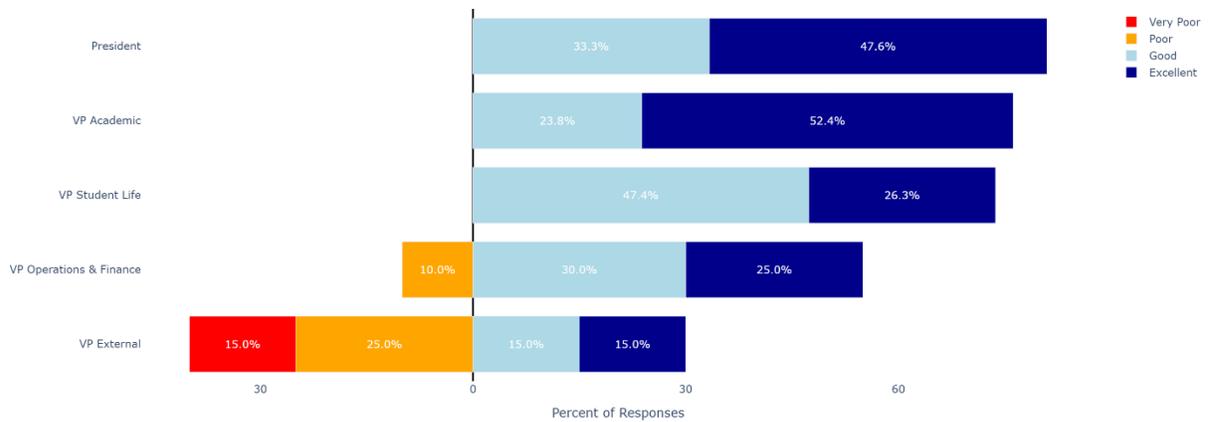


Accountability

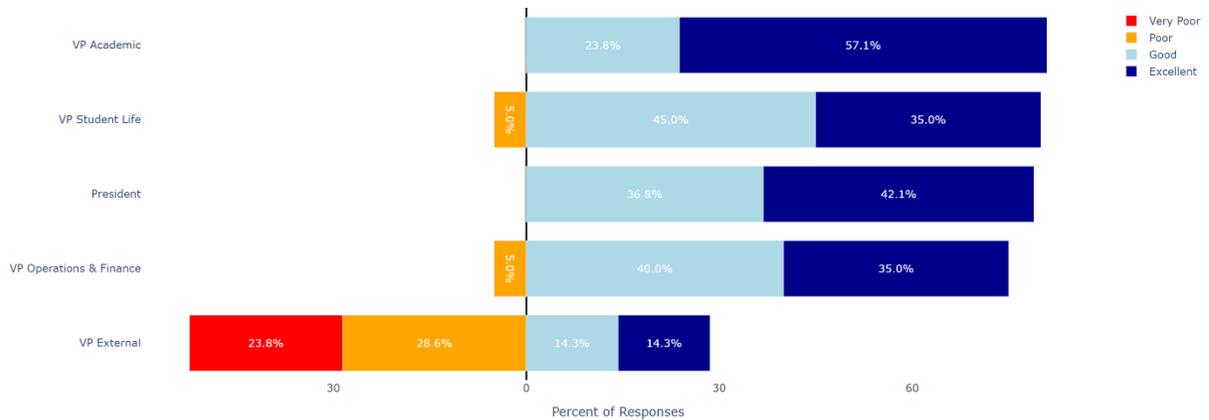
Accountability Q1: Consistency in following through on commitments, meeting the expectations of their role, and providing clear deadlines and timely updates on their responsibilities and progress



Accountability Q2: Progress toward their key goals, projects, and outcomes relating to their Executive Strategic Plan, and their adherence to ULSU policies

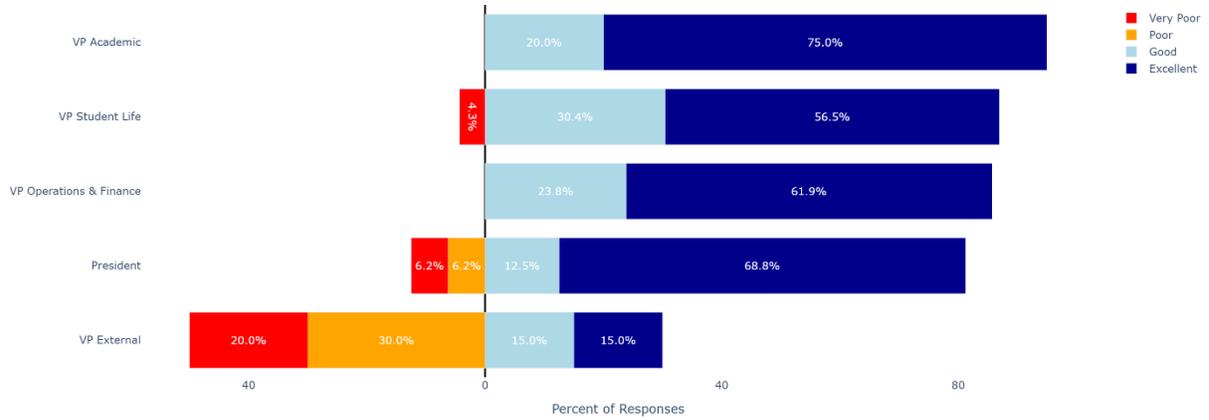


Accountability Q3: Professional conduct and accountability, particularly in terms of their initiative in acknowledging and addressing mistakes, and their responsiveness to feedback



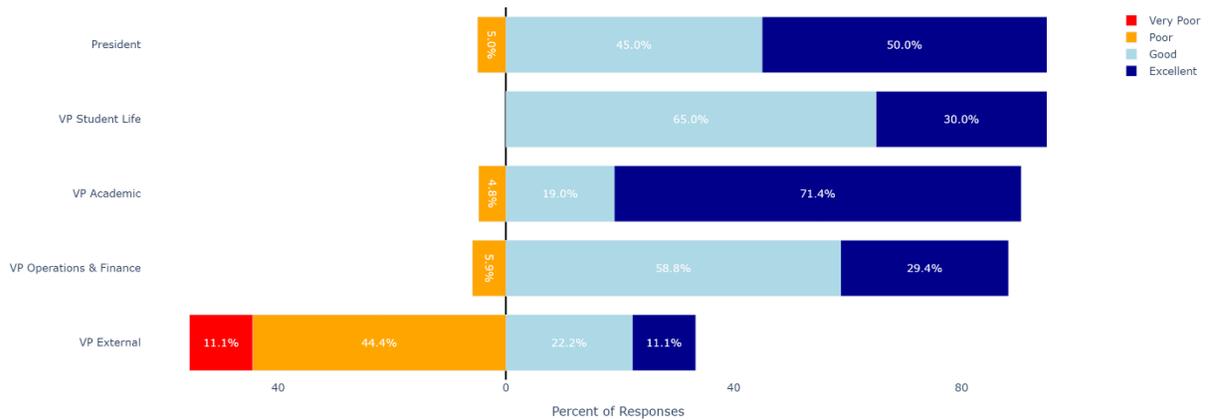
Ethics / Integrity

Ethics & Integrity: Demonstration of Ethical behaviour by appropriately separating personal biases from their roles and responsibilities, while conducting themselves in a manner that reflects the values, mission, and reputation of the ULSU



Overall Performance

Overall Performance: Overall performance based on all aspects of leadership, collaboration, communication, accountability, ethics and integrity



Subject: Mailbox Ballot – Communications Assistant Job Description Approval
Date: Friday, December 26, 2025 at 16:00:14 Mountain Standard Time
From: Figueroa, Alejandro
To: su-l, MailList, Oladoye, Moyosoreoluwa, Edwards, Kimoya, Sumbera, Jessica, Pike, Bradley, Patel, Rikin, Matemera, Tadiwanashe, Sumner, Brannon, Morris, Lauryn, Lewis, Keiara, Pasolli, Marla, Brown, Kate, Khushpreet, Legg, Orion, Attarifard, Niosha, Wevers, Rylee, Agidi, Nnenna, Dixit, Yash, Sumanasena, Kavindu, Bryden, Clay, Mundell, Emi
CC: Pokarney, Cheri, Serebryansky, Mark, Hill, Mason, Ogita, Maiko, Kozun, Emily
Priority: High
Attachments: Communications Assistant Job Description.pdf

Hello everyone,

I hope everyone is enjoying the holiday season and finding time to rest and recharge. I hope this break has brought some well-deserved downtime and many lovely moments of joy for all of you! As discussed briefly at retreat, please find below a mailbox ballot regarding updates to the Communications Assistant job description. Please vote by replying all to this email thread.

Motion: BIMT the General Assembly approve the Communications Assistant job description, effective January 2026, as presented.

Proposal Date: Friday, December 26, 2025 at 4:00 PM MST

Mover: Alejandro Figueroa, President
Secunder: Jessica Sumbera, Vice-President Student Life

Discussion Period Starts: Friday, December 26, 2025 at 4:00 PM MST
Discussion Period Ends: Monday, December 29, 2025 at 4:00 PM MST

Voting Period Starts: Monday, December 29, 2025 at 4:00 PM MST
Voting Period Ends: Wednesday, December 31, 2025 at 4:00 PM MST

Voting will close once a majority is reached, and no later than Tuesday, December 31, 2025 at 4:00 PM MST.

Proposal Background:

This mailbox ballot seeks General Assembly approval of the Communications Assistant job description. The role supports the Communications and Marketing Manager through digital communications, multimedia content creation, and event coverage, and reflects current operational needs and workload expectations within the Communications department.

Authority: Under Bylaw 3 (General Assembly), Section 9.2.3 of the ULSU Bylaws, the General

Assembly holds authority to authorize the creation of employee positions and the approval or amendment of employee job descriptions. This authority may be exercised via mailbox ballot when the General Assembly is not in session.

Please respond to this email indicating your vote (**IN FAVOUR, OPPOSED, or ABSTAIN**). If you have any questions or concerns, feel free to reach out to me via email, Slack, text message, or phone.

Sincerely,

Alejandro Figueroa (He/Him) | ULSU President
University of Lethbridge Students' Union
Board Director of Membership, Canadian Alliance of Student Associations
(CASA)

SU180 - 4401 University Drive W, Lethbridge AB - T1K 3M4

P: 403.329.2221 | E: su.president@uleth.ca | Web: www.ulsu.ca

Our University's Blackfoot name is Iniskim, meaning Sacred Buffalo Stone. The University is located in traditional Blackfoot Confederacy territory. We honour the Blackfoot people and their traditional ways of knowing in caring for this land, as well as all Indigenous Peoples who have helped shape and continue to strengthen our University community

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