**RYERSON FACULTY ASSOCIATION**

**Meeting of Council of Department/School Representatives**

Monday, October 24, 2016

International Room, ILC

**M I N U T E S**

**Present**

Peter Danziger Jonathan Rollins Diane Pirner

Kileen Tucker Scott Deborah De Lange Beth Swart

Ian Sakinofsky Rich Adams Yvonne Yuan

Rahul Sapra John Morgan Meredith Schwartz

André Foucault Kaamran Raahemifar Carolyn Meyer

Shiraz Vally Bernard McEvoy Eric Hehman

Vanessa Magness Rupa Banerjee Murtaza Haider

June Komisar Dave Kemp Charles Zamaria

Joshua Panar Jim Tam Susan Preston

Dan Horner Jamin Pelkey Heather Rollwagen

Eliza Chandler Alison Skyrme Doreen Fumia

Angela Valeo Saman Hassanzadeh Amin Pavlo Bosyy

Tsobadral Galaabaatar Corinne Hart Joe McPhee

Vadim Geurkov

**Regrets**

Seyed Hashemi Colleen Derkatch Franklyn Prescod

Umberto Berardi Henry Navarro Delgado Marsha Barber

Chil-Hung Cheng Richard Shaker M.J. Suhonos

Elsayed Elbeshbishy Stephen Swales Chris Grandison

Joanna Holt Joey Power Bozena Todorow

Cathy Ning Manavi Handa Mitu Sengupta

Alexander Douplik Miriam Anderson Paul Brunet   
Maria Gurevich David Lewis David Bouchard

Dawn Onishenko Alex Wellington

**Staff**

Agnes Paje Stacy Stanley

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Minutes**

1. Order/Establishment of Quorum

Meeting began at 5:14 p.m.

1. Approval of Agenda (Raahemifar /Pirner) - Adopted.
2. Approval of minutes from April 13, 2016 (Hart/???Magness) - Adopted.
3. Opening remarks and announcements
   * Kileen welcomed everyone and encouraged all members to attend Reps’ Council monthly meetings.
   * The new RFA Labour Relations Officer, Shiraz Vally, was introduced. Shiraz is a Ryerson University alumnus who attended Osgoode Hall Law School, where he was called to the Bar. Prior to the RFA, Shiraz worked as a staff representative for CUPE at the University of Toronto. Shiraz commented he was very happy to be working for the RFA and looked forward to working with faculty members. You may contact Shiraz with questions or concerns at ext. 3738 or [shiraz.vally@ryerson.ca](mailto:shiraz.vally@ryerson.ca).
   * Please encourage members to visit the RFA website, [www.rfanet.ca](http://www.rfanet.ca) for updates and information.
   * The RFA General Meeting will be held on December 8, 2016 in the International Room, ILC from 12 – 2 p.m. Lunch will be served at 12 p.m. Please encourage members to attend.
   * All members are invited to the RFA Holiday Party which will be held on December 8, 2016 at Oakham House from 5 p.m. to 10 p.m.
4. Business arising from April 13, 2016 minutes
   * Mill Rate
     + The mill rate adjustments that were voted into effect at the General Meeting on May 5, 2016 still stand. The RFA will continue to revisit it regularly to be sure it is in compliance as outlined the RFA Bylaw.
   * RFANET
     + Members responded to Ron Babin’s survey regarding the future of RFANET. Most members agreed it should be permanently suspended.
   * Students Mental Health Issues
     + The government has passed new legislation on policy development directly in response to a York University student, who filed a discrimination complaint with the Human Rights Division after being, told she would have to disclose her diagnosis relating to a mental health issue. The Human Rights Division upheld her appeal and as a result there have been changes to the policy.
     + Ryerson University has asked all schools/departments to review what language they are using to be sure they are in compliance with the policy.
5. Updates
   * Peter Danziger – President’s Update
     + Peter thanked all Reps’ Council members for their service. Members were encouraged to be a liaison between the RFA and their department/school, by attending departmental meetings and sharing information pertaining to the RFA. You may also present issues from your department/school at Reps’ Council meeting for discussion.
     + A Concordia University professor, Homa Hoodfar, was arrested in Iran and held in detention where she was subjected to psychological torture. The RFA contributed a donation to support Concordia University in their efforts to have Homa Hoodfar released. Professor Hoodfar was released on September 26, 2016.
     + The Academic Policy Review Committee examines the following policies:
       - The Undergraduate Academic Consideration and Appeals Policy
       - The Graduate Academic Appeals Policy
       - The Graduation Policy
       - The Undergraduate Course Management Policy
       - The Graduate Course Management Policy
     + At this point, the committee has suggested the undergraduate and graduate policies be amalgamated. There are no concrete decisions on how to deal with academic grade appeals, doctors notes etc. at this time. Members may send their comments regarding these policies to [policyreview@ryerson.ca](mailto:policyreview@ryerson.ca) or may speak to Peter Danziger personally.
     + According to Ryerson University’s Pension Plan, members may get their pension at the age of 65 even if they haven’t retired. The RFA does not have any concerns regarding the pension plan at this time.
     + The anomalies process has started. Since there is a new Collective Agreement there is no need to apply this year, everyone will be considered. There will be a submission process where you may indicate any extenuating or differentiating circumstances, particularly information about rendered service. More information will be emailed to members shortly.
     + The government has not released the new funding formula just yet. The new formula is due to the change in demographics. The number of 18 year olds has decreased causing many Universities to have low enrollment. It is presumed the new funding formula may be a sort of corridor funding model. Where each University will be assigned a maximum amount of students and a minimum amount of students.
   * Ian Sakinofsky – Update on Collective Agreement
     + The bargaining process has been completed and the new Collective Agreement has been finalized. An electronic copy has been posted on the RFA’s website ([www.rfanet.ca](http://www.rfanet.ca)) and printed copies will be distributed at a later date.
     + Members discussed changes to the new Collective Agreement.
     + Peter Danziger thanked the entire Negotiating Committee for their incredible work.
   * Rahul Sapra – Update on Strategic Mandate Agreement (SMA)
     + Rahul discussed the Strategic Mandate Agreement.
     + Please see attached fact sheet (below).

1. Meeting adjourned at 7:06 p.m.

Next meeting: Monday, November 14, 2016 in the International Room, ILC from 4:30 p.m. to 7:15 p.m. Dinner will be served from 4:30 p.m.

Fact Sheet – RFA Vice President, External, Rahul Sapra

Note: This fact sheet was sent out in Winter, 2016. This is being shared again for the benefit of the new Reps.

**University Funding Formula (OCUFA Update – from OCUFA Board meeting Documents):**

**The Existing Funding formula**

* The existing funding formula is an **“allocative formula,”** since it is primarily based on student enrolments in an institution. The existing funding formula remains **“student-centered”** in the sense that the mechanism used to distribute operating grants reflects **enrolment numbers**. Enrolment is weighted by level of study and program by assigning basic income units (BIUs) that reflect the estimated relative costs of teaching and research.
* The existing funding formula provides **a certain degree of consistency** and predictability in funding, which allows universities for long term planning. It includes a mechanism to **guard against harmful financial fluctuations.** Each institution’s share of available funding remains consistent unless there is a considerable and sudden drop in enrolment numbers.
* In addition, the existing funding formulais supposed to **treat all institutions as same, which helps to ensure a certain level of equality** – both in terms of funding and educational quality. It is **not based on differentiation** between various institutions.
* However, the **existing funding formula needs to be updated** due to various factors such as: in this formula there is no means of ensuring that an institution gets adequate funding for research and teaching. It does not go up in proportion to inflation. Furthermore, the funding has been dwindling a long period now.

**NEW FUNDING FORMULA: PERFORMANCE-BASED FUNDING**

* The government is proposing a new funding formula for universities, which would be driven more by Performance-based funding. **Performance based funding has been advocated by HECQUO – (Higher Education Quality Control of Ontario).**

### Performance Based Funding is of different types, but it is not student-centered. It will be awarded according to an institution’s “Performance” (to meet certain targets) that will be evaluated by “Metrics”.

### Performance Based Funding will take into factors such as:

### Student-Retention rates

### Co-op learning opportunities / Experiential learning

### Quality of student learning.

### Outcomes – student job placements etc.

### *PROBLEMS WITH PEFRORMANCE-BASED FUNDING:*

### Competitive Targets – Performance-Based Funding would lead to ranking of institutions, since funding would be awarded according to Competitive Targets. In this system, the government could set a variety institutional level targets, such as graduation rates, retention, jobs and also research-expectations from faculty.

### Ranking of Institutions: The institutions would then be ranked according to their success at meeting these targets, and would be awarded funds according to their relative ranking. But universities that fail to meet the targets may not receive any performance funding.

### METRICS would be used to measure a university’s performance.

### NO Evidence of Success: As per the Data collected so far (From some universities in USA that are funded as per their “performance”) there has been no improvement in quality of Education:

1. There has been an increase in the granting of short-term certificates **(moving students quickly through an institution quickly, thereby protection student retention and graduation rates).**
2. Outcomes depend upon **“external” factors** – University may produced excellent graduates, but they can struggle to get jobs if the economy has failed.
3. **Raising of admission requirements**, since it is based on the assumption that more qualified students are more likely to persist in degree completion. This has negative implications on equity and access. Students (such as racialized, indigenous students etc.) that come from less privileged educational background suffer.
4. **Quality** becomes defined as what can be **measured**, and not what a student actually needs to be successful.
5. So, this system is based on **reward and punishment** (smaller universities will suffer even more).
6. Institutions cannot do long-term planning, since the formula is not student-centered.
7. **FUNDING-CUTS** due to under-performance (It can also lead to less hiring of Tenure-track professors etc)
8. **The formula is market-driven, so it will have a major impact on funding for research.**

**Differentiation and SMA (Strategic Mandate Agreements):**

***PEFRORMANCE-BASED FUNDING*** *and* **SMA (Strategic Mandate Agreements):**

The Policy framework of Differentiation mentioned in the SMA informs the formula for Performance-based funding. For the SMA (Strategic Mandate Agreements) submitted by Ryerson University to MTCU, please see the following link**:** <http://www.tcu.gov.on.ca/pepg/publications/vision/>

**Differentiation**

The Ministry of Training, Colleges and Universities (MTCU) views differentiation as “a primary policy driver for the system.” As such, the framework is used to inform the Strategic Mandate Agreement (SMA) process and on-campus initiatives like program prioritization.

The document lays out six “components” of differentiation:

1. 1) Jobs, innovation, and economic development
2. 2) Teaching and learning
3. 3) Student population
4. 4) Research and graduate education
5. 5) Program offerings
6. 6) Institutional collaboration to support student mobility.