

1. CALL TO ORDER

Call to Order – 1:04 PM

2. TERRITORIAL ACKNOWLEDGMENT

We respectfully acknowledge that the SFSS is located on the traditional, unceded territories of the Coast Salish peoples, including the x^wməθk^wəy̓əm (Musqueam), Sḵw̓x̓wú7mesh Úxwumixw (Squamish), Selííwitulh (Tsleil-Waututh), k^wik^wəł̓əm (Kwíkwetlem) and ǵíc̓əy̓ (Katzie) Nations. Unceded means that these territories have never been handed over, sold, or given up by these nations, and we are currently situated on occupied territories.

3. ROLL CALL OF ATTENDANCE

3.1 Executive Committee Composition

Acting President (Chair)	Corbett Gildersleve
VP Events and Student Affairs (Vice Chair)	Jess Dela Cruz
VP External and Community Affairs	Matthew Provost
VP Equity and Sustainability	Marie Haddad
VP Finance and Services	Almas Phangura
VP Internal and Organizational Development	Chloe Homenuke
VP University and Academic Affairs	Serena Bains

3.2 Society Staff

Board Organizer	Emmanuella Droko
Building Manager	John Walsh
Operations Organizer	Ayesha Khan
Policy, Research, Community Affairs Coordinator	Beatrice Omboga
Administrative Assistant	Phanie Phan

3.3 Leave of Absence

VP Events and Student Affairs (Vice Chair)	Jess Dela Cruz
VP Internal and Organizational Development	Chloe Homenuke

3.4 Guests

President (Incoming)	Helen Sofia Pahou
VP Events and Student Affairs (Incoming)	Vaibhav Arora
VP External and Community Affairs (Incoming)	Eshana Baran
VP Equity and Sustainability (Incoming)	Rea Chatterjee
VP Finance and Services (Incoming)	Abhi Parmar
President (Former)	Gabe Liosis

4. CONSENT AGENDA

4.1 CONSENT AGENDA

Be it resolved to adopt the consent agenda by unanimous consent.

CARRIED UNANIMOUSLY

4.1.1. MATTERS ARISING FROM THE MINUTES- MOTION EXEC 2022-03-22:01

Be it resolved to receive and file the following minutes:

- EXEC 2022-03-08

5. ADOPTION OF THE AGENDA

5.1 MOTION EXEC 2022-03-22:02

Marie / Serena

Be it resolved to adopt the agenda as presented.

CARRIED AS AMENDED

- Add section 8. New Business items:
 - 8.4 SUB Mask Requirement Motion Correction
 - 8.5 Endorsement of Hybrid Learning Model Recommendation
- Add section 9. Discussion Items:
 - 9.1 BA and MSAA hiring committees
 - 9.2 Staff Protocol Regrading Masks
 - 9.3 Palestine IP Update
- Add section 10. In-Camera items:
 - SUB Usage
 - Safety Concern

6. REPORTS FROM COMMITTEES

6.1 REPORTS FROM MANAGEMENT

- Management will send out their reports in the form of Work Reports via email, as some members are currently absent due to attending other important meetings.

7. REPORT ON MOTIONS PASSED BETWEEN MEETINGS VIA EMAIL

7.1 Council 2021-2022 Merchandise- MOTION EXEC 2022-03-22:03

SUBMITTED BY: VP External and Community Affairs “Matthew Provost”

ATTACHMENT: Quotation_22487697

Corbett / Marie

Whereas, past SFSS Executives received branded merchandise from 4imprint, and we want to have the current Executive Committee and SFSS Excluded Staff have received SFSS merchandise earlier this year;

Whereas Council members have been working on getting Council members sweaters for the duration of the year, this would be helpful for tabling, outreach, and events for the society;

Whereas the current quote for the order is \$2519.27 for 105 embroidered hooded sweatshirts for current council members;

Be it resolved to spend up to \$2700 amount from line item 886/17 for the purchase of SFSS branded jackets from 4imprint for the Council members for use at member-facing events and activities.

CARRIED VIA EMAIL

8. NEW BUSINESS

8.1 Spring 2022 Executive Election and Referenda Ratification– MOTION EXEC 2022-03-22:04

SUBMITTED BY: Acting President (Chair) “Corbett Gildersleve”

Corbett / Marie

Whereas the SFSS held an Executive Committee General Election and Referenda in Spring 2022;

Whereas the results have been compiled and shared with the membership;

Be it resolved that the Executive Committee ratify and file the results for the Spring 2022 Executive Committee General Election and Referenda.

CARRIED UNANIMOUSLY

- Formally recognize the new SFSS Executive Committee coming in for the 2022-2023 academic year.
- Ratify and file the referendum results.

8.2 Laptop Rentals for April 2022– MOTION EXEC 2022-03-22:05

SUBMITTED BY: Acting President (Chair) “Corbett Gildersleve”

Corbett / Marie

Whereas the Executive Committee previously approved spending up to \$2600 to rent laptops to help support staff working remotely while we wait for previously ordered office equipment to arrive;

Whereas some of the equipment has been delayed until at least May requiring the SFSS to rent laptops for longer than planned;

Whereas the relevant line item, "Office Supplies/Expenses 720/31", has been overspent;

Whereas the Executive Committee needs to reallocate from another line item to continue the rentals;

Be it resolved that the Executive Committee reallocate from X from Y line item to 720/31;

CARRIED UNANIMOUSLY

- Allocation of up to \$5,000 due to a possibility of changing providers, that can take up more expenses.
- Decided to take reallocate funds from line item 686/31 to 720/31 to assure the funds are available.

8.3 SFU 350 Reimbursement– MOTION EXEC 2022-03-22:06

SUBMITTED BY: Acting President (Chair) “Corbett Gildersleve”

Mover / Seconder

Whereas the executive committee approved to reimburse Gurleen Aujla \$552.19 for different SFU 350 campaign expenses;

Whereas another expense was missed for \$94.07;

Whereas these expenses are related to campaigns for their Climate Emergency activities that the SFSS has endorsed;

Be it resolved that the Executive Committee approve reimbursing Gurleen Aujla \$94.07 from line item 824/20 for campaign expenses.

CARRIED UNANIMOUSLY

- SFU 350 has put in labor to get SFU to endorse more campaigns and methods to address climate change.
- Their efforts need to be recognized.

8.4 SFU Mask Requirement Motion Correction- MOTION EXEC 2022-03-22:07

SUBMITTED BY: Acting President (Chair) "Corbett Gildersleve"

Serena / Marie

Whereas at the March 21st, 2022 Special Executive Committee, the committee passed Motion EXEC 2022-03-21:02 titled "Continuing Mask Mandates in the SUB";

Whereas this motion stated the start of the mask requirement in the SUB starts on Wednesday, March 23, 2022;

Whereas this was in error and no fixed start date is supposed to be set;

Be it resolved that the Executive Committee rescind Motion EXEC 2022-03-21:02;

Be it further resolved that the Executive Committee approve the following motion:

Whereas in March, the BC Public Health Office updated its guidelines to no longer require masks in public indoor spaces;

Whereas that same update allows individual businesses and event organisers the choice to continue requiring masks on their premises;

Whereas the Simon Fraser Student Society as an incorporated nonprofit organization falls within the above;

Whereas members have expressed to the SFSS to consult with them more on larger issues, especially those that impact the SUB;

Whereas the SFSS has consulted with their staff, constituency groups in the SUB, and the membership through surveys;

Whereas the Membership Survey shows that out of 3298 responses, 54.7% think that face coverings should continue to be worn in the SUB for the rest of the semester;

Whereas the SFSS also collected demographic data in its membership survey;

Whereas 550 students self-identified as disabled/immunocompromised and 64% of them thought that face coverings should be required in the SUB until the end of the semester;

Whereas 956 students self-identified as having higher risk of complications or death (or living with) and 75% of them thought that face coverings should be required in the SUB until the end of the semester;

Whereas while 73% of surveyed students expressed that masking was not a barrier, the survey did identify a number of barriers including financial, stigma, sensory and lip-reading challenges, difficulty with breathing, and other barriers;

Whereas 51.9% of staff believe that face coverings should continue to be required in the SUB for the rest of the term;

Whereas the SFSS has sourced FN95 masks (Canadian-made N95s) and has been donated hand sanitizers and continues to source them;

Be it resolved that the Executive Committee continue to require masks while in the Student Union Building until April 30th, 2022 which is the end of the semester;

Be it further resolved to update the SFSS Safety Plan to reflect this requirement;

Be it further resolved that the Executive Committee work with staff concerning proper "escalation" procedures;

Be it further resolved to communicate this decision to the membership through SFSS communication channels and signage throughout the SUB;

Be it further resolved to communicate to the membership SFSS supplies and resources that they can utilise such as free FN95 masks and sanitizers;

Be it further resolved that the Executive Committee continue to source supplies and resources for members to reduce barriers;

Be it further resolved that the SFSS work with members who require medical exemptions

CARRIED UNANIMOUSLY

- Motion was changed to not specify when mask requirements will need to be re-instituted in the SUB.

**8.5 Endorsement of Hybrid Learning Model Recommendation- MOTION EXEC 2022-03-22:08
SUBMITTED BY: VP University and Academic Affairs "Serena Bains"**

ATTACHMENT: Hybrid Learning Model Recommendation - Briefing Note

Serena / Marie

Whereas during the COVID-19 pandemic, the concept of hybrid learning has been popularized,
Whereas throughout the pandemic the topic of implementing hybrid learning at SFU has arisen repeatedly within campaigns like Access for All, Accessible Course Practices, etc.

Whereas many student unions, departmental student unions, constituency groups, student groups, individual members, community members, faculty, staff, etc. have expressed their support for hybrid learning,

Whereas Senator Gabe Liosis has created a briefing note titled "Senate Recommendation: Hybrid Learning Model" which created a baseline understanding of the benefits and risks of implementing a permanent hybrid model of learning,

Whereas the briefing note also addresses how any concerns regarding hybrid learning can be addressed,

Whereas the briefing note recommends two motions; that Senate task the Office of the Provost to develop a plan for the implementation of a permanent hybrid learning model at Simon Fraser University, and report back to the Senate once a plan has been formulated for consideration and that Senate recommend to the Board of Governors to develop a plan to generate and/or allocate the appropriate funds necessary to create robust hybrid learning infrastructure at Simon Fraser University,

Be it resolved that the SFSS Executive Committee endorses the proposal outlined in Senator Liosis' briefing note titled "Senate Recommendation: Hybrid Learning Model,"

Be it further resolved that the SFSS Executive Committee signs onto the briefing note as a co-sponsor (organizations),

Be it further resolved that the SFSS Executive Committee recommends that the SFSS Council sign onto the briefing note as a co-sponsor (organizations) and thus endorses the proposal outlined in the aforementioned briefing note.

CARRIED UNANIMOUSLY

- The hybrid learning model supports SFSS's position and past votes on providing accessible course practices.
- Allow the Senate and the Office of the Provost to do an exploratory study on the benefits and shortcomings of a hybrid learning model.
 - During Summer and Fall 2021, when this model was being examined, the same issues arose.
 - IT Department not having enough resources.
 - Faculty want their work to be recognized if it is hybrid learning.
 - More staff be hired to assist the faculty members.
 - Hybrid teaching to be counted towards teaching credit and tenure track.
- Hybrid learning can help disabled and immunocompromised students at this time, as PHO recently updated guidelines that allowed for mask-less indoor spaces.
- Hybrid options gives students more choice, makes lectures more accessible, and easier to access.

9. DISCUSSION ITEMS

9.1 Staff Protocol Regarding Masks

SUBMITTED BY: VP Equity and Sustainability “Marie Haddad”

- “Enforcement” refers to the steps staff will need to take after someone is recognized as not wearing a mask within the SUB.
 - Need to schedule a meeting within this week with Ella, Ayesha, and John to discuss the actions needed.
 - Need to draft and plan protocols, outlining a response to this (including rude and harassment reactions).
- In cases of harassment and/or hostile confrontations between staff and SFSS members (students), security can be called and the student will be escorted out of the building.
 - If a student is escorted out, their information will be collected and kept on record.
 - Help with keeping track of the frequency of harassing situations on campus.
 - Used as an indicator for the Executive Committee to find other solutions on addressing these situations.
- Concerns and opinions on security were expressed on social media, citing that they are ineffective and can lead to further damage to the student body.
 - Students can easily ask for mask exemptions, despite not needing one.
 - Questions about why students need to have their masks on, while security will most likely not have to wear one.
- Reasons for mask requirements:
 - Data from the surveys has been communicated clearly that the majority of immunocompromised students (79%) want masks to continue.
 - It is unfair to force the immunocompromised students, or those living with immunocompromised relatives into small and tight spaces.
 - It is unfair to students with physical disabilities and needs to use the small and tight spaces.
- Lowering barriers for people, who cannot wear masks:
 - Provision of clear masks.
 - Provision of medical exemptions.
 - Understanding the complexities of the individuals.
- An implementation plan will be drafted after the Executive Committee has spoken and worked with staff on the matter.
 - Let staff know that masks are still required until a set date is specified for requiring masks in the SUB.

9.2 Palestine IP Update

SUBMITTED BY: VP Equity and Sustainability “Marie Haddad”

- Issues Policies (IP) were completed last Saturday and were vetted out to working groups, like IJB, to complete a visual check and give endorsements.
- From Council, Zaid put a motion forward to task a working group to provide a statement condemning the actions of Israel.
 - The motion asked the Executive Committee to draft Issues Policies on the matter.
- The IP will be put on a two week notice of motion, where will be voted on April 6, 2022.

10. IN-CAMERA

10.1 MOTION EXEC 2022-03-22:09

Serena / Marie

Be it resolved to go in-camera for the remainder of the meeting.

CARRIED UNANIMOUSLY

- **SUB Usage (Corbett)**
- **Safety Concern (Corbett)**

11. EX-CAMERA

11.1 MOTION EXEC 2022-03-22:10

Corbett / Serena

Be it resolved to go ex-camera.

CARRIED UNANIMOUSLY

12. ATTACHMENTS

12.1 Quotation_22487697

12.2 Hybrid Learning Model Recommendation – Briefing Note

13. ADJOURNMENT

13.1 MOTION EXEC 2022-03-22:11

Corbett / Marie

Be it resolved to adjourn the meeting at 3:45 PM

CARRIED UNANIMOUSLY



P.O. Box 683
Windsor ON
N9A 6N4

www.4imprint.ca

Toll Free: 800-300-1336
Free Fax: 800-300-1379

Main Address MATTHEW PROVOST SIMON FRASER STUDENT SOCIETY - SFSS 8888 UNIVERSITY DRIVE SIMON FRASER UNIVERSITY SUB 3100 BURNABY, BC V5A 1S6	Invoice Address Matthew Provost Simon Fraser Student Society - SFSS 8888 University Drive Simon Fraser University Burnaby BC V5A 1S6 CANADA	Shipping Address Matthew Provost Simon Fraser Student Society - SFSS 8888 University Drive Simon Fraser University SUB 3100 Burnaby, BC V5A 1S6 CANADA Tel: 604-616-5952
--	--	---

Quotation Number: 22487697 Quote Date: March 02 2022 Quote Valid Until: April 01 2022 Account No.: 2832525	Questions Call: Stacey King Phone: 800-300-1336 Ext. 8124 Fax: 888-608-2777 Email: sking@4imprint.com
---	--

Item Gildan 50/50 Adult Hooded Sweatshirt - Screen **Colors** (Sweatshirt,Trim) : See Below

Qty	Item #	Description	Unit \$	Price \$	Total \$
105	C100814-S	Gildan 50/50 Adult Hooded Sweatshirt - Screen	19.3000	2,026.50	2,026.50
		20 - Small : Charcoal, Charcoal	0.0000	0.00	0.00
		35 - Medium : Charcoal, Charcoal	0.0000	0.00	0.00
		30 - Large : Charcoal, Charcoal	0.0000	0.00	0.00
		15 - Extra Large : Charcoal, Charcoal	0.0000	0.00	0.00
		5 - Extra Extra Large : Charcoal, Charcoal	0.0000	0.00	0.00
210	Add'l Color	Add'l Color Run Charge	0.3600	75.60	75.60
1	Set-Up Charge	Set-Up Charge (1st Color)	55.0000	55.00	55.00
105	Run Charge	1st Color Run Charge	0.0000	0.00	0.00
2	Set-Up Charge	Set-Up Charge (Add'l Color)	55.0000	110.00	110.00
		Freight		119.95	119.95
				Tax	286.45
					2,673.50

Artwork Instructions

Product Color (Base, Trim): Charcoal,Charcoal
 Imprint Location: Left Chest
 Imprint Colors: Pantone 185C Red, Pantone Process Blue C, White

Item Gildan 50/50 Adult Hooded Sweatshirt - Embroidered **Colors** (Sweatshirt,Trim) : See Below

Qty	Item #	Description	Unit \$	Price \$	Total \$
105	C100814-E	Gildan 50/50 Adult Hooded Sweatshirt - Embroidered	20.2800	2,129.40	2,129.40
		20 - Small : Charcoal, Charcoal	0.0000	0.00	0.00
		35 - Medium : Charcoal, Charcoal	0.0000	0.00	0.00
		30 - Large : Charcoal, Charcoal	0.0000	0.00	0.00



P.O. Box 683
Windsor ON
N9A 6N4

www.4imprint.ca

Toll Free: 800-300-1336
Free Fax: 800-300-1379

Quotation Number:	22487697
Quote Date:	March 02 2022
Quote Valid Until:	April 01 2022
Account No.:	2832525

Questions Call:	Stacey King
Phone:	800-300-1336 Ext. 8124
Fax:	888-608-2777
Email:	sking@4imprint.com

		15 - Extra Large : Charcoal, Charcoal	0.0000	0.00	0.00
		5 - Extra Extra Large : Charcoal, Charcoal	0.0000	0.00	0.00
105	Embroidery	Embroidery Run Charge	0.0000	0.00	0.00
		Freight		119.95	119.95
				Tax	269.92
					<hr/> 2,519.27

Artwork Instructions

Imprint Location: Left Chest
Imprint Colors: White, See Instructions

Item	Gildan 50/50 Adult Hooded Sweatshirt - Embroidered		Colors	(Sweatshirt,Trim) : See Below	
-------------	--	--	---------------	-------------------------------	--

Qty	Item #	Description	Unit \$	Price \$	Total \$
1	C100814-E	Gildan 50/50 Adult Hooded Sweatshirt - Embroidered	0.0000	0.00	0.00
		1 - Extra Large : Charcoal, Charcoal	0.0000	0.00	0.00
1	Misc. Charge	Less Than Minimum Charge	30.0000	30.00	30.00
1	Embroidery	Tape Charge	35.0000	35.00	35.00
1	Embroidery	Embroidery Run Charge	0.0000	0.00	0.00
		Freight		21.80	21.80
				Tax	10.41
					<hr/> 97.21

Artwork Instructions

Imprint Location: Left Chest
Imprint Colors: See Instructions
Special Instructions: Isacord:

1300 Orange

Grand Total

 5,289.98



P.O. Box 683
Windsor ON
N9A 6N4

www.4imprint.ca

Toll Free: 800-300-1336
Free Fax: 800-300-1379

Quotation Number:	22487697
Quote Date:	March 02 2022
Quote Valid Until:	April 01 2022
Account No.:	2832525

Questions Call:	Stacey King
Phone:	800-300-1336 Ext. 8124
Fax:	888-608-2777
Email:	sking@4imprint.com

METHOD OF PAYMENT

- We would like to establish an open account and are rated with Dun & Bradstreet. (Please list D&B number if possible _____)
- We would like to establish an open account. Please find our enclosed credit application.
- We would like to pay by credit card.

Sending a check in the amount of \$ _____ payable to 4imprint.

*****REMIT TO ADDRESS:*****

4imprint, Inc
PO Box 3548
Station A
Toronto, ON M5W 3G4

*****IMPORTANT*** To place your order please let your customer service representative know you would like to proceed along with providing any artwork or changes to the quote that are needed. If paying by credit card please call your customer service representative with your credit card details.**

Please visit our website - www.4imprint.ca

Shipment Details

Shipment to	Qty	Item #	Estimated Ship Date	Carrier, service	Estimated Delivery Date	Freight
Address as above.	105	C100814-S		SHIP BEST METHOD GROUND CANADA ONLY	Mar 03 2022	119.95
	105	C100814-E		SHIP BEST METHOD GROUND CANADA ONLY	Mar 03 2022	119.95
	1	C100814-E		SHIP BEST METHOD GROUND CANADA ONLY	Mar 03 2022	21.80

SENATE RECOMMENDATION: HYBRID LEARNING MODEL

Author:

Senator Gabe Liosis

Co-Sponsors (Senators):

[]

Co-Sponsors (Organizations):

[]

INTRODUCTION

Since the beginning of the COVID-19 pandemic, the concept of hybrid educational environments in universities has been popularized.

The idea of a conventional classroom setting, where in-person presence is mandatory, is being challenged by a broad portion of the University community, especially in the aftermath of the COVID-19 pandemic and return to in-person learning.

During this rigorous debate, many remained unconvinced that hybrid learning provides any advantages when compared to the pedagogical benefits that in-person learning provides.

This proposal aims to create a baseline understanding of the benefits and risks of implementing a permanent hybrid model of learning, that has reached far beyond the context of the COVID-19 pandemic (but also not completely ignoring it).

This proposal will be considering and amplifying calls to action by student groups within the community, and common concerns raised around hybrid learning by community members, and how those concerns may be addressed.

The proposal ends with a recommendation to Senate to adopt the following motions:

Motion 1:

THAT Senate task the Office of the Provost to develop a plan for the implementation of a permanent hybrid learning model at Simon Fraser University, and report back to the Senate once a plan has been formulated for consideration.

Motion 2:

THAT Senate recommend to the Board of Governors to develop a plan to generate and/or allocate the appropriate funds necessary to create robust hybrid learning infrastructure at Simon Fraser University.

WHAT IS HYBRID LEARNING?

There are two definitions of hybrid learning commonly used:

1. Definition #1: Conducting a synchronous class with participants attending both in-person and by virtual means.
2. Definition #2: Designing a course with synchronous components and asynchronous components, meaning that certain days you may be required to be in a physical

classroom, and others you may be required to do asynchronous coursework. This is also known by the term “blended courses”.

For the purposes of this proposal, Definition #1 will be the only type of hybrid learning being considered.

It is important to note though, while not the focus of this proposal, blended courses do provide many benefits themselves, and SFU is currently running a pilot of blended courses¹.

WHAT ARE THE BENEFITS OF HYBRID LEARNING?

- As stated in a joint letter by the TSSU, SFSS, GSS, DNA, SOCA, AND FNMISA², these organizations believe that hybrid learning:
 - “Allows for students to better plan around medical appointments, familial obligations, and prolonged illnesses, and to still have access to their classes when ill or self-isolating (p. 9).”
 - “Allows students and instructors to stay home while ill, allow for reduced infection from all illnesses, and for a safer environment for those who do attend in-person and may have a weakened immune system (p. 9).”
 - Creates “more accessib[ility] for some disabled and neurodivergent students, who can meet their accessibility needs more easily with access to assistive devices, medication, and food, in their own homes (p. 9).”
 - “Graduate and undergraduate students with children are also able to take care of any ill children without missing courses and in turn, avoid spreading the Omicron variant to other individuals (p. 9).”
- In a letter to Simon Fraser University by Disability & Neurodiversity Alliance (DNA)³, this group states that:
 - “Online learning can increase accessibility due to wider availability of captioning and lecture recordings, avoidance of physically inaccessible campuses, more flexible lecture and assignment schedules, and other universal design practices (p.2)”

¹ <https://www.sfu.ca/cee/services/blended-learning.html#:~:text=SFU%20has%20introduced%20a%20new,replaced%20by%20asynchronous%20online%20components.>

² <https://docs.google.com/document/d/1eEuXSyCcnOMfdCZmq9Gu3DquKOWCWBMtPoul8h0CVAE/edit>

³ https://drive.google.com/file/d/1gkbc3v5n0sBny_HW0wYw4CigWocG63xL/view

- Travel times disproportionately impact students of lower socioeconomic status, who typically work part-time or full-time jobs on top of their studies.
 - A hybrid learning option provides these students with flexibility to complete their studies in a time and location that's convenient for them, and allows them to work a job alongside all of that without the added burden of transit time.
- Family commitments are another factor to consider. Some students are either a primary care provider, or a significant amount of their time is spent toward taking care of another family member.
 - A hybrid learning option provides these students the flexibility to complete their studies in a time and location that's convenient for them, likely at home, and allows them to fulfil their family obligations alongside all of that without the added burden of transit time.

WHAT ARE CONCERNS WITH HYBRID LEARNING MODELS? AND HOW CAN THEY BE ADDRESSED?

FACULTY WORKLOAD

- Hybrid learning will burden Faculty members' workload, by making instructors prepare two separate versions of their class, and be familiar with the technology that makes it possible to hold hybrid classes.
 - In debating hybrid learning, increased workload is often a big concern. However, the benefits that hybrid learning provides in *decreasing* parts of workload shouldn't be ignored. It can actually decrease Faculty members' workload because instructors won't have to spend hours via email or office hours explaining to students who missed class what they missed if they can watch recordings or attend lectures virtually. Further, students won't bear the burden of playing catch-up if they are sick and have to miss class.
 - The additional workload is a concern that shouldn't be ignored. But, with any concern usually comes a solution. To combat an increase in workload as it relates to the physical technology requires to hold a hybrid class, a sizeable investment is needed in SFU's IT Department to:
 - (1) hire additional staff support to assist Faculty in set-up and takedown,
 - (2) create robust and comprehensive training, guides, and manuals so that hybrid learning is never a "learn as you go" situation, but there are clear directions on how to hold hybrid classes.

CURRENT STATUS

- Student groups and activists have called on SFU to implement a hybrid learning model since before the September 2021 return to campus during the COVID-19 pandemic, including the following student groups:
 - JOINTLY: Disability & Neurodiversity Alliance (DNA), Simon Fraser Student Society (SFSS), Teaching Support Staff Union (TSSU), SFU Students of African and Caribbean Ancestry (SOCA), SFU First Nations, Métis and Inuit Student Association (FNMISA)⁴
 - Graduate Student Society⁵
- In a COVID-19 Survey by the Simon Fraser Student Society in January 2022, 45% of respondents reported wanting a remote learning format, with 28% of respondents wanting a hybrid learning format.
- On March 4, 2022, the Vice-President Academic and Provost Catherine Dauvergne wrote a letter to the SFSS, SFUFA, and TSSU in response to a joint SFSS/SFUFA letter to the Administration⁶.

KEY CONSIDERATIONS

SUPPORT FROM COMMUNITY

- Hybrid learning is currently supported by nearly every major Union on campus, including:
 - Simon Fraser Student Society (SFSS)
 - Graduate Student Society (GSS)
 - Teaching Support Staff Union (TSSU)
- Hybrid learning is currently supported by Constituency Groups representing the most marginalized communities on campus (and whose membership would be benefit the most by hybrid learning) including:
 - Students of Caribbean and African Ancestry (SOCA)
 - First Nations, Metis, and Inuit Student Association (FNMISA)

⁴<https://docs.google.com/document/d/1eEuXSyCcnOMfdCZmq9Gu3DquKOWCWBMTpoul8h0CVAE/edit#heading=h.aszwb81c1qre>

⁵ <https://docs.google.com/document/d/1ZoAewCFcVs1SKCQZR1Y9SeWCBLFTGc5LUCAsRRn4IP4/edit>

⁶ <https://drive.google.com/file/d/1ut1RkzUUCHyARGQOvhlpcd-HgsNEBsPM/view>

- Disability & Neurodiversity Alliance (DNA)

IMPACTS HYBRID LEARNING HAS ON OTHER ASPECTS OF LEARNING

- The problem with creating a wide scale hybrid learning at Simon Fraser University presently is the burden that it would place on Faculty members' workload.
 - The Board of Governors must make a sizable budget investment into the development of hybrid learning infrastructure and IT equipment, so that faculty may offer hybrid learning options with lots of support and without increased workload.
 - Recognizing that this would be a significant budget investment needed to create the infrastructure necessary for hybrid learning, the Board of Governors should look for the necessary grants or funding that may be used towards this proposal.
- Hybrid learning models will significantly change how instructors give students participation marks.
 - The traditional concept of participation marks in the context of hybrid learning will completely change.
 - Participation marks disproportionately impact folks who either have difficulty attending campus in-person because of other life commitments (usually students of lower socioeconomic status who also have jobs and family obligations), or students who have difficulty participating via in-person means (usually disabled or neurodiverse students).
 - By transforming participation marks away from in-person or verbal participation, to written submissions or bulletins, individual or group projects, or presentations, we are addressing these issues.

RECOMMENDATION

Motion 1:

THAT Senate task the Office of the Provost to develop a plan for the implementation of a permanent hybrid learning model at Simon Fraser University, and report back to the Senate once a plan has been formulated for consideration.

Motion 2:

THAT Senate recommend to the Board of Governors to develop a plan to generate and/or allocate the appropriate funds necessary to create robust hybrid learning infrastructure at Simon Fraser University.