

RFA Executive Committee
MINUTES
By Zoom Meeting
March 23, 2021

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Ian Sakinofsky	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	Yes
Chair Negotiating	Brian Ceh	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Lila Pine	Yes
RFA Indigenous Repr.	Cyndy Baskin	Regrets
Member at Large	Corinne Hart	Yes
Member at Large	Donna Koller	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Agnes Paje	Yes

1. Order/Establishment of Quorum
 - Meeting began with quorum at 10.11AM
2. Approval of Agenda
 - Motion to adopt Agenda (Mason/Ceh). Carried
3. Approval of Minutes
 - Motion to approve Minutes from March 09 (Mason/Berman). Carried
4. Matters Arising/Old business
5. Items for Discussion
 - a. Executive Retreat

Discussion took place regarding preparation for a Spring virtual retreat.
 - b. Budget Consultations

Report was provided on the budget consultation between the Administration and the campus unions (RFA, CUPE & OPSEU)

c. Hiring Committee, Cyber Security CRC

Following the discussion at the previous executive meeting the Administration was asked for more information about the proposed Cyber Security CRC chair, and why the particular four academic units were identified as being the four departments considered to be engaged. The Administration had not been able to provide answers to either question and undertook to look into it.

d. Associate Members of the RFA on the Board of Governors/ Consideration of Candidate Debates

It was agreed to raise with the Board of Governors Election Procedures Committee the Executive's request to introduce a clearer definition of the eligibility criteria for the elected faculty representatives on the Board of Governors, with a view to excluding Associate Deans and Deans from being nominated for these positions. It was felt that even in cases where Associate Deans and Deans engage in research and teaching in the course of fulfilling their roles they acted more as members of the Administration than as faculty members.

It was agreed that at the time of the next election to the Board of Governors, the RFA would remind faculty members of this representation opportunity. Further, at the time of the next election of faculty members to the Board of Governors the RFA intends to organise a debate amongst the candidates.

It was also decided to renew the RFA Executive's practice of periodically inviting the faculty representatives on the Board of Governors to meet with the RFA Executive.

e. Review of response(s) of University when defamatory allegations are made about faculty members.

It was reported that this had been raised at the most recent update meeting with the VPFA on March 17 2021, but there appeared to be little interest from the VPFA office on this matter. It was decided to approach the VPFA again, and try further to engage the Administration on this matter.

It was felt that this is an important issue, and one that is going to grow. it was suggested that further consultation with members who had experienced the impact of such activities, and articulating their needs in this regard, might be helpful in supporting the RFA's approaches to the Administration.

It was declared that the RFA was not asking the University that it take sides in any such incident. Rather it was asking the University to affirm principles of academic freedom where appropriate, or issue some statement indicating that it supports/represents its faculty members, or failing that, a statement that it is aware of the situation. The University should not simply remain silent in such situations.

f. Cairo Campus

The RFA has been approached by faculty members expressing concern that Ryerson was embarking on an initiative, with its Cairo campus, in a country that has been identified by Human Rights Watch as having a record of human rights violations,

I was felt by members of the Executive that any steps taken by the Executive in this regard should be in response to approaches received from organisations representing concerned groups within Egypt.

Further information gathering was to take place.

g. Non- Compulsory return to Campus in Fall 2021

Faculty members are expressing increasing anxiety at the prospect of being required to return to the Campus in Fall 2021. Some confirmation is required from the Administration that there will be no compulsory return to campus in Fall 2021.

The announcement from the President of the University on March 22 2021 has kept people guessing, and raised more questions than answers.

It was decided to pursue this at the forthcoming Reps Council meeting (March 25 2021) and to seek the support of the Reps. in determining and articulating faculty members' needs.

It was also decided to cooperate with the Campus Coalition in this regard.

h. Confidentiality and the RFA Executive

Deferred to next meeting

i. Ryerson Let's Talk joint statement and response

Further to the Executive's earlier endorsement of the statement issued by the Campus Coalition, some disappointment was expressed at the patronising response from the University. It was determined to discuss any next steps with the Campus Coalition.

- j. Need for update on Presidential Implementation Committee to Confront Anti-Black Racism

As chair of the RFA Equity Committee Lila Pine will follow up with the RFA member on the Presidential Implementation Committee to Confront Anti-Black Racism in order to ascertain what progress is being made by that Committee. Information will be sought on the Committee's position on cluster hiring.

- k. The inclusion of FCS results in OCUFA teaching award submissions

BIRT, the RFA wished to convey to OCUFA our objection to the request for, or acceptance of, SETs (Student Evaluations of Teaching) as a measure of a faculty member's teaching proficiency for purposes of any OCUFA award. Carried (Mason/Danziger)

- l. Law and Business Chair Search

A discussion took place of the request from the office of the VPFA to approve a reduced size chair search committee for the Department of Law and Business. It was decided to inform the VPFA that an attempt should first be made to follow the collective agreement and elect a regular size committee before consideration be given to a reduced size search committee. If the call for nominations did expose a shortage of eligible candidates then the proposal from the Administration would be entertained by the RFA.

- m. Human Resource Management and Org Behaviour Chair Search

A discussion took place of the request from the office of the VPFA to approve a reduced size chair search committee for the Department of Human Resource Management and Org Behaviour. It was decided to inform the VPFA that as there were sufficient faculty members within that department to fully compose an elected search Committee as required by the Collective Agreement further attempts should be made to follow the collective agreement and elect a regular size committee. The RFA was not willing to agree to a reduced size search committee in this instance

- n. Student Choice Initiative

BIRT, the RFA Executive endorses the Joint Statement on Student 'Choice' Initiative issued by the Campus Coalition. Carried (Mason/Bougherara) . The statement will be circulated to the RFA membership

- o. Digital Strategy Consultation
Deferred to next meeting

6 RFA Officer Reports

- a. President's Report (Sakinofsky)

Postponed to next meeting

- b. Grievance Chair (Mendoza)

Postponed to next meeting

- c. Vice-President Internal (Danziger)

- Chairs and Director's Council scheduled for March 23
- Reps Council scheduled for March 25

- d. Vice President External (Mason)

Postponed to next meeting

- e. Negotiations (Ceh)

Notification was provided of the Arbitration dates for the interest arbitration in the Collective Agreement negotiation dispute. The dates are April 10, April 18, May 30, May 31.

- f. Health and Safety (Bougherara)

The Joint Health and Safety Committee had written to the Ryerson Administration recommending a more fluid communication and greater degree of information regarding matters to do with Covid. They had received a response from the Administration stating that for privacy reasons and accuracy reasons they would not provide the information requested. The university is in the process of developing an app. for daily Covid Self-screening for Ryerson staff and faculty. The university is also developing a safe-mask policy update - masks will not be required when alone or behind closed doors; masks will be required outdoors where not able to maintain physical distance.

A complaint was received regarding mould in B\$\$A in the POD, a visual inspection resulted in it being declared not safe

At the next meeting of the JHC, as requested by the RFA Executive, Habiba will express support for greater student involvement in the JHSC as attendees and observers or even the expansion of the Committee to include students, to the extent that that is possible.

i. Professional Affairs (Berman)

The nomination process for the RFA annual awards is going to be reviewed, and with particular attention to self-nominations

7. Adjournment (1.07 PM)