

RFA Executive Committee

MINUTES

TRSM room 1-010

Nov 26, 2019

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Ron Babin	Yes
Vice President Internal	Peter Danziger	Yes
Vice President External	Dave Mason	Yes
Treasurer	Anthony Francescucci	Yes
Secretary	David Naranjit	regrets
Health & Safety Officer	Habiba Bougherara	Yes
Chair, Grievance	Jesmen Mendoza	regrets
Chair Negotiating	Brian Ceh	regrets
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Tariq Amin-Khan	Yes
Member at Large	Corinne Hart	Yes
Staff	André Foucault	Yes
Staff	Shiraz Vally	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10:10 AM
2. Approval of Agenda
 - Motion to adopt Agenda (Babin / Francescucci). Carried
3. Approval of Minutes from Nov 5th (Babin / Mason) Carried.
4. Business Arising from Minutes / Old Business
 - Proposal from Equity Committee to revise the Bylaws to create a new position on the Executive Committee for an Indigenous Faculty Member.
 - Proposed changes will be described at the December 2019 GM, actual changes will be tabled for vote at the May 2020 GM.
 - Proposed Bylaw changes are as follows:
 - *Add in 10.1(a): “and Indigenous faculty representative elected by the Indigenous Faculty Council (see 11.C)”*
 - *10.2(b) will also have the mention of “Indigenous faculty representative”*
 - *Add in 14.1(b) (exceptions): “10.1(a) – Indigenous faculty representative”*
 - *Add 14.1(g) “the elected nominee of the Indigenous Faculty Council (see 11.C) will be endorsed by RFA members through their ballot”*
 - *Revise 10.7D “The President is an ex-officio but non-voting member of the Indigenous Faculty Council.”*

The Indigenous Faculty Council should be defined in Article 11 of the Bylaw (new paragraph 11.C).

11.C Indigenous Faculty Council

This Council consists of RFA members who self-identify as Indigenous persons and can either identify lineage or acceptance by an Indigenous community. The RFA Indigenous Faculty Council (IFC) will meet at least once per year and will confirm the current list of members of the Council. The Indigenous faculty representative on the RFA Executive Council will be elected by and from the IFC.

If, at any point, there are no members in the IFC, the RFA Executive Committee can appoint members to the IFC.

5. Officer Reports

a. President (Babin)

- Discussion regarding proposed CA MOU to facilitate hiring, evaluation, tenure and promotion of Indigenous faculty members. The proposed MOU would be presented to the Negotiations Committee on behalf of the Joint Committee on Indigenous Faculty. RFA Executive discussion is ongoing, and the report was favourably received by the Executives; “tweaks” are required, not wholesale revisions. A full discussion is planned at the annual RFS Executive retreat (Feb 7, 8).
- A brief update was provided regarding Ryerson plans to recruit International Students using a third party organization.

b. Grievance (Foucault on behalf of Mendoza)

- Discussion regarding a publication by a former Ryerson student alleging racism in the School of Social Work (SSW). Resolved to send a letter of concern to the Ryerson President M. Lachemi urging support from the Administration to our faculty members in SSW.

c. Treasurer (Francescucci)

- Motion: BIRT for the corporate documents, the Treasurer be named as an officer of the corporation, and the VP External be removed from the list of officers. (Babin/ Bougherara) Carried.
- Motion: BIRT as of January 1, 2020, the signing officers of the RFA consist of the President, the Treasurer and the Grievance Officer, in compliance with Bylaw 10.4.n. (Babin/ Danziger). Carried.
- Concern regarding anticipated spending on the annual executive retreat, projected costs will exceed budget. Resolve to limit the attendance time for the negotiation

committee to Friday night only, with agenda of Friday afternoon and Saturday morning to discuss negotiation issues.

- d. Vice President External (Mason)
 - RFA will be represented at the CAUT general meeting in Ottawa this weekend
 - e. Health and Safety (Bougherara)
 - The Administration has revised the Fit for Work Policy, accepting some of our recommendations. The revised policy and procedures will be circulated to the Executive Committee.
 - f. VP Internal (Danziger) – Reps Council meeting on Nov 27th
 - g. Professional Affairs (Berman)
 - Today at 2pm the RFA will host a session on Conflict in the Academy, in conjunction with Administration (HR & ECI). This is the first of three planned sessions on this topic.
 - h. Negotiations (Ceh) – no update at this meeting
 - i. Secretary (Naranjit) – no update at this meeting
6. New Business
- Discussion regarding
 - Potential candidates in 2020 RFA election
 - VPFA delayed search and potential extension of current VPFA term
7. Adjournment. (1:10 pm)