



#### 4. Opening remarks and announcements

- Renovations to the faculty lounge next to the Hub:
- Contacted Siu-man Wong, Manager, Projects, Campus Facilities & Sustainability. Improving the HVAC system to get more airflow after some complaints about lack of air circulation in the room. Expected to be open again in approximately 3 months.
- Faculty Drop-In on Wednesday, January 18 from 11:30 – 1:30 in Thomas Lounge, Oakham House
- Call for Nominations for the RFA Executive and Standing Committee closes on Wednesday, January 18 at 4 p.m.
- Clarification about the new tenure process (Peter/Andre)
  - There has been some concern that bar for tenure will be raised once the new Collective Agreement is in place due to the automatic designation of Associate Professor when a member becomes tenured.
  - The Bar for tenure should not be raised as a result of the new collective agreement, In fact, the new Collective Agreement states the following:
    - The parties have agreed to a process by which promotion will be granted with tenure. It is understood that the criteria to be applied for tenure review and assessments are those for tenure and not those previously in place for promotion to Associate Professor.
- Per diems for travel
  - As mentioned in the ratification meeting, the issue of per diems for travel was raised during bargaining, but was not resolved because administration felt that it did not have the authority to bargain the issue. It was agreed that this matter be referred to arbitration
    - The arbitrator ruled that per diems could be bargained, and as a result we will see the reinstatement of per diems at Ryerson.
- An RFA Rep mentioned that there were still some concerns regarding the double CDI for full professors in their department, and asked what the RFA would do to deal with this issue
  - Peter and Andre reaffirmed the responses that were made last time this issue was raised, and some discussion and clarification followed
- Teaching Assistants and budget cuts
  - Under the new collective agreement, there is language that prevents TA funding from the university to be less than last year's amount. Reps are encouraged to report any negative changes to TA support in their departments to the RFA so that the matter can be addressed
- An issue was raised by a Rep regarding non-tenured faculty that may feel they have been given an abnormally high number of new courses to teach when compared to others in the department. Some procedures and recommendations were discussed, including the workload redress procedure within the collective agreement.

#### 5. New Business as requested by Reps

- Text books in Library Reserves
  - An issue was raised where the library chose not to replace a textbook that has disappeared from the reserves.
  - One of the issues is that the book is still in the library's systems, and appears with a hold status on it. As a temporary measure the professor has replaced the book with an instructor's copy

- The library's policy is that they do not purchase text books so that they can instead use their budget to secure other items for example, that may relate more to research
- It was suggested that members should work with the library to find ways to better track and recover items that have not been returned, and to also find ways to have the library's systems more accurately reflect the status of these items.
- Ryerson's Reimbursement system
  - Several members expressed concern and frustration with Financial Services. Several Reps shared specific examples of ways in which trying to work with Financial services, its policies and procedures, and/or its systems has resulted in frustration, wasted time, and in some cases has resulted in losing research funding.
  - It was suggested that Reps that have specific concerns, or details about a negative experience, should email Jason, and the RFA can raise the issue at an update meeting with administration and provide specific examples to validate the concerns, without any individual member being identified.

#### 6. Reports from the Reps

- Open forum for Reps to raise issues/topics raised by their Departments/Schools, and get feedback or open dialogue for future discussions
  - The issue of Google Docs was raised
    - Based on the article that appeared in the January 13<sup>th</sup> issue of Ryerson Today, administration has accepted the assessment from the joint ACAC/CCS committee recommending Google Apps as the preferred solution for Ryerson.
    - There has been a precedent set with regards to grieving this procedure. In the case of Lakehead University, and arbitrator ruled against the association when they grieved the University's decision to migrate to Google.
    - The RFA will continue to monitor and respond to this decision as it unfolds

#### 7. Adjournment

- The meeting adjourned at 6:54 pm

Next meeting: Wednesday, February 15, 2012, Oakham Lounge, Oakham House