

RYERSON FACULTY ASSOCIATION

Meeting of Council of Department/School Representatives

Wednesday, March 22, 2017

International Room, ILC

MINUTES

Present

Kileen Tucker Scott (Chair)	Vadim Geurkov	Heather Rollwager
Rahul Sapra	Elsayed Elbeshbishy	Alison Skyrme
Ian Sakinofsky	Joanna Holt	Corrine Hart
Habiba Bougherara	Deborah De Lange	Yvonne Yuan
André Foucault	Joey Power	Jonathan Rollins
Shiraz Vally	Eliza Chandler	Henry Navarro Delgado
Tariq Amin-Khan	Cathy Ning	Bernard McEvoy
Ron Babin	Alexander Douplik	Marsha Barber
Vanessa Magness	Dave Kemp	Charles Zamaria
Joshua Panar	Jamin Pelkey	Doreen Fumia
June Komisar	Saman Hassanzadeh Amin	Pavlo Bosyy
Diane Pirner	Umberto Berardi	Beth Swart
Alex Wellington	Carolyn Meyer	Paul Brunet
Eric Hehman	Miriam Anderson	

Regrets

Peter Danziger	Bozena Todorow	Meredith Schwartz
Seyed M. Hashemi	Richard Shaker	Chris Grandison
Tsobadral Galaabaatar	Stephen Swales	Mitu Sengupta
Chil-Hung Cheng	Rich Adams	Manavi Handa
Joe McPhee	John Morgan	David Bouchard
Lev Kirishian	Maria Gurevich	Dawn Onishenko
Colleen Derkatch	Jim Tam	David Lewis
Dan Horner	Angela Valeo	Murtaza Haider
Kaamran Raahemifar	M.J. Suhonos	Susan Preston
Rupa Banerjee		

Staff

Agnes Paje

Stacy Stanley

Minutes

1. Order/Establishment of Quorum

Meeting began at 5:15 p.m.

2. Approval of Agenda (Pirner/Swart) - Adopted.

3. Approval of minutes from February 16, 2017 (Hart/Power) - Adopted.

4. Opening remarks and announcements

- **Please Note:** The next Rep's Council meeting has been rescheduled to Monday, April 17, 2017.
- Please encourage members to attend the RFA General Meeting on Wednesday, May 3, 2017 from 12 - 2 p.m. in the International Room, ILC.
- The deadline to return nominations forms to the RFA office for the Ryersonian, Career Achievement Award and the Distinguished Service Award is on Friday, March 31, 2017 by 4:00 p.m.
- There will be an election of the Political Action Committee at the next Reps' Council meeting on April 17, 2017.
- The RFA has been receiving some anecdotal feedback from our membership that there appears to be some continuing challenges when faculty members engage with the Academic Accommodation Support (AAS) centre (formerly the Access Centre). In order to provide constructive feedback and to adequately understand the challenges faced by our membership when dealing with the AAS, we are seeking member input. A short survey, via RFA announce, will be sent out in the next few days asking members to share their experiences (both good and not so good) so that we can gather the necessary information to have an evidence-based discussion with the administration. The ultimate objective is to improve the process and to ensure the University is resourcing the AAS centre appropriately so that workload doesn't get shifted to faculty who end up picking up the slack. Please encourage the RFA members in your department to complete the survey.

5. 'From the Floor' – Open Forum

- Policy 118 Review Committee – Alex Wellington
 - A revision of policy 118 will be starting shortly.
 - Members who would like to send suggestions, comments or concerns regarding Policy 118 may email Alex Wellington at awelling@ryerson.ca.
- Security Update – Habiba Bougherera (Health & Safety Officer)
 - Members discussed the issue of an instructor that has been harassed and cyber bullied. Any members that are being harassed or does not feel safe in their work space should contact the RFA immediately. Faculty are encouraged to write letters of complaints or concerns regarding harassment and security issues to the Administration.
 - Members of the RFA Executive met with the Administration and the Integrated Risk Management. The RFA would like to work with the Integrated Risk Management to implement new policies.
 - The RFA continues to work on this issue.

6. Business Arising

- Update on Equity Issues – Tariq Amin-Khan (Chair, Equity Issues)
 - The Administration gave permission to Ezra Levant to speak at an event at the University. The Equity Issues Committee did take part in the protest against this speaker.

- International Women's Day
 - The University organized an event to celebrate International Women's Day called, "*Celebrate International Women's Day with a self-care workshop on Superwoman Syndrome.*" The RFA took issue with women's struggle being looked at as a "syndrome" and sent a letter requesting a meeting to discuss this matter.
 - Please see the letter in response to the University attached.

- United States Travel Ban
 - As some RFA faculty may be concerned about travel to the US, we are providing a Ryecast link of the talk given by an immigration lawyer in early March in relation to the first 'Muslim ban'; this talk was organized by Ryerson's Human Resource (HR): <https://ryecast.ryerson.ca/60/Watch/11240.aspx>
 - HR is also developing some online material/information for faculty and staff, including some information on FIPPA-related obligations. Furthermore, Ryerson International is working to acquire the resources of a service in case of problems related to US travel. This information and material will be shared with RFA members as soon as it becomes available.
 - If you have any questions you may contact David Begg (abegg@ryerson.ca) or Suhar Deeb (sdeeb@ryerson.ca) at Ryerson International.
- At the February 16, 2017 Reps' Council meeting, the following motion was passed and brought forward at Senate:

BIRT for the 2017/2018 academic year, make an exception and lower the domestic graduate student target in order to accept international graduate students who are impacted by the Trump ban; and facilitate accommodations/resources to achieve this goal. (Fumia/Magness) CARRIED
- The proposal was approved at Senate. Please see the attachment "*Support of students affected by the US Presidential travel ban*" for details.

- Strategic Mandate Agreement (SMA) – Rahul Sapra (Vice President –External)
 - There needs to be more pressure from faculty on the Administration for a proper consultation regarding SMAs.
 - Discussion of Metrics (System-Wide Metrics and Institutional Metrics)
 - Reps' are asked to meet with their departments/schools and discuss how the following components of the SMA and Metrics will affect them:
 - Student Experience
 - Innovation in Teaching and Learning Excellence
 - Access and Equity
 - Research Excellence and Impact
 - Innovation Economic Development and Community Engagement
 - Reps' are asked to send data gathered from these meetings to the RFA. The RFA will use this data to see what commonalities there are within the departments/schools and have a dialogue with Administration.

- Academic Administrators Appointment Policy (AAA Policy) – Ian Sakinofsky (Chair, Negotiating)
 - The University is seeking to revise the AAA Policy; amongst other revisions two significant changes would be in the composition of search committees, and the facilitation of the re-appointment of incumbents who wish to be re-appointed at the end of their first term.
 - The 10 member committees which included 5 elected RFA members and 1 non-voting Chair, will now become 12 member committees with 5 elected RFA members and 1 voting Chair (in case of a tie).

- Towards the conclusion of their first term, incumbents of these positions will be asked to express interest in re-appointment; if they do express such interest the search committee will be deemed to be a review committee which will make a recommendation to re-appoint or not.
- The RFA has expressed their concerns regarding the proposed changes to the AAA Policy. The Administration was to consider the concerns and make changes to the proposals. However, no changes have been made.
- The RFA will continue to look into this issue.

7. New Business

- Intellectual Property – Ron Babin (Chair, Grievance)
 - The Collective Agreement states that faculty retain the rights to the intellectual property they create. It also states the academic schools and departments are responsible for the curriculum and academic credits that come from that. The University is not following these policies as defined in the Collective Agreement. Particularly in the Chang School. The RFA is in discussions regarding this issue with the Administration and would like members to send any data, evidence, issues or suggestions to Ron Babin at rbabin@ryerson.ca.
 - A grievance was filed regarding Teaching Assistants and Graduate Assistants support. Previously, the University promised they would not reduce TA/GA support, however, they have reduced TA/GAs. This affects faculty's ability to teach, Teaching Assistants/Graduate Assistants and students. If anyone has comments, examples or concerns regarding this issue please contact Ron Babin.

6. Meeting adjourned at 7:25 p.m.

7. Next meeting: **Monday, April 17, 2017** in the International Room, ILC from 4:30 p.m. to 7:15 p.m. Dinner will be served from 4:30 p.m.