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## INTERNAL RELATIONS COMMITTEE MEETING MINUTES

May 19, 2020  
2:30 to 3:30 p.m.

*Zoom Meeting*

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**Attendance:** Chair: Adam Shaen, (Human Resources); Kathy Pozihun (VP Administration & Finance); David Barnett (Provost & VP Academic); Rob Bell for Alexis Paulusma (COPE); Matthew Benoit (CUPE); Jason Freeburn (LUTA); Masoud Manzouri & Sukhraj Grewal (LUSU); Dave Andreason (OPSEU); Pat Larin (SchII); Jack Drewes (IUOE); Md Nazrul Islam (GSA)

**Guest:** Moria McPherson (President & Vice-Chancellor)

**Regrets:** Bernie Chasse (USW); Dave Tommasini (Unifor); Gautam Das (LUFA)

**Recorder:** Kylie Williams (Human Resources)

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### 1. Guest- Moira McPherson

Dr. McPherson addressed the Internal Relations Committee to express her gratitude for their support in response to the challenges presented by the COVID-19 pandemic. She recognized the disruption, strain and personal challenges this situation has caused and is appreciative of how everyone has responded to keep operations moving. Extensive planning continues as the University reorganizes its operations towards fall delivery of programming that is primarily online or utilizes alternative delivery measures. Planning for some face-to-face learning this fall is being explored in situations where it can be conducted in a way to ensure the safety of our students, staff and the community.

Dr. McPherson emphasized that as we transition back to on campus activity, every decision made is guided by three things: 1) The health and safety of students, faculty and staff is being prioritized, 2) Maintaining the continuity of university operations, and 3) Following our mission, vision and priorities to look after the economic and social health of the communities we serve.

### 2. Approval of the Agenda

**Moved** by Matthew Benoit that the agenda be approved  
**Seconded** by Masoud Manzouri. All in favour.

**Carried**

### **3. Approval of the Minutes of the previous meeting of April 1, 2020**

Moved by Matthew Benoit that the minutes be approved.

Seconded by Jason Freeburn. All in favour.

Carried

### **4. Business Arising from the Minutes**

There was no business arising from the minutes

### **5. Update on Lakehead COVID-19 Transition – Kathy Pozihun & David Barnett**

David confirmed that delivery of the fall term will be primarily online with the potential for some small face-to-face classes and experiential learning opportunities. The COVID-19 transition team will look at reopening the University in the safest possible way. Sub-committees of the COVID-19 transition team have been struck to address the specific details. One of these subcommittee will address reopening lab work and research on campus. This subcommittee is chaired by the AVP, Research & Innovation and a report is expected in the very near future.

Kathy mentioned the current environment is changing rapidly and as it does Lakehead needs to respond quickly. She reinforced our commitment to communicate with the University community as things unfold. Signage for access points is being prepared with screening language asking people to complete a self-check of their wellbeing, emphasizing that those who are unwell should stay away.

Kathy confirmed there are currently 108 students in Thunder Bay living in Residence and 10 in Orillia. Thunder Bay Residence also has an arrangement to offer lodging to staff working in the COVID unit at TBRHSC. Kathy recognized that employees have many questions about safely returning to a work. She outlined that moving back to working on campus would likely be phased, slow and methodical. Decisions made in this regard will be guided by the government and our local health authorities.

### **6. Questions for Senior Administration**

Rob Bell asked what staff appreciation day will look like this year. Kathy answered that we will need to take guidance from the authorities. Currently we cannot congregate in large groups.

Rob inquired if summer Residence would be opened this year. Kathy reiterated that most summer conference service events have been cancelled. Apartments 1 & 2 have been reserved for hospital staff and potentially firefighters from the MNR.

Rob asked how shared office space would be managed with employees returning to campus. Kathy indicated that each office would need to be reviewed on a unit by unit basis to ensure the recommended social distancing measure can be followed.

Masoud asked how experiential learning would be possible if students are not returning to campus. David indicated while there is no final answer yet, a great deal of work is occurring in that respect. Potential solutions include moving experiential learning to the winter

semester, videos to deliver labs, limiting the number of students in each lab space or some combination of these options.

When it comes to experiential learning, Jason asked what we could reasonably ask students to engage in on their own. David welcomed the idea of guided independent learning and indicated he would review it further.

When it comes to training students on more complex software Jason expressed concerns that high-end software and hardware capabilities are uncommon and expensive. He asked what we could do to support students with this type of learning. David indicated that we would first have to identify needs, explore licences or explore other tools that would still meet educational requirements.

Dave asked how long we could expect to be working from home. Kathy responded that the return to working on campus would be phased and slow, would require a great deal of planning with a different solution for every department. She anticipated that it would be closer to July before we started bringing people back. As of right now, it is in everyone's best interest to continue with the remote operations model.

## **7. Roundtable**

Deferred

## **8. Other Business**

Deferred

## **9. Adjournment**

Meeting was adjourned at 3:30 p.m.