MINUTES FOR A MEETING OF COUNCIL TO BE HELD IN
SNH SEMINAR ROOM 3001 ON THE 13TH OF JUNE 2017
AT 6PM

Chair: Ahmed Suhaib
Minutes: Melanie Stevenson
Attendance: Melanie Stevenson, Cameron Nottingham (left 7:55pm), Karen Cochrane (left 6:35pm), Nic Avery, Oliver Moore, Rebecca Johnson, Rachel Evans, Cathryn Eatock (left 6:50pm), Alexandra Nixon, Eila Douglass, Lily Matchett, Ahmed Suhaib, Dhaval Shukla, Kiriti Mortha (entered 6:03pm), Natasha Chaudhary (entered 6:03pm), Mariam Mohammed (entered 6:03pm, left 8:08pm), Brandon Munn (entered 6:04pm), Kevin Dong (entered 6:08pm, left 8:08pm), Gareth Charles (entered 6:17pm, left 6:50pm), Elizabeth Millar (entered 6:38pm, left 8:07pm)

Staff: Margaret Kirkby
Guests:

1. Acknowledgement of Country and Welcome

Ahmed Suhaib (A. S.) opened the meeting at 6:01pm, with an acknowledgement of country.

We acknowledge the Gadigal people of the Eora Nation as the traditional custodians of the land. We acknowledge that the land upon which we meet is stolen land, and that sovereignty was never ceded. We pay our respects to Elders past and present, and extend those respects to all First Nations persons here. This always was, and always will be, Aboriginal land.

Motion[170613-01]: To move item 12 (policies) to after item 3.

Moved: Dhaval Shukla Seconded: Kiriti Mortha, Natasha Chaudhary, Mariam Mohammed entered 6:03pm

Carried

2. Governance & Declaration of COI

2.1. Apologies

Natasha Heenan
Cecilia Castro

2.2. Proxies

Natasha Heenan to Nic Avery (2nd preference to Lily Matchett, 3rd preference to Rachel Evans)

Cecilia Castro to Rachel Evans

2.3. **Starring of Items**

Council is invited to star any agenda items they would like discussed.

**Recommendation:** That council approves all unstarred items.

**Motion[170613-02]:** To approve all unstarred items

Moved: Dhaval Shukla   Seconded: Eila Douglass

Carried

2.4. **Resignations (if relevant)**

3. **Minutes and Reports of Meetings**

3.1. **Minutes of the Previous Month’s Meetings**

3.1.1. **Meeting of Council, 15th May 2017**

3.1.2. **Meeting of Education Committee, 23rd May 2017**

3.1.3. **Meeting of Management Committee, 8th June 2017**

3.2. **Business Arising from the Minutes**

*Discussion moved to item 12 (policies)*

4. **Officer Reports**

4.1. **Executive Reports**

4.1.1. **President**

   Lily Matchett

   L. M. wanted to note that eGrad went out stating Eila Douglass was the campus officer and that this election is currently being contested. This slipped her mind when she was approving the eGrad. She wanted to acknowledge her error publically. Eila Douglass (E. D.) asked why it was being contested. L. M. would not go into it.

   **Motion[170613-06]:** To approve the Co-President’s report

   Moved: Melanie Stevenson   Seconded: Dhaval Shukla

   Carried

   Ahmed Suhaib

   4.1.2. **Vice President**

   Nicholas Avery

   Karen Cochrane

K. M. starred this item: raising concern with Nic’s report, regarding the graduate studies committee and mention of the SUPRA’s financial manager. K. M. requests he deletes John Fell’s name from it as it is the only paper trail that implicates John’s name. N. A. stated this was something that occurred in other business in a graduate studies committee – the representative for coursework students (Dean Lovett) made it clear that he intended to pursue the claim that SUPRA executive 2016-2017 malappropriated and misappropriation of funds and wanted an investigation by university. He received advice from Tony Masters, that he should speak to registrar and not speak any further at this committee meeting. N. A. put in brackets in his VP report that he didn’t realise that SUPRA is audited externally every year. These are his notes as the VP to council and wanted to call out baseless allegations of corruption and wants his report to reflect that. Unaware that we have a finance manager if SUPRA is labelled as having corrupt practices. K. M. read out minutes from graduate studies committees – how to address concerns – advised to raise matter with DVC in the first instance. K. M. is proposing redacting the finance officer’s name. Mariam Mohammed (M. M.) stated currently, that is the only paper trail that implicates the finance officer as the minutes of the graduate studies meeting doesn’t include anything about the SUPRA finance officer. She stated that if Nic wanted to keep it, he should make it clear that this is his opinion that Dean was unaware of the finance officer/external audit. L. M. stated Lovett’s comments had an impact on the finance manager whether or not he was named, it was deeply upset our finance manager whether or not his name was mentioned and this also had an effect on other members of staff. Alexandra Nixon (A. N.) noted that Nic’s report is not the only evidence of John Fell’s existence. C. N. stated the report states: seemed unaware – it is an observation. The reason we have someone from SUPRA on these committees is we gain insight that isn’t covered in the minutes as minutes can be corrupted easily; want to have insights and where people are coming from and it is absolutely necessary we reflect these in our reports.

Motion[170613-07]: To move to a vote after hearing from Margaret Kirky (staff)

Moved: Melanie Stevenson

Carried

Margaret Kirkby (M. K.) stated staff were quite upset about this actually and they are employees of SUPRA, who need to be accountable to the SSAF fee and also to the public. She lamented over the different back and forths with political views in council. She stated this went too far: we all take pride in what we do at SUPRA and it is a complex budget to throw together, and to cast aspersions on his work was deeply hurtful. We do have to be accountable for what we do with our funds, she wants both international and domestic students to have confidence in this organisation.

Motion[170613-08]: To approve Nic Avery’s Vice-President report

Moved: Melanie Stevenson Seconded: Dhaval Shukla

Carried

C. E. asked if they’d made a direct complaint to SUPRA themselves. N. A. stated after the meeting he came back to SUPRA and spoke with Marg, also spoke to John Fell – no complaint was made of maladministration to SUPRA. N. A. stated the only thing he said to Lovett is that his door is always open and he is happy to talk regarding SUPRA.

4.1.3. Education Officer

Rachel Evans

Karen Cochrane left 6:35pm

Rachel Evans (R. E.) spoke to her log of claims, which she mentioned at EGM – SUPRA adopt 7 points as log of claims to management. This is separate to the NTEU – they are in an EBA at the moment. Also speaks to casual staff (which a lot of our students are). She has discussed this with undergraduate students as well (other groups). 2018 is set to be a disastrous year for staff/education as amalgamations are coming through. Courses reduced from 122 to 22. Request on Facebook group to take them individually.

*Elizabeth Millar entered 6:38pm*

No dissent on council or student body they’ve spoken to about this log of claims. Rebecca Johnson (R. J.) wanted to raise 2 separate things. Number 3: free printing is not inline with other things in point 3. She also wanted clarification on number 7. K. M. asked is there any specific reason why in point 5 you put Wentworth must fall and travel concessions together? Question with point 7 – do we have a solution to the problem?

R. E. stated it would be arduous if we break up number 3. She agreed it doesn’t fit. Number 7: there is a lot of discussion around Michael Spence’s wage – this point is to directly attack the corporate university structure broadly – wanting to reduce management’s pay and hence the inclusion of wage differentials. 1:4 wage differential makes it more even. Number 5 is an anti-racist point – joined Wentworth campaign and international students, in a similar way to joining the queer and the feminist demand.

K. M. presumed why it was put together but feels like they can be achievable as different points. As an international student, he doesn’t want it painted as a racist issue – it’s about making money from a foreign national – and this could be a person from an Anglo-Saxon country. E. D. suggested putting printing and international students together as they are both economically based. Amendment: point number 8 adding these two together. Kiriti: elected and re-callable – sceptical about people wanting to show up to deans and management when we have an issue for students and student bodies.

**Motion[170613-09]:** To approve the log of claims with suggested amendments

*Moved: Dhaval Shukla  Seconded: Oliver Moore*

Carried

N. A. stated last week was the NTEU staff meeting – at least 200 staff members were present and they voted on whether or not they’re going to the AEC to start the process of sending out mailed ballots to vote on whether or not they can take industrial action during the EBA. It was a unanimous vote. Management have been very oppositional and not reasonable with their demands of staff. It is important that we back the NTEU.

**Motion[170613-10]:** SUPRA endorses the NTEU’s right to take industrial action and should they do so, as a part of their 2017 EBA negotiations, SUPRA council would fully support them.

*Moved: Nic Avery  Seconded: Dhaval Shukla*

Carried

Oliver Moore voted in favour.

*Cathryn Eatock, Gareth Charles left 6:50pm*

Alexandra Nixon (A. N.) gave an update on the conservatorium, they had planned to take the petition to SCC but had no-one to take it. She had a good response from the student body regarding administration staff cuts.

**Motion[170613-11]:** To approve the Education officer report

*Moved: Oliver Moore  Seconded: Melanie Stevenson*

Carried

4.1.4. **Treasurer**

Kevin Dong *[report submitted late]*

Kevin Dong (K. D.) spoke to his report: no exceeding of budget amounts for the moment. He is working on a handover report at the moment and reading through auditor’s report as he presented at the AGM.

**Motion[170613-12]:** To approve Kevin Dong’s treasurer report

**Moved:** Oliver Moore  **Seconded:** Lily Matchett

Carried

4.1.5. **Secretary**

Melanie Stevenson

Cameron Nottingham

4.1.6. **Director of Student Publications**

Eila Douglass *[No report submitted]*

E. D. was ill and apologised. Honi has gone from 1 page to 2 – showed evidence what she has done. This is mainly reports on rallies. Also worked on people that can’t do their postgraduate studies – SCA. She has been working on counter course handbook and also priming up for satellite campus officer job. D. S. wanted to thank Eila – interested in international student affairs from first week of DSP – she came to him.

**Motion[170613-13]:** To approve Eila Douglass’s DSP report

**Moved:** Oliver Moore  **Seconded:** Lily Matchett

Carried

4.2. **Equity Officer Reports**

4.2.1. **Aboriginal and Torres Strait Islander Officer**

Cathy Eatock *[No report submitted]*

Cathy Eatock was not present to speak to her report, it will need to be submitted to a Management Committee before she is able to claim her stipend.

4.2.2. **Disabilities Officer**

Gareth Charles *[No report submitted]*

Gareth Charles was not present to speak to his report, it will need to be submitted to a Management Committee before he is able to claim his stipend.

**Motion[170613-14]:** To read Gareth’s report out

**Moved:** Rachel Evans  **Seconded:** Eila Douglass

Carried

Dhaval voted against.

A. S. read the report but noted we still can’t approve it.

4.2.3. **INTERNATIONAL OFFICER**

Dhaval Sanath Shukla

4.2.4. **QUEER OFFICER**

Rachel Evans
Oliver Moore

4.2.5. **WOMEN’S OFFICER**

Natasha Chaudhary

4.2.6. **RURAL AND REGIONAL OFFICER**

Elizabeth Millar [No report submitted]

Elizabeth Millar (E. M.) spoke about the Camden co-op events and the unique nature of the office and the transition and difficulty in engaging a collective and postgraduate students.

**Motion[170613-15]:** To approve Elizabeth’s rural and regional officer report

**Moved:** Nic Avery  
**Seconded:** Dhaval Shukla

Carried

4.3. **Business Arising from officer reports**

4.3.1. **President Question Time**

L. M. stated she felt silenced in her role and has to have a thick skin to things. She asked why did Dean Lovett take this up at GSC. She noted she had received a message from Kiriti that something that came up in GSC along the lines of mismanagement and she considered this to be blackmail and intimidating – an issue that should be contextualised – intimidating and followed through on. K. M. stated this happened only after he made the allegation that there were attempts to stack the reps elect election and after she’d reached out to students if they voted with the PGA block. K. M. noted there was no paper trail of what he said. He had been labelled as the international. N. A. stated he fully supports Lily in her experience and sorry it has happened to her. He noted this was an aggressive claim and blackmail. R. E. stated SUPRA is not mismanaged – staff are worried about staff redundancies. SUPRA is audited and we’re not in a good place. To have whiteanting is a real problem.

4.3.2. **Action Schedule Update**

A. S. stated this has cleared mostly, just changes to SUPRA offices and on its way at the moment. M. K. asked if we have to do an application through capital fund – this was already submitted. A. S. stated the plan for upstairs – for new SAAO team member and admin team member. Executive and OBs downstairs.

4.3.3. **Motions from Reports**

4.3.4. **Other business from reports**

D. S. stated $988 was approved at last council meeting, they went over by $135. This was approved by Ahmed within his capacity. He gave an update on collective meeting – passed a motion stating they were unhappy with SUPRA voting down motion of 4 students going to CISA council. D. S. asked to set aside funding for one more international student if we get any. An incoming councillor who wanted to apply but was demoralised by having no funding to go to the conference. He suggests keeping it aside for an incoming councillor. N. A. appreciates the sentiment of backing international students, however, it is more prudent for council to give money to individuals based on their own coming to council and their own application. D. S. had to report this to council but understands financial constraints. M. S. stated the new policy is now in effect and suggested not to earmark the money as no-one came to the meeting to apply. K. M. suggested that this is a good compromise (they wanted 4, we gave 2 – 3 is in the middle). C. N. stated we have faith in our outgoing and incoming representatives – we already have money set aside for this event. He noted every equity officer doesn’t want their budget tightened but we have to make amendments here and there to have an overarching affordable management approach to activism and 2 people is enough for this conference. K. M. noted generally delegations are 4-6 people at CISA. Ideally e wants to see more than 3 people go – need to meet with other delegates to get all your work done, especially when international students account for 48% of entire student body. R. J. asked if they were flying or taking a bus to Canberra. They are bussing.

Motion[170613-16]: To approve money for an additional student to attend the CISA conference incase an international student comes forward and wants to use it.
Moved: Kiriti Mortha Seconded: Dhaval Shukla
Failed

5. Postgraduate issues
A group of students from masters of genetic counselling degree approached the Presidents regarding dynamic timetable where they are given a lack of notice of changes and lack of feedback on assessments. They are meeting with seniors in learning and teaching. R. E. suggested doing a double spread for the next Honi – depends if they want to go public or not.

6. Verbal report from staff member & WHS Staff Letter
M. K. stated when elections are on, this creates a sense of uncertainty for staff. Don’t forget it is also a workplace. She addressed health and safety letter and read the letter out.

Motion[170613-17]: To thank Marg and all of staff for all of their continued hard work
Moved: Oliver Moore Seconded: Lily Matchett
Carried

L. M. wanted to extend Mike Butler’s ban.

N. A. spoke an endorsement of this motion, this has been going on for too long. R. E. thanked staff and supports the motion. This was enabled by the successors – we didn’t deal with this properly in the first place. This is a question of harassment and staff bullying. He has exploited this loophole to run for 2017-2018 term. He can remove himself – that was the initial request. Asking Mike to walk away and stop getting in the way of SUPRA’s hard work. Natasha Chaudhary (N. C.) noted that if we ban them they can’t do their job as a councillor and that council can’t make that decision. She doesn’t think such decisions can be

made that corner people. O. M. stated this has been an issue for now more than 2 years – verified by 2 separate audits – also coming from staff, not just one faction. We are legally liable for this – we need to protect them as their employers. K. M. noted that 2 years shows there are serious issues in the grievance procedures – he personally met with Adrian and Louise. He wants council to note that this is not an isolated issue – many things that are linked to it. He also noted council is insular from a lot of this stuff – executive and OBs interact with the staff, but general councilors don’t. C.N. stated that we can’t have a workplace that supports Mike Butler. We have made strides in improving the grievance policy. September last year this motion was put in place – he could put write a letter of apology, and he didn’t take any opportunities to correct what had happened. We need to come from a point of strength. We have a transparent grievance process and if any councillor acts this way, they are not invited to the table. At the end of the day, people that run on a ticket with a man that has those values, they reflect and endorse those values and he is ashamed where this is where SUPRA has ended up. He doesn’t want to have to come into a workplace to see people that have been deeply affected by that man’s behaviour. It does not create a safe or constructive workplace for anybody. N. A. stated it is clear that K. M. is trying to paint a picture as pro-staff when actions have been negligent to staff. He noted that in April, Kiriti voted against the removal of Mike Butler, against upholding the safety of our staff that we employ. He stated K. M. effectively tried to use this issue for his own political advantage. K. M. stated he would have brought people to the EGM to make sure he wasn’t removed.

_Cameron Nottingham left 7:55pm_

K. M. stated right after both EGMs he had a conversation with Ahmed. K. M. wanted to help make the issue go away and he noted 14 other people also ran on that ticket with Mike. K. M. spoke about his overvotes from primary where they didn’t preference Mike Butler.

**Motion[170613-18]:** To extend Mike Butler’s ban from SUPRA premises for 3 years, including any direct contact with staff (email, phone, social media or any other electronic platforms), also to SUPRA events, including council meetings.

**Moved:** Lily Matchett  **Seconded:** Oliver Moore

_Carried_

Natasha Chaudhary abstained

K. M. offered to facilitating Mike’s resignation

**Motion[170613-19]:** To ask Mike Butler to resign from the 2017-2018 council

**Moved:** Rachel Evans  **Seconded:** Alexandra Nixon

_Carried_

The Presidents will work with K. M. to achieve this.

**Motion[170613-20]:** To call an EGM for the removal of Mike Butler by August 10th.

**Moved:** Rachel Evans  **Seconded:** Lily Matchett

_Carried_

7. **Creating a bridge between SUPRA and university led health bodies**

This has come out of discussions at UE-RE. Bec has enlisted the help of Adrian and one of the new, incoming Councillors to build a bridge between SUPRA and two important health initiatives happening at the University right now. She has also reached out to our Disability Officer but she

_Ratified by Council July 12 2017._
has been unwell of late, Bec will bring her on board with this when she is feeling better. There is no motion, I just want to spend 5 min telling Council where we are at with this.

Elizabeth Millar left 8:07pm

R. J. stated every meeting (of UE-RE) they’ve had for 6 months: health issues are going over the top: people presenting to CAPS with psychotic episodes, 5 people/week with psychosis/ambulance issues.

Mariam Mohammed, Kevin Dong left 8:08pm

R. J. has spoken with with Adrian and Dean Lovett. A. S. stated that Lovett did reach out and wanted the presidents to be on the committee – this was attended by Alexandra and Gareth in December, the next meeting is June 22nd.

8. HDR event for preparing for 3-minute thesis competitions

Registrations are open for the 3 min thesis at the start of August. Soapbox has as one of its primary aims, to help HDR students prepare for public speaking at conferences and specifically at events like this, I plan to run a special afternoon of Soapbox members helping each other prepare for this. I would also like to bring in some specialist public speaking trainers if budget allows. I will be looking into booking out a lecture room for the afternoon (just before semester starts so it is likely more possible) and providing some snacks as well. This kind of event not only helps build bridges between HDR students of different faculties, it also creates a direct support network for preparing for academic presentations. Motion: I request $500 funding for this event and the support of any SUPRA Councillors that may like to get involved in this event.

R. J. spoke to her item: this is one of the reasons why soapbox was set up – getting people better at public speaking. O. M. asked how many people they are expecting at the event, as $500 is a big amount. N. A. raised concern about the cost. Specialist public speaker training is awesome but if we had a quote that would be good. He feels uncomfortable SUPRA giving out $500 without giving out an itemisation of how it will work. D. S. we should approve this motion if most people come, they can spend up to $500 and if the turnout is low, they can give money back.

Motion[170613-21]: To approve up to $500 for the soapbox event.

Moved: Rebecca Johnson Seconded: Dhaval Shukla
Carried

9. Coffee Cups on Campus

R. J. raised the issue of SUPRA distributing reusable coffee cups. USU outlets do give discount with keepcup but not promoted at all. At USyd, We also don’t melt down our coffee cups. R. J. suggested selling them super cheap ie $2 and possibly with a free coffee with that. A. N. noted that she has been researching at the ABC with the war on waste team and the social media wave has been crazy. She noted putting a small cost on them gives it value. USU used to promote the discount and hasn’t been done so for the past couple of years. If you make it about status (ie universities competing for certification), USyd will step up. L. M. stated she is not endorsing this – individual consumers should change as a theory of change. We should make more systemic change ie lobby places on campus to not supply the cups: ASEN are critical of this approach. M. S. agreed with buying reusable cups as this is a short

term approach to cafes not selling disposable cups and it also gets SUPRA’s brand out there. M. K. noted that one of the people in the war of waste was an ex Honi Soit editor and could possibly be asked to bring the tram to Eastern Avenue for O-week next year. R. J. agreed that it would be a multi-pronged approach. The presidents will meet with the USU and environment officers regarding the idea.

10. O-Day

Motion [170613-22]: To approve up to $1815 for the O-Day stall

Moved: Ahmed Suhaib Seconded: Dhaval Shukla

Carried

K. M. asked if it is the exact same stall we’ve had in the past and asked how much more expensive is the bigger, SRC stall?

11. Grievances

Discussion moved to item 13 (other business) – item 11 will be moved to a future meeting

12. Policies

Karen Cochrane (K. C.) stated documents were sent out in the report. She has added fraudulent practices to the code of conduct.

Brandon Munn entered 6:04pm.

She spoke about the technology sign out policy: to go through secretary and president be aware of things. Melanie Stevenson (M. S.) clarified that this related to the camera/iPad. There is also a new policy on conferences – due to limited funding, only available for council conferences rather than individual conferences. Oliver Moore (O. M.) spoke about the communications policy which they worked on and what conduct is expected. Kiriti Mortha (K. M.) asked about the communications policy, specifically, the last section to do with dealing with breaches and interacting with media houses. He did not like the terminology of embarrassment or loss of goodwill. O. M. stated this was taken from university’s model and noted that as a councillor, they need to be representing SUPRA in good faith. K. M. stated it’s too broad and that embarrassment can be interpreted differently. He noted that external oversight over an independent body is good.

Kevin Dong entered 6:08pm

K. M. asked if they would consider it a breach if a councillor had flagged the issue already? O. M. stated it is based off university policy. Cameron Nottingham (C. N.) stated this was dealt with in the agreements policy: a discussion based system and not being strapped with a penalty straight away, there are avenues under the grievance policy. He noted the council would need to have a discussion about it and it fits well with what we want to achieve. Cathryn Eatock (C. E.) stated embarrassment is a subjective and broad term and wants the language reconsidered. K. M. wanted to come back with a new definition. Lily Matchett (L. M.) stated she has received legal advice on this and offered the option of an amendment in time – to reconsider wording around embarrassment definition. Nic Avery (N. A.) stated we don’t need to make an amendment right now – can do that at a later date. A. S. stated we can make it only applicable to the next term to allow for amendments in the meantime. L. M. also stated that consulting the racial discrimination act and taking legal advice for item 5.1.1 to be reconsidered.


**Motion [170613-03]:** To accept the new communication policy, with an amendment to 5.1.1 after legal advice

Moved: Lily Matchett    Seconded: Karen Cochrane

Carried.

Dhaval Shukla (D. S.) enquired about the conference policy. O. M. stated it was for student conferences, not for academic conferences.

*Gareth Charles entered 6:17pm*

**Motion [170613-04]:** To accept the new policies for Technology Sign Out and Conference Attendance

Moved: Karen Cochrane    Seconded: Lily Matchett

Carried.

**Motion [170613-05]:** To accept the changes in the Code of Conduct

Moved: Karen Cochrane    Seconded: Dhaval Shukla

Carried.

*Discussion returned to item 4*

13. **Other Business**

O. M. spoke about a rally at the Indonesian consulate on Friday with the undergraduate collective. They noted it is important that we endorse it as SUPRA and advertise the rally.

**Motion [170613-23]:** To endorse the undergraduate rally and advertise

Moved: Oliver    Seconded: Dhaval

Carried

R. E. spoke to 3 organisations: STIC, ISJA and grandmothers against removal. They are asking for donations of $200 each.

**Motion [170613-24]:** To approve up to $600 ($200 each for grandmothers against removals, stop the intervention collective (STIC), ISJA (Indigenous social justice association))

Moved: Rachel Evans    Seconded: Nic Avery

Carried

D. S. noted there was no great discussion over budget for the previous motion and this shows a budget double standard, this being approved very quickly. N. A. stated a donation to an organisation fighting for Indigenous rights should not require strings attached to it. N. C. asked if we can show how much we’re giving to outside organisations/donations. R. J. asked if we have a specific donations budget. A. S. stated we don’t: this is the student initiatives budget – needs to be linked to postgraduate student issues. O. M. stated that the justification is that we’re inhabiting stolen land from Australia.

L. M. stated Masters of social work students want to host a film screening on July 1st – want endorsement and put in eGrad/Facebook page and provide $200 on food for event.

**Motion [170613-25]:** To approve up to $200 for film screening on July 1st

Moved: Lily Matchett    Seconded: Dhaval Shukla

Carried

The meeting was closed at 8:43pm