

Gateway Student Journalism Society
Meeting Minutes
March 18, 2026

Present:

Lee CRAIG
Teren HAZZARD
Leah HENNIG
Unees HUSSAIN
Kathryn JOHNSON
Areeha MAHAL
Gabriella MENEZES

Absent:

Christopher REYNOLDS
Katie TEELING
Nathan THIESSEN
Bishoy ZAKHER
Christian ZUKOWSKI

Call to Order

The meeting was called to order at 7:08 p.m. by JOHNSON.

Approval of the Agenda

CRAIG moved to approve the agenda. HENNIG seconded. The motion passed unanimously.

Approval of the Minutes

HAZZARD moved to approve the minutes. HENNIG seconded. The motion passed.

Reports of Officers and Standing Committees

Editor-in-Chief: HENNIG said that the Students' Union elections coverage went well and was well-received. The March print edition was done early to avoid conflicts with elections coverage. HENNIG said the hiring process for next year's line editors and executive director is underway. The readership survey is underway and the results will be presented at the next board meeting.

Executive director: MENEZES said the investment conversation has slowed down, but she is hoping to have a proper conversation with someone from ATB in the next two or three weeks. MENEZES reported that advertising is going well, and she is planning to schedule some advertisements for next fall.

Finance Committee: HUSSAIN said that there were no concerns with the financial documents.

Human Resources Committee: TEELING was absent.

Governance Committee: JOHNSON encouraged members to fill out the GSJS board competency matrix self-evaluation form.

For approval

Increases to staff salaries:

HENNIG said that because The Gateway has invested in its equipment and office supplies over the past year, those expenses will not be included in the upcoming budget. Therefore, The Gateway is able to invest more in its staff salaries. HENNIG proposed a two per cent increase to staff salaries beginning in May.

HAZZARD inquired about livable wages being considered for future years. HENNIG agreed that aiming for a livable wage is ideal, but noted that The Gateway's income is limited. HENNIG also noted that The Gateway's fee is indexed to inflation, and suggested that future salaries could be increased with inflation.

HAZZARD moved to approve the increases to staff salaries. HUSSAIN seconded. The motion passed unanimously with an abstention from HENNIG.

For discussion

Staff hiring panels: CRAIG said that she was not aware that this item would be on the agenda. CRAIG said that it is important for transparency to inform board members about hiring committees.

HENNIG said that to her knowledge, hiring committees are not discussed with the board. They were discussed this year because HENNIG reapplied. To HENNIG's knowledge, they are not brought to the board partly because staff hiring typically falls in between the February and March GSJS board meetings. Usually, by the February meeting, staff does not know who is going to be reapplying, so the composition of committees is unknown. Additionally, hiring is usually underway by the March meeting.

CRAIG said the composition of the committees is typically discussed. She said that it was perhaps something that was missed last year, but it is typically discussed. CRAIG reiterated that it is a matter of transparency.

HENNIG said that based on reviewing previous GSJS board meeting minutes, it does not seem like this is a matter that has been discussed. HENNIG said she would be happy to make a note to discuss the composition of hiring committees with the GSJS board for future years.

CRAIG reiterated that the composition of hiring committees has been discussed in previous years, and it is a matter of transparency. CRAIG mentioned that it has perhaps been an oversight in the past.

MENEZES asked CRAIG if she would prefer that conversation to occur in February or March. MENEZES said that the timing is difficult, considering that in February, it is difficult to know if and how many staff members are reapplying. Therefore, it is difficult to report exactly who is on the hiring committee. MENEZES asked CRAIG what she believes is the best course of action moving forward, and suggested a potential email in between the February and March board meetings.

CRAIG said that an email is unnecessary. CRAIG said it could be discussed at a board meeting. CRAIG reiterated that hiring committee composition is important to discuss with the board for transparency reasons.

Anti-SLAPP open letter:

HENNIG said that The Gateway was invited by PressProgress and the Canadian Association of Journalists to sign on to an open letter advocating for anti-SLAPP legislation in Alberta.

HENNIG said she discussed the letter with the editorial staff, and they believe it is a fair cause.

HENNIG wanted to present it to the board, as open letters are not something that The Gateway is typically involved in.

MENEZES said she believes it is a fair cause and a great way of putting more protection in place for journalists.

Adjournment

JOHNSON motioned to adjourn the meeting. The meeting adjourned at 7:35 p.m..

Minutes submitted by: Kathryn Johnson