

RFA Executive Committee
MINUTES
 By Zoom Meeting
October 19 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	Yes
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	Yes
Member at Large	Corinne Hart	Regrets
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 10.10AM
2. Approval of Agenda
 - Motion to adopt Agenda (Mason/Berman). Carried
3. Approval of Minutes
 - Motion to approve Minutes from September 14 2021(Mason/). Carried
4. Matters Arising/Old business
5. Duties- General
6. Items for Discussion
 - a. The Return to campus in the Winter 2022 Semester.

Dave Mason reported on a survey conducted amongst faculty members in the Department of Computer Science and survey conducted amongst students in the Department of Computer Science. The faculty members were overwhelmingly unwilling (19:1) to return to campus in

person in January 2022, and the large majority of the students similarly did not want to return in-person in January 2022. If the faculty members are forced to return they will spend as little time on campus as possible and will limit face to face contact with students to their scheduled classes.

The Administration's reported plan to flush the air in each classroom by ending classes ten minutes early and only starting classes ten-after-the-hour is bizarre and the Administration should be informed that it cannot work and will not achieve its objective. It appears to be an act of lip-service.

Members of the Executive also commented that the RyersonSafe app was not being rigorously implemented and that neither were the masking policy and the vaccine mandate respectively.

Concern was expressed over what protocols the Administration had in place should an outbreak occur. It was recommended that the Administration be advised to add to the stated instructions that members of the university community who contact Covid have a responsibility to disclose that to the University.

It was noted that many students are in the midst of their second year and have yet to come to the campus, and many are out of phase because of the impact of the pandemic. It was thought that it would be easier for these students to adapt if their first semester on campus was the Fall 2022 semester.

It was resolved that the Executive would survey the entire XFA membership, to determine their willingness or otherwise to return to in-person teaching in Jan 2022. The survey was to be sent out immediately following the Executive meeting.

Dave Mason prepared a survey instrument. The survey instrument was approved by the members of the Executive and it was circulated to the membership at 1.05pm immediately following the meeting.

b. Joint Committee to Consider the Promotion Process (required by MOU27 Promotion For Associate Members)

Peter Danziger, Ian Sakinofsky, Brian Ceh and Donna Koller expressed interest in serving on this Committee. That met with the approval of the Executive. Two additional members were to be approached who would not be members of the Executive.

It was pointed out by Peter Danziger that when Articles 4 & 5 had been rewritten in 2009/2010, the Joint Committee at the time had consciously left the promotion language out of their considerations because they believed and expected that it should be dealt with subsequently

c. Indigenous Faculty Committee (required by MOU28 Hiring and Evaluation of Indigenous Faculty Members and Librarians) (cont.).

Discussion of this topic was deferred until the next meeting.

d. Joint Committee for Hiring Indigenous Counsellors (required by MOU28 Hiring and Evaluation of Indigenous Faculty Members and Librarians) (cont.)

Discussion of this topic was deferred until the next meeting.

- e. Composition of Department Hiring Committee (DEC) in the School of Child and Youth Care (CYC)

Discussion took place on the matter of the composition of the DEC in Child and Youth Care. It was agreed to propose that the third, and remaining, position on the DEC be occupied by a tenured faculty member from outside of the CYC. The identification/election of this third member should be arrived at through a process acceptable to the faculty members in CYC.

- f. Presentation by OVPFA on changes to the Collective Agreement

The introductory slide of the VPFA PowerPoint, in the Chairs/Directors presentation on changes to the Collective Agreement, was reviewed. There was a shared feeling that the way in which this slide lauded the “wonderful” administration bargaining team was offensive to members of the Faculty Association and in particular to the XFA negotiating committee. It was suggested that this be raised with the VPFA at the appropriate time.

- g. Extension of 2021 Library promotion deadlines

It was agreed to accede to the request from the VPFA office to extend the Librarian promotion deadline for 2021/2022 academic year to December 15 2021 in order to allow for incorporation of the 2021 changes to the Collective Agreement and in a manner consistent with the extension that had been granted to faculty members for the same reason.

- h. Statement to membership on HRS office no longer providing investigative reports to complainants and respondents

- i. University Committee re Change of Name

Discussion of this topic was deferred until the next meeting.

- j. Appointment of Elections Committee

Peter Danziger, V.P. Internal, was appointed Chair of the Elections Committee by acclamation

- k. Policy 63-SRC Intellectual Property

Discussion of this topic was deferred until the next meeting.

- l. Update on hire of independent contractor

It was reported that a contract had been signed with Nellie De Lorenzi to perform independent contractor duties on projects outlined by the Faculty Association for three days per week, for three months, commencing October 18, 2021. The VPFA had been informed by the XFA President, in a telephone conversation, of the appointment and of the nature of the appointment.

7. XFA Officer Reports

a. Negotiations (Ceh)

The parties are still attempting to finalise the last few benefit items before completing the negotiation of the Collective Agreement. The Association is finding it very challenging to bring matters to a close with the Administration.

b. Equity (Pine)

A request was received from faculty members in the RTA School of Media for advocacy in favour of online courses designed for people (faculty and students) with neurodiversity. The members of the Executive suggested that these faculty members should be invited to explain their proposal to the Executive. It was commented that this should not be seen as simply a request for online teaching, and that it is also associated with the matter of 'disability justice' and the rubric of inclusive teaching.

It was reported that student expressions of hate in the classroom are more frequent than faculty members realise. The Equity Committee will drive an invitation to members to report on their experiences of this kind. A panel is being planned on this issue.

A request was received from a member requesting promotion on RFAannounce of an event addressing The (Elusive) Role of Feminist Expertise in Institutional Transformation. It was stated that RFAannounce could not be used for such promotions but that the Equity Committee would take the matter forward.

8. Adjournment (1.05 PM)