

TFA Joint Executive Meeting 2025-05-20

Locations – Virtual ([Zoom Link](#))

Minutes

ATTENDANCE:

<i>Office</i>	<i>Officer</i>	<i>Yes/No/Regrets</i>
President	Jesmen Mendoza	Yes
Vice President Internal	Peter Danziger	Regrets
Vice President External	Rahul Supra	Yes
Treasurer	Dave Mason	Yes
Secretary	Diane Pirner	Yes
Health & Safety Officer	Alex Ferworn	Yes
Chair, Grievance	Corinne Hart	Yes
Chair, Negotiations	Dana Osborne	Yes
Chair, Professional Affairs	Eugene Chan	Yes
Chair, Equity Issues	Shiri Pasternak	Yes
TFA Indigenous Repr.	Jennifer Komorowski	Yes
Member at Large	Anne-Marie Singh	Yes
Member at Large	Grace-Edward Galabuzi	No
Staff	André Foucault	Yes
Staff	Shiraz Vally	Yes
Staff	Mina Rajabi Paak	Yes
Staff	Dave Bush	Yes
Staff	Stacy Stanley	Yes

1. Order/Establishment of Quorum - at 1003
2. Approval of Agenda (Mendoza/Pasternak). Carried. Approval of Previous Meeting Minutes- approved by executive
 - a. [Minutes from April 8, 2025](#) (Mendoza/Pasternak). Carried.
 - b. [Minutes from April 22, 2025](#) (Mendoza/Pasternak). Carried.
 - c. [Minutes from May 6, 2025](#) (Mendoza/Pasternak). Carried.
3. Announcements
 - a. Convening of Grievance Appeals Subcommittee will occur on May 20, 2025 at noon
 - b. Faculty & Librarian Senate held on April 30, 2025
 - Caucus met on April 30. Attendance of Faculty senators has been steadily increasing.

c. New Executive Orientation held on April 29, 2025

- Jesmen and Rachel provided the orientation to Executive Members joining this May 2025. This orientation for Executives has now become an annual process and will continue next year.

4. TFA Officers' Report

a. Presidents' report (Mendoza)

i. Review of Special GM held on May 15, 2025

1. Discussion of implementation of the motion passed on

Recognizing and Addressing Anti-Palestinian Racism at TMU

- First Faculty Association of universities in Canada to put forward a motion of this kind – plan to share this with other Faculty Associations. Sapra to initiate
- Suggestion to reach out to the original movers of this motion on their thoughts about its implementation.

2. Confirmation of Subcommittee composition to examine the Operation and Modernization of TFA GM meetings

- Purpose of this committee to provide recommendations at the September 19, 2025 retreat
- **Action: BIRT, the TFA executive strike a sub-committee to examine the operation and modernization of TGA general meetings and to make recommendations to the executive at the Fall 2025 retreat (Mendoza/Singh). Carried.**
- Bush, Singh, Osbourne, Chan and Mendoza agreed to sit on the subcommittee.

ii. Pre-Tenure Overload Request in the Creative School

- VPFA's office proposed that a pre-tenure member teach a course on overload in the Winter 2026 term, in anticipation that they would receive tenure later that year. The VPFA offered no other reason behind request
- Executive generally discussed the concerns about pre-tenure members taking on overload.

- Executive suggested that the member be provided the loading in Winter 2026 term, but also be provided a course release in the F2026 term. Mendoza to propose this to the Administration.

iii. TFA's Initial Review of Departments hosting Navitas

- TFA has met with the departments involved with Navitas and discovered the following concerns that potentially may impact the quality of courses delivered at TMUIC: grade inflation, lack of student supports, uneven language abilities of TMUIC students; and Navitas policies lacking coherence with TMU policies.
- Members who have taught at TMUIC also discussed how the smaller classes size and cleaner facilities make the teaching assignment attractive
- Data collection/provided by departments is variable

Made a request of the VPFA's office to obtain feedback from their survey that they administered to coordinators

iv. DHPP Review

- Executives were provided an update of the discussions with the Administration where a draft of the policy was shared. Analysis by TFA staff and Executives who will be working closely with this policy are concerned with the lack of procedural fairness; its non-application to Admin, Alumni, Board of Governors; lack of policy coherence; mandated reporting; increased time to see the resolution of a complaint; and lack of clarity on union representation.
- Executive agreed to further action on these policy discussions where Mendoza will meet with interested faculty representatives of the Board of Governors to discuss the TFA's concern, and to begin communicating with our members on this set of policy discussions. Bush to arrange the latter.

b. Equity (Pasternak)

i. Recommendation of a Pro-Tem appointment

- Pasternak informed the Executive that she would be on leave for the Fall 2026 term and would need a *pro-tem* appointment while away. The Equity Committee recommended that Lila Pine (former chair of the Equity Committee) be appointed for the year with a course release.
- The Executive discussed the Equity Committee's recommendation and suggested instead that Pine be appointed for the Fall 2025 term with a course release and that Pasternak return in Winter 2026 term to resume the chairship and maintain the course release already arranged for her.
- Action: BIRT, the Executive appoint Lila Pine, upon her consent, as Chair *Pro-Tem* and provided a course release for the next six months, at which time the current Chair, Shiri Pasternak, will return in Winter 2026 without affecting her original appointment going forward. (Mendoza/Sing). Carried.

c. Members-at-Large (Singh and Galabuzi)

i. Meeting with BOG faculty members on May 8, 2025

1. Discussion with BOG faculty representatives on their roles and how they can interact with the TFA and its members. Faculty representatives were open to more interaction with the TFA and its members.

d. Vice President External (Sapra)

i. CAUT 99th Council Meeting

1. Discussion deferred

ii. OCUFA 177th Board Meeting

1. Discussion deferred

e. Vice President Internal (Danziger)

i. Rep's Council held on April 22, 2025

1. Discussion deferred
- 2.

- f. Professional Affairs (Chan)
 - i. No report
- g. Treasurer (Mason)
 - i. No report
- h. Indigenous Council (Komorowski)
 - i. No report
- i. Health & Safety (Ferworn)
 - i. No report
- j. Negotiating (Osborne)
 - i. No report
- k. Grievances (Hart)
 - i. No report
- l. Secretary (Pirner)
 - i. No report
- 5. Orders of the Day
- 6. Matters Arising/New Business
 - i. Criteria for assignment of AAs
- 7. Old Business
 - a. Update on TFA Accommodations Taskforce
 - b. Continued discussion on Proposed Revisions to Policy 86 - Verification of Credentials (see [#28](#))
 - c. Continued discussion on Consultation on new Senate Policy 176 - Non-Credit Programs (see [#29](#) and [#29a](#))
 - i. Update on our meeting held on May 7, 2025
 - d. Continued discussion on Consultation on Draft of Policy 112 - Development of New Graduate and Undergraduate Programs (see [#30](#) and [#30a](#))
 - i. Update on our meeting held on May 7, 2025
- 8. Items For Discussion

9. Motion to Adjourn (Danziger/Mendoza). Carried. Adjourned at 12:51pm