



COUNCIL **REPORT**

NOVEMBER 2025

PLACE RIEL
STUDENT CENTRE

1 Campus Drive



November is a busy time for students and student leaders. Our USSU executive team has been in our roles for over 6 months now, marking the halfway point of our terms. November is also midterm season, the beginning of students preparing for final exams, and amongst many other aspects of navigating student life, the month can become overwhelming. This month, the USSU worked to welcome new changes to the USSU Student Health and Dental Plan. Our University Students' Council successfully passed the addition of Virtual Health Care and Gender Affirmation Care. These two services intend to provide USask students with greater and more equitable access to necessary health services. Additionally, the USSU is building a presence for students attending Prince Albert Campus. Attending monthly Talk to Us Tuesday spaces and meeting with students, the USSU is also working to bring student leaders from Prince Albert into various committees and associations in order to ensure representation and inclusion in decision-making.

The USSU continues to keep conversations about the urgent need for institutional change front and centre. From academic policy and increased accessibility to connecting student support and awareness of navigator and intake positions, as well as critical infrastructure and long-term visibility for sexual violence prevention, the USSU actively communicates key student concerns to Senior Leadership within the University. Additionally, at our monthly meeting with the President's Executive Committee, the USSU shared the need for an explicit human rights framework and communication about the ongoing genocide and violence occurring across our world. The USSU is also working to amplify conversations and actionable initiatives surrounding Anti-Racism and Anti-Oppression. On November 19th, in collaboration with the GSA and other critical units on campus, an Anti-Racism symposium was held, bringing together various members of USask to critically engage with topics of oppression, systemic discrimination, and bias, as well as to share stories of joy, agency, and resilience.

November brought with it the announcement of a Provincial Multi-Year Funding Agreement, which will now provide students with predictability regarding tuition over the next four years. The USSU considers this agreement a win for students. This month, the university community also celebrated Fall Convocation, and the success of many incredible USask students who crossed the stage to receive their degrees and certificates. Additionally, November marks Indigenous Veterans' Day and Remembrance Day. On November 11th, members of the USask community gathered to remember and pay respects to those who have sacrificed their lives or committed themselves to service and the hope for a better future. Specifically, the USSU emphasizes the role that students played in serving during the First World War, as well as the continued service of USask student alumni. Student priorities, initiatives, and needs are central to the success of our University. As we prepare for our own Annual General Meeting, our executive team will make sure to bring back the topics of most concern to students to the broader USask community in order to act on their implementation.

On behalf of the USSU and University of Saskatchewan students, we are grateful to share with University Council our ongoing priorities, initiatives, and reflections.

President

Throughout November, the work of our day-to-day operations continues to align with overarching themes of academics, advocacy, and community collaboration, all rooted in the values of Courage, Collaboration, and Accountability. However, the issues, priorities, and initiatives that come across our desks as student leaders are profoundly personal, timely, and reflective of how the student experience must continue to be supported and uplifted across the university.

Heading into November, the University Students' Council approved two new additions to the USSU Health and Dental Plan: Virtual Health Care and Gender Affirmation Care, both of which will be available starting January 1, 2026. Virtual Health Care provides 24/7 access for domestic, out-of-province, and international students, with unlimited usage; however, certain diagnoses (such as ADHD) require in-person visits, and controlled substances cannot be prescribed through the service. Gender Affirmation Care includes medical coverage of up to \$5,000 per procedure (with a lifetime maximum of \$50,000), travel and accommodation support up to \$1,000, and unlimited legal coverage to assist with navigating the healthcare system. Students only need a gender incongruence diagnosis, not gender dysphoria. These additions address concerns about accessibility and affordability, while also advancing commitments to equity, diversity, and inclusion across the student body.

In collaboration with the GSA, as well as other critical student support units and leaders on campus, the USSU team will support the Anti-Racism Symposium, scheduled to take place on November 19, 2025. Helping to facilitate a discussion on what students believe must be identified and prioritized for student leaders to be advocating for at the university level, the USSU hopes that the stories and dialogue shared will support a recommitment to the MOU between the University and the Students' Union to actively work towards combating racism, bias, oppression, and systemic barriers. Following up on conversations held over the summer with members of the Senior Leadership team, the USSU intends to work with the University in the new year to recommit to and revitalize the contents of the MOU, thereby strengthening and maintaining accountability for our commitments now and in the future.

USask students continue to speak out about the violence being perpetrated across the world. This means looking to the USask community to call attention to relationships with various organizations that are complicit with human rights abuses and violence, scholasticide, and genocide. As I indicated at the last university council, students are calling on the university to acknowledge the ongoing genocide in Palestine and its catastrophic human, cultural, and environmental impact. Palestine is not separate from our campus, but rather it is deeply tied to EDI principles: opposing racism, colonialism, and systemic violence. Specifically, students are calling for a commitment to establish an explicit human rights framework in our USask

investment policy, aimed at preventing future investments in companies that commit human rights violations worldwide. The university values commitments to community, equality, human dignity, reconciliation, and sustainability. It is imperative that we continue to work to advance EDI initiatives and that the university seriously commits itself to doing more to address student concerns about the genocide being committed.

The USSU has scheduled a meeting with the President's Executive Council for early December to continue advancing discussions on EDI. This conversation took place after our October meeting, during which both graduate and undergraduate student leaders engaged with various literature and materials related to EDI conversations, free speech, and academic freedom. The executive team is grateful for the opportunity to have these conversations with various leaders around the table; active engagement with EDI remains a priority within my portfolio. I continue to fundamentally believe that the University of Saskatchewan should be more than just a place for students to obtain degrees. It should be a space that encourages critical questioning of the status quo, as well as a place to examine our own perspectives critically. As language shifts, understandings of legacies of oppression evolve, and the campus community continues to welcome diverse student experiences, there will need to be continuous space for growth and transformation. EDI is about creating a system of shared values that encourages people to join a movement and mutually support one another's work.

The University Students' Council continues to meet weekly, tackling topical events across the campus community that concern student success and support. Recently, our student councillors met with a representative to discuss Link and Public Transit, engaging in a conversation to express concerns and provide insight from across the USask colleges. This experience proved to be extremely valuable for both representatives of Saskatoon Transit and student leaders. Our University Students' Council frequently meets with various representatives, units, and leaders across campus to ensure that councillors are equipped with the most well-rounded knowledge of student issues and supports. On November 20th, the USSU will host its Annual General Meeting to discuss emerging topics with our membership, review proposed bylaw submissions, and consider resolutions.

Furthermore, the USSU continues to discuss with senior leadership about the importance of proactive responses to sexual and gender-based violence. The USSU will meet with Interim Vice Provost, Students and Learning, University of Saskatchewan, Dr. Marjoire Delbaere, regarding updates to the Sexual Assault Prevention Policy, as well as to strategize about procedures and response to sexual and gender-based violence on campus.

Notably, the Indigenous Student Advisory Committee, which intends to advance Indigenous Student agency and foster connections and collaboration between Indigenous and non-Indigenous students across USask, has been meeting regularly. Connecting with Carson

Magnuson from the Office of the Vice Provost Indigenous Engagement, the committee intends to help creatively deliver spaces for all students to learn more and engage with ohpahotan oohpaahotaan, the Indigenous Strategy. Furthermore, the committee proposed new bylaws to ensure that we are working in collaborative and inclusive structures that represent and reflect the needs of Indigenous students across campus. I am grateful for the leadership at the Gordon Oakes Red Bear Student Centre, and within OVPIE, and for their commitment to advocating for Indigenous Students.

Ultimately, the USSU continues to work to amplify the voices of students and address various issues, projects, and topics to ensure that all USask undergraduates feel that their voice is heard, that opportunities are accessible, and that their priorities continue to be reflected in the University of Saskatchewan's mission.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Emma Wintemute', with a stylized, cursive script.

Emma Wintemute

President

University of Saskatchewan Students' Union

Vice-President Operations & Finance

Summary:

With final papers and projects approaching, October and the start of November have been busy. As is tradition, I focused on supporting campus groups, engaging with the City of Saskatoon and Transit, initiating the budget preparation process, and ensuring that students are well-informed about our projects and initiatives.

We are now over halfway through our terms as USSU Executives, but we do not intend to slow down. We remain actively engaged with the student body, supporting their interests and passions and helping them navigate their university experience.

Campus Groups:

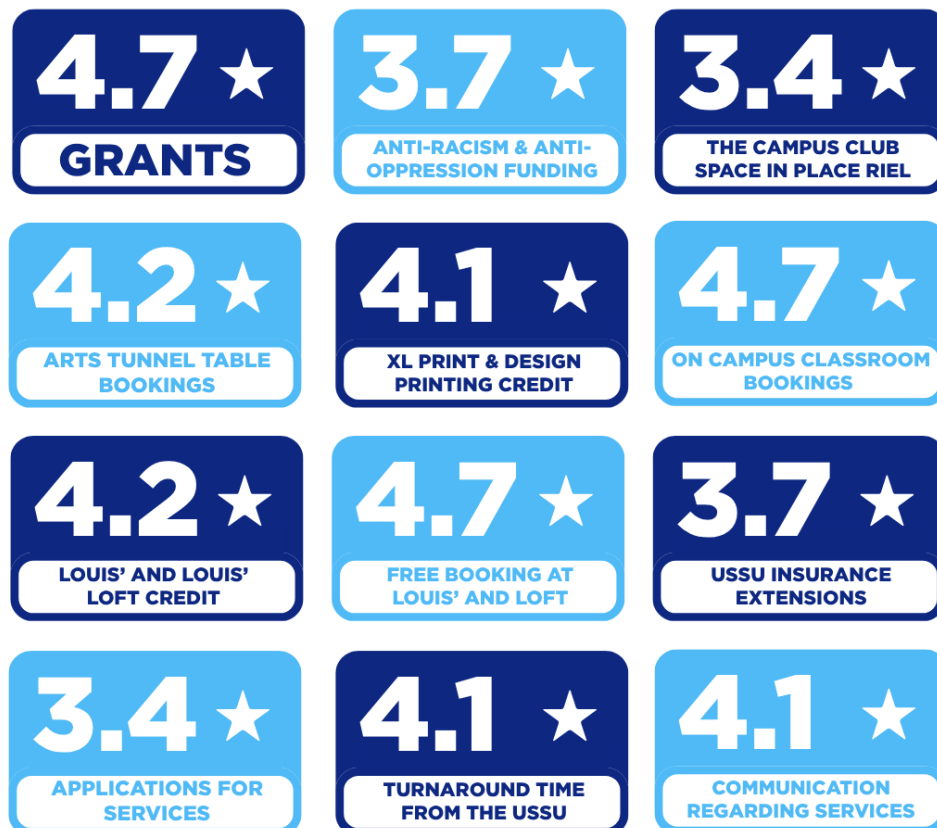
At the time of writing, 151 groups are fully ratified, with nine provisionally ratified, awaiting payment of their fees. Thus, we have exceeded the total number of groups ratified last academic year, as many new groups seek the benefits of ratification with the USSU. To provide more clarity into what kind of groups we ratify, please see the statistics below:

- There are **14 ratified Constituency Groups**, with an additional one choosing not to ratify, representing all students enrolled in their college, all International students or all Indigenous Students.
- **111 Campus Clubs** represent particular interests among USSU members, academic or otherwise. These groups represent the extraordinary diversity of our campus.
- **9 Sporting Clubs** organise around the playing of a particular sporting activity.
- **17 Cultural Clubs** organise events to promote cultural diversity.

With many more groups in the application phase, we welcome all students to bring their creativity and passion to the tight-knit campus groups community here at USask. Not only do we invite them to do so because of the considerable benefits of ratification—such as room bookings, grants, insurance extensions, advertising, administrative help, and IT support—but also so they may join in the USSU's proud tradition of campus engagement and community uplift. Starting or joining campus groups is an excellent way for students to get involved, make lifelong friends, gain valuable experience, and, most importantly, construct strong bonds on and off campus.

Apart from ratification, the USSU also oversees grants and funding for groups. In October, we approved **\$6,961.57** in group funding. The majority of this was through our Projects & Initiatives grant, which helps groups with hosting events, printing at XL Print & Design, booking Louis' or Louis' Loft, and much more. Notably, \$1,150.00 was approved in Equity, Diversity, and Inclusion funding, demonstrating both our commitment to uplifting equity-seeking communities and the dedication of campus groups in supporting that mission. At the time of writing, we are already on track to approve even more funding for groups by the end of November.

In my last report to Council in October, I introduced our Campus Groups Services Survey, which aimed to gauge how groups are or are not utilising the services we provide to them through the ratification process. I am happy to report that several dozen students took the time to complete this survey. The results indicate overwhelming support from group leaders for the services we offer and the way we provide them. Out of five stars, group leaders rated our services as follows:



Students noted challenges and concerns with our application processes for insurance extensions and funding. Particularly, students stated that some questions in our funding application were redundant or difficult to answer. As for insurance extensions, students indicated that they were unaware of when or why these are required. We are taking steps to reduce redundancies and better explain when and why groups should utilise our services. Our Campus Groups Committee is also developing new advertising strategies to promote these services more effectively.

Transit

Last month, the City of Saskatoon shared two Transit-related surveys with city residents, one on redesigning the bus system to align with the Link (Bus Rapid Transit) system and the other on bus fares. The USSU shared these surveys with its members and invited interested students to attend open houses about Link and other Transit matters. I meet quarterly with the Transit Services Team, and I am eager to learn more about what the survey results reveal about what our city wants to see in an expanded and streamlined public transit system.

Additionally, October also saw the first meeting of the USSU's Student and City Connections Committee (SCCC). Created in 2021 upon the signing of the [MOU](#) between USask and the City, the SCCC works to bring students and the city together, particularly on Transit matters. With construction on Link rapidly approaching, the committee intends to put together opportunities for students to ask questions, become acquainted, and learn more about the system. These opportunities will include open houses, forums, tabling sessions, surveys, advertisements, and more. Anything that can get students, staff, and faculty to campus faster and more safely is a high priority for us, and I look forward to providing updates on these informational opportunities in the near future.

University Students' Council & USSU Operations

Through the University Students' Council (USC), I oversee three committees, including the aforementioned Campus Groups and Student and City Connections Committees. I also oversee the Finance and Committee, which is responsible for developing our annual budget, setting USSU student fees, and ensuring that our members are informed about financial matters. In recent years, this committee has been dormant and has only met during budget preparation. This year, I am working diligently to make that change. The committee is hard at work preparing our annual budget and advertising why students are charged the fees they are and how that money is used. Students deserve the opportunity to know where their money goes, so it is my intention to provide transparency. Similar to my goals with the SCCC, this committee will host information sessions and release a call for students to submit questions about our budget and fees.

As our President is sure to mention in her report, the USC added two services to the student health and dental plan: gender affirming care and virtual health. At no additional cost, these services will be available to all eligible students starting in January 2026. More information about these services will be released soon, but it is safe to say that students will have access to a wider range of health services with increased coverage. Gender-affirming care, for instance, will help students navigate Saskatchewan's health system and cover those gender-affirming procedures that are not already covered by provincial healthcare. Virtual healthcare will help all students avoid long wait times and access care more quickly. As a 24/7 service, students will be able to seek non-emergency care and obtain non-controlled prescriptions.

We have been diligent in sharing information on these two new services with constituency groups and the Association of Constituency Presidents (AOCP). This month, we have met with several of these groups to provide them with opportunities to ask questions about why these services were introduced, what the financial impact is, what these services include, and much more. We are always happy and excited to meet with these groups and others so that our members are well-informed.

I am also extremely proud to report that the USC is at almost full strength. Every college and constituency now has a Member of Students' Council, meaning that, for the first time in many years, there is a voting member representing every USSU member at USask, whether in Saskatoon, online, or in Prince Albert.

Meetings and Advocacy

The USSU Executives are currently preparing an Advanced Education Lobbying Document to present to the provincial government. This document will be a crucial step in the USSU's advocacy for undergraduate students at USask, including both current and prospective students. More details will be released when the document is completed, but we will be calling for the government to address long-standing concerns that students have raised. Whether it's the cost of living, access to affordable housing, student loan interest, the international student cap, or a range of other issues, we remain committed to representing and helping our members. This document will not list all the problems we intend to address, nor set the included issues as our only priorities. Rather, it will provide the government with a strong understanding of the challenges that our members and students across Saskatchewan are facing.

Also, regarding advocacy, our Annual General Meeting is scheduled for November 20 at 6:00 PM in Arts 241 (Neatby Timlin Theatre). This is an important opportunity for students to engage with their union. There, students will consider amendments to the USSU Bylaw, hear from KPMG about our annual audit, and have the chance to ask the USSU Executives any questions

they may have. As always, we are providing students with food and refreshments, and we look forward to seeing new and familiar faces there.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Deis". The signature is fluid and cursive, with a large initial "D" and a stylized "e" and "i" followed by an "s".

Owen Deis

Vice-President (Operations & Finance)

University of Saskatchewan Students' Union

Vice-President Academic Affairs

Transition from Planning to Implementation

The month of November marked a pivotal transition from planning to implementation. After months of groundwork and consultation, several major policy and structural initiatives are now beginning to take tangible shape. This period has been defined by the question of not only what we do, but how we ensure that students understand and can navigate the systems that are meant to serve them. As new policies, support positions, and frameworks come into effect, much of my focus this month has been on ensuring clarity, cohesion, and communication - turning policy into practice and structure into accessible support.

Across the breadth of my work, a central theme this month has been connection: connecting policies to students, new positions to their institutional context, and administrative processes to the real experiences of learners. As more layers of the university's academic framework evolve through accessibility reform, assessment policy updates, or the establishment of new student-facing roles, it becomes clear that effectiveness lies in integration. A good system is not only one that exists but one that students can find, understand, and trust. My work throughout November has been rooted in bridging those connections.

Direct student advocacy continues to be one of the most meaningful components of my portfolio. The number of students reaching out for guidance on issues ranging from appeals and reassessments to grading inconsistencies and accessibility concerns has remained steady. Many of these conversations will now change due to new systems and policies, and a near future of helping students interpret these changes has underscored the need for proactive communication and education around university policy.

Strengthening Support and Accessibility

A particularly significant development this month has been the implementation of new student support roles, including the Student Support Officer and Student Intake Navigator. These positions mark an important evolution in the university's academic support landscape, creating a more coordinated and proactive model of guidance for students facing complex academic situations. I met with both of these individuals to discuss how their work intersects with the USSU's advocacy network. Our shared goal is to ensure that students are met with consistency no matter where they begin seeking help. This means creating clear referral pathways between student leaders, intake staff, and academic administrators, as well as aligning messaging around academic procedures such as appeals, misconduct, and reassessment. The early collaboration around these roles has been deeply encouraging, as they represent a move toward a more compassionate, structured, and student-centered model of support.

My work on accessibility has also entered a new phase. The university's Accessibility Policy and broader Accessibility Plan are nearing full implementation, complemented by the development of Accessibility Guidelines for Teaching and Learning. I participated in multiple consultations and working sessions focused on ensuring that these frameworks move beyond compliance toward cultural change. The policy's success will hinge on how effectively we translate its principles into classroom practice, assessment design, and communication with students.

We have also focused on ensuring that instructors and students share a common understanding of assessment expectations and feedback mechanisms. Much of this work ties into broader efforts to improve transparency and student awareness around academic regulations. I have been collaborating on the development of an Assessment Policy FAQ, which will serve as an accessible guide for students navigating new assessment standards. By demystifying policy language and clarifying processes, we can help students feel more empowered and confident in their academic interactions. While details of the assessment policy remain under review, I am encouraged by the direction of the discussions and the shared commitment to fairness and consistency across the university.

Fairness, Integrity, and Academic Culture

Fairness has remained a defining priority throughout November. The Academic Integrity Forum continues to evolve as a cross-campus space for dialogue on ethics, equity, and pedagogy. Recent discussions focused on proactive education and the importance of early intervention, particularly through integrity modules or workshops for first-year students. Building on models from peer institutions, members explored how academic integrity education could become an integral part of student orientation, equipping students with a clear understanding of expectations from the very beginning of their studies. The forum also discussed how technology intersects with integrity and accessibility, emphasizing a balanced approach that values accountability while remaining equitable and compassionate.

The ongoing work surrounding sanctions reflects this same commitment to equity and procedural consistency. Across colleges, there are growing concerns about disparities in how sanctions are applied. Addressing these inconsistencies is central to creating a fairer and more transparent academic environment. The goal remains to establish a baseline of sanctions that upholds academic integrity while ensuring equity for students. This work has been deeply informed by both student experiences in appeals and discussions with faculty and administrators who share a commitment to fairness.

Teaching, Research, and Recognition

Alongside these structural reforms, November also brought progress on teaching recognition and excellence initiatives. The Teaching Excellence Awards process continues to gain momentum, with a focus on ensuring that nominations remain accessible and reflective of the diversity of teaching styles and disciplines at USask. The enthusiasm students have shown in recognizing instructors who make a difference speaks volumes about the community's investment in high-quality teaching. As we look toward the awards period, it has been inspiring to see how this initiative not only celebrates individual instructors but also sets an institutional tone, affirming that compassion, clarity, and inclusivity in teaching are central to academic excellence.

Looking ahead, I am eager to begin work with the Teaching, Learning, and Academic Resources Committee's upcoming working groups. These will explore topics such as teaching quality, student feedback, and innovation in learning environments. These groups provide an exciting opportunity to strengthen communication between students and instructors and ensure that the values celebrated through the Teaching Excellence Awards are embedded across the university's pedagogical practices.

Undergraduate research continues to be an expanding and energizing area of my portfolio. We continue to have discussions around improving communication about available opportunities and reducing barriers to participation, including centralized listings or mentorship programs. There is strong enthusiasm across colleges for building on the success of programs like SURE and expanding undergraduate research experiences as a core element of the USask academic journey. This work directly supports the goal of creating a campus where experiential learning is seen as integral to academic success and accessible to students from all disciplines.

Governance, Community, and Looking Ahead

At the governance level, my work on the Academic Programs Committee, Teaching, Learning, and Academic Resources Committee, Research, Scholarly, and Artistic Works Committee, and Academic Relations Committee continues to anchor my policy efforts. These committees provide the continuity needed to link strategic direction with daily advocacy. Conversations this month focused on strengthening communication between faculty and students, whether through clearer syllabi, more transparent assessment methods, or improved feedback mechanisms.

Beyond policy, November also included moments of collaboration that reinforced the importance of connection and campus community. From bringing in campus groups to work with us, to events we plan for students, these experiences remind us that belonging, creativity, and

culture are integral to academic well-being. Advocacy is about creating an environment where students feel seen, supported, and engaged.

The month concluded with University Students' Council and University Council meetings where I emphasized the importance of communication. As new policies are introduced, students need timely, clear, and accessible information about how these changes will affect them. This remains a guiding priority moving forward. A policy only fulfills its purpose if those it serves can understand and engage with it.

As we transition into the winter term, my focus will be on consolidating the progress made this fall into a cohesive framework for implementation. The next phase of this work will involve synthesizing accessibility, assessment, integrity, and teaching initiatives into a unified communication strategy that makes university policy navigable for every student. I am particularly excited to continue collaborating with intake and support staff to formalize referral pathways, build consistency across communication materials, and strengthen transparency in academic procedures.

November has been a month of connection, consolidation, and clarity. The systems we have been designing are now beginning to take form, and with that comes the responsibility to ensure they remain accessible, compassionate, and student-centered. The energy across the university, the openness of faculty, the thoughtfulness of administrators, and the courage of students, continues to be the foundation for all meaningful change. As we enter the winter term, I remain optimistic about what we can achieve together: a university where every student not only has access to support and opportunity but also truly understands how to use it.

Respectfully submitted,

A handwritten signature in black ink, reading "Norah Jacob". The script is fluid and cursive, with the first name "Norah" and last name "Jacob" clearly distinguishable.

Norah Jacob

Vice-President (Academic Affairs)

University of Saskatchewan Students' Union

Vice-President Student Affairs

Events

As students become busy with midterms and the heaviest months of the fall term, the USSU has slowed down on events quite a bit. In the last few weeks we have hosted a few larger events, including our Halloween Party and a Trivia Night, both in partnership with Louis'. We were also grateful to provide a Housing Rights Workshop to help students navigate their rights as renters in Saskatchewan. Planning for smaller events throughout finals and the winter semester are currently underway and there is much for students to look forward to!

Security, Safety, and Sexual Violence

Toward the end of October, I had the opportunity to participate in the yearly campus safety audit alongside Manager of Protective Services, Brad Niven, and Interim Vice-Provost Students and Learning, Marjorie Delbaere. This walk was incredibly informative and gave the USSU insight into outdoor areas and infrastructure that could benefit from additional and enhanced security measures. We are calling for this alongside updates to the Sexual Violence Policy and Procedures documents for a wraparound approach to preventing crime on campus.

USSU Centres

The USSU Centres have been busy with the Pride Centre hosting Queerpalooza and the Women's Centre hosting Who Needs Feminism Week, both towards the end of October. These weeks featured many student-led events that helped bring together members of campus and put a spotlight on our centres as places to find community. The Centres' weekly discussion nights are up and running, with new nights offered this year including Women's Wellness, Trans Talk Tuesdays, and Neuroqueer Night.

Prince Albert Campus

Over the last month, I have worked with our Prince Albert Campus Member of Students' Council, Hanna De Peel, to identify non-academic student needs on our northern campuses. The majority of these include resources provided by our USSU Centres - I have put together several packages of these resources to be transported up to PA and am now working with Vice-President Academic Affairs, Norah Jacob, to determine how we may provide our Exam File for students in northern communities.

University Students' Council

Since we are now well into the term and University Students' Council is running smoothly, this has given the USSU the opportunity to form our USC subcommittees. As Vice-President Student Affairs chairs the Student Life and Sustainability Committee and the International Student Advisory Committee. These committees have now met twice and come up with some great ideas

for how to support International students on campus and provide more social and sustainability-focused events.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Emily Hubick', written in a cursive style.

Emily Hubick

Vice-President (Student Affairs)

University of Saskatchewan Students' Union