



INTERNAL RELATIONS COMMITTEE MEETING MINUTES

May 21, 2024
2:30 to 3:30 p.m.

GCR (UC 2001) and Zoom Meeting

Attendance: Chair: Roshni Antony (AVP, Human Resources); Gautam Das (LUFA); Patrick Larin (SchII); Kathy Pozihun (VP Administration & Finance); David Barnett (Provost & VP Academic); Faraz Khorsandi (LUSU); Alexis Paulusma (COPE); Dr. Gillian Siddall (President); Mehran Aziminezhad (CUPE); Jason Freeburn (LUTA);

Guests:

Regrets: Dustin Piche (Unifor); Jack Drewes (IUOE); Dave Andreason (OPSEU);

Recorder: Katherine Mends (Human Resources)

1. Icebreaker
2. Approval of the Agenda

Moved by Jason that the agenda was approved.

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

3. Approval of the Minutes of the previous meeting of April 16, 2024

Moved by Alexis that the minutes be approved.

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

4. Business Arising from the Minutes

No business arising from the minutes

5. Psychosocial hazards and workplace mental health (Alexis)

Alexis shared that she recently attended a conference and there were discussions highlighting the inclusion of psychosocial hazards in conversations with health and safety committees. Alexis expressed that we should explore how this relates to employee retention and addressing mental health issues more directly at Lakehead. Alexis distributed a resource sheet for the committee to reference.

Roshni mentioned the formation of the Employee Engagement and Innovation sessions, along with the creation of working groups. Roshni also shared that an Idea Generation Google Form has been made available on the HR website for employees to give their feedback on how they think we should move forward.

Alexis suggested that HR should conduct leadership training to combat the feeling that employees at Lakehead are not being valued. Roshni added that there does need to be discussions on how to prevent these issues from happening. Faraz agreed that we want our employees to feel at home and respected.

6. Questions for Senior Administration

Alexis asked if we have any student engagement metrics. David mentioned that student data is collected and made available for the deans to utilize and that there was a commitment to conduct the student survey annually. Additionally, students are encouraged to provide feedback.

7. Round Table Discussion

Jason Freeburn (LUTA) - Jason asked if there is a plan to further analyze the Employee Experience Survey results. Roshni emphasized the need for active engagement in this process. David mentioned that there are ongoing discussions with Deans on how they will engage with their respective employees. Jason noted a significant disparity between employees who are thriving and those expressing concerns. Roshni highlighted the potential for mutual learning, acknowledging areas of success as well as areas needing improvement.

Patrick Larin (Schll) - Patrick shared that he met with ETWG recently to discuss the terms of reference and devise a plan for contacting their group and enhancing their engagement going forward. They are pleased with the current progress and recognize the



significant value derived from the employee experience survey.

Kathy Pozihun (VP Administration & Finance) - Kathy commended the Physical Plant team for maintaining our campus. Kathy shared that budget preparation is currently underway but experiencing delays with the international student visa cap and associated requirements, as well as final funding allotments that are still pending. Kathy mentioned that the Pension Board meeting is scheduled for this Friday. Additionally, Joy Wakefield has submitted her resignation and will be departing at the end of June.

Faraz Khorsandi (LUSU) - Faraz shared that the new Ombudsperson, Elizabeth, started today. Faraz asked how student input will be integrated into the search for the new Director of Human Rights and Equity. Kathy said that she will think more about how students can contribute to this search.

David Barnett (Provost & VP Academic) - David mentioned that everyone is looking forward to Convocation next week

Dr. Gillian Siddall (President) - Mentioned that June 28th will be a Wellness Day and a communication will be sent out shortly.

8. Other Business

No other business to discuss.

Adjournment

Meeting was adjourned at 3:30 p.m.