

## **WLUSP Board Meeting**

**Virtual Conference:** Monday, November 11th, 2024 | 4:00 PM EST

**Secretary:** Nate Dawes

### **Attendance:**

Jacob Segal-Rice, Vice Chair

Kurtis Rideout, Executive Director

Nate Dawes, Secretary

Madalyn Mostacci, Student Director

Shelby Blackley, Community Director

Elisha Felician, Student Director

### **Absent Membership:**

Umaymah Suhail, President and Board Chair (on Maternity Leave)

Tusharika Tyagi, Treasurer

Andreas Patsiaouros, Community Director

### **Gallery:**

Ayden Elworthy, WLUSP Advertising Manager

Jack Vrolyk, Radio Laurier Station Manager

Mackenzie Worton, WLUSP Human Resources Manager

**Important Note:**

Between meetings we said goodbye to Community Director Brittany Kovacs! We thank her for the time and effort she devoted to the organization and the board of directors wishes her well going forward!

**1.0 Call Meeting to Order**

- Meeting called to order at 4:03 PM

**2.0 Approval of Agenda: November 11<sup>th</sup> 2024**

- Motion: Nate Dawes
- Second: Madalyn Mostacci
- Motion Carries, Agenda Approved at 4:05 PM

**3.0 Approval of Meeting Minutes: October 10<sup>th</sup> 2024**

- Motion: Madalyn Mostacci
- Second: Elisha Felician
- Motion Carries, Past minutes approved at 4:06 PM

**4.0 Chair Report, Presented by Vice Chair Jacob Segal-Rice (sitting in for President Suhail while she's on Maternity Leave)**

- President Suhail has begun her maternity leave as of Friday November 8<sup>th</sup>, she plans to be back as of Monday January 6<sup>th</sup> 2025, but that is subject to change, subject to health and such.
  - To prepare for her leave she carried out midterm performance reviews with all relevant department heads.
  - With the impending maternity leave in mind, WLUSP has adopted a new revision policy by which the editors of the print publications of WLUSP can revise and comment on each other's work, rather than going through the president.
    - This policy is in place for the balance of the President's maternity leave, but that period will also serve as a trial period, and if the department heads find it valuable, it can be adopted for the long term.
  - Radio Laurier has now hired a news manager for the first time in a while, and as such the programming will shift to incorporate news content.

### **New Direction for Laurier Student Poll**

- Laurier Student poll now sits under the purview of The Cord, The Sputnik and Radio Laurier, each of which will carry out some of the duties of polling the student body. Each will recognize a specific representative to carry out this polling for the department, and ensure its publication.

### **Workshops and collaborations**

- The President has begun the planning of two workshops for WLUSP employees after requests from department heads. HR manager Worton will ensure that planning for these gets finished
  - The first of these is about media law and journalism ethics
  - The second is a professional skills workshop about designing digital layouts using digital design tools which WLUSP uses.
- Collaboration and meetup planned with the varsity newspaper for University of Toronto. As of yet the date is not planned and will be finalized when the president returns.
- There has also been a collaboration with the Laurier Archives to lock in a new way to share WLUSP's newest issues with the Archive for posterity.

#### Updated Nomination Package

- The updated nomination package for board directors and the President and Publisher of WLUSP applicants for the 2025-2026 school year have been completed.

#### Nash 87

- President Suhail's report affirms that necessary arrangements for a sizeable delegation from WLUSP to attend NASH 87, the annual Canadian campus journalism conference would be made before her Leave began.

#### 4.1 Comments

- Executive director Rideout confirmed that the preparations for NASH are well underway.

## **5.0 Executive Director Report Presented by Kurtis Rideout**

### Executive Director Transition

- The Financial transition to the new Executive Director is largely complete, the final details are just being cleaned up.

### New Advertising Manager Hire

- An Advertising and Distribution Manager for WLUSP has been hired
  - The new manager is Ayden Elworthy, who comes with experience and connections. He's had his first day, he's entered the role effectively and is carrying out business as usual

### Meeting with CU Media

- A meeting with CU media, a firm that helps sell ads in the WLUer, bringing in a significant amount of revenue, took place. This precipitated a discussion about selling the Cord and the Sputnik nationally, which would also open potential avenues for distribution and revenue in potential advertisement from advertisers across Canada.

### Pegasus Conversation

- There was a conversation with Pegasus
  - The Keystone team has been working hard producing the yearbook for the next year.

- Executive Director Rideout let Pegasus, the grad photographers, know that WLUSP would soon be moving, and to this they proposed the possibility of potentially renting space from WLUSP wherever the organization ends up landing, if there is space for such an arrangement.

#### Community Edition Update

- The Community Edition is doing very well, stepping up production efficiency, with an eye toward moving toward streamlining the process further.
  - Executive director Rideout reports anecdotal rises in volunteer interest and pickup rate over the past couple of months
- Executive director Rideout also commits to being available to provide extra support when needed during President Suhail's Maternity leave.

#### **6.0 Nomination Package & Annual General Meeting Date Approval**

- Since the exact day and time are yet to be determined, the approval of the general meeting date has been tabled for a future meeting, although it is noted that it will take place during the week of February 10<sup>th</sup>, 2025.
- Motion: Elisha Felician
- Second: Shelby Blackley
- Motion Carries: Nomination Package approved at 4:19 PM

## **7. Approval of New WLUSP Protected Leave Policy**

- Human Resources Manager Worton presented a statement on the adoption of the new policy. The new policy is drawn almost entirely from Citations Canada, the resource that WLUSP recently began drawing on for more standardized human resource policy.
- Employment Insurance covers usually 55 percent of employees' wages on maternity leave, but the proposition at hand proposes that WLUSP top it up in house and cover 80 per cent of the wages of employees who are on maternity leave.
- Manager Worton notes that this comes at no financial burden to the budget, since the wages are already budgeted for at 100%, and it underscores the fact that WLUSP is proudly a living wage employer.

### **7.1 Comments**

- In response to a question from Director Blackley Manager Worton notes that any employee requiring further time beyond the budgeted-for 17 weeks associated with pregnancy leave would be dealing with parental leave, which is covered only by employment insurance.

### **7.2 Motion and Approval**

- Motion: Elisha Felician
- Second: Madalyn Mostacci
- Motion Carries: Policy approved at 4:23 PM

## 8.0 WLUSP continues to look for a new home

- First, noting well that it is not really feasible to be committing to a space or property hunting unless WLUSP are actually weeks out from making a decision.
  - This likely means that the board and WLUSP wouldn't be making any decisions or hearing anything consequential about the space move other than options until April.
- The proposal from Pegasus mentioned in the Executive Director's report in item 5 above, does change the conversation somewhat.
  - These options are especially good for this due to their size, and this option would centralize the operation.
- The search has continued, The Executive Director presented new options. These options are more residential. This means that they are on one hand significantly more expensive than the commercial options WLUSP was previously looking at; however it also is more in keeping with the office atmosphere that WLUSP has favoured throughout its history.
- Executive director Rideout presented another small report created with the assistance of WLUSP web manager Sam Nabi.
  - 22 Ezra St.
    - The fact that it's on Ezra Street means that for good or ill, it's in the splash zone of the street parties that take place there.
    - It will require some upkeep and maintenance, including some for accessibility features.
    - More expensive at \$1.2 million.

- 126 Albert Street
  - Listing only \$1 million.
  - Favourable floor plan (9 rooms).
  - Generally favoured by Executive Director.
- Both are significantly more expensive than the other options.

## **8.1 Comments**

- The tenancy agreement with Pegasus is also much easier if WLUSP, as landlord, owns their own property, which presents a stroke in favour of owning property, with reference to the previous meeting.
- Vice Chair Segall-Rice notes the possibility of contacting Conestoga College and seeing if any of their students or associates of their programs could be contracted to help with the upkeep and accessibility-retrofitting costs associated with the move..
- In response to a question from Director Felician, Executive Director Rideout notes that these new options are far more move-in ready than the commercial options that the board had previously been shown.
- Inaction from WLU makes it appear that WLUSP will be able to remain in their current offices until at least the end of the school year, in April.
- Director Blackley notes that the proximity of the new locations to the school, especially that of the one on Albert Street, is ideal.

- After discussion Executive Director Rideout cautiously notes the possibility of only moving once, if the school's lack of aggressive action against WLUSP maintains the way it has.
- WLUSP won't be doing any renovations on 32 University Avenue since the time there is so brief. It's also noted that despite its problems, the site remains almost entirely accessible, more accessible in fact, than the current home of WLUSP.

**WLUSP Board Meeting for November 11<sup>th</sup>, 2024, is adjourned at 4:41 PM**