



Minutes
Dalhousie Professional & Managerial Group (DPMG)
Annual General Meeting
June 23, 2020 (12PM to 1PM)

All Locations: Virtual Meeting via Zoom Webinar

"Dalhousie University is located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq. We are all Treaty people."

1. Call to order at 12:00pm

The meeting was called to order, and President Tyler Hall welcomed all DPMG members, acknowledged that Dalhousie University is on unceded Mi'kmaq territory, and introduced the 2019-20 DPMG Executive picture of home offices:

- President – Tyler Hall (2021), Student Success Centre
- Vice President – Katherine Cross (2021), Registrar's Office
- Treasurer – Lan Nguyen (2020), Financial Services
- Secretary – Terri Mann (2020), Office of Advancement

2. Approval of the Agenda

The DPMG Annual General Meeting June 23, 2020 agenda was approved.

Moved by Katie Haigh, Faculty of Management
Seconded by Ally Howard, Faculty of Management

3. Approval of Annual General Meeting minutes of February 20, 2020

The DPMG Annual General Meeting minutes of February 20, 2020 were approved, as presented.

Moved by Yasir Abbas, ITS
Seconded by Steve Beaton, EHS Office

4. President's Report Highlights.

Presented by Tyler Hall, President.

Acknowledged state of the world is very challenging because of the current situation with COVID 19, but also for black and indigenous colleagues and members of marginalized groups, and assures them that DPMG and Dalhousie stand by and provide support for these groups.

- Thank you from the president to all members, executive, all committees, past President and HR for all their supports.
- The executive is hosting three general meetings throughout the year including the Dal 1001 event in November.
- For new employees: three coffee meetings with the new members and one was in Truro.
- Received the supporting operating budget from the University for fiscal year 2020.
- DPMG at home: show picture of DPMG members working at home.
- DPMG Kudos - we congratulate various DPMG members:
 - a. Amy McEvoy, 2020 CACEE Awards - Atlantic
 - b. Heidi Tracey Baillie, Health and Human Performance
 - c. Queena Crooker-Smith, Faculty of Agriculture
 - d. Kamryn Findlay, Assistant Registrar, Recruitment and Campus Events
 - e. All Faculty of Management DPMG Members
 - f. Centre for Collaborative Clinical Learning and Research Staff
 - g. Jessie Purvis, Lisa Nardecchia and Cyndy Lushman, Dept of Anesthesia, Pain Mgmt. and Perioperative Medicine.

5. **DPMG Committee Updates:**

Presented by Katherine Cross, Vice President

Professional and development committee:

- Held five lunch and learn sessions over the past academic year.
- DPMG survey received suggestions for professional and personal topics (e.g. Professional aspect: equity and diversity inclusion, creating a positive workplace, net working skill. Personal aspect: chair and office exercise, cooking skill, budget and money saving tips, etc...)
- Thank you HR for providing resources and support for the committee.

Conference Committee

- Cancelled during the pandemic but will be the foundation for the 2021 conference under "GROW" - Growing & Reimagining Our Work theme.

Communications Committee

- Based on the result of the DPMG survey, the committee recommended streamline how to communicate with DPMG members in 20/21
- Official Twitter DPMG account is retired

Outreach Committee

- The committee provides number of successful engaging events in the past year include: Summer soft ball, yoga class, heat fitness classes, pumpkin carving competition and lunch time trivia.
- Activities in the summer must be cancelled during the pandemic, but the committee looking for creative ways for member to be engaged across campuses.

- Full annual committee reports will be added to DPMG website over the coming weeks.

6. New Slate of Committee Member Announced

Presented by Curtis Clarke

The DPMG thank you for the outgoing members:

- Treasurer: Lan Nguyen, Financial Services
- Secretary: Terri Mann, Advancement
- Communications: Sarah Ready, Bissett Student Success Centre
- Personal & Professional Development: Cheyenne Henry, Bissett Student Success Centre - Joanne Tortola, Schulich School of Law
- Employee Benefits: Katheryn McInnis, Faculty of Dentistry
- Joint Occupational Health & Safety: Michelle Sampson, Pathology
- Transportation & Security: Kurt Sampson, ITS

Welcome the new executive and committees' members for 2020-2021

- Treasurer: Katie Haigh, Faculty of Management
- Secretary: Carlina Gillis, Centre for Collaborative Learning & Research
- Communications: Fallon Bourgeois, Advancement
- Member Outreach: Jafar Sadak, Faculty of Agriculture, Stephanie Rutherford, Dalhousie Medicine NB
- Nominating committee: Amy McEvoy, Bissett Student Success Centre
- Personal & Professional Development: Yasir Abbas, ITS - Conor Falvey, Schulich School of Law - Gillian Reid, Faculty of Medicine
- Job Evaluation & Appeals: Heather Fraser, ITS - Bob Mann, Dalhousie Senate - Marina Theriault, Facilities Management
- Employee Benefits: Jason Penney, Facilities Management
- Joint Occupational Health & Safety: Kathie Weadon, Athletics & Recreation
- Transportation & Security: Teresa Myra, SITE Co-operative Education

7. HR update and Dalhousie update.

Presented by Chris Hattie & Jasmine Walsh

Jasmine Walsh:

- Congrats to the members who received kudos and thank you for all member have been managed working from home and under the challenging situations, trying to balance work and other tasks.
- Update on return to campus in July - up to 25%. There is significant amount of work around campus to provide workplace safety guidelines for faculties and staff
- Budget Fiscal update – significant revenue loss for the University due the current situation
- Encourage members to adapt, take collective responsibility during this difficult time, and find away to survive and be stronger for the future.

Chris Hattie: Reflections on Dal's COVID 19 response

Three phases of Pandemic Response

1) Crisis Management:

- Responding to COVID in the workplace
- Transitioning to remote operations.
- Provide support for employee's wellness.

2) Business Continuity

- Initial cost containment & Layoff mitigation Strategies
- Enhanced virtual learning & development opportunities
- Managing Employee inquiries

3) "Back to the future"

- Return to campus planning
- Sustaining adaptive approach to work
- Managing on going enrollment and financial pressures.

4) Q&A

8. Adjournment at 1:00pm