

JOURNAL BOARD OF DIRECTORS

Agenda for the meeting of Wednesday, Nov 28th 2009 at 4:00pm in the AMS Conference Room

- I. Adoption of the Agenda
- II. Adoption of the Minutes
- III. Chair's Report
- IV. Editors' Report
- V. Business Manager's Report
- VI. Media Director's Report
- VII. Regular meeting time
- VIII. Grievance Review
- IX. Hiring Policy
- X. Other business
- XI. Adjournment

Members Present: Leslie Yun, Jane Switzer, Gloria Er-Chua, Annette Bergeron, Emily Davies, Chris Rudnicki, Scott Turcotte, Nick Chesterley, Michael Woods, PJ Lee, Kamil Wyszynski

Chair Chris Rudnicki called the meeting to order at 4:04.

- I. Agenda was adopted
- II. The minutes will be adopted at the next meeting as no one had looked them over.
So at the next meeting two sets of minutes will be adopted.
- III. Chair's Report

Mr. Rudnicki stated he really had nothing to report as he was getting familiar with policy and other matters related to board.

IV. Editor's Report

Ms. Switzer reported that we are down to one issue per week with the last issue of the term being December 3rd. The Journal will start up with its first issue of the second term January 15th.

Mr. Woods stated that an open Ed board would be held November 24th at the Grad Club upstairs. He also said that December 5, 6, and 7 had been set aside for staff evaluations.

Mr. Lee asked for an amendment to the agenda. He asked that a sub-committee strat plan be added.

V. Business Manager's Report

Mr. Wyszynski stated that we are doing well. We have started to rebuild the market. The Hub and other locals have returned. Asked if reducing circulation would be an option – Mr. Wyszynski replied that it would be but not until next year May, as advertisers have signed on with this number in mind.

Ms. Yun asked what happened in the delivery line item and why we were over.

Mr. Wyszynski replied that it could have been some miss calculation, due to the fact that last year no delivery person was onboard.

Mr. Wyszynski went on to say that our staff appreciation line would have to be adjusted – as it will be over budget.

Ms. Yun stated that it should be going to AMS board first.

VI. Media Report

Mr. Lee reported that the AMS Board of Directors discussed a 2 year plan on ways to cut costs and increase revenue. He went on to say that next Wednesday would be set for reviews and staff evaluations. He and Mr. Wyszynski would be meeting in two weeks to discuss advertising strategies.

VII. Grievance Review

Mr Woods stated that 3 days ago Mr. George Farah phoned and spoke with Ms. Switzer concerning the article that appeared in the Journal.

Ms. Switzer stated he was unhappy with the article that appeared stating that he has been misquoted. Ms. Switzer turned to Ms. Er-Chua for more insight.

Ms. Er-Chua stated that Mr. Farah was contacted for an article and as they do prior to printing he was sent via email a copy of his quotes. When he returned the quotes he had added a few links and changed his former answers. The article appeared and it was then that Mr. Farah called.

Ms. Switzer informed him of our policy that quotes are not be changed, and if he was not satisfied with her response he was free to go to Journal Board to address his concerns.

(Mr. Chesterley leaves 4:50)

Ms. Yun I have been given Mr Chesterley's proxy should a vote be necessary.

(Discussion continues)

Mr. Wyszynski stated that Journal Board should take no action. That this should go back to Editorial Board.

Mr. Rudnicki would let Mr. Farah know that Journal board would be taking no action. And should he still be dissatisfied he could approach the Ontario Press Council with his concerns.

IX Hiring Policy

Ms. Yun put forth the question of the Journal using the HRO. As of now the Journal was not following policy.

Mr. Lee The HRO is a resource for the staff.

Mr. Woods The question of editorial autonomy come into question. It has been a fuzzy situation in the past. The Journal has always kept its HR concerns in-house. The Editors have always acted as the HRO.

Ms. Yun The Journal needs to follow AMS policy and use the HR as a resource just like all the other services. The Journal should conform to policy or maybe policy should be revisited.

Mr. Rudnicki Maybe a compromise - have an HRO in the Journal its self.

Mr. Lee There are legal issues associated with hiring staff.

Ms. Switzer I am all for following policy, but consistency is also an issue. Staff might not feel comfortable going outside the Journal and it could be problematic.

Mr. Woods Again it could affect Editorial autonomy. The Editors are elected officials and there see no reason as to why they couldn't act as the HRO. "We hiring staff all year. "

Mr. Lee Maybe the addition of another position? And have that person be a volunteer - in an advisory capacity.

Ms. Switzer We don't need it.

Ms. Davies It seems unnecessary.

Mr. Rudnicki Maybe we should look at changing current policy into practice or practice into policy.

Mr. Woods said he would be looking into the policy and follow up with Board.

X Other Business

Mr. Lee proposed the forming of a sub-committee of board to look at long-term strategic planning. He proposed that he and Mr. Wyszynski and one editor in chief.

Lee Mr Wyszynski suggested that Mr. Woods, Ms. Switzer, Ms Bergeron, and Mr. and himself form this sub-committee to do the extra research.

Proposed – carried all in favour.

Ms. Davies moved that the meeting be adjourned at 5:50 p.m. – seconded by Ms. Yun. - carried.