

UBC Esports Association 2020-2021 Board Reform Proposal

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THE PURPOSE

The 2019-2020 school year has been a transformative one for the club as we've looked to break down barriers built up by past difficulties and poor communication. The club has succeeded and improved in many ways this year but still struggles from unclear distribution of responsibilities. This proposal aims to solve various issues within the club's structure to create stronger channels for communication, a greater sense of accountability and understanding, and a better working environment. This proposal does not attempt to address specific intra-department issues such as poor communication between a VP and their executives.

We would like to acknowledge that there are potential concerns with this reform, in particular regard to vacancies in roles that have traditionally been filled. We believe that every year of the club has specific needs and abilities, and it is our opinion that this structure will work best for our cohort. There will be opportunity for future generations to make their own amendments to the club structure, just as we are now, so the longevity and wellness of the club will not be compromised by this reform.

THE BREAKDOWN

Internal Relations

The Internal department has been a difficult one to conquer. The AMS can be difficult to work with and the department has previously been bogged down by room booking requests. To account for its multi-facing workload, we propose that the department, by nature, should be integral to the club's campus-based relationships. This includes those with the school administration, the AMS, and other clubs. By shifting the relationship between the club and the school administration away from the President, the Internal department will gain added responsibility and focus on those relationships instead of on logistics.

Administration

Though we dissolved the Administration department this year, with careful consideration we believe that reviving it with a central focus on room bookings would account for the

change in the Internal department. By shifting one of the largest and most tedious club responsibilities to a new department it opens doors for the Internal department to flourish and for Administration to gain enough footing to operate appropriately regarding its workload.

The prior two core responsibilities of the Administration department would remain: planning meetings and taking minutes, and managing the clubroom space. This workload is arduous but justifies the incorporation of an executive or two to compensate—having one or two people dedicated to room bookings alone is not unreasonable.

There have been concerns voiced about the department having too many responsibilities. In our opinion this is a healthy amount of work and that the size of the team can be adjusted to account for an increased workload. If we find that the workload is too much we will take the appropriate measures to reevaluate the role and adjust accordingly, with the counsel of the club.

External Relations

External should continue to operate as it has been, with the specific focus of getting executives onboard who will utilize the position meaningfully and who are capable of communicating with existing or potential sponsors effectively. External will work closely with Internal as Internal's shifted focus compliments the department nicely.

Human Resources

After an evaluation of the Human Resources department this year, we propose to disperse the responsibilities of the department into the rest of the club.

The main responsibilities of HR have been:

- Hiring would be conducted by the co-presidents and the pertinent game directors and VPs.
- Team socials would be orchestrated by an executive who would be dubbed the 'social director'. Their role would be focused upon planning social events and filling other mandatory executive responsibilities (attending executive meetings, volunteering at major events, etc).
- Conflict management would lie under the co-presidents' domain, this year there were a low number of conflicts reported to HR. Between the co-presidents there are enough resources to handle them effectively
- The reintroduction of the admin department would remove the final pillar of responsibility from the HR team and effectively remove the department from the club.

We want to acknowledge the concerns about not having an official body for internal conflicts and other operations. Club culture and working environments have been extremely healthy this year - negating the requirement for a dedicated HR team. Over the course of this year the HR team has experienced an extremely low number of conflicts, and we believe that the two of us will suffice as a team to approach any future internal problems. If there are further concerns regarding the dissolution of HR, please voice them to us!

Communications

Communications is a department that we see a lot of room for growth in within their department but not without the reform of the board's structure. We intend to brainstorm heavily with the future VP Comms as to how we can improve the department.

We previously suggested an example solution of splitting the role into separate roles (Design and Marketing), however there were fair issues raised with that suggestion. In the interest of time regarding the election we will keep the department as it is and we can brainstorm decisions to improve upon the department after the role has been filled.

Finance

Finance would operate club funds on a per proposal basis instead of allocating budgets to departments at the beginning of the year. This would allow events that need funding to secure it, so long that they can justify said funding. It would also disallow for departments to spend money "just because it's been given to them".

This would lessen the financial barrier between larger game departments and smaller ones--everyone would have to apply for funding the same way. Money taken in from sponsors would be pooled into a general club fund. Proposals would be processed by the VP Finance and the co-presidents, in discussion with the applying director or VP.

Jake has raised some concerns about structuring club finances solely on a proposal-basis, so we plan to chat with him and the future VP Finance when time permits to discuss this further.

This proposal document is subject to change per the feedback of the existing and future executive teams. We have prepared it in detail not to solidify or restrict the plans for 2020-2021, but rather to create meaningful discussion as to how we can improve the club.