

Gateway Student Journalism Society
Meeting Minutes
May 6, 2026

Present:

Lee CRAIG
Evan CRUICKSHANK
Teren HAZZARD
Leah HENNIG
Ione NIXON-HERMANSEN
Katie TEELING
Logan WEST

Absent:

Areha MAHAL
Davis MALONEY

Call to Order

The meeting was called to order at 7:01 p.m. by TEELING.

Motion to Move In-Camera

TEELING asked. Moved by HAZZARD. Seconded by CRAIG. Unanimous vote to move in-camera.

Meeting Minutes: Off-Camera

CRAIG motions to move out of camera. CRUICKSHANK seconds.

HAZZARD moves to have the board agree and write a statement to staff and volunteers affected that discusses why an audio recording of an Editorial Meeting that took place was posted and taken down. The board agrees that that recording was posted for transparency and taken down because volunteers were not meant to have access to it.

HAZZARD moved. CRUICKSHANK seconded. WEST asked if it is our place to share the reason it was posted when it is not at the behest of the board. CRUICKSHANK responded that we would share this because it was agreed that this is the reason, and was not at the will of the board. HAZZARD agreed. HENNIG said that we can say that it was posted independently of the board.

HAZZARD moves to have the board agree and write a statement to staff and volunteers affected that discusses why an audio recording of an Editorial Meeting that took place was posted independently of the board and taken down. The board agrees that that recording was posted for transparency and taken down by the board because volunteers were not meant to have access to it.

CRAIG seconds. Unanimous vote.

TEELING asked for someone to move for there to be a meeting with staff with the board chair and a HR Committee member present to talk about the processes of and staff contracts.

CRUICKSHANK provided the motion. CRAIG seconds. Unanimous vote.

TEELING moved to have a statement made at the May board meeting about the Grievance Committee process to be given to current staff alone for transparency sake.

HENNIG asked for it to be completed after the complaint is done to give the outcome.

CRUICKSHANK agreed with HENNIG.

HAZZARD asked for a suggestion from HENNIG on how for the board to have better communication with the staff and others due to HENNIG's previous concerns about slow communication. HENNIG did not provide a suggestion.

HAZZARD requested then motioned that the board grant access to the Grievance committee to view the staff performance evaluations to consider them with the testimonials of the complainants to create a full picture and timeline of the atmosphere at the Gateway.

TEELING shares how we talked about this yesterday and mention how CRAIG and HAZZARD have seen some of these evaluations because of being on the HR committee and it is normally confidential but for the chair, although she thinks this is a good idea.

CRUICKSHANK is unsure how it would benefit the board. HAZZARD asks CRAIG how to answer. CRAIG shares how we must be confidential but the performance evaluations would give us clarity towards a timeline about things people have said about different elements of the complaint. The Grievance Committee is looking for pieces of evidence since the performance evaluations have come up multiple times. HENNIG asked for clarification if it is all performance evaluations. HAZZARD shared how it would be beneficial to have them all. TEELING clarified that it was synthesized as whole but each person took detailed notes, then sent them to TEELING, who synthesized responses and sent them to HENNIG after being agreed upon. HAZZARD and CRAIG agreed.

WEST asks about the process of performance evaluations. TEELING explains the process from HENNIG writing the evaluations onwards. WEST asks if this is in reference to the operating policy 3.8. TEELING confirms. WEST shares that this clearly is written to remain confidential and is concerned about sharing the performance evaluations. HENNIG agrees with these concerns. TEELING sees both sides, and suggests that the Grievance Committee asks individuals for permission to see them. WEST still believes that it should still be confidential and still feels it is unclear why because so much must be confidential and would prefer people be simply asked about their experiences.

CRAIG would not feel comfortable with individuals being asked because that would add pressure to people and eliminate the goal to see the full story. HAZZARD and CRAIG are respectful to a refusal of the request but cannot break confidentiality. CRUICKSHANK agrees with HENNIG and WEST because it would not set a good precedent and it would make him comfortable to be asked as a staff member. CRUICKSHANK shares how future staff may be hesitant to talk in their performance evaluations if information can be shared.

HAZZARD withdrew the motion and expressed it was to respect the conversation the board had.

CRAIG wished to discuss being timely about a response. CRAIG believes people have tried their very best to keep everyone informed with numerous emails. TEELING can attest to this and highlight how we are volunteers and there are still unanswered questions that we are learning as the complaint continues and will not rush to any action.

HENNIG clarified that her earlier comment about untimely board communication has not meant to say people do not try to miscommunicate, but there are “things that required more timely communication”

Adjournment

TEELING adjourned the meeting at 8:26 pm.

Minutes submitted by: Teren HAZZARD