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**Covid-19 Principal’s Advisory Group (CovidPAG) Meeting**

**30 July 2020 ~ 12:00pm-1:30**

**Notes**

Attending: Carrie Arnold, MK Arundel, Graham Broad, Jim Donovan Panchaud, Trevor Hunter, Andrew Jardine, Ben Kitching, Cliff Levy, David Malloy, Kathy Mitchell, Vidya Natarajan, Wendy O’Toole, Marcie Penner, Courtney Santaguida. Absent: Phyllis Fidler

1. **Wellness discussion at King’s with Joanna Bedggood, Wellness Coordinator & Chair of Wellness Committee**

Key points from Joanna:

* Joanna provided an overview of the Campus Wellness Committee which maintains a wholistic view of the entire community
* Student wellness is the main priority however faculty/staff wellness directly affects student well-being
* Any kind of initiative (e.g., survey) needs to be supported by tangible outcomes
* Anecdotally, she has been hearing about two main themes: 1) caregiving, workload, & volume of work & hours have increased during pandemic, and 2) the lack of staff/faculty recognition (e.g., other campuses were given appreciation days)
* Both have resulted in lower morale/resentment
* Additionally, more communication is needed re: pandemic considerations

Discussion points among PAG:

* The holiday allotment at King’s is better than Western, Brescia, and Huron
* Data shows that faculty/staff are not taking all their holidays. This could be because the workload is too much and people cannot take time off right now (not that they don’t want/need holidays)
* Option to have meeting-free Fridays – good for those who do book meetings; not relevant for those who don’t so this idea was abandoned
* Regarding staff/faculty recognition, the conversation has not ended within senior administration.

1. **Caregiving Survey discussion with Andrea Lawlor (12:30-1:00)**

Key points:

* Motivation for the survey is to develop caregiving policy strategies for KUC
* Caregiving issues are not a new concern and there’s no sign of “status quo” returning soon
* This year, employees had to plan around the teachers’ strike and the current pandemic; both highlighted caregiving as a central concern
* Institutions with good caregiving policies have greater trust in institution, better morale, less women leave the workforce
* Proactive policy strategies are needed that do not diminish the caregiving role – this is commensurate with the ethos of King’s
* There are low/no cost options
* Can make us a leader in London and in the province

Implementation of Survey & Findings:

* Researchers Andrea Lawlor, Tracy Smith-Carrier, & Marcie Penner are working with 3 associations on campus – staff, PAOA, KUCFA – regarding a 10 minute survey to go out to everyone
* Will send out within 1-2 days after the province makes announcement about school decisions in order to get a realistic understanding of the range of caregiving issues
* Survey will open for one week, followed by a report and policy recommendations

1. **Weekly bulletins/minutes**

Messages being sent from the Principal on a weekly basis.

1. **Update on planning (D. Malloy)**

Key points:

* To date, some of the numbers look good with respect to enrollment
* Important to monitor tuition fees as the summer unfolds
* Enrollment services, Communications and Dean of Students are working together to support incoming international students (e.g., travel, quarantine)

1. **Adjournment**