

**TFA Executive Meeting 2023-11-07 and then adjourned to 2023-11-14**

**Location – online via Zoom**

**Minutes**

**ATTENDANCE:**

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Jesmen Mendoza	Yes
Vice President Internal	Peter Danziger	Yes
Vice President External	Dave Mason	Yes
Treasurer	Vacant	N/A
Secretary	Vacant	N/A
Health & Safety Officer	Alex Ferworn	Yes
Chair, Grievance	Corinne Hart	Yes
Chair, Negotiations	Ian Sakinofsky	Yes
Chair, Professional Affairs	Rachel Berman	Yes
Chair, Equity Issues	Lila Pine	Yes
TFA Indigenous Repr.	Jennifer Komorowski	Yes
Member at Large Elect	Jacqui Gingras	Yes
Member at Large	Susan Silver	Yes
Staff	André Foucault	Yes
Staff	Shiraz Valley	Yes
Staff	Mina Rajabi Paak	Yes
Staff	Dave Bush	Yes
Staff	Stacy Stanley	Yes
Guest	Anne-Marie Singh	Yes
Guest	Loyal Shulman	Yes
Guest	Emma Phillips	Yes
Guest	Chris Donovan	Yes

1. Order/Establishment of Quorum

Meeting began with quorum at 10:39 AM.

2. Approval of Agenda

Motion to adopt Agenda (Berman/Mendoza). Carried.

3. Approval of [Minutes](#) and Minutes

Motion to approve minutes from the last two meetings (Berman/Mendoza). Carried.

4. Matters Arising/Old Business

- a. Welcome, Introduction and Pro-tem appointment of the TFA Indigenous Faculty Council Rep, Jennifer Komorowski, to the Executive

**BIRT on the recommendation of the Indigenous Faculty Council Jennifer Komorowski be appointed as the Indigenous faculty Representative to the Executive. (Danzinger/Mendoza). Carried.**

- b. TFA defends academic freedom and critical scholarship communication

An anonymous member (and several others) shared with TFA that we didn't go far enough and were not satisfied with our statement on academic freedom and critical scholarship

- c. Independent, external review [announcement](#) on October 27, 2023

CAUT is monitoring the situation related to the Law students and the review.

Anver Salogee has encouraged us to monitor this situation closely and to be on the review committee. The Equity committee is meeting with Anver 09/11/23.

Question raised as to what the TFA's role is in this matter given that students are not our members.

Shiraz offered to contact the faculty member who was recently quoted in the Toronto Star article and made comments with respect to this situation.

Shiraz also attended a meeting with a member, representation from FoA Dean's Office (Peng) and Security (Cameron Switzer). Switzer claims that the university is investigating. Requested extra security from Dean's Office and Peng agreed.

Shiraz encouraged members to reach out to Human Rights Office to make a complaint because then TFA can request information and then be provided with results of the investigation.

Shiraz suggested that a letter come from Mendoza write a letter to the Provost to be direct about needing to be on the review committee.

Mina will be meeting with Provost for an update meeting and will bring this forward.

d. Policy 60 Review Committee Discussion on October 31, 2023

Led by Kheraj to review feedback that TFA provided. The system is arranged in such a way to make this process onerous for members to accept the DDM (high workload implications). Suggestion that faculty get a representative from TFA, but faculty are actually representing the Administration/University and thus, that is where the representation comes from. It is an under-resourced process that is arguably unfair.

Mina reported that from the most recent coalition meeting with student groups, where their concern is that faculty don't receive enough support and there are inconsistencies between departments as to the penalties that students received. Students recommended a centralization of the process or more resources.

These decisions have significant implications for students and require considerable time and effort by the DDM to make a fair decision.

Given the complications with the current process some faculty step outside the existing structure and make informal decisions.

Will continue to monitor this process.

e. SVP Review Feedback Session on October 1, 2023

This is a multi-stage process. Round 2 (January) is happening after review of first round of feedback (closed Nov. 2). A draft TFA submission on SVP review is provided here:

<https://docs.google.com/document/d/1U4mJqMSCALP39dtOPnBWxi3VCsCevafL6tXAUyXMC1M/edit>

A draft of revised policy is expected in January (Round 2)

Two policy managers - Christopher Visser from VP Students and Michelle Cho from HRS (there is a question about shared values among these managers and the amount of background expertise).

f. AAA Policy [review and feedback by November 20, 2023](#)

TFA will send communication to members with major issues identified: 1) policy language indicates how committee chair should have less power 2) executive search firms should not have the power to control or avert any existing policy

g. Social Media Policy Grievance

Awaiting for the Administration to begin the community policy review. TFA is following up with concerns about academic freedom on social media among faculty members in the departments.

Mina shared that our position has been shared at Chairs and Directors as well as School of Fashion department meeting. TFA has developed a backgrounder to be sent out to the membership as soon as consultations are announced. Might be helpful to create a campaign where departments can sign and send a letter to the Administration. This idea helps engage entire departments in this conversation and may carry more weight with the Administration than just feedback from individual members. This reinforces the idea that departments have academic freedom to express themselves on their social media. Regardless this will be presented at the BoG.

h. Naming Policy

Replacing the Benefactor's Policy put forward by Mason and Checkland. This will be raised at Senate tonight (07/11/23) by Checkland. At minimum, Departments should be consulted about how their Departments shall be named.

i. Selection of the Chair for the Elections Committee

Peter will Chair the Elections Committee.

j. Met with VPFA

Regarding Indigenous Faculty tuition reimbursement. VPFA had asked the member to go through Indigenous confirmation process. TFA refused and is now still awaiting response from VPFA.

5. TFA Officer Report

a) Presidents' report (Mendoza)

- Meeting with President on September 27, 2023

Discussed the following: TMU Cairo, departure of Craney and plans for this portfolio to returned to VP, International. Incident of Sept. 25 (person with an axe). Concern about “cultivating belonging” messaging at the beginning of term

- Meeting with President on October 27, 2023

Asking about plans for sustainability and medical school funding. Lachemi claims the medical school won't cost TMU much at all given all the external stakeholders including provincial government. Members raise concerns about safe injection site and blue-ribbon campaign.

- Audit for 2022-2023

Awaiting final audit and will email Executive for review before AGM

b) Vice President External (Mason)

- NOSMFA reaches tentative agreement

Administration put forward egregious cuts, but in the end, the agreement reached was reasonable

- OCUFA [report](#)

OCUFA Finance workshop on Nov. 30, registration deadline Nov. 9.

Significant conversation at OCUFA about merging of Western and Brescia. Western has Kings and Huron already associated. Problem is that there was no consultation with faculty before they found out on social media. Judicial review requested and OCUFA requested intervenor status, but the timing is such that decisions will be over.

OCUFA governance committee is seeking new members

Discussion on Israel-Palestine

- CAUT Council Nov 24/25 (Dave and Jesmen to attend)

c) Vice President Internal (Danziger)

CDC meeting on Nov. 2. Members appreciated interventions on Navitas, social media policy, and naming policy.

Proposal to hold two meetings next term, which did happen during pandemic.

Chairs and Directors and Reps at Reps' Council are receiving briefing notes after each meeting. Note to include item at the top of the briefing notes to include this on departmental or faculty meeting agendas

d) Equity (Pine)

- Teach in for Palestine

Very well attended event, however every person on the panel received hate email. Concerns were raised about the poster and the perceived bias of a Teach in for Palestine. Discussion regarding the Equity Committee's report for the newsletter. Lila will share the report with Executive in advance of publication.

- Arab members are meeting with Lachemi as TFA members and members of the Equity committee
- On the suggestion of Mendoza, the Exec sought legal advice about sharing this report. Questions to discuss 1) can the report make us vulnerable to legal scrutiny, are we 2) giving fair representation?
- Meeting adjourned at November 7, 2023 at 1:28pm and resumed on November 14, 2023 at 10:00 am
- Emma Phillips summarized the legal response referring specifically to [TFA bylaws](#) and Chris Donovan spoke more specifically to the duty of fair representation (DFR) meaning we don't act arbitrarily, discriminatorily, or in bad faith in our representation of members

e) Grievances (Hart) deferred

f) Negotiating (Sakinofsky) deferred

- General Membership Meeting on November 2, 2023

g) Professional Affairs (Berman) deferred

h) Health & Safety (Ferworn) deferred

i) Treasurer (Vacant) deferred

j) Secretary (Vacant) deferred

6. Items For Discussion
7. New Business
8. Adjournment 11:00am