



## **Board of Directors Meeting**

March 19th, 2:30 ET

### **Minutes (Draft)**

Draft: March 19, 2018

Accepted: April 16, 2018

### **Attendees**

T. Loblaw, G. Watson, A. Germain-Rutherford, D. Stockley, L. Kinderman, R. Sproule, J. McDonald, U. Fiedler, D. Bateman, C. Gaucher, E. Kustra, T. Howard.

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### **Regrets**

V. Lopes, G. Newton.

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### **Reference Material**

- February 2018 minutes
  - PNAS article, *How to tackle the childcare–conference conundrum*
  - Proposed STLHE Civility Article
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### **Notes**

- Awards report rescheduled to April meeting
  - SoTL Canada report rescheduled to May meeting
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# Agenda

## 1. Call to order and welcome

Leader: D. Stockley

- Denise began by reading the STLHE values statement.

## 2. Approval of the agenda

Time: 1 min

Purpose: make a decision

Leader: D. Stockley

Preparation: Review agenda

- Approved by consensus.

## 3. Approval of minutes of February 2018

Time: 5 minutes

Purpose: make a decision

Leader: D. Stockley

Preparation: Review February 2018 minutes

- Approved by consensus.

## 4. Chair's report

Time: 5 minutes

Purpose: share information

Leader: D. Stockley

Preparation: none.

- @doc Please forward "homework" from February's board meeting to Denise in time for April 2018 meeting.
- Denise's message at EDC was to take a leadership role, locally and nationally.
- Ideas of communities of practice emerged at EDC: not action groups *per se*, but attendees identified a need for a forum for collaboration related to teaching and learning.
- Denise approached past STLHE Presidents and asked how they could participate in an on-going way; all seven said they were interested, based on feedback from the Board.
- Congratulations to Christine for having a successfully-funded proposal for translation at STLHE 2018.
- Aline and Denise recently attended a E21 consortium meeting in Ottawa.

## 5. Does the STLHE board approve considering how and what language can be added to the Conference manual to address issues identified as the "childcare-conference conundrum"?

Time: 15 minutes

Purpose: share information

Leader: G. Watson

Preparation: Review *How to tackle the childcare–conference conundrum* article

- Tim asks if data could be collected at the time of registration.
- Gavan responded that that would be left to individual organizing committees to consider what data to collect.
- Laura notes that any changes based on this initiative would not be ready in time for STLHE 2018
- Denise notes that a statement supporting care-givers could be applied more broadly for the Society.
- Laura will review suggestions outlined in the PNAS article for consideration in including in future conference manual.

## 6. Photos and STLHE BoD nominations

Time: 15 minutes

Purpose: have a discussion

Leader: G. Watson

Preparation:

With the distribution of the recent call for nominees, the STLHE nomination committee received the following question and observation from a STLHE member:

- “Why is a photo required for STLHE Board nomination? Photos can introduce various types of bias into the assessment and selection of candidates. I am surprised to see this requirement, as I cannot come up with a solid reason for it.”

Given that photos do introduce bias, the nomination committee seeks direction from the board how to proceed. My suggestion is to collect the photos, but not include them as part of the online voting process (to avoid unintentional bias). The submitted photos would then be used for updating the STLHE website after the election conclude.

- Tim H. notes that photos of nominees will likely always be available online and likely inescapable.
- Ute agrees with Tim and also the intention of having a nominee submit a photo is “pro-relationship building” and not “pro-discrimination”
- Erika notes that a nominee’s submitted picture is a choice about how they are representing themselves.
- Denise suggests that we ask for a photo, but nominees can decide to submit a photo.
- Aline offers that the profile of the candidate should stand for itself without a photo; we don’t want to appear as a Society as an organization that supports bias.
- Denise, noting the differing views of Board members who spoke, suggests that the nomination process goes forward as initiated.

## 7. Civility policy

Time: 30 minutes

Purpose: share information; make a decision

Leader: D. Stockley

Preparation: Review Proposed STLHE Civility Article

MOTION (Moved by: G. Watson, Seconded by: R. Sproule): I move that the Board approve the adoption of the proposed civility article and add it to Policy 5: Board of Directors, subject to review from legal counsel.

Motion passes: 11 Yes, 0 No, 0 Abstain

- Denise notes that current by-laws allow Board to: be removed members from STLHE with twenty days notice; solve problems by going to arbitration, at a cost to all parties up for arbitration; and dissolve a constituency groups.
- These are very significant outcomes and the Society lacks an intermediate course of action.
- The civility policy is one example of a course of action that is meant to address behaviour that does not necessitate the outcomes at the Board's current disposal.

Floor opened to questions

- Erika asks if 5b is too broad, that the context is difficult to interpret and suggests a revision to 5b, which were made
- Gavan asks if the Board is okay with the current wording that a Leader removed never stand for election or re-appointment.
- Laura asks if it is important to have a firm line where someone could be removed from a leadership position.
- Ute wonders if before a member is removed, is there a restorative process that they can go through, or a shorter term of removal?
- Aline suggests that we are a positive, nurturing and forgiving community and that while second chances are important, it is important that memory isn't lost as Board members move through the board, meaning that some removals should be permanent.
- Erika asks if we have received legal counsel on this policy.
  - Denise notes that the Society already has by-laws in place that this policy is drawing its authority from.
- Jeanette asks if seeking legal council would be advised.
- Motion amended to include review from legal counsel.

## **8. Awards Coordinator**

Leader: D. Stockley

- Denise has brought this item forward on Valerie's behalf.
- Valerie wants to inform the Board that with two 3M award coordinators shadowing, there will be additional expenses related to two coordinators attending STLHE 2018 for each 3M award.

MOTION (Moved by: R. Sproule, Seconded by D. Stockley) The board approves the covering of travel costs for the two incoming 3M award coordinators to the 2018 conference, with funds being drawn from 3M restricted funds.

Motion passes: 11 Yes, 0 No, 0 Abstain

## 9. CJSOtl update

Leader: D. Bateman

- Point of information: Western Libraries moving to OJS (Open Journal System), as will CJSOtl.
- Nicola Simmons donating a \$2500 award to the CJSOtl, money to be used to fund journal licensing agreement; offset any work on the migration of CJSOtl to OJS.
- Beth Marquis has agreed to stand as Senior Editor for another 5-year term.
- [@Dianne B](#) will provide information to [@Denise S](#) about a thank-you letter to Nicola Simmons.

Meeting adjourned at 3:58pm

## Next board meeting

April 16th, 2:30-4:00pm Eastern

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## Decisions

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## Action items

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## Items for next meeting

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