



INTERNAL RELATIONS COMMITTEE MEETING MINUTES

August 20, 2024
2:00 to 3:30 p.m.

GCR (UC 2001) and Zoom Meeting

Attendance: Chair: Roshni Antony (AVP, Human Resources); Dave Andreason (OPSEU); Alexis Paulusma (COPE); Kathy Pozihun (VP Administration & Finance); Jack Drewes (IUOE); Brandon Amyot (LUSU President); David Barnett (Provost & VP Academic); Jason Freeburn (LUTA); Gautam Das (LUFA); Erfan Azimi Bizaki (GSA)

Guests:

Regrets: Dr. Gillian Siddall; Patrick Larin (SchII); Dustin Piche (Unifor); Mehran Aziminezhad (CUPE);

Recorder: Katherine Mends (Human Resources)

1. **Icebreaker** - Dave conducted an icebreaker activity that highlighted the services provided by TSC.

2. Approval of the Agenda

Moved by Dave that the agenda was approved.

Seconded by Gautam. All in favour. **Carried**

3. Questions for Senior Administration

Alexis raised concerns about the search for the Provost & Vice-President (Academic), specifically the exclusion of unions from the search process. Emphasized that searches should consider more than just academic qualifications, including personal qualities. Dave agreed with Alexis, highlighting the need for more focus on personal attributes in addition to technical skills. Gautam supported Dave's comments, echoing the sentiment that searches should be more inclusive. Kathy assured that she would forward these concerns to the President's office. She also mentioned that there was a nomination for two full-time staff members to serve on the President's search committee.



Brandon inquired about current student enrollment numbers. David reported good domestic enrollment numbers with an increase in applications. International numbers are close to the target for undergraduate students.

Gautam questioned the use of external firms for executive searches, suggesting that outcomes are often known in advance and questioning the expense. Kathy noted that every search is unique, and noted the importance of a competitive national search. Roshni mentioned that external firms are typically used for executive level positions and headhunting.

Brandon noted inquiries on Reddit about student housing and asked about the status of residence this fall. Kathy confirmed that both Thunder Bay and Orillia campuses are projected to be full. Thunder Bay converted 32 rooms back into dorms from office space and implemented double rooms for those interested. There will likely be students searching for housing upon arrival.

Dave mentioned that an AWA request was declined due to payroll issues. Roshni indicated that a solution is being worked on and that there have been ongoing discussions about this issue.

Jack shared thermal images of switchgear and stressed the importance of Lakehead University shutting down on the first Saturday in May to address these issues. Jack noted previous pushback on this matter. Gautam supported Jack's emphasis on the importance of addressing these issues.

4. Round Table Discussion

Jack Drewes (IUOE): No updates.

Katherine Mends (Human Resources): Katherine provided an update on staff awards and shared that a communication will be sent to the committee shortly

Gautam Das (LUFA): No updates.

Dave Andreason (OPSEU): Dave shared that TSC is busy with library systems, imaging software, and podiums.



Alexis Paulusma (COPE): No updates.

Erfan Azimi Bizaki (GSA): No updates.

Kathy Pozihun (VP Administration & Finance): Kathy encouraged the Committee to ensure members stay updated on the pension meeting scheduled for September 6.

Brandon Amyot (LUSU President): Brandon shared that LUSU is working on preparing the Outpost and orientation. Looking for a faculty member to participate in a dunk tank event.

Jason Freeburn (LUTA): No updates.

David Barnett (Provost & VP Academic): David shared that we are preparing to welcome the next class of students and reminded everyone of their role in enhancing the student experience.

Roshni Antony (AVP, Human Resources): Roshni reminded the group that the Concept Creator group notifications have been sent out. Encouraged committee members to motivate their groups to participate in idea generation. She also mentioned that a regular networking / gathering event is going to be scheduled soon and an announcement will be coming out.

Gautam Das (LUFA): Guatam requested that the faculty lounge be opened for lunch once a week.

5. Other Business

No other business to discuss.

Adjournment

Meeting was adjourned at 3:30 p.m.