

RFA Executive Committee
MINUTES
ILC London/Paris Room
January 29, 2019

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Ron Babin	Yes
Vice President Internal	vacant	
Vice President External	Dave Mason	Yes
Treasurer	Carmen Schifellite	Yes
Secretary	David Naranjit	Regrets
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Jesmen Mendoza	Yes
Chair, Negotiating	Ian Sakinofsky	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Lila Pine for Tariq Amin-Khan	Yes
Member at Large	Anthony Francescucci	Yes
Staff	André Foucault	Yes
Staff	Shiraz Vally	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
Meeting began with quorum at 10:00 AM
2. Approval of Agenda
Motion to adopt Agenda as amended (Mason / Schifellite). Carried
3. Approval of Minutes
Motion to adopt minutes of Jan 15 2019, as corrected (Mason / Schifellite). Carried.
4. Business Arising from Minutes
None.
5. Officer Reports
 - a) President's Report (Babin)
 - Following from discussion at last meeting, both Peter Danziger (VP Internal elect) and Corinne Hart (Member at Large elect) have each agreed to begin their terms of office on the Executive Committee early, subject to their personal schedules. Corinne will resign from the Grievance Committee.
 - **Motion 2019.02** (Babin / Mason) BIRT that Peter Danziger as VP Internal and Corinne Hart as Member at Large, begin their term of office immediately and participate at RFA Executive Committee meetings as their individual schedules allow. Carried.

Discussion on Interdisciplinary Hires, proposal by the VPFA to the RFA.

- Members discussed at length the November request from the VPFA for three Interdisciplinary hires, i.e. each new member would have a teaching, SRC and service obligations in two schools/departments or Faculties.
- To focus the discussion, one proposed Interdisciplinary hire in both the School of Early Childhood Studies as well as the School of Child and Youth Care was debated.
- The Collective Agreement (CA) lacks provisions for Interdisciplinary faculty hires through a Special DHC, although the Senate and Provost have approved provisions for Interdisciplinary programs (Senate Minutes May 5, 2015, p. 9-17).
- MOU 3 in the CA does provide for Cross Appointments, but this is for members already hired and tenured.
- The overarching concern and discussion of the Exec Committee is regarding the annual evaluation, tenure and promotion for Interdisciplinary hires, given that the newly hired faculty member will have teaching, SRC and service in two schools, with separate DECs, FTCs and FPCs. Neither MOU 3 nor the proposal from the VPFA address these issues. For example, when in-class peer teaching evaluations are conducted, clarity is needed regarding which school will be conduct the evaluations, how many will be performed by each school, etc. The proposed Interdisciplinary hires may be creating “more problems down the road”.
- **Motion 2019.03** (Mason / Babin) To accept the proposed hire of a new faculty member into the School of Early Childhood Studies (ECS), with the following provisions:
 1. The ECS DHC must conduct the hiring, as described in the CA Article 4.
 2. A recruitment committee composed of members from both schools should prepare the position profile. To be circulated to all CYC RFA faculty members and ECS RFA faculty members for input, following CA 4.2.D. The position description will be transmitted to the ECS DHC, who will have ownership and may modify it such that the hire will be able to be successfully evaluated by the ECS DEC throughout their tenure timeline. CYC may provide the ECS DHC with guidance about the teaching requirements for the cross appointment. The position description and the ad will say that the person will be hired into ECS and will be cross-appointed to the CYC department
 3. The new hire can be cross appointed to the School of Child and Youth Care (CYC) as per MOU 3 of the CA.
 4. All other provisions of the CA remain intact.

Motion carried.

- Regarding the other two proposed Interdisciplinary hires, concern was raised regarding the proposed involvement of Deans in the hiring, beyond the provisions of CA Article 4. As noted in principle and specifics of the CA, faculty members are hired by a DHC into a school/department, not into a program. Further discussion and a revised process are needed. Until and unless there is a negotiated addition to the CA (whether bargaining or MOU) to describe the whole life-cycle of a multi-disciplinary faculty member (including hiring, evaluation, tenure, promotion, rights to revert to one department, etc.), that all proposed multi-disciplinary hires should adopt this model of a known home department with cross-appointment.
 - **Motion 2019.04** (Sakinofsky / Mendoza) BIRT dates in the CA that define the formation of the DEC be revised by an MOU to allow formation no later than February 28 to accommodate the new cycle of tenure reviews, and this be communicated by the RFA to all members. Carried.
- b)* Grievances (Mendoza)
- Discussion regarding grievance #2019.02 and the Administration's stated intention to review a member's emails. The RFA has challenged this approach and has requested an arbitrator to review the case.
- c)* Treasurer (Schifellite)
- Variance reports are available, presentation delayed due to time constraints.
- d)* Internal Affairs
- No updates at this time
- e)* Vice President External (Mason)
- A short update was provided.
- f)* Professional Affairs (Berman)
- No updates at this time
- g)* Health & Safety (Bougherara)
- No updates at this time
- h)* Secretary (Naranjit)
- No updates at this time.
- i)* Equity (Pine for Amin-Khan)
- Request for funding to support a conference sponsored by the Ryerson Centre for Labour Management Relations. The committee requested additional information.

- j) Negotiations (Sakinofsky)
 - The Exec Committee discussed the arbitrator CA award of January 28th.
 - **Motion 2019.05** (Berman / Mason) BIRT the RFA Executive Committee expresses its great appreciation for the work done by each member of the RFA Negotiations Committee. Carried.

- 6. New Business
None

- 7. In Camera Session – 12:30 pm

- 8. Adjournment (Bougherara / Francescucci) carried. (1:05 pm)