

TORONTO METROPOLITAN FACULTY ASSOCIATION
Meeting of Council of Department/School Representatives

October 17, 2023

4:10 P.M. TO 6:00 P.M.

Zoom Video Conference

M I N U T E S

Present

Peter Danziger, Chair
Jesmen Mendoza
Alex Ferworn
Corinne Hart
Dave Mason
Jacqui Gingras
Ian Sakinofsky
Susan Silver

Aida Haghighi
Aidan Brown
Aliaa Alnaggar
Amina Jamal
Brian Ceh

Darko Joksimovic
David MacKenzie
David Scofield
Dawn Onishenko
Dongning Yu
Hossein Zolfagharinia
Jamy Li
Janelle Brady
Jason Deska
Julian Zapata
Kathleen Wilkie
Lisa Levesque
Marsha Barber

Marusya Bociurkiw
Michael Baumtrog
Miriam Reese
Nora Mulvaney
Peter Fisher
Rena Mendelson
Rishad Habib
Seyed Mohammad Hashemi
Sophie Quigley
Tammy Landau
Tanya Evidente
Tisha Joy Ornstein
Vadim Geurkov

Regrets

Alexandra Mogyoros
Carene Boucher
Charles Zamaria
Chil-Hung Cheng
Danielle Martin
Diane Pirner
Eliza Chandler

Elodie Lugez
Emmanuel Kyeremeh
Izabella Pruska-Oldenhof
Joseph McPhee
Joyal Miranda
Juan Marcelo Gomez
Julia Jamrozik

Kris Krystosiak
Lev Kirischian
Lia Langworthy
Nemoy Lewis
Paul Moore
Susan Preston
Umberto Berardi

Staff

André Foucault
Stacy Stanley

Dave Bush

Mina Rajabi Paak

Minutes

1. Order/Establishment of Quorum
 - Meeting began at 4:10 p.m.
2. Approval of Agenda (Gingras/Sapra) - Adopted.
3. Approval of Minutes April 4, 2023 (Gingras/Barber) - Adopted.
4. P. Danziger introduced the TFA's new Member Engagement and Communications Officer, Dave Bush.
5. Bargaining Update
 - In early July collective agreement negotiations between the TFA and the administration reached an impasse. We then proceeded to Conciliation, which took place on Friday, September 8th. Unfortunately, there was no progress in Conciliation and the employer refused to discuss even a limited number of issues at conciliation. This means that we are headed to arbitration. There will be a general membership meeting about this in the near future. Meeting details will be sent out as soon as a meeting is set.
6. Navitas Discussion
 - J. Mendoza explained that in 2020 TMU signed a 10-year agreement with Navitas. This is a for-profit Australian company that recruits international students. These students attend the Toronto Metropolitan University International College (TMUIC), a private institution, for the first year. At TMUIC they are given support to meet the demands of a TMU program in their second year. Students funneled through TMUIC are supposed to be below the criteria needed to enter a TMU program. TMUIC contracts are administered through CUPE II contracts, the TFA has filed a grievance arguing that this is our work and it is now in arbitration.
 - Participating in Navitas is a major academic decision for programs. It is important to note that departmental/school councils—as the collegial decision-making body in each department—have the right to discuss and make decisions on whether the department should consider engaging with this for-profit education provider and recruiter. The TFA has prepared a brief to inform members of the status of Navitas operations at TMU: <https://www.tfanet.ca/navitas-at-tmu-what-faculty-need-to-know/>
7. Items from the Floor
 - Member discussed reduction of teaching assistants (TA) and graduate Assistants (GA) support. M. Paak mentioned there have been several reports of course releases no longer being offered for various positions as well as reduced TA and GA support. The budget cuts are being used as the reason for these issues. Reps' are encouraged to notify the TFA if members are being asked to take on additional administrative roles but are not being compensated.
 - Member expressed concerns about the 360 Review in The Creative School. The TFA is in discussion with the Administration regarding concerns with this report. There were further concerns expressed from a number of Creative School Reps.

8. Announcements and Updates

- The Reps observed a moment of silence for the former TFA Office Manager, Agnes Paje, who passed away this June. Agnes will be deeply missed.
- A TFA Drop-in will be held on Tuesday, November 21, 2023, 10:00 am – 12:00 pm in the TFA Office - KHS-46. We will be holding a number of these Drop-ins over the next few months.
- The TFA General Meeting will be held on December 5, 2023, 12:00 – 2:00 pm. via Zoom.
- October 31, 2023 is the deadline for Student Awards. The TFA has a number of awards that students can apply for on the Award Spring website. The TFA sponsors four awards, (Indigenous, Full-Time, and Part-Time Student Awards, as well as a Leadership Award), all of which can be found by searching for faculty association on the awardspring site. There is also a graduate student award, whose deadline this year is later.
- The deadline for Salary Anomalies submissions is November 15, 2023. There is no need to make a submission as all members will be considered, however, if there are some factors you would like the Anomalies Committee to consider please make a submission.
- D. Bush asked everyone to show support to TFA Executive and Staff who will be taking part in the Workers Bowl on November 18th as part of a fundraiser for the Workers Action Center. The Workers Action Center provides assistance to people fighting employment standards claims and is one of the leading organizations fighting for labour law reform. Members can show their support by donating here: https://workersbowl.ca/?_ga=2.111211010.765856313.1697558964-1953571668.1697558964
- There are four important policies that are up for review.
 - The TFA consulted with the Administration regarding the Appointment of Academic Administrators (AAA) Policy. There was discussion of this policy last year and the administration has developed a new draft for further consultation. This draft appears to give more power to the Chair of the committee. The TFA will be creating a briefing note on the new policy. Members are strongly encouraged to attend the Townhalls on this policy when they happen.
 - The Social Media Policy arose from a grievance the TFA filed on behalf of the School of Fashion which ended with an arbitration decision that the University needed to create a Social Media Policy. The Administration will announce a consultation soon, and we encourage members to attend. The main concerns are that the Administration has adopted a corporate mentality for this policy, which would allow the University Relations office the authority to police the “tone” of what faculty members and their departments post on departmental social media channels. The TFA has developed a backgrounder on the SMP: <https://www.tfanet.ca/tfa-backgrounder-tmu-social-media-policy>.
 - The TFA has two main focuses on the Sexual Violence Policy. The first is a proper definition of sexual misconduct and secondly, a gender-based violence specialist that can support members who have experienced sexual violence. There will be a Townhall on October 24th for faculty. The TFA has been invited to discuss this policy on October 31st and will report back to members the outcome of that meeting.

- The naming of buildings, faculties and schools is outlined in the Naming Policy which replaces the Benefactor Naming Policy. The new policy does not mention any type of automatic consultation with faculty on how a building, faculty or school will be named if a benefactor comes forward. The TFA believes it is important for members to be consulted during the naming process.

9. Adjournment - 6:00 p.m.

Next Meeting: **November 23, 2023, 4:00 – 6:00 pm via Zoom.**