

TORONTO METROPOLITAN FACULTY ASSOCIATION

Meeting of Council of Department/School Representatives

October 25, 2022

4:00 p.m. to 6:00 p.m.

Zoom Video Conference

MINUTES

Present

Peter Danziger (Chair)
Corinne Hart
Jesmen Mendoza
Ian Sakinofsky

Aidan Brown
Alison Skyrme
Andrea Migone
Caron Phinney
Charles Zamaria
Colleen Derkatch
Darko Joksimovic
David MacKenzie

Diane Pirner
Emmanuel Kyeremeh
Hossein Zolfagharinia
Housne Begum
Jacqui Gingras
Jason Deska
Josephine Wong
Julián Zapata
Julie Kellershohn
Kathleen Wilkie
Marsha Barber
Matthew Philp
Maureen Reed

Michael Baumtrog
Niushan Gao
Opeyemi Akanbi
Owais Lightwala
Sejal Patel
Seyed M. Hashemi
Susan Preston
Tammy Landau
Tisha Ornstein
Umberto Berardi
Vadim Geurkov
Yanfei Sun
Yvonne Yuan

Regrets

Aida Haghighi
Alexandra Mogyoros
Aziz Guergachi
Brain Ceh
Chil-Hung Cheng
Daniela Cristini
David Scofield

Dawn Onishenko
Eliza Chandler
Elodie Lugez
Gerda Cammaer
Izabella Pruska-Oldenhof
Jamy Li
Jennifer Burwell

Joyal Miranda
Juan Marcelo Gomez
Natalia Lumby
Neil Wolff
Nemoy Lewis
Peter Fisher

Staff

Stacy Stanley

André Foucault

Minutes

1. Order/Establishment of Quorum
 - Meeting began at 4:11 p.m.
2. Approval of Agenda (Gao/Reed) - Adopted.
3. Approval of minutes from April 7, 2022 (Gao/Reed) - Adopted.
4. Political Action Committee
 - As per 11.A.5 of the By-Laws, a call for nominations was issued for the Political Action Committee. Peter Danziger, Jacqui Gingras and Housne Begum were acclaimed.
 - TFA Bylaw - Political Action Committee Duties
 - 11.A.5 Political Action Committee**
 - 11.A.5(d)The Political Action Committee shall
 - (i) solicit, from the Committee membership, the Association membership, and the Representatives' Council, concerns that might properly be addressed by Representatives' Council;
 - (ii) develop a Committee agenda by prioritizing the issues and concerns brought forward by Committee members and/or referred to the Committee by other Association bodies; and
 - (iii) work to develop an appropriate Association response for consideration by the Representatives' Council and possible referral to the appropriate decision-making body of the Association; and
 - (iv) through collaboration with individual Members and with other committees of the Association, assist in mobilising the Association membership in support of such specific Association goals as may, from time to time, be determined by the Representatives' Council in consultation with the Executive Committee.
 - Two (2) positions remain vacant. Nominations remain open.
5. Items from the Floor
 - The Salary Anomalies process is completed and adjustments will be added to the November pay for those who got an adjustment. In the past, members received a letter sent jointly by the Association and the Administration informing members of the amount of their adjustment (if any) and the resulting back pay. The Administration has indicated that no such letter will be forthcoming this round. The Association has requested that such a letter be sent.
 - The joint committee on Intersectional Analysis is completing its work. The committee engaged an outside consultant to do a study and write a report on the intersection of race and gender with respect to salary. Members asked that this report be made public and the Association responded that its position was that this report should be indeed released once the process is complete.
 - Members asked about progress in the development of the new Faculty Course Survey. They were informed that the Association had been making good progress with the Administration on a formative in-class online survey with voluntary components, and a small number of mandatory questions about course operation. However, last Spring, the Administration withdrew from the process, citing cost. Thus, progress has been slower than expected and there can be no return to the old paper based system as the employer no longer has the equipment to conduct paper surveys. Therefore, a small (5

item) online course operations survey is being administered this term. These five questions will likely form part of the final instrument when it is completed.

6. Updates and Announcements

- J. Mendoza announced the new name of the Faculty Association is the Toronto Metropolitan Faculty Association (TFA). The email address and website names will also be changed to reflect the new name in the future. A competition for a new logo design will take place in the near future. J. Mendoza thanked everyone who took part in the process of determining the new name.
- Discussion took place on the fact that the Provost is stepping aside and replaced by an interim and the upheaval that this is causing in the upper Administrative ranks. The outgoing Provost has been appointed as a Special Advisor to the President on Indigenous issues and curriculum. The TFA Indigenous caucus expressed disappointment that this was done without consultation and on Indigenous Truth and Reconciliation Day.
- In January 2021, the University unilaterally raised the pension contribution and reserved the right to raise the pension contribution as they saw fit in the future. The TFA filed a grievance, which we won in arbitration last April. As a result, in August the University repaid members the full amount of the excess contributions that had been unilaterally extracted from them.
- Discussion took place about Limited Term Faculty (LTF) appointments. It was reported that there has been a decrease in LTF hires and the Association is hoping for further reductions and a greater number of Tenure Stream hires. TMU is severely understaffed and Deans should not be offering LTFs when approached by departments needing new staff.
- The TFA General Meeting will be held on December 6, 2022 via Zoom from 12 p.m. to 2 p.m.

7. Adjournment

Meeting ended at 5:18 p.m.

Next meeting: Zoom meeting on **November 28, 2022** from 4 p.m. to 6 p.m.