

RFA EXECUTIVE MINUTES
 Ted Roger School of Management 1-010
Oct 2, 2018

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Ron Babin	Yes
Vice President Internal	Kileen Tucker Scott	Yes
Vice President External	Dave Mason	Yes
Treasurer	Carmen Schifellite	Yes
Secretary	David Naranjit	Yes
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	Tariq Amin-Khan	Yes
Member at Large	Anthony Francescucci	Yes
Staff	André Foucault	Yes
Staff	Shiraz Vally	Regrets
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 (Tucker Scott/Francescucci). Carried

3. Approval of Minutes
 - Approval of Minutes from Sept 18 2018 – (Tucker Scott/Mason) Carried
 - Review of Minutes from Sept 11, 2018 – not completed. Further discussion of RFA response to Ontario Government requirement for a Ryerson Freedom of Expression Policy.

4. Business Arising from Minutes
 R Babin provided an update on the committee regarding Indigenous faculty members. The RFA Committee members who have agreed to serve are: Lila Pine, Joanne DiNova, Pamela Palmater and Ron Babin

5. Order of the Day
 - a) Discussion re: Ryerson Employee Survey. The RFA results have been made available to the executive for review. A total of 647 RFA responses were received, a response rate of about 68%. The data from Tenured Mode II RFA members (387 responses) showed a very low level of engagement. Overall, tenured professors experience a highly stressful, non-supportive work environment. Tenured professors score very high on “job clarity”; they enjoy teaching and SRC.

In the discussion three key points emerged:

- The RFA is concerned that the Administration expects Chairs & Directors to take a leadership role in explaining and addressing the survey results. We disagree. We will communicate with members expressing our concern.
- The survey has not told us anything we did not already know.
- The methodology is not sufficiently rigorous to allow detailed examination of the findings; this is simply an employee attitude survey.

6. Reports

a) Treasurer (Schifellite)

- Variance reports will be presented at next meeting.
- Concern from department expressed regarding inflexible template of hiring advertisements

b) Grievances (Mendoza)

Two recent grievances were presented at VPFA level

- 2018.11- Promotion denial due to reliance of flawed FCS survey results
- 2018.12 - Voluntary workload reduction with factor 80, that requires irrevocable retirement commitment. The RFA disagrees with the retirement commitment.

Three Grievance Committee motions presented by Jesmen Mendoza:

1. BIRT Susan Cody be confirmed as Vice Chair of Grievance Committee, seconded by K. Tucker Scott; carried.
2. BIRT the RFA seek clarification from our lawyers regarding Kaplan's arbitration award; seconded by D. Mason; carried.
3. BIRT Sophie Quigley be appointed as RFA Alternate Grievance Officer for purposes of continuing work on the FCS grievance. Seconded by D. Mason; carried.

c) External Affairs (Mason)

CAUT has published a report on Contract Academic Staff (09/2018); D. Mason encouraged RFA executives to review and compare to our Ryerson experience.

d) Internal Affairs (Tucker-Scott)

The first Representatives Council will take place on October 30th. Executives will attend to provide updates on recent RFA activities and directions. Fact Sheets have been requested.

e) Professional Affairs (Berman)

A workshop is being prepared for Associate Professors planning to submit their dossier in 2019 for promotion to Professor. The workshop date is Nov 27th. One speaker has been confirmed, others are being sought.

f) Equity (Amin-Khan)

- BIRT (by T. Amin-Khan) to provide \$3500 from the RFA Equity budget to provide funding for Ryerson's Social Justice Week. Seconded by R. Berman; Carried.
- At Senate (Oct 2) the RFA plans to comment on the draft Freedom of Expression statement. Proposed RFA changes have been sent to the committee. The final statement will come to Senate for approval on Nov 6th.

g) Health & Safety

Discussion regarding the importance of RFA involvement with the emerging Ryerson Cannabis on Campus policy. An RFA member should participate on the Cannabis Steering Committee.

h) Secretary (Naranjit)

No updates to report at this meeting.

i) Negotiations (Sakinofsky)

No updates to report at this meeting.

7. New Business

At the December AGM (Dec 4) a motion will be brought forward to revise the RFA Bylaw-1, to remove restrictions that prohibit Chairs / Directors from participating in RFA committees, such as the Executive Committee, Grievance Committee, Negotiation Committee, etc. – voted and passed.

The annual retreat was proposed as April 12-13, after classes end, before exams start. Possible locations are now being assessed.

8. Adjournment (Tucker-Scott/Bougherara) carried. (12:50 pm)