

# STUDENTS' COUNCIL LATE ADDITIONS

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Tuesday, February 12, 2008  
Council Chambers 2-1 University Hall

## LATE ADDITIONS (SC 2007-21)

### 2007-21/2      **PRESENTATIONS**

2007-21/2a      Imagine Alberta. Sponsored by Steven Dollansky

### 2007-21/5      **BOARD AND COMMITTEE REPORTS**

2007-21/5b      Discipline, Interpretation and Enforcement Board Report

DIE Board Ruling #2- February 8, 2008 ( Reference: Richardson vs VP Academic)

Please see document LA 07-21.01

2007-21/5c      Council Administration Committee- Report

Please see document LA 07-21.02

2007-21/5c(i)      **ERUVBETINE/EASTHAM MOVED THAT** Students' Council, upon the recommendation of the Council Administration Committee, appoint (1) member to the Awards Selection Committee.

2007-21/5d      Bylaw Committee- Report

Please see document LA 07-21.03

### 2007-21/6      **GENERAL ORDERS**

2007-21/6b      **GAMBLE/ESPOSITO MOVE THAT** Students' Council approve the 08/09 Budget Principles

Please see document LA 07-21.04

2007-21/6c      **SAMUEL MOVES THAT** Students' Council appoint Bryan Rapati and Rachel Woynorowski to serve on the 2007/08 Awards Committee.

### 2007-21/7      **INFORMATION ITEMS**

2007-21/7b      Student Faculty Associations

Please see document LA 07-21.05

- 2007-21/7c**      Restructure Response  
Please see document LA 07-21.06
- 2007-21/7d**      Chris Le, VP Student Life- Report  
Please see document LA 07-21.07
- 2007-21/7e**      Bobby Samuel, VP Academic- Report  
Please see document LA 07-21.08

***Discipline, Interpretation and Enforcement (D.I.E.) Board***  
***Ruling of the Board***

Style of Cause: Richardson vs. Samuel (Ruling #2, 2007/2008)

Date Heard: February 8, 2008-02-09

Appearing for the D.I.E. Board:

Presiding Chair: Jason Morris, Assistant Chief Tribune

Tribunes: Sharon Riley, Tribune  
Sharon Ohayon, Tribune

Appearing for the Applicant: Brock Richardson

Appearing for the Respondent: Bobby Samuel, VP Academic

Case Summary:

Brock Richardson alleges that Bobby Samuel, VP Academic, violated Bylaw 100 s.18(1) "Conflict of Interest" by using his authority as VP Academic to obtain the creation and distribution of a pamphlet designed to promote and aid a future campaign for President of the Students' Union. Mr. Richardson asks that Mr. Samuel be removed from office, that a public reprimand of his actions be issued, and that the remaining copies of the pamphlet be destroyed. Mr. Samuel responds that while an ethical breach did occur, it is not caught by Bylaw 100 s.18(1). He further responds that removal from office is a disproportionate remedy. The Board finds that Mr. Samuel did violate Bylaw 100 s.18(1), and imposes various remedies.

#### SUMMARY OF ALLEGATIONS

Brock Richardson alleges that Bobby Samuel, VP Academic, violated Bylaw 100 s.18(1) "Conflict of Interest" by using his authority as VP Academic to obtain the creation and distribution of a pamphlet designed to promote and aid a future campaign for President of the Students' Union.

#### FACTS

1. Mr. Samuel, without the input of other student executives, had a department of the Students' Union design a two-page pamphlet ("the pamphlet") which featured Mr. Samuel personally, reported on his achievements as VP Academic, and asked for feedback from students in a wide variety of areas.
2. The value of the design services received was approximately \$120.
3. Mr. Samuel paid for the printing of the pamphlet out of his own funds. He printed 300 copies of the pamphlet.
4. Mr. Samuel arranged meetings with multiple student groups.
5. Mr. Samuel met with two student groups, and distributed approximately 20 pamphlets.

6. The ability to have the department of the Students' Union design these pamphlets at no cost, and to distribute them through meetings in his capacity as a student executive was not available to the members of the Students' Union generally.
7. At a meeting of the Executive Committee on January 29, 2008, Mr. Samuel was censured by the Executive Committee for these actions.
8. Mr. Samuel cancelled further student group meetings, and provided Mr. Janz, President of the Students' Union, with the remainder of the pamphlets.
9. At a meeting of the Students' Council on February 5, 2008, the Council received a letter from Mr. Samuel which read in part:  
"That's when I decided to conduct academic outreach through creating the pamphlet; to share with the student body about what progress I made on my campaign promises from last year. As well, I wanted to hear what students wanted from their Students' Union and use that input to create my presidential election platform."  
The letter continues later:  
"... I still felt that I should cover the costs for these pamphlets because there was an element of pre-campaigning."
10. At the same meeting of Students' Council, Mr. Samuel was censured for his actions.

## RELEVANT LEGAL PROVISIONS

Bylaw 100 s.18(1) states:

### 18. Conflict of Interest

(1) No person shall use a Students' Union position that he/she holds to further personal business interests.

## ANALYSIS

There are two issues at play in this matter. First is a disagreement over the requirements of Bylaw 100 s.18(1). Second is whether or not removal from office would be an appropriate remedy for a violation of that bylaw.

It is to be noted that Mr. Samuel, while maintaining that his actions do not violate the bylaw as written, conceded at the hearing that he had made a serious mistake, and submitted to whatever penalties the Board felt appropriate short of removal from office. The Board, however, cannot impose penalties on the basis of one's subjective guilt. The Board's responsibility is to give force to the decisions of the Students' Council by ensuring that it is their judgement – not the judgement of the members of the Board, and not the judgement of the parties before it – that determines what actions are and are not legal.

With regards to interpretation of Bylaw 100 s.18(1), Mr. Richardson suggested that the words "personal business interests" should be interpreted broadly to include any sort of "tangible gain." He proposed that the benefits received by Mr. Samuel in this instance toward a future Presidential race qualified as "tangible gain." Mr. Samuel, however, suggested that the definition of "personal business interests" was more narrow, limited to something akin to "profit", and that the salary associated with a student executive position would not meet the definition of "profit."

The Board finds that in order for a given action to qualify as a use of a position to further personal business interests under Bylaw 100 s.18(1), the action must appear to the reasonable student to serve personal business interests more than would be expected from the usual performance of one's duties. In this case, the Board finds that the reasonable student would have perceived this pamphlet in the way it was perceived by the Executive Committee, and by the Students' Council, and in the manner admitted to by Mr. Samuel. Mr. Samuel's actions were designed to bolster his future Presidential campaign beyond what would be expected from the usual performance of the duties of the Vice President Academic.

The question then is whether or not the benefit received by Mr. Samuel qualifies as a "personal business interest." While the Board appreciates both Mr. Richardson's and Mr. Samuel's submissions in this regard, it finds neither of them satisfactory. The Board is satisfied that to meet the definition of a "personal business interest" it is sufficient but not necessary that the individual receive a non-trivial monetary gain.

In these circumstances, Mr. Samuel admits to having received \$120 worth of design services at no cost to himself. That is a non-trivial monetary gain that the reasonable student would not expect him to receive from the usual performance of his duties as Vice President Academic.

We now turn to the matter of remedy. Mr. Richardson requests that Mr. Samuel be removed from office, that a public reprimand be issued, and that the remaining pamphlets be destroyed. Of these, the Board finds itself able to agree with only the third. The Board wishes to emphasize that there are circumstances in which breaches of Bylaw 100 s.18(1) would justify removal from office of a student executive. This, however, is not such a case. Mr. Samuel has shown no pattern of poor judgment, he has displayed recognition of his error, and he has displayed a willingness to participate in its rectification. Further, the practical effect of this violation is relatively small and can be resolved by other means. With regard to public reprimand, the Board finds that this would be redundant to the publication of this ruling on the SU website as a matter of standard procedure, and the coverage this issue has already received and is certain to continue to receive in the student press.

Mr. Richardson suggested that removal from office would be important in order to ensure that Mr. Samuel could not use his position to take similar actions in future to promote himself through the use of his position. While the Board finds that removal from office is extreme to achieve this objective, the Board finds that the objective itself is not unreasonable.

Mr. Samuel suggested that he would be willing to submit to any remedy less than removal from office, including the garnishing of 100% of his salary for the remainder of his term. This, too, the Board finds extreme. The Board also believes that removing a student executive's salary would reduce their accountability to the Students' Union for the proper performance of their duties.

#### DISPOSITION AND REMEDY IMPOSED

This is an extremely serious matter. The Board is troubled that while Mr. Samuel was aware that it would be inappropriate to use a Students' Association budget to pay for the printing of the pamphlet, he was unaware of the effect on the Students' Union of using his authority as Vice President to promote his own presidential aspirations.

The Students' Union is a democratic organization. Any time that a person with power inside a democracy uses that power to their own benefit rather than the benefit of the voting membership, they have violated a sacred trust. When they use that power in such a way as to promote or prolong their own power in that organization, they not only violate the trust of the voters, but also injure the very democratic nature of the organization. The legitimacy of the organization suffers, and in turn everything the organization seeks to achieve becomes more difficult.

The Board finds that Mr. Samuel violated Bylaw 100 s.18(1). The actions taken by Mr. Samuel were a use of his position to obtain a non-trivial monetary gain beyond what a reasonable student would expect from the proper exercise of one's duties. The Board orders that the Students' Union will garnish Mr. Samuel's wages in an amount of \$120 to cover the cost of the design services. The Board further places an injunction on Mr. Samuel against using the design of the pamphlet, including the slogan and textual contents, or any portion or derivative thereof, for the purpose of any future political campaign. The Board further orders Mr. Samuel that if he receives any survey feedback as a result of the pamphlet, he is to immediately forward that data to the Chief Returning Officer with an instruction that the responses are to be made available to all candidates in the next election. The Board further orders that the remaining pamphlets be destroyed and recycled. The Board further orders that Mr. Samuel must obtain the approval of one other member of the Executive Committee in advance of meetings with student groups, which approval will be withheld unless the purpose of the meeting is clearly academic, and within Mr. Samuel's responsibilities as Vice President Academic. The Board further imposes a punitive fine of \$250 on Mr. Samuel.

## RECOMMENDATIONS

The Board recommends that Students' Council consider the text of Bylaw 100 to determine whether amendments are necessary to provide accountability for a wider range of ethical breaches on the part of student governors and executives.

The Discipline, Interpretation, and Enforcement (D.I.E.) Board functions as the judicial branch of the Students' Union, and is responsible for interpreting and enforcing all Students' Union legislation. If anyone has any questions regarding the D.I.E. Board, feel free to contact the Chief Tribune, Guillaume Laroche at [ea@su.ualberta.ca](mailto:ea@su.ualberta.ca).

*University of Alberta Students' Union*  
**Report to Students' Council**

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2008-02-05

## **Council Administration Committee**

Hello Council:

Again, there were some updates on the progress of the website. I actually got a sneak peak at the new website. There are plans for online collaborative tools for next year's Students' Council.

We forwarded a motion to nominate someone to the Awards Selection Committee and quickly discussed a few items:

- Council Retreat
- Council Binders for next year
- Meeting of the Chairs of Committees
- Speaker's meet-up

Cheers.

Prem Eruvbetine

*University of Alberta Students' Union*  
**Report to Students' Council**

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2008-02-12

## **Bylaw Committee**

### **Summary of Proceedings**

Hello Council,

The last meeting of Bylaw was held on January 29<sup>th</sup>. This was a very quick meeting as we only needed to look over the changes made as a result of the Bill #7 principles. If you spend unusually large amounts of time wandering around the SU website you will notice that Bylaw Committee has started to take minutes! This is something that we likely should have been doing all year, but was not done due to different interpretations of the wording in our standing orders. I look forward to bringing you in-depth minutes of all the wonderful goings-on at Bylaw. Stay tuned and, as always, send any questions my way (beastham@ualberta.ca).

~Beverly Eastham

### **List of all Motions**

Nicol/Prokopiuk Move that Students' Council, upon the recommendation of Bylaw Committee, read bill #7 a second time (dealt with at the Feb. 5<sup>th</sup> meeting of Council)

### **Documents Appendix**

None

BUDGET PRIORITIES OF STUDENTS' COUNCIL, UNIVERSITY OF ALBERTA STUDENTS' UNION  
*FOR THE FISCAL YEAR BEGINNING MAY 1, 2008 AND ENDING APRIL 30, 2009.*

*This document is intended to serve as an outline of the fiscal priorities of the Students' Union.*

## **1. General**

The four key focuses of the Students' Union are

- Undergraduate Student Representation (Advocacy)
- Providing Student Services
- Operating the Students' Union Building
- Operating businesses for the purpose of funding Students' Union activities

Total operating and capital expenditures will not exceed the amount of total operating and fee revenues.

All departments must work within the mandate of the Students' Union.

External entities such as dedicated fee units shall be managed as per existing Students' Union bylaw and any applicable contracts.

Capital expenditures shall be incurred based upon the following criteria:

- Replacement due to wear and tear
- To ensure continued operations of a particular unit
- To enhance the security or functionality of a particular unit
- To strengthen the viability of a particular unit

In the event that one section of this document conflicts with any other section, BFC shall identify such a conflict and propose any necessary changes in the presentation of the final budget.

Unless otherwise noted:

- Operating and fixed costs increase at a rate, relative to the previous fiscal year, commensurate with inflation.
- Activity of the Students' Union will continue in a manner consistent with the precedent set in previous fiscal years.

The SU shall not budget for a deficit

## **2. Staff**

Staff costs shall increase 5% as specified in the CUPE collective agreement. Managerial staff are entitled to a merit increase of *up to* 4%. Unionized staff are eligible for a merit increase of up to 4%.

## **3. Fees**

Operating, dedicated and capital fees shall increase in accordance with Students' Union Bylaw 3000. The consumer price index will be calculated as 4.1%. Tuition increases will be calculated as 4.6%.

Operating and capital fees shall account for between 15%-25% of overall revenues.

#### **4. Advocacy and Representation**

The Advocacy and Representation units of the Students' Union are:

- The Executive Committee and each individual executive member
- Students' Council
- Advocacy department
- Elections
- Awards night

Councilors shall not be remunerated

#### **5. Services**

The service units of the Students' Union are:

- Info Link
- Orientation and Transition Programs
- Ombudservice
- Student Financial Aid and Information Center
- Student Group Services
- Safewalk
- Student Distress Center
- Handbook
- ECOS

Additional incentives shall be given to SU volunteers

#### **6. Business**

The business units of the Students' Union are:

- SUBmart
- SUBtitles
- Print Center
- Cue
- Cramdunk
- Postal Outlet
- Room at the Top
- Powerplant
- L'Express and L'Express Catering

- Juicy
- SUB Rental Operations

All reasonable attempts to maximize the profitability of these business units, consistent with the mandate of the Students' Union as a service provider, shall be made.

There will be an average margin increase to non-academic materials of no more than 10%.

The Students' Union businesses shall not run a deficit

## **7. Entertainment and Programming**

The Entertainment and Programming units of the Students' Union are:

- Week of Welcome
- Myer Horowitz Theatre
- Dinwoodie Lounge
- Antifreeze
- High School Leadership Conference
- SU Kid's Christmas Party
- SUB Programming
- Other Entertainment and Programming

For the purpose of the budget principles discussion, programming that takes place in an SU venue that is not specifically mentioned in the above list shall be considered as separate from the entertainment and programming units.

Where possible, all entertainment and programming units should plan to recoup all costs. Either admission sales or sponsorship are acceptable sources of revenue. Exceptions shall be made clear in the presentation of the final budget.

## **8. Administration, Operations and Support**

The administrative, operational and support units of the Students' Union are:

- Marketing
- Sponsorship
- Facilities
- Administration

Any expenditure relating to marketing will be outlined in each individual unit's marketing plan, to be submitted to the executive committee or designate for approval .

Increase visibility of Students' Union businesses and services on the lower level

### **9. Changes from 07/08 Budget Principals**

The Consumer Price Index shall be calculated as 4.1% and Tuition increases will be calculated as 4.6% when calculating increase in Operating, Dedicated and Capital Fees.

Staff costs shall increase 5% as specified in the CUPE collective agreement

Councilors shall not be remunerated

The Students' Union shall not budget for a deficit

The Students' Union businesses shall not run a deficit

Additional incentives shall be given to Students' Union Volunteers

Increase visibility of SU-run businesses and services on the lower level

(Stedman moves that) Student Faculty Associations shall be allowed to institute mandatory, opt-out health and dental plans in their faculties, provided that:

- a) a proper referendum be conducted under applicable bylaws;
- b) the faculty association be permitted by contract with the service provider to discontinue offering this service should the SU institute an undergraduate health and/or dental plan at a later date;
- c) the faculty association agrees to properly consult with stakeholders within the university who may have an interest in the fee itself, or in the process of instituting the fee; and
- d) and the opt out for such a plan may be limited to those who can provide proof of prior coverage.

# HEALTH & DENTAL PLAN

## SURVEY REPORT

January 2008



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## APPENDIX A: SURVEY DATA

## 1.0 INTRODUCTION

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### 1.1 Background and Rationale

The University of Alberta Faculty of Medicine & Dentistry and the Faculty of Law have enlisted the support of studentcare.net/works to conduct a survey of their members in order to obtain information and feedback on the possible implementation of a group health and dental plan for U of A students in the Faculties of Medicine and Dentistry, and Law.

Survey findings are presented to the relevant Student Associations (Medicine (MSA), Dentistry (DSA), and Law (LSA), to assist in determining the health and dental care needs and preferences of their members and to inform future decisions regarding student health and dental programs on campus.

This report provides an overview of the survey objectives and methodology, presents the key findings of the survey, and makes a number of recommendations for consideration by the MSA, DSA, and LSA. The report has been prepared by studentcare.net/works' research staff and is based on survey data collected online in November 2007.

The survey provided students with an opportunity to comment on a number of key issues with respect to health and dental services including their current coverage, as well as their preferences with regard to the implementation of a student plan, plan benefits, plan services (including an opt-out provision), and plan cost.

### 1.2 Organizational Profile: studentcare.net/works

studentcare.net/works is Canada's largest provider of student health and dental plans and is the only organization in Canada that specializes exclusively in student health care.

Established in 1996 to serve the health and dental care needs of Canadian post-secondary students, studentcare.net/works now serves more than 350,000 members at 35 post-secondary institutions and 44 student associations.

studentcare.net/works is a full-service health and dental plan provider, delivering a wide range of value-added services to clients, including brokerage services, plan management and administration, communications and consulting, and research.

The company's head office is in Montreal, with service offices throughout Quebec, Ontario, British Columbia, and Saskatchewan.

## 2.0 OBJECTIVE

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### 2.1 Research Objective

The primary objective of the survey was to obtain information from students in the Faculties of Medicine and Dentistry, and Law on their current health and dental coverage, as well as their preferences with regard to the possibility of a group health and dental plan for U of A students in these Faculties. This feedback will inform future health and dental plan related decisions by the MSA, DSA, and LSA.

### 2.2 Survey Design

The Students' Associations Executives were given the opportunity to review and provide input on the survey questions, and this was included in the final survey presented to members. In consultation with [studentcare.net/works](http://studentcare.net/works), feedback from members was sought on three main topics: current coverage, services, and costs.

#### 1) Current Coverage

- How many students are currently covered by an extended health and dental plan?
- How often are students receiving dental care?

#### 2) Services

- Are students in favour of the implementation of a health and dental plan for Medicine, Dentistry and Law students?
- Would students like to see such a plan implemented in January?
- What benefits do students feel should be covered by a student health and dental plan?

#### 3) Costs

- What out-of-pocket expenses have students incurred for their health and dental care needs?
- What individual cost would students be willing to pay for a health and dental plan?
- What type of Plan administration (online vs. on-campus resources) are students willing to pay for?

Respondents were also given the opportunity to give additional comments at the end of the survey.

## 3.0 METHODOLOGY

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### 3.1 Sampling Methods

The survey was conducted online from Nov. 14 - 28, 2007. The objective was to obtain 300 completed surveys. This goal was surpassed, with 477 surveys completed.

To ensure that multiple submissions would not be permitted, user Internet Protocol (IP) addresses were tracked. Although not linked to the answers submitted, for IP addresses that submitted more than one survey only the first submission has been used in the analysis.

It should be noted that there are some limitations with online survey methodology. Chiefly, the online sample for this survey was based on self-selection and was not entirely random (i.e. a random group of students was not pre-selected and asked to complete the survey). However, experience with previous surveys shows a close correlation between online self-selection surveys and random samples (i.e. telephone surveys). The web-based survey formats allow the respondent the necessary time to reflect on each question, thereby reducing confusion (which can arise in telephone surveys when respondents are asked to recall the options available).

Where possible, we have used the most recent enrolment statistics, as published in the 2006-2007 Data Book by the Strategic Analysis Office ([www.ualberta.ca/IDO/databook/06-07/toc.html](http://www.ualberta.ca/IDO/databook/06-07/toc.html)) for comparison with the survey respondent demographic statistics to demonstrate that a representative sample was obtained.

### 3.2 Margin of Error

With a student population of 2,084 (full and part-time undergrads in the Faculties of Medicine & Dentistry and Law, Fall 2006), a sample size of 477 students gives us a margin of error of no more than +/- 4%, 19 times out of 20. This is an acceptable margin of error, as the objective is to observe general trends (i.e. students' current coverage status, or their preferences regarding a possible health and dental plan) and to look for potential areas of concern (i.e. how often they are visiting a dentist). In either case, even the most extreme deviation possible (within +/- 4%) will not alter the conclusion that would be derived from the data. For example, the difference between whether 79% or 87% of respondents indicate support for dental care as a potential benefit would not alter the conclusion that there is substantial support for that particular benefit.

Finally, in order to decrease this margin significantly, say to +/- 2%, we would need to raise the sample size to over 1,100 respondents and our conclusions would be the same.

## 4.0 SURVEY FINDINGS

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### 4.1 Key Findings

Just over half of respondents (52.9%) are not covered by any health or dental plan, while 8.5% have either extended health or dental coverage, but not both. Slightly more than a third of respondents (38.6%) are covered by an extended health and dental plan. Less than half of respondents (49.7%) have visited a dentist in the past six months, while 27.1% have not in over a year (including 15.9% in more than two years and 7.3% in over 4 years).

An overwhelming majority (89.3%) were in favour of a health and dental plan to cover medical, dental, and law students. Among a selection of possible benefits, respondents showed the highest interest (an answer of 'very important' or 'important') in coverage for dental checkups and cleanings (98%), prescription drugs (91.3%), fillings and wisdom tooth extractions (91.2%), eye exams (86.7%), root canals and in-depth cleanings (86.2%), and eyeglasses or contact lenses (86.7%).

Many respondents have had to pay out-of-pocket for health-care expenses that were greater than the average fee for a student group health and dental plan: just over half of them (50.7%) spent \$250 or more on such expenses in the past 12 months, including 14.4% who spent between \$500 and \$999 and 6.8% who spent over \$1,000.

As for how much students would be willing to pay for 12 months of coverage under a student health and dental plan, the results varied. 46.7% of respondents answered that they would be willing to pay between \$210 and \$240 for "better coverage including vision care, more dental", while 40.5% said they would be willing to pay between \$250 and \$280 for "comprehensive, comparable to most employer plans". The remaining 12.8% said they would be willing to pay between \$175 and \$200 for "just the basics, limited paramedical, no vision care". In addition, a majority of students (79.9%) indicated that they would be most comfortable with accessing forms and general Plan information online and by telephone rather than through on-campus resources.

## 4.2 Student Demographics

The first section of the survey dealt with general demographic information such as gender, student status, department/faculty of study, etc. Demographic data is presented in order to determine whether a representative sample has been obtained.

Where possible, the survey data is validated against the most recent statistics available from the Strategic Analysis Office at the University of Alberta (as at Dec. 1, 2006).

### Gender

The following chart compares the gender of survey respondents vs. actual student statistics:

Gender	Combined no. of Respondents	% of Total Respondents	% of Actual Enrolment*
Female	264	56.1%	52.0%
Male	199	42.3%	48.0%
Decline	8	1.7%	
<b>Total</b>	<b>471</b>	<b>100%</b>	<b>100%</b>

\*undergraduates in bachelor programs in the faculties of Medicine and Dentistry, and Law, Fall 2006.

### Status

The following table shows the status of survey respondents and compares the results with actual student statistics.

Student Status	Combined no. of Respondents	% of Total Respondents	% of Actual Enrolment
Full-time	461	98.1%	98.7%
Part-time	5	1.1%	1.3%
*Graduate	5	1.1%	
<b>Total</b>	<b>470</b>	<b>100%</b>	<b>100%</b>

\*Any graduate students filling out the survey were informed that they are already eligible for the GSA Health & Dental Plan.

## Age

The following chart shows the age of survey respondents:

Age	Combined no. of Respondents	% of Total Respondents
17 to 19	7	1.5%
20 to 22	86	18.3%
23 to 24	171	36.3%
25 to 29	173	36.7%
30 and over	31	6.6%
Decline	3	0.6%
<b>Total</b>	<b>471</b>	<b>100%</b>

## Department/Faculty of Study

The following chart shows the Department/Faculty of study of survey respondents:

	No. of Respondents	% of Total Respondents
Medicine	170	35.7%
Medical Lab Sciences	15	3.2%
Dentistry	39	8.2%
Dental Hygiene	21	4.4%
Law	233	48.9%
<b>Total</b>	<b>478</b>	<b>100%</b>

## Family

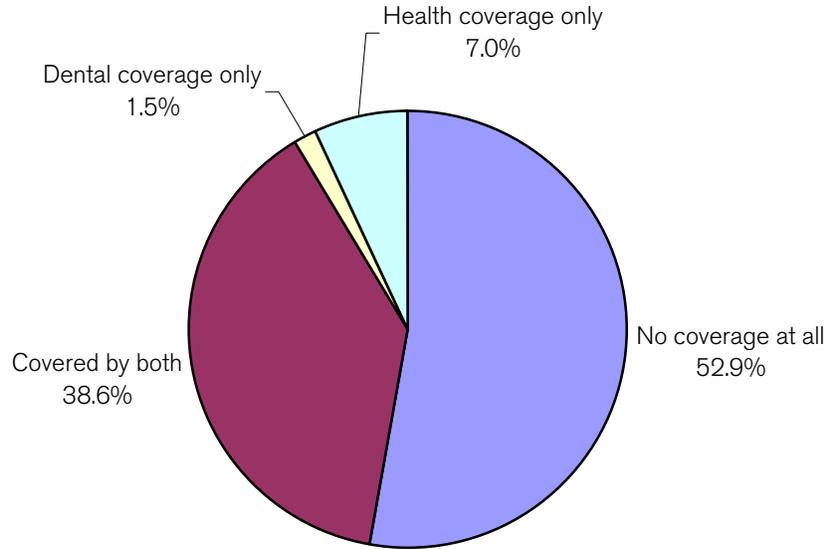
The following chart shows how many students have a spouse or common-law partner and dependent children:

	No. of Respondents	% of Total Respondents
A spouse or common-law partner	93	19.7%
Dependent children	20	4.2%
None of the above	358	76.0%
<b>Total</b>	<b>471</b>	<b>100%</b>

### 4.3 Current Coverage

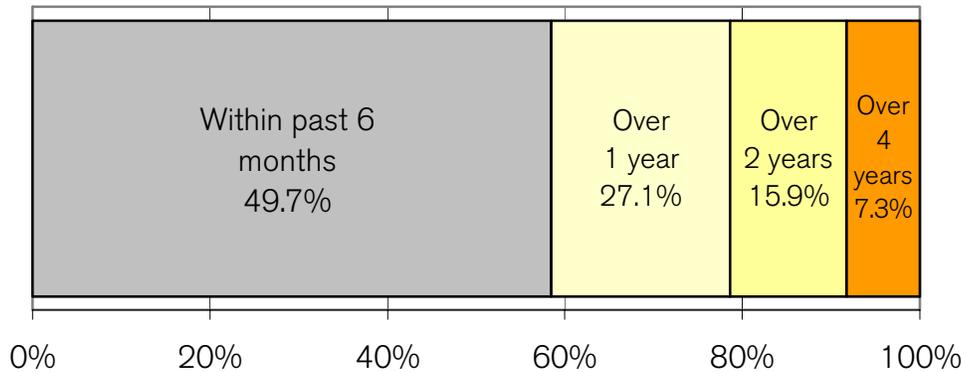
#### Extended Health and Dental Coverage

Students were asked whether or not they are covered by an extended health and/or dental plan (e.g. employee or group plan through parent or spouse). The results are displayed in the following chart:



#### Dental Care

Students were asked when they last visited a dentist. The results are displayed in the following chart (excluding the one respondent who did not answer the question):



## 4.4 Services

### Student Health & Dental Plan

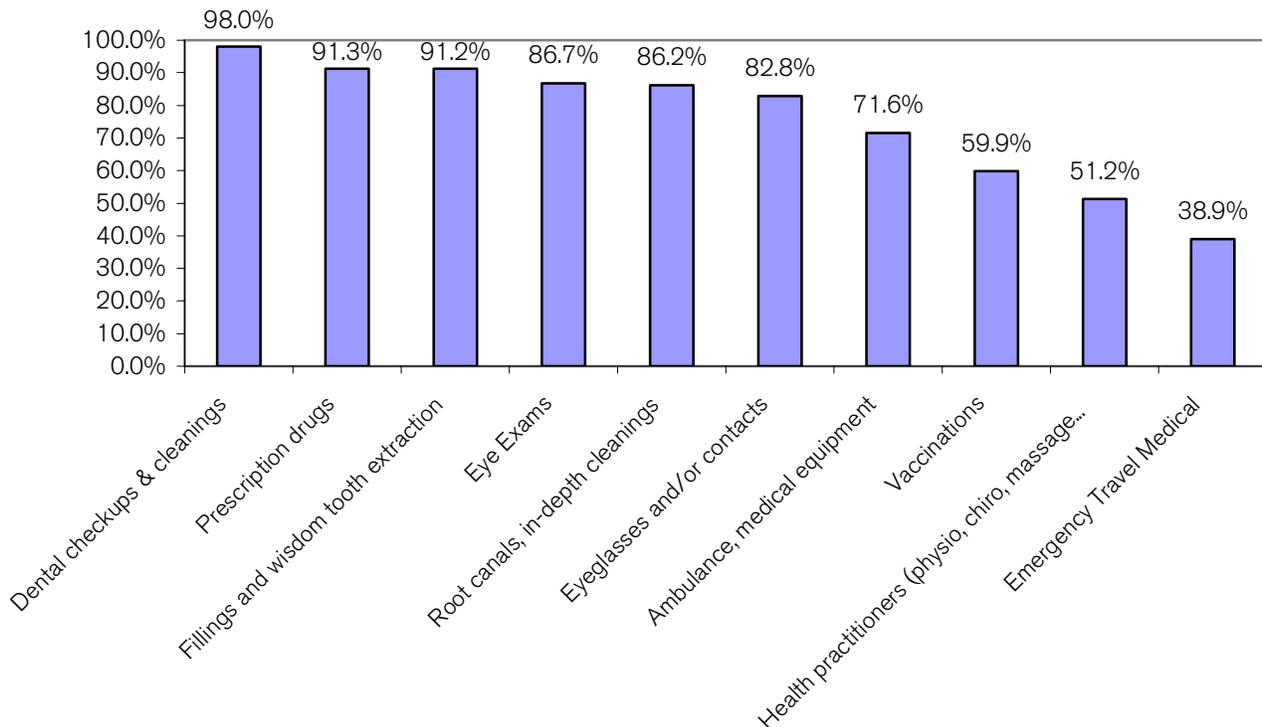
Students were asked if they think there should be a health and dental plan to cover health and dental care expenses for Medical, Dental, and Law students. Their answers are displayed in the following chart:

	Combined no. of Respondents	% of Total Respondents
Yes	416	89.3%
No	50	10.7%
<b>Total</b>	<b>187</b>	<b>100%</b>

To gauge immediate versus future need, students were then asked if they would prefer to see such a plan implemented in January, for the remainder of the 2007-2008 year. Over 75.4% said 'yes, if it is administratively possible', indicating a strong motivation and need for health and dental coverage as soon as possible.

### Health & Dental Plan Benefits

Students were asked what benefits they would want to have covered in such a plan. All answers are on the chart below. Percentages shown are the number of students who gave a selection of 'Very important' or 'important' for each selection.



## 4.5 Costs

### Out-of-pocket Expenses

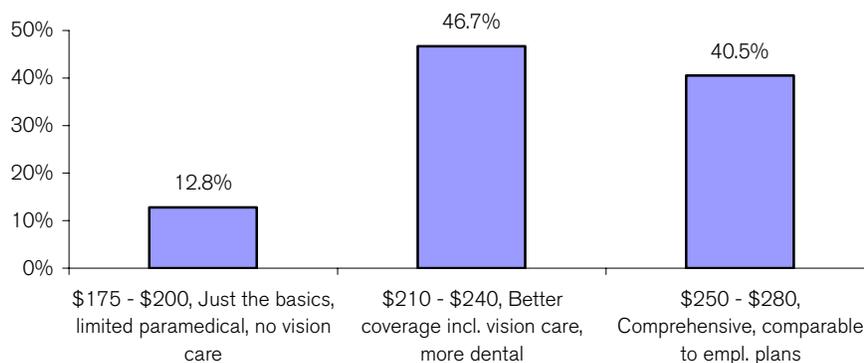
Respondents were asked if in the past year they had to pay out-of-pocket for any health or dental care that was not covered by insurance. 62.9% of respondents indicated that they had, while 37.3% said that they had not.

The following chart indicates how much students spent on such expenses. 50.7% of these students spent over \$250 in the past year, while 21.2% spent over \$500.



### Health & Dental Plan Costs

Students were asked to indicate what they would be willing to pay for a student health and dental plan (12 months of coverage). The results are displayed in the following chart:



Students were also asked if they were prepared to pay more for on-campus resources to help with Plan information, opt outs, enrolments and submitting claims. 79.9% answered no, that they were comfortable accessing the above information online and by telephone, while 20.1% said they would be prepared to pay more in order to have on-campus services.

## 5.0 RECOMMENDATIONS

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studentcare.net/works presents the following recommendations to the MSA, DSA, and LSA for consideration:

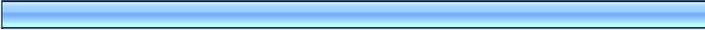
1. Over half of the students surveyed were not covered by an extended health/dental plan, yet an even larger majority felt that there should be a health and dental plan to cover health-care expenses for students in the faculties of Medicine and Dentistry, and Law. According to these results, there is a strong and clear interest in the implementation of a student health and dental plan.
2. Respondents prioritized a variety of health and dental benefits. In particular, respondents emphasized the importance of preventive dental services (checkups and cleanings), prescription drugs, eye exams, basic dental services (fillings, wisdom teeth extraction, root canals), and eyeglasses and contact lenses. The results demonstrate that students require a plan with equal consideration given to health benefits, dental benefits, and vision benefits.
3. More than three quarters of the respondents were in favour of accessing information online and by telephone rather than through on-campus resources. This should be taken into account if designing a Plan, since it would reduce the overall administrative costs.
4. If a student Plan is implemented, the Plan should promote the opportunity for students to coordinate benefits if they have existing coverage as this survey indicates that over half of respondents incurred out-of-pocket health costs that exceed the average fee for a student group health and dental plan.
5. The last word is given to students. Comments left by survey respondents also indicate support for a health and dental plan for medical, dental and law students. All comments can be found in Appendix A.

**APPENDIX A – SURVEY DATA**

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# U of A Health & Dental Plan Survey - Faculties of Medicine, Dentistry, and Law

1. My department/faculty is:			Response Percent	Response Count
Medicine			35.7%	170
Medical Lab Sciences			3.2%	15
Dentistry			8.2%	39
Dental Hygiene			4.4%	21
<b>Law</b>			<b>48.9%</b>	233
Other (please specify)			0.0%	0
			<i>answered question</i>	<b>476</b>
			<i>skipped question</i>	<b>1</b>

2. I am a:			Response Percent	Response Count
Part-time undergraduate student			1.1%	5
<b>Full-time undergraduate student</b>			<b>98.1%</b>	461
Graduate student (Note: if you are a graduate student, you are already eligible for the GSA Health & Dental Plan)			1.1%	5
			<i>answered question</i>	<b>470</b>
			<i>skipped question</i>	<b>7</b>

3. Are you an international student?			Response Percent	Response Count
Yes			0.0%	0
<b>No</b>			<b>100.0%</b>	<b>470</b>
			<i>answered question</i>	<b>470</b>
			<i>skipped question</i>	<b>7</b>

4. My age is:			Response Percent	Response Count
17 - 19			1.5%	7
20 - 22			18.3%	86
23 - 24			36.3%	171
<b>25 - 29</b>			<b>36.7%</b>	<b>173</b>
30 and over			6.6%	31
Decline to answer			0.6%	3
			<i>answered question</i>	<b>471</b>
			<i>skipped question</i>	<b>6</b>

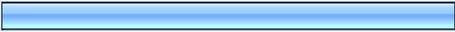
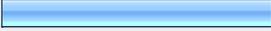
5. I am:			Response Percent	Response Count
Male			42.3%	199
<b>Female</b>			<b>56.1%</b>	<b>264</b>
Decline to answer			1.7%	8
			<i>answered question</i>	<b>471</b>
			<i>skipped question</i>	<b>6</b>

6. I have:			Response Percent	Response Count
A spouse or common-law partner			19.7%	93
Dependent children			4.2%	20
<b>None of the above</b>			<b>76.0%</b>	358
		<i>answered question</i>		<b>471</b>
		<i>skipped question</i>		<b>6</b>

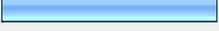
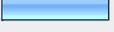
7. I am covered by an extended health/dental plan, on top of Alberta Health (e.g. employee or group plan through parent or spouse):			Response Percent	Response Count
Yes > A dental insurance plan			1.5%	7
Yes > An extended health insurance plan			7.0%	33
Yes > Both an extended health and a dental plan			38.6%	181
<b>Not covered by either</b>			<b>52.9%</b>	248
		<i>answered question</i>		<b>469</b>
		<i>skipped question</i>		<b>8</b>

8. When was the last time you visited a dentist?			Response Percent	Response Count
Over 4 years ago			7.3%	34
Over 2 years ago			15.9%	74
Over 1 year ago			27.1%	126
<b>Within the past 6 months</b>			<b>49.7%</b>	231
		<i>answered question</i>		<b>465</b>
		<i>skipped question</i>		<b>12</b>

**9. Have you had to pay for any out-of-pocket health or dental care costs in the past year?**

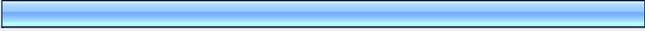
		Response Percent	Response Count
Yes		62.9%	293
No		37.3%	174
		<i>answered question</i>	<b>466</b>
		<i>skipped question</i>	<b>11</b>

**10. If so, approximately how much have you paid?**

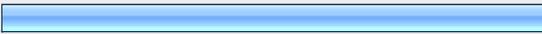
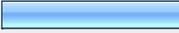
		Response Percent	Response Count
\$0 - \$149		21.9%	64
\$150 - \$249		24.0%	70
<b>\$250 - \$499</b>		<b>29.5%</b>	86
\$500 - \$999		14.4%	42
\$1,000+		6.8%	20
Not sure		3.4%	10
		<i>answered question</i>	<b>292</b>
		<i>skipped question</i>	<b>185</b>

**11. Would you support a Faculty-based Health & Dental Plan where the fee is automatically assessed for students registered in the Faculties of Medicine & Dentistry, and Law?**

**Note:** Students who are already covered elsewhere would be able to opt out and have the fee waived.

		Response Percent	Response Count
<b>Yes, I support a student Health &amp; Dental Plan</b>		<b>89.3%</b>	416
No, I do not support a student Health & Dental Plan		10.7%	50
		<i>answered question</i>	<b>466</b>
		<i>skipped question</i>	<b>11</b>

12. Would you prefer to see the Plan implemented in January, for the remainder of the 2007-2008 academic year? Note: The fee would be pro-rated (reduced) and you would be reimbursed for health and dental care expenses beginning January 1st.

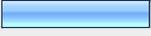
		Response Percent	Response Count
Yes, in January if it is administratively possible		75.4%	316
No, wait until September		24.6%	103
<i>answered question</i>			<b>419</b>
<i>skipped question</i>			<b>58</b>

13. What benefits would you want to have covered? Please rank in order of priority.

	Very Important	Important	Undecided	Not Very Important	Not Important	Response Count
Prescription Drugs	<b>68.3% (282)</b>	23.0% (95)	3.4% (14)	4.6% (19)	0.7% (3)	413
Paramedical Practitioners (i.e. Physiotherapy, Chiropractor, Registered Massage Therapy, Naturopath, etc.)	20.1% (82)	<b>31.1% (127)</b>	13.5% (55)	24.5% (100)	10.8% (44)	408
Eye Exams (Optometrist or Ophthalmologist)	<b>43.8% (181)</b>	42.9% (177)	6.1% (25)	6.1% (25)	1.2% (5)	413
Eye Glasses and/or Contact Lenses (Prescription)	<b>45.4% (187)</b>	37.4% (154)	6.6% (27)	7.5% (31)	3.2% (13)	412
Emergency Travel Insurance (Out of Province/Out of Country)	12.4% (50)	<b>26.5% (107)</b>	22.3% (90)	25.0% (101)	13.9% (56)	404
Vaccinations (Travel, Flu Shot, and Those Required for Lab Work)	26.9% (110)	<b>33.0% (135)</b>	16.9% (69)	16.9% (69)	6.4% (26)	409
Ambulance, Medical Equipment (Crutches, Braces)	32.6% (133)	<b>39.0% (159)</b>	14.2% (58)	10.8% (44)	3.4% (14)	408
Dental Care: Checkups & Basic Cleanings (Preventative & Diagnostic)	<b>77.5% (321)</b>	20.5% (85)	1.4% (6)	0.5% (2)	0.0% (0)	414
Dental Care: Root Canals, In-depth Cleanings (Periodontics & Endodontics)	<b>44.1% (182)</b>	42.1% (174)	7.3% (30)	5.6% (23)	1.0% (4)	413
Dental Care: Fillings, Wisdom Tooth Extractions (Surgical & Restorative)	<b>52.4% (216)</b>	38.8% (160)	4.6% (19)	3.6% (15)	0.5% (2)	412

	<i>answered question</i>	417
	<i>skipped question</i>	60

14. What would you be willing to pay per year (12 months of coverage) for a student Health & Dental Plan?			Response Percent	Response Count
\$175 - \$200 (Just the Basics, limited paramedical, no vision care)			12.8%	52
<b>\$210 - \$240 (Better Coverage, including vision care, more dental)</b>			46.7%	190
\$250 - \$280 (Comprehensive, comparable to most employer plans)			40.5%	165
	<i>answered question</i>			407
	<i>skipped question</i>			70

15. How the Plan is administered can have an effect on cost. Which of the following do you prefer?			Response Percent	Response Count
I am prepared to pay more for access to on-campus resources to help with general Plan information, opt outs or enrolments, and submitting claim forms			20.1%	81
<b>I am comfortable accessing my claim forms, enrolment forms, and general Plan information online and by telephone</b>			79.9%	322
	<i>answered question</i>			403
	<i>skipped question</i>			74

16. Do you have any additional comments?

		Response Count
		120
	<i>answered question</i>	120
	<i>skipped question</i>	357

## Comments

I think this is a good idea. I attended U of C where something similar was in place and although I opted out because I was covered by my parents I know many people found it beneficial. I do believe it was way cheaper at U of C, though.

Its about time. I just moved from BC. I have no health or dental

Great initiative, good luck with getting it implemented! I will look forward to seeing this next school year, or sooner. :)

175 is to much!!!

Please instate such a plan. It is a long time coming and UofA has lagged behind other institutions in this area.

no more mandatory fees!

this is a great idea

This is a great idea. My parents plan will cease to cover me next year, and I will be in the market for something like this.

I think it is a great idea for those who need it however I think that the people who do not require it should be able to EASILY opt out of it.

Given that these faculties are already charged a differential fee, I'm surprised that this type of plan is not already included in our tuition. Frankly I am appalled at the lack of benefits that are provided for the high amount of tuition we already pay.

I don't want to pay for other students' visits to the dentist. Bad idea.

I've always been shocked that UofA doesn't have a medical plan for its undergraduate students. This has long been necessary.

The student body needs at least some form of Health Insurance!!

Make it happen! My teeth hurt!

I have a wife and a dependent child, so something with dental coverage for them would also be very nice, we can't really afford at this point in time to do much dental work for them, unfortunately.

I would support the plan if you could opt out no matter what, but not if you must be covered in order to opt out. There is no business in imposing a further fee on someone.

Why exclude the other faculties? Do they not matter?

Interesting idea.

Good idea. Much needed for the older professional students.

If it's administratively possible, please start by January.

Access to such paramedical resources like physio, massage, acupuncture, naturopathic is very important to me as I am a student with a disability. I would not be willing to pay for medical benefits without this kind of coverage (prescriptions is also important to me). I also hope that if this is instituted we would have a choice (can opt out) even if we have no other plan, because the medical benefits may not be tailored to suit everyone. Thanks I hope these suggestions will be seriously taken into consideration.

It's crazy that we don't already have a health plan!

It is about time someone did something about this...

This is a great idea and in my opinion should be implemented as soon as possible.

Dental is the most important to me, with prescription drug costs being next.

While I support a plan, I have parental coverage and thus would opt out. Therefore I don't know if my answers are truly valid to this survey. When I turn 25 I will need this plan so would like something in place.

Please ensure the plans can be extended to cover spouses and children.

As long as students can opt out, a health and dental plan is an excellent idea. I think prescription drugs and dental costs are what hurt students the most.

This is long overdue. It is too bad it has taken this long for the initiative to be started. Great idea.

I feel that having a professional/grad student health plan is critically important. It should be considered a basic need rather than a privilege, as the majority of students in such programs have been studying for a significant period of time with no health coverage.

It is a sad state when medical students have poor medical and dental coverage. I sit next to dental students that will one day BE dentists / orthodontists and I can't even afford to use their services.

I really think that we really need a dental plan, especially for the older students or students that don't have coverage from family members. The costs of dental work are crippling if you have to pay out of pocket, along with things like asthma medication which can be very expensive.

I fully support this. Prior to med school I took dental care for granted because I was under my parents plan. But now, not having dental care for two years I really miss it. It is kind of ridiculous that the U of A is one of the only schools that doesn't have medical coverage for students. Thanks for moving forward on this.

please set up the plan asap.

I do not think that all "paramedical" services are equally important to cover: whereas physiotherapy is important, chiropractors and naturopaths are not important to me at all. If the plan is to be administered online, the website must be easy to use and understand.

I would only be interested in a family plan that would cover my wife and children as well.

I am presently covered by a plan (but vwill not be after next week) administered by Sunlife and it is great.

Don't waste money on non-legit "medical" treatments like acupuncture, naturopaths, homeopaths...

It would be important to know if spouses and children would be able to be covered.

no

Can this even be enforced?

Please, please set up this health and dental plan. Also, for the dependants section, you could only click one bubble, but I have a wife and a child.

I don't want this

I don't want it

I came from the University of Victoria where the student union had a dental/medical plan in place. I was disappointed to find that we are not offered a plan here. From my experiences at UVIC, the med/dental plan is well worth the cost.

This is a great idea. I was suprised to learn that I had to pay out of pocket upwards of \$150 for my latest dental services, even though I am covered under my father's insurance plan. I would fully support a plan that supported students in these faculties.

I think the plan is a great idea for those that do not have coverage; however, I am currently covered under my parents health plan. So, it is very important for me to be able to opt out. I am in support of the plan for others who do not have coverage but it should definitely not be mandatory for ALL (like our current bus pass situation).

Yeah!!!! Thanks for finally doing this!

Just wondering If someone has Alberta bluecross Individual coverage how this helps - cancel bluecross or works together?

Please allow an opt out option for those of us who already have extended health care.

What about discounted rates in opting for services by dental/medical students?

Many students are covered by their parents until they are 25. If this plan gets voted down, would there be a way to offer a plan to students over 25?

I have come across this same program at NAIT a few years ago when I was a student there. I didn't like having to pay the mandatory fee, but I had no choice as it was in place before I got to NAIT. Then I discovered that they covered dental and I thought it would be nice to get a checkup with my dentist - only there was a catch. They would pay for a checkup, but only if I went to see "THEIR" dentists - a total of three from which I had to choose. I have been with MY dentist since I was four years old (over twenty years) and I'm told I HAVE to go so THEIR dentist. Absolutely ridiculous!!

i think it would be excellent if this plan could be started...the sooner the better, imho! Thanks for undertaking this survey :-)

My wife and I would very much benefit from such a plan. If the plan is comprehensive and student-friendly, it will save us from having to pay out-of-pocket for medical/dental/vision care, and it will save us from potentially paying more for less coverage from Blue Cross, etc. My wife hasn't seen a dentist in a few years, so I am anxious to see this get off the ground. Thanks for this opportunity to voice our concern!

U of T has it and it works well. I think U of A students will benefit.

I have a wife and two kids. We are both students. Please do not try and implement any health plan. These things are often abused by students with parental or spousal coverage. Just let us spend our money in the priorities we as individuals see fit.

I think a health plan would be great for these faculties, especially since once we're older, we don't really have any coverage under our parent's plans anymore.

I actually have a question (or perhaps a common misconception. By having this health and dental plan, does it mean that I no longer need to pay for ANY other health care plans if I don't need them? (ie. Would this be sufficient to replace my Alberta Health Care?) Also, I am strongly supportive of this plan. We should have had this in place a long time ago.

A great idea. How many of us haven't seen a doctor since we had to get okayed to do our job?

I don't need this coverage. Opting out of it is absolutely necessary. Otherwise if it's helpful for others, this is a great idea.

I think a Health and Dental plan is a great idea. Many students are in the age range where they are no longer covered by other insurance plans (eg. parent's), but also do not have the time to work and be covered by an employer's insurance plan.

Long overdue... it is almost embarrassing. In fact, all undergraduates at the UofA should be part of this plan (with an opt out option if they have alternate coverage). I pay \$600/year for Alta Blue Cross. I suspect that students over 25 yrs will be more enthusiastic since they are no longer eligible to be under their parents health care plans.

Both my husband and I are students in medicine and dentistry. This would be extremely helpful for us as we are paying a huge fee every month for reasonable Blue Cross coverage.

I have been added to my partner's health/dental plan only in the last couple months. When I started my first year of Law, I did not have any health/medical coverage because I was no longer covered by my parents' plan. The average age of students in my program (LLB) is about 26 years old - too old for parents' plans. Most are full-time students who are not covered under the graduate plan. I ended up finally getting a basic Blue Cross Plan that doesn't cover much but it is all that I can afford. I feel that Law students (and perhaps others) should be considered separately than general other undergrad students. I was very negatively affected by the majority of general undergrad students voting "no" for an optional health plan some years ago!

I think this is a great idea!

I would like to know the cost of such a plan before deciding whether to support it. I would definitely support a plan where students could choose their level of coverage and be assessed the corresponding charge (i.e. health only, dental only, both, neither, various coverage percentages). I had such a health/dental benefit plan at a previous employer and the flexibility was great.

This is a great idea. The U of A is decades behind other Universities in this regard and that is just unacceptable. This needs to be implemented ASAP. It is sad that it has taken this long, but it is great that some action is being taken.

Way to go, it's about time we take care of ourselves!

I do not plan on getting the Plan for myself as I already have private insurance for both health and dental. But for the students out there without plans, this Plan is important to them. Just ensure that you leave an opt-out option for all students.

I think this is a great idea.

I would like to see this replace the health plan with the University Health Centre.

Please institute this as soon as you can. I already pay ~\$300 per month to service my debts - so a health plan for \$200 would be a big money saver. I haven't gone to the dentist in four years because I can't afford it right now. Thank-you for your help.

More important - get all students covered for disability insurance BEFORE they get sick!

Although I am currently covered under my parents, this coverage only lasts until I am 25. I would guess several students in professional programs will have a similar situation.

Let's finally get this done!

The opt out feature is key. I currently have a comprehensive medical and dental plan by virtue of my husband's employer, so I would want it to be easy to opt out of the plan. Better yet, I would prefer that the policy was an opt-in sort by default, rather than the opposite, as it is an expensive cost to have to possibly pay up front and be reimbursed with effort at a later time.

I would be very unhappy to be obliged to pay more fees for my degree. Down with this idea.

diabetic supplies are very expensive and my other plan doesn't cover all of what i need, so i would like to get help through something like this.

This would be great for us.

The price of the plan will obviously effect my preference. If it was the right price I could be interested.

I am currently covered by a health care plan but i think one that covers student's that dont is a great idea.

A lot of this questionnaire is irrelevant if I plan to opt out anyway. I don't care what the plan includes, nor does it matter what I would pay, if I already have coverage elsewhere. There should be a way to bypass that portion of this questionnaire. Also, the question rating how important certain services are - I can't remember the exact phrasing of the question, but what's the difference between Unimportant and Ve

On a previous question about seeing the dentist. The options were more than 4 years, more than 3, more than 2, more than 1 and then less than 6 months. What was missing was a period of more than 6 months but less than a year.

My concern would be with the reputation of the provider. I've heard some bad things about some student health care insurance providers.

I only have coverage now because my wife is a grad student. I think this is a great idea.

I am in the process of getting private coverage so a comprehensive plan through the U of A would be great!

Will we be able to gloat at all other student's lack of coverage by getting buttons that read: "I am covered!!"?

It's about time U of A had a health and dental plan for its students. It's expensive enough being in school without having to pay excessive health costs.

vision care is extremely important to me -- contact lenses and glasses coverage is a big point.

I don't think it is necessary for students to be forced to pay money into an extended health and dental plan. We already pay to health services to the University, and we get significantly reduced prescription fee's. Many of us are covered until we reach the age of 25. After which time, we do not have a significant amount of time until we will be covered again when we obtain an article. I do not see being forced to pay in excess of \$100 a year + the percentage of whatever services we use. I would not make use of the service enough to justify the cost. As well, I am from out of province and do not even have a dentist or doctor within Alberta. While I recognize that some people would use it extensively I do not feel that those individuals who would not use the service should have to subsidize the use of the others.

- Prescription coverage would be a waste as it's already subsidized at the pharmacy on campus. - Eye/Dental coverage would be great as it's very expensive and often neglected by students

It only seems fair that a professional faculty should have access to an extended health plan. After all, most of us have put-in just as much time in university as Master's degree graduate students.

Absolutely need opt out

I am extremely interested in this health plan. Since I am not covered by parents/spouse, the only other option I have for a health plan is Blue Cross for \$600 per year.

Other university students have access to health plans, with the availability of opting-out if you have other coverage...I think we need this very badly!

i think having a plan for law students is an excellent idea

I would support an extended health plan for students but it should not be compulsory, just as it is not compulsory at your employer. We're already being assessed enough fees for things we don't use already.

This is a great, long-overdue idea. I, and many other students, have talked about how great this would be already.

Fantastic idea, and long overdue.

It is about time something like this was implemented for us!!

Students who are not covered under plans often do not seek dental care. Often prescriptions go unfilled due to increasingly tight student budgets. In law we are concerned about image and therefore a health and dental plan should be a no-brainer. This is a good move toward overall student health!

Question 6 is flawed. Cannot select cohabitating AND have dependant children. Question 8 does not have a an option for more than 6 months, less than 12.

I am strongly in support of a health and dental plan. It seems bizarre and a little outrageous that undergrads at the U of A are denied one at this point, when I had understood it to be a basic need of university students across the country. I am absolutely in favour. Thank you!

I'm glad to see that steps are being taken that recognize that "aftergrad" law & med degrees are, in non-academic terms, graduate degrees. The lack of access to GSA resources is one that is easily ameliorated and sharing the Health and Dental Plan is an excellent first step. Bravo!

I really support this and hope that it is implemented as soon as possible. There are a lot of families in law school and it is unfortunate that the university does not have a health plan for us.

I think law school is way too expensive and do not need extra fees. I already have a hard time paying my fees and do not need to pay for a health plan that offers no benefit to me. For those that are in a big need for a health plan they can get it privately and I should not have to subsidize it for them when I have no money

I have both a spouse and dependent children (but was only able to check spouse) so maybe fix that in your survey. Good idea for a health plan, only wish it had been done sooner.

The limit on which dentists etc have opted in and whether one's own has are the reason I'm against a plan. I was a member of the GSA, and was VERY unhappy with the quality of care and advice I received. As the result, I had to pay the mandatory fees (because I had no alternative coverage and couldn't opt out) and yet still went to my own dentist for care I could rely on. I'm not interested in having to once again essentially have to pay twice for dental care I receive from my own dentist.

I said that I was covered by extended health but this is because I have purchased extended health and dental for myself. I had a medical and dental plan at my previous university and was shocked that UofA did not have such a plan in place. This is greatly needed as a safety net for people with very little expendable income.



**ihaveaplan.ca**

**[studentcare.net/works](https://studentcare.net/works)**

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University of Alberta Residence Halls Association

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Dear Council;

In an effort to keep you informed on the ongoing matters in Lister Centre and in the residences in general, I have attached a few documents of interest for you to read. The first is the notice that Residence Services sent to the Lister Hall Students' Association last week, informing them of changes to staffing structure and to Housing Exclusion List (HEL list) procedures. The second is the response immediately given by the RHA, and the third is the RHA's letter to the Senate, written after the University Administration had reversed the decision.

Residence Services, the LHSA, and the RHA are now in discussion regarding each of the issues initially raised. We are working towards, first of all, a memorandum of understanding regarding consultation in the decision-making process within the Residence Services System. The RHA will then be looking to forward this as formal process in UAPPOL, as has been discussed in COSA. Secondly, discussion will begin shortly surrounding both the Community Standards (and which sanctions should lead to being HEL listed) and staffing structure and selection.

If you have any questions on these matters, please do not hesitate to contact me.

Thank you for your time,

Peter Ochs

RHA President  
peter.ochs@ualberta.ca



To: Residence Services  
Re: Notice of Restructure

Dear Dima, Neil, Mike, Chelsey, Tonia, Chris, AJ, and Katie;

I am appalled to have heard of the restructuring of the roles of Residence Services (RS) and the Lister Hall Students' Association in Lister. This move goes against not only forty years of tradition, but against the discussion we have engaged in this year. I have, on multiple occasions and on different levels, expressed concern regarding the lack of deliberation of residents in RS initiatives. The notice of restructure (as I shall refer to this latest notice given to the LHSA) undermines existing processes that have been established this year, including not only RHA and RS cooperative initiatives, but the Residence Services Master Plan and the review of the Community Standards that is supposed to define the shape of residences. This strong-arming of policy ignores the spirit of Dare to Deliver as well as GFC Policy, not to mention the thousands of voices of existing residents and alumni.

## *Tradition?*

In raising concerns about Residence Life in Lister, I spoke of this as a generational problem, arguing that the concerns raised by Listerites of forty years ago are essentially the same problems that are now plaguing us, or – perhaps worse – have been growing problems. Here are a few quotes from throughout the decades that speak to the issue that has been forced upon us today, starting with Reg Lister:

You have to be absolutely fair in all your dealings; for a little ill feeling can grow into a nasty situation — a hostile house.

With this in mind then, it should have come at little surprise that the restructuring of the political system announced in 1978 caused what have become known as the Henday Riots. A report given afterwards (made confidential at the time) highlighted the problem of mistrust that was

The result of the ineffective communications and consultations with the LHSA... Intentions of the Department are not clear to the LHSA. This has caused apprehension. The misunderstanding of the Director has not helped and has confounded the apprehension. The effect of all of this is mistrust.

And in 1988, a presentation from the LHSA shows the students' willingness to work with the University in reforming the residence structure:

We are dismayed that the University feels it necessary to eliminate floor coordinators and to replace them with University appointed staff. We believe the present system can work but appreciate that something must be implemented soon which will work.

The issue of elected floor coordinators surfaced again in 2004 when the LHSA proposed that

The staffing in the new residence tower be elected floor coordinators that are directly supervised by an elected Hall Vice-President (according to the policies and procedures as established for the current Lister Hall).

It was in the discussion of this business item that two FC's voiced the opinions not only of themselves but of their floor as well:

**Vicki:** I talked to my floor and they all felt strongly that they want to have a say in who is the student leader in the new tower because for many that would decide if they want to live there. AGREED

**Mel:** My floor had the same feedback. They liked that they felt involved in the community and given [sic] the decision. They would become more involved in the community. I have exchange students and one of them who [sic] is really bright and had lived all over the world and he feels that this is his favorite residence system...

**Marc:** One of the benefits is there is a system of checks and balances. This seems a lot more focused on making sure that that is there.

Concerns about elections heightened once more last year, after Hall VP candidates were blocked by RS, and student outcry was such that the LHSA constitution had to be amended to stipulate procedure following the victory of a "no-vote" in elections. This in turn led to the advising – from myself and Kyle Marshall – of a more formal procedure on behalf of RS regarding elections, including a set of guidelines for employee qualifications and expectations, and a move to make the ADRL responsible for the final call in blocking a candidate, thereby ensuring that student deliberation be included in any decision. From this discussion, I was assured that this input would be discussed.

And now, of course, we have the current situation: a memo detailing plans to remove the electoral process from Lister. The outcry has been immediate, and I will not take your time here by quoting the hundreds of students who have posted on Facebook, or the students who have sent emails in protest of this latest move. I do, however, encourage you to do so on your own, for it is the least you can do after taking away their voice by undermining the process of deliberation.

## *Dare to Deliver?*

The University's Dare to Deliver Academic Plan is mentioned no less than five times in the short notice provided to students. Looking at Mel's quote above, we are immediately drawn to the community side of Lister, and can't help but recall President Samarasekera's description of residence as a "transformative experience." Now, we understand the difficulty in managing a residence and the residence staff within, but cannot help but turn to the Plan in this instance:

"Community Engagement" speaks to the internal dynamics of the University of Alberta as a community. Embracing our complexity brings challenges as well as opportunities, and knowing exactly how *to cultivate a nourishing environment in the face of complexity* can be elusive. (emphasis added)

Embracing the complexity, then, makes one recall the 1988 quote that illuminated the willingness of students to work with the University. Moreover, since students are a part of residence staff, one can look back to the University vision:

We recognize that a healthy workplace is one in which *staff are respected and the value of their daily work is recognized*. (emphasis added)

When a restructuring of this nature is handed to students on a memo, it becomes difficult to see this respect. When the restructuring goes against all deliberative processes initiated thus far, it is difficult to see this respect. And when staff seems to ignore GFC Policy in not involving students in decisions as monumental as this, this issue goes beyond disrespect: it is the responsibility of

Residence management... to involve students in decision making within the residence which affects them and will encourage and facilitate student involvement.

Our hope is that you will now turn back to the Plan, and rescind these changes based on its true spirit. Following the discussion of community engagement, Dare to Deliver asks, "How will we know when we're there?" The answer echoes with students:

The University of Alberta will be recognized as one of the world's great universities and as a university that is great for the world. *We will be responsive to our community members* as whole people, anticipating, encouraging and celebrating growth and change within our ranks. (emphasis added)

We ask that Residence Services return to the level of responsiveness they had been showing in their initiatives toward deliberation processes that this very notice undermines.

## *Shared initiatives?*

It is extremely unnerving to see this notice of restructure come unannounced after concerns regarding exactly this matter have been raised and re-raised for weeks, and deliberative processes engaging some of the issues addressed have been ongoing for months. As already discussed, the move to an appointed system for staffing resources is in direct opposition to the RHA and LHSA's demands for greater student deliberation and involvement. That not even the slightest hint of this move was ever given in our discussion of elections is unacceptable, and the fact that discussion has arisen out of a lack of student representation in numerous areas makes this move egregious.

This lack of student representation may easily be illustrated in both areas of Residence Services: Residence Life and Housing. Regarding Residence Life, the RHA has twice sent letters to the Lister RC's, demonstrating – and to their agreement – that there is a lack of communication between RS and the LHSA. The second of these letters has not yet been replied to. And in regards to Housing, the RHA expressed concern that they did not receive notice of “voluntary” housing policy changes.

Furthermore, RS has shown in this document its wish to align with Dare to Deliver, and its goal to develop “a set of standards for returning residents,” also in line with the Plan. The latter is presented here in such a way that implies a RS initiative, ignoring the greater University governance which holds that these changes – and these are changes, not a mere development – must pass through the Campus Law Review Committee, a committee on which RS and the RHA have equal representation. The placement, then, of the Community Standards review in this document is used to bolster the move to HEL list a greater number of students (as outlined in the paragraph prior), and in this way acts as a simple bully tactic.

Meanwhile, the attempt to align the entirety of this notice with Dare to Deliver supersedes the Residence Services Master Plan, which is, of course, Residence Services' attempt to develop a long-term plan aligned with Dare to Deliver. The key difference? The Residence Services Master Plan is necessarily taking longer to develop since it is being consulted on with a wide variety of interested groups, not the least of which is residents themselves; in fact, the RHA gave feedback to an initial progress draft in December. This notice of restructure fast-forwards the process by ignoring the norms of consultation and deliberation, and in so doing leaves students behind.

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The major theme throughout this letter has been one of uncertainty. In a time when we've been looking for increased student participation, how did this happen? With this having never come up in our discussion on elections, who initiated this move? When RS is already engaged in a process of aligning with the University vision, how can they move against that? With the LHSA already gathering feedback on their officer positions, why would this restructure be forced upon them? And most importantly, how can such a monumental move not be discussed with students?

There is much that Residence Services needs to answer to. This letter outlines some of the concerns of residents, but much more has been given by email and on Facebook. More yet are looking for other ways to voice their opinions, from posters around Lister to demonstrations. Ultimately, Residence Services must now answer to the very students they chose to ignore.

I look forward to hearing from you,

**Peter Ochs**

President, 2007-2008

Residence Halls Association

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Chris Lê, Vice President (Student Life)

## Council Report 19

12 February 2008

- ❑ **Student Life Committees:** The Student Life Services Advisory Committee will conduct surveys about Safewalk and the Student Distress Centre at SUBstage after Reading Week. We'll have prizes and the infamous Plinko board to make it fun to participate!

The Student Life Programming Committee is continuing its work with Campus' Got Talent. The main event is on 19 March 2008. Sign up if you or your friends want to show off your talent to the UofA campus.

SLPC is also putting on Speed Buddies on 14 February 2008. Think of it as speed dating, but without the dating! This event is a great way to meet new people and enjoy Valentine's Day.

- ❑ **Campus' Got Talent - Augustana Trip:** To kick off Campus' Got Talent, I brought CGT to one of our satellite campuses, Augustana. VPOF Gamble and VPA Samuel, as well as my AVPSL and a few members of SLPC, joined me as we searched for Augustana's top hula hooper. That person turned out to be Ruth Fogel with a time of 15:14 min. That's the best time we've seen! Augustana students also competed for top Nerf gun accuracy shooter. We had pizza and prizes for people who participated.
- ❑ **Council on Student Affairs:** COSA discussed several issues. I gave an update about the Health Services Advisory Group; we've done as much work as we can and are waiting to hear from Blue Cross.

Peter Ochs from the Residence Halls Association and Neil Buddel from Residence Services spoke about the progress made after the student outcry regarding RS's memo last week. There will be a memorandum of understanding signed between RS and students to ensure transparency and consultation. Further discussions will occur after Reading Week, particularly evaluating sanctions that could lead to students being placed on the Housing Exclusion List.

Finally, as part of the decommissioning of General Faculties Council policies to the University of Alberta Policies and Procedures Online (UAPPOL), Jim Bohun is spearheading the project to rescind or move policies in Section 108 – Student Affairs. Many of the policies are redundant (i.e. they are found in other sections of the GFC Policy Manual), and some are simply outdated.

- ❑ **New Safewalk Associate Director:** Janine Sandersen will fill in as the Safewalk Associate Director for the rest of the term. She was involved with Safewalk this year, and her volunteer experience will continue to make Safewalk a great service for students.

**February 12, 2008**  
**Vice President Academic**  
**Bobby Samuel**

Dear Council, sorry for the lateness of this report, I was sick on Thursday and only came in the afternoon, so this report is going to look a little sparse...

**GOALS:**

**Enhance Technology** – We're still in the process of conducting the technology audit (this is taking really long), please send them over if you have been assessed.

**Improve Teaching** – The Committee on the Learning Environment (CLE) met to discuss the taskforce on Student Evaluations, so far it's coming along nicely with some concerns on membership that will probably be resolved soon.

**Increase Bursaries** – Not much conducted, still working on getting a meeting to analyze awards statistics.

**Reward Involvement** – Currently following up with FAs to see how progress is being made.

**Reduce Textbook Costs** – The Canadian Roundtable on Academic Materials (CRAM, new acronym) was quite successful. I will be submitting a full report to Students' Council as soon as I have time.

**EMERGING ISSUES:**

**Faculty Associations (FAs)** – Currently conducting one-on-one meetings with FAs to gather input on how to make CoFA better for the remainder of this year and next. CoFA was also last Thursday and it went really well.

**Professor of the Week** – e-mail nominations to Brittney at [avpa@su.ualberta.ca](mailto:avpa@su.ualberta.ca)!!!!!!

**Bear Scat/Tracks** – I've tabled the SFU report for council's reading pleasure.

**GFC** – I missed Exec because of CRAM and ASC SOS because I was sick, CLE met to also discuss the integration of teaching & research.

**Score Card** – This was supposed to come out of the University as part of the academic plan that was approved in November 2006 to outline where we would be at the end of 4 years. Thus far, they are still working on it.

**DIE Board** – It ruled that I can continue on as VPA, I've already paid the fines to the SU and once again, I would like to emphasize to Students' Council how sorry I am for this entire issue on the pamphlet. It was a complete lack of judgement on my part, and I hope we can all move on.