



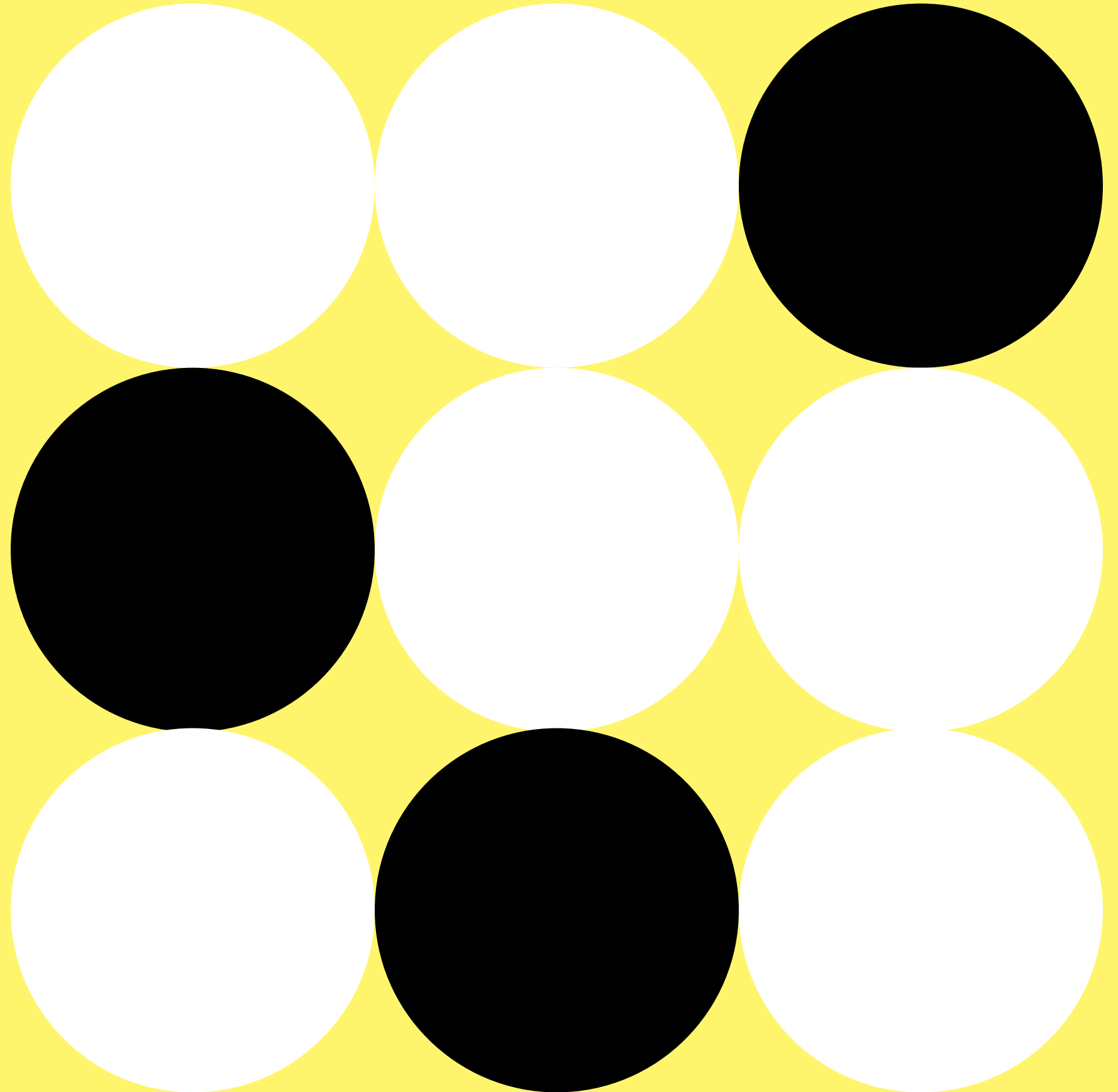
USU

INCORPORATION SURVEY RESULTS

BEN HINES

Vice President
Chair, Governance Committee

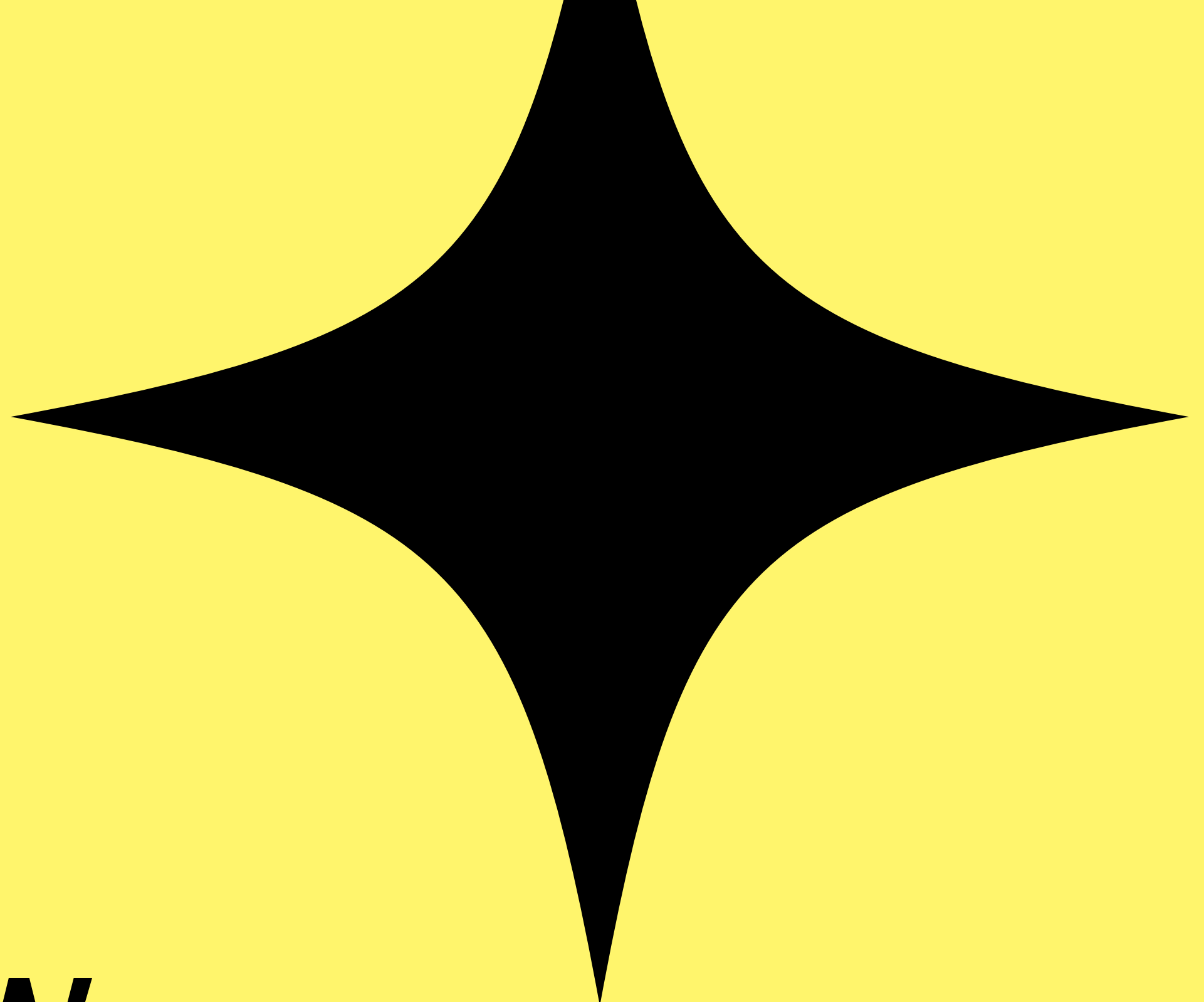
November 2024



● Agenda

Topics covered

- Participants
 - Non-Negotiables
 - Support for Incorporation
 - Key Takeaways
 - Support for Student Leadership
 - Governance Suggestions
-



● Survey
Overview

Participants

Board

11 Respondents

HODs/CEO

5 Respondents

Staff

7 Respondents

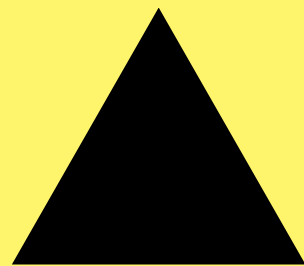
Members

31 Respondents

Note: there is obviously overlap between certain groups (ie HODs/CEO are staff but not included in those statistics, Board are members etc).

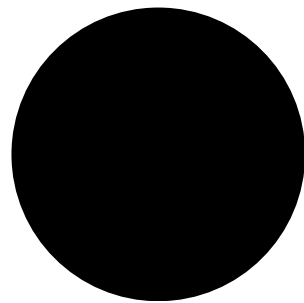
Further, the survey metrics show that the link was available to considerably more than those that responded. This shows that there likely is not significant engagement with the concept of incorporation, likely as people may not be aware of the need or might feel as if the survey was not useful - it does also show, however, that there is no upswell of opposition.

● Support for Incorporation



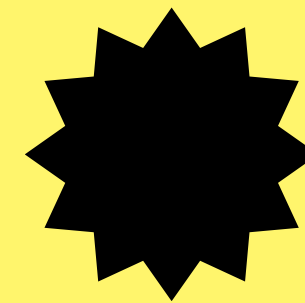
Strong Support Across All Groups

From those who shared their views on incorporation, there was a strong level of support



Most Opposition Stems From Slight Misunderstandings

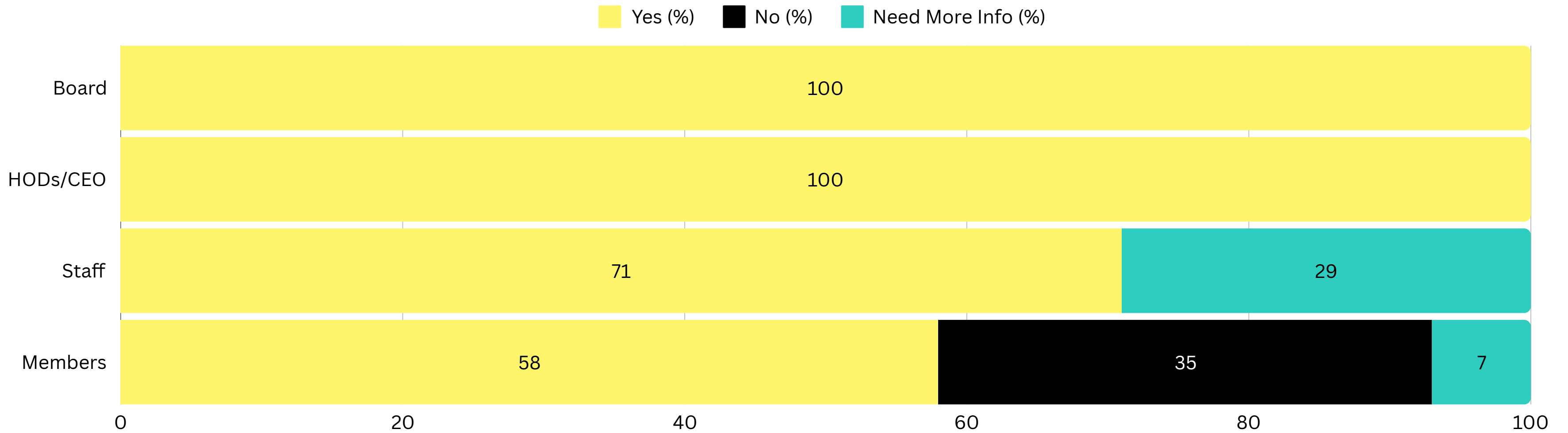
For those who opposed incorporating, it was usually owing to reasons elaborated on which were not entirely factually accurate



Engagement Levels Not Fantastic

Could indicate that this is viewed (possibly accurately) as a governance decision which does not impact the lives of students directly

Breakdown of Support Levels



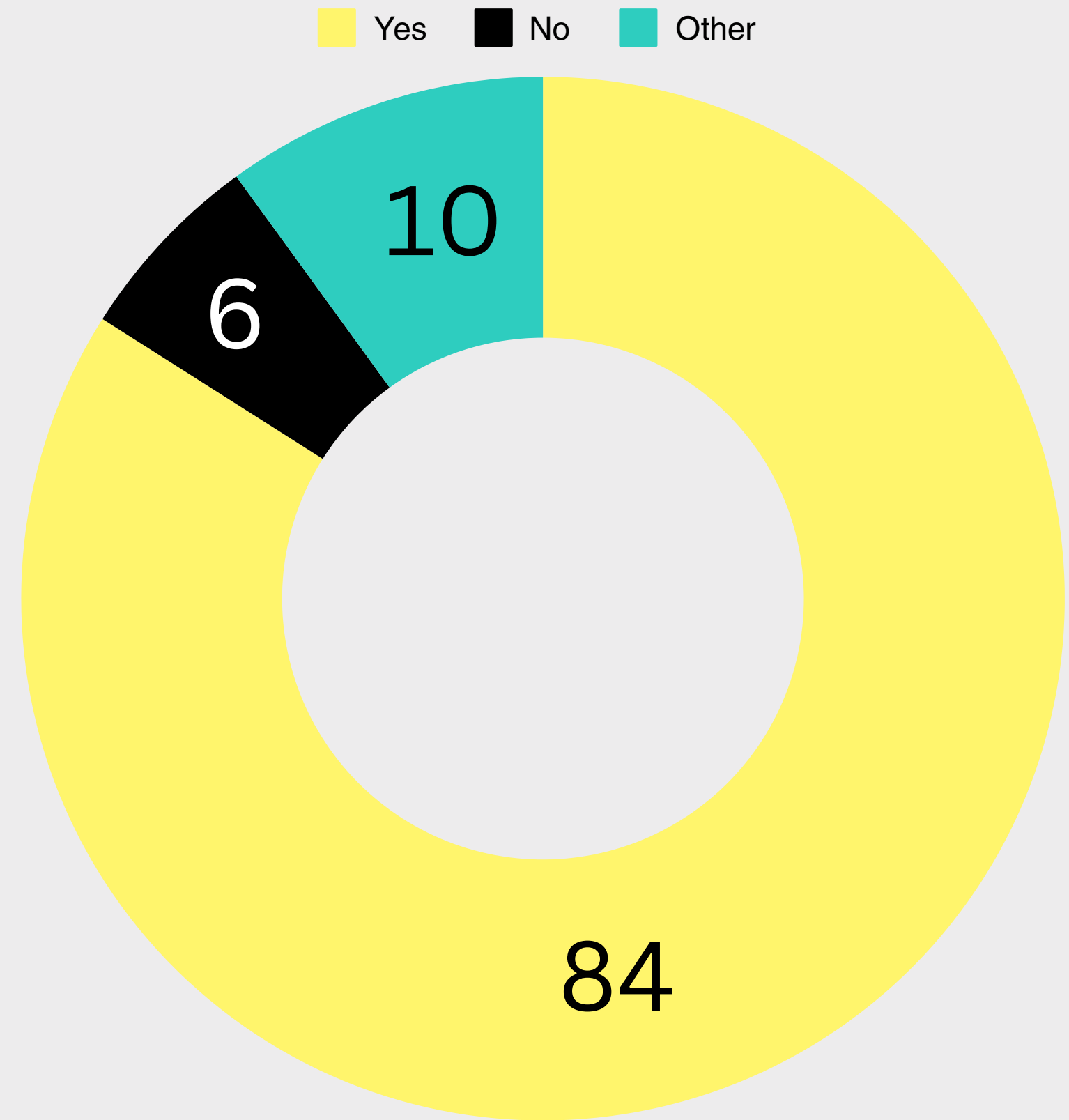
Summary of Reasons for Opposition

Of those who indicated they did not support incorporation, this is why:

- 2 had no additional reasons provided
- 1 was for unrelated reasons
- 1 as unnecessary and expensive
- 2 as the Board should be personally accountable and legally liable
- 1 as unsure of consequences
- 3 as thought USU would become more “corporate” or less independent
- 1 as they want to run for the Board
- 1 as not enough information

● Strong Support for Student Leadership

As will be made more clear in the non-negotiables section, the retention of a student chair and substantial student majority on the Board sees incredibly strong support. The majority of responses in the “other” category also expressed general support, but qualified that support by requesting the students in these positions receive additional training etc.



Breakdown of Overall Responses Regarding the Retention of a Student Chair and Student Board

● Non-Negotiables

Respondents were asked to let us know what was a “non-negotiable” position for them in this process.

Respondent Group	Non-Negotiables
Board	Student Chair, Majority Student Board
HODs/CEO	Student Chair, Majority Student Board, Clarify SAD Appointment Process
Staff	Transparency, NFP Status, Student Board
Members	Independence from University, Student Leadership, Majority Student Board

● Key Takeaways

Address Informational Gaps: To the extent that opposition, particularly from members, seems to stem from misinformation or misunderstanding, it is important that we clarify these issues. For example, making it clear that if (as is the case) student leadership is non-negotiable, there is no world where incorporation means that is lost.

Creative Solutions: There are a number of legitimate and key concerns we face in opposition to incorporation. These seem to stem again not from incorporation itself, but relate to potential governance ramifications. We need to find creative solutions to these concerns (ie training, CEO votes, reforms to committees) instead of giving in to them (ie losing student chair or diluting student voices excessively).

Increased Transparency: It is important that the Board, Staff, Membership and other interested parties are brought along on this journey and kept in the loop to increase comfort and collaboration.

Strong Position: These data points give us strong metrics to point to for key issues. For example, we cannot contemplate in any negotiations that the student chair is removed. Not only is that our position, but it is the strong position of the membership who would need to vote in favour of any model.

Continuity and Turnover Management: A key concern outside of qualification was the large turnover the Board faces each year. This is cited against both keeping large numbers of students on the Board and having a student chair. We should consider how to improve continuity between Boards and Executives moving forward to alleviate this concern.
