

INTERNAL RELATIONS COMMITTEE MEETING MINUTES

**January 17, 2023
2:30 to 3:30 p.m.**

GCR (UC 2001) and Zoom Meeting

Attendance: Chair: Roshni Antony (AVP, Human Resources); David Barnett (Provost & VP Academic); Kathy Pozihun (VP Administration & Finance); Gautam Das (LUFA); Lahama Naeem (LUSU); Jason Freeburn (LUTA); Pat Larin (SchII); Jack Drewes (IUOE); Rahul Parameswaran (GSA); Alexis Paulusma (COPE); Siavash Hosseini (CUPE); Dave Andreason (OPSEU)

Regrets: Heather Spivak (Unifor); Greg Croft (USW)

Recorder: Kylie Williams (Human Resources)

1. Approval of the Agenda

Moved that the agenda been approved.

Seconded All in favour.

Carried

2. Approval of the Minutes of the previous meeting of November 15, 2022

Moved by Jason Freeburn that the minutes be approved.

Seconded by Jack Drewes. All in favour.

Carried

3. Business Arising from the Minutes

There was no business arising from the minutes.

4. Questions for Senior Administration

Jason inquired about the results from the non-union pension survey that was collected in November 2022. Kathy identified that there was a 25% response rate from the 380 employees surveyed. It was determined that this response was not sufficient to proceed with making a change to the employee pension plan. The committee suggested that there needed to be more communication on the subject. Roshni will follow up with the representatives from Schedule II and LUTA to discuss a plan to provide access to information and resurvey the non-union pension plan members.

David shared the official enrollment results for the fall of 2022. It was confirmed that Lakehead has not met the budgeted FTE's in 2022 although the headcount is looking better and part-time undergraduate enrollment has increased. Next, Lakehead will continue to focus on enrollment, Deans are updating enrollment plans as part of the annual budget cycle and departments are encouraged to identify innovative approaches to support students during this period of recovery.

Jason asked if there was a tuition framework for 2023. It was confirmed that there was no framework yet provided for 2023. Kathy reported that due to the enrollment challenges Lakehead is projecting a year end operating deficit. Administration has put forth every mitigation strategy they can and praise was given for everyone's efforts towards making the University sustainable.

Gautam asked for an update from External Relations. It was recommended that External Relations be invited to IRC to give an update on Philanthropy.

Jason asked for an update on the Presidential search, to which Administration responded a communication on that subject was expected imminently.

It was asked if IRC could expect to receive results from the Employee Engagement Survey. Roshni confirmed the results had not been delivered yet. Once in hand distribution would be addressed.

5. Roundtable

Dave Andreason (OPSEU) – Dave reported that a few members have returned to work. With a full compliment TSC is finding itself in a better position

Jack Drewes (IUOE) – Jack cautioned that the aging equipment is starting to fail and will need to be addressed.

Roshni Antony (Human Resources) – Roshni informed the committee that Thrive week starts January 23rd. She encouraged everyone to check out the website and attend some of the events.

Jason Freeburn (LUTA) – No update.

Rahul Parameswaran (GSA) – No update

Yamandeep Malhi (LUSU) – No update.

Patrick Larin (Schedule II) – No update

Siavash Hosseini (CUPE) – No update.

Alexis Paulusma (COPE) – No update.

David Barnett (Provost & VP Academic) – No update.

6. Other Business

There was no other business to discuss.

7. Adjournment

Meeting was adjourned at 3:30 p.m.