

RFA Executive Committee
MINUTES
 By Zoom Meeting
March 29, 2022

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, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Lila Pine	Regrets
RFA Indigenous Repr.	Riley Kucheran	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 (Koller/Bougherara). Carried
3. Approval of Minutes
 - Motion to approve Minutes from March 15, 2022 (Bougherara/Kucheran).
Carried
4. Matters Arising/Old business
5. Duties - General
6. XFA Officer Reports
 - a. President's report (Sakinofsky)

Report was provided of the Meeting with the University President on March 22, 2022. The need to review the composition of the Senate was raised with the President, He was told that the Executive had expressed concern with the composition of the Senate because of the creation of a yet another Decanal position in the form of the Dean of the new medical school. He said that the two

matters were not related but did say that it is worth reviewing the Senate composition.

It was also raised with him that the communication from the senior administration to faculty was not satisfactory to many faculty members and that Ryerson Today was not an appropriate vehicle for much of the communication that faculty depended upon.

b. Treasurer (Francescucci)

The Treasurer presented the 2022-23 budget.

Motion:

BIRT the RFA Executive Committee recommends the three budgets as discussed, to the RFA Membership at the May General Meeting. (Francescucci/Mason)
Carried.

c. Grievances (Mendoza)

Information was provided on XFA Grievance #2022.01 relating to Unfair and Unreasonable and Arbitrary Treatment by the Human Rights Services (HRS) office of two faculty members in the Faculty of Community Services, in response to allegations of failure to accommodate. The grievance was presented to the VPFA on March 28, 2022.

Information was provided on XFA Grievance #2022.02 & 2022.03 relating to Unjust Discipline and Failure to Protect in TRSM. These grievances were presented to the VPFA on Monday, March 21, 2022.

Update on RFA Grievances #2021.05 relating to Failure To Address Harassment and Violation of Student Code of Conduct. This grievance was presented to the VPFA on March 24, 2022

d. Vice President Internal (Danziger)

Peter Danziger reported on the Reps' Council meeting that had taken place on March 24, 2022. At the Reps' Council, members had reported on the significant impact of Covid n their studio classes and apparent inconsistency between the reports of COVID occurrences issued by EHS and their experience.

A suggestion had been made to consider conducting a survey of senior administrators at the conclusion of their terms and to read the results of the survey into the minutes at Senate. It was suggested that this be submitted to the Executive for further consideration.

A member of the Reps' Council had raised the question of the communication between the Executive and the Reps. Council, and that the Executive was not responsive enough. Members of the Executive were encouraged to attend the meetings of the Reps' Council.

e. Vice President External (Mason)

d. Motion:

BIRT that for as long as the Association of Professors, Professors and Librarians of University of Saint-Anne (APPBUSA) continues to be on strike the XFA will provide its normal ongoing support, namely \$1000 with immediate effect and \$1000 every two weeks that APPBUSA remains on strike. (Danziger/Berman)
Carried.

7. Items for Discussion

a. March 24 Sexual Assault on campus

The Executive was informed of a sexual assault that had taken place on March 24 in a washroom in Kerr Hall South during a break in a class. It was noted that the severity of the assault had not been reported and that the university administration did not appear to have a coordinated response to such incidents and that faculty students and staff could not provide for their safety if they were not sufficiently informed.

It was also expressed that the University's concern for managing its reputation might come at the cost of the safety of community members.

The Faculty Association had not been contacted and had been provided with no reassurances. The XFA Health and Safety Officer had not been informed. This was a matter that needed to be taken up by the Joint Health and Safety Committee. It had only been at the previous meeting of the JHSC that the committee members had been advised of the safety precautions that were being implemented on the campus.

It was also observed that the university had undertaken to restrict and monitor access to the campus to ensure adherence to the Covid restrictions. This on-campus assault by a non-community member suggested that the university had fallen short in that regard.

Members of the Executive cautioned that the Executive should be careful not to overreact, and there was agreement on the need to be sensitive to the survivor.

Others commented that this question of security on campus has been an issue for a long time and that whatever the reaction of the Faculty Association it should include plans going forward.

Jesmen Mendoza undertook to help draft a letter to the Chief Human Resources Officer and the VPFA, copying the Executive, letting them know that our members are not feeling informed, and hence are not feeling protected. He said that before he did so he would also discuss it with the Director of the Consent Comes First office.

The Executive should also inform the membership of what they are doing and raise this as a call to action for the JHSC. Other campus unions and the campus coalition should also be informed.

b. Maintaining a safe campus as Covid measures relaxed

The agreement was expressed that a mask and vaccine mandate is still part of a necessary effort to provide protection on campus. It was noted that the University is keeping these policies in place until May 1, 2022, so any argument against the Administration, on that score, would only be with respect to the period following May 1. It was also recognised that the number of faculty, staff, and students on campus, and particularly those who are required to be on campus, after May 1 is likely to be small. At least during the Spring and Summer months. As the Fall semester approaches the situation will naturally have to be reviewed.

It was resolved to write to our membership advising them that if they do not feel safe coming to the campus they should secure the right not to come to campus and that the Faculty Association is ready to support all those who are compromised by the situation created by the removal of these restrictions. This email will be sent in the coming days.

An approach had been received from the student press in this regard, and it was suggested that they too be informed of the above.

c. The University budget consultations

A brief report was provided of the March 24 budget consultation meeting conducted by the Administration with the different campus union representatives. The meeting was described as superficial and performative with little information provided, and even less financial data, to support the Administration's position on the need for a 2% budget cut in 2022-23. The University president referred to the healthy financial state of the university. The projections provided in support of the budget cut did appear to understate expected revenue (despite stated increases in enrolment and tuition revenue) and overstate expected expenditure. The union representatives present questioned the Administration's priorities as stated at this meeting and the inadequacy of the information presented.

d. Storage of XFA records - hard copy or digital?

The question was raised as to whether the XFA records should be stored digitally or in hard copy. It was suggested that our legal counsel be consulted to determine what our obligations are in that regard. It was also questioned as to how, and where, the material would be stored digitally. It was thought that maybe CAUT could advise because they do house Faculty Association websites.

It was also resolved to consult with the VPFA office to see if they are intending to continue with the practice that has developed during the pandemic, of only sending electronic communication, whereas they had previously always provided paper versions.

e. Winter 2022 rollout of the 'FCS'

It was reported that an extremely short timeline had been allowed by the Administration for advising membership of the temporary format and in-class process of the Winter 2022 abridged faculty course survey. They had yet to send out the announcement, and the survey window was due to commence in three days (April 1). It was also noted that there were still details that had to be sorted out regarding the new process and in fact, it was not yet ready to go live.

It was agreed that due to the shortage of time, and the desire not to compromise the upcoming rollout of the jointly developed ASEC (Assessment of Student Experience in a Course) in Fall 2022. It should be suggested to the Administration that rather than conduct the evaluation in class, as was originally planned, it should be offered remotely and be available for completion over a one-week period, and it should not be included in faculty members' annual reports.

f. Association General Meetings - in person or remote?

It was agreed that the May General meeting would be virtual. The Executive will review the situation in September to decide what to do in the Fall.

The May meeting is to be conducted in the same fashion as the December meeting had been conducted, with Donna Koller controlling the meeting, and Rachel Berman monitoring the chat.

8. New Business

9. Adjournment (1.07 PM)