



The RFA Bulletin

From the President

Dave Mason

Since my last Bulletin article lots has happened, lots hasn't happened, and both ways have kept me and much of the rest of the Executive very busy.

Ongoing issues

1) The teaching local norms process has started up, and all of the committees have met at least once. In November I concluded my thoughts on Local Norms with, "We have put the most careful protections in place that we can, and now we leap..." The process has moved at various speeds in different Faculties, and between us, Ian and I have attended about a dozen meetings of various Faculty Local Norms committees. However, the process now appears to be bogging down with the questions of SRC accounting, transparent intra-department workload allocation, and "financial viability".

This is an extremely important process, and I try to keep you current with it via rfa-announce. Please read those emails, as the outcome of this process may affect your workload for years to come.

2) In December, Academic Council created a committee to look at the assumptions, etc. underlying the late date at which we receive timetables (this past year, only a couple of weeks before the start of term). When I made the motion at Council, I assumed there were some complexities at work, but if anything, I underestimated those complications! Through the efforts of the Registrar and individual departments, the timelines have been tightened up and this year we can anticipate timetables 6 weeks before the start of each term. The committee is not content with that, but pushing the date back further will produce some fundamental challenges to the way Ryerson does things. Look for a final report at the April meeting of Council.

Upcoming issues

1) In the new Collective Agreement, \$100,000 was set aside this year, and another \$50,000 next year to adjust base salaries so as to reduce Salary Anomalies. In past rounds, there have been problems with people



Dave Mason, President

not applying when they had clearly anomalous salaries. The wording of the contract then (and now) required an application, so there wasn't much that could be done. In the interests of getting everyone to consider their situation, and apply if appropriate, we have decided to have an on-line application process where you will be able to see (in broad terms) where your salary fits in the grand scheme of things, without seeing anyone else's salary information. You will receive notification of this very shortly. Although we realize that you would like this out of the way sooner than later, the adjustments to salary are to take effect July 1, so there will be no delay there.

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2) The other adjustment to salary that people have been asking about is merit. This Collective Agreement, particularly the Faculty Local Norms process, has created a great deal more work than previous agreements, so the Merit process has also been delayed. We anticipate that the Faculty Merit Committees will commence in early May, and that adjustments to salary will be implemented on schedule.

3) I mentioned in the last Bulletin that there were new computer systems, particularly Web resources, that would be coming into effect that would improve communication among our members and between members and the Executive, Reps, and other standing committees. That is still proceeding, and you will see an announcement shortly.

4) One of the hot areas in labour relations these days, notably in academia, is that of bullying and intimidation of employees by management. We are aware of some instances of this going on at Ryerson, and we are putting together a file on it that will likely become a policy grievance. So if you are or have been the victim of this, please contact me or the Grievance Chair (Michelle Dionne).

5) Currently, we have office space on the 8th floor of the Business building; Business space will become unavailable while they renovate the building. So sometime in May, the RFA office will be moving into medium-term space in EPH232, with the intention of moving to permanent, more centralized space in 2007.

I hope you have an enjoyable and interesting winter semester, and a productive summer. Feel free to contact me with any problem relating to the RFA or your existence at Ryerson, and I'll do my best to help. My cellphone (416-558-6164)

and my email (president@rfa.ryerson.ca - remember the 'rfa.' part!!) are always waiting for your call/email. Hoping that not too many of you will need to do that, I look forward to seeing you at the General Meeting in May.



Welcome to New Faculty Members

Faculty of Arts

Arat-Koc, Sadef - Politics

Faculty of Engineering

Neumann, Patrick - Mechanical

Faculty of Community Services

Santa Mina, Elaine - Nursing



A reminder to all Faculty: Please RSVP to the RFA office for all events as indicated.

Equally important: Please let us know if subsequently your plans change.

Thank you.

Important Dates

RFA General Meeting

May 9, 2006

SCC-115



RFA Awards/Retirees' Reception and Dinner

May 11, 2006

Courtyard Marriott Hotel



Orientation Luncheon

September 20, 2006

POD-250, Jorgenson Hall



Season Opener

Cocktail Party

October 18, 2006

POD-250, Jorgenson Hall



RFA General Meeting

December 7, 2006

POD-250, Jorgenson Hall



Season Party

December 12, 2006

Hilton Toronto Hotel

Report from the Chair. Negotiating — Ian Sakinofsky

It is said that a breath of fresh air has been introduced into the thirteenth floor, with the arrival of the new Ryerson president. However, it appears as if the vents in the president's office are closed, because this fresh air is not imbuing matters to do with negotiations at Ryerson.

One of the most significant items arising from the implementation of the current Collective Agreement is the development of teaching workload provisions and practices at Ryerson, that are in line with sector norms. A process was collectively bargained that should allow for this end to be achieved.

It is felt that the University Administration is not facilitating the development of sector comparable teaching workload provisions and practices. That notwithstanding, as noted in the Workload paragraph below, the process, that was agreed to, is a faculty-driven process. If faculty were to make their voices heard, and urge their representatives on their respective local norms committees to push for true sector comparable teaching norms, that would be a valued contribution toward progress on this front.

The President of the university has stated that he sees the workload initiative as a potential watershed for Ryerson. If all members of the Ryerson Faculty Association (including the Chairs and elected members of the Faculty Local Norms committees as well as the general membership) press firmly enough, it may in fact come to pass.

In addition to teaching workload, several other matters arising from the implementation of the current Collective Agreement are dealt with below:

Salary Anomalies

The Joint Salary Anomaly Adjustments Committee is in the process of developing an on-line, password protected, system whereby faculty members will be able to locate their respective salaries on a Ryerson pay-curve. They will then be able to use this information to decide whether or not to apply for a salary adjustment should they think their salary is anomalous. They will be able to submit such an application electronically.

Elimination of Mandatory Retirement

On December 12, 2005 legislation was passed in Ontario, which prohibited employers in Ontario from requiring that employees be required to retire upon reaching the age of 65. Ryerson has, until now, been practicing mandatory retirement. Discussions are underway with a view to amending the rules of our pension and benefit plans, so that they are consistent with the continued employment of Ryerson employees beyond the age of 65.

It is noted that Federal Legislation requires individuals to cease contributing to, and to commence drawing on, their pensions at the age of 69, regardless of whether or not they are still working.

It is also noted that the provisions of this new law are only to come into effect on December 12, 2006. Nonetheless, given the fact that Mandatory Retirement is about to be abolished, the University Administration was requested by the RFA to implement the new legislation with immediate effect, and thereby not require faculty members turning 65 this year, to retire. The University Administration declined this request and stated that they were inclined to follow the terms of the Collective Agreement, and that they would continue the practice of mandatory retirement this year.

Report from the Chair. Negotiating ...**Faculty Exam Invigilation Duties for courses other than those taught by the Faculty member his/herself**

Correspondence with the University Administration advises us that faculty members who invigilate exams, for courses other than those taught by themselves, generally volunteer their services on the basis of goodwill and support for their colleagues.

This suggests that faculty members have the right of refusal, when asked to invigilate another faculty member's exam. It is felt that many faculty members are not aware of the voluntary nature of such invigilations, and of their right both to refuse such invigilations, as well as to question the fairness of how such exam invigilations are assigned within a given school or department.

Graduate Teaching in the Spring-Summer Semester

The RFA is concerned about preserving the notion of a non-teaching semester i.e a two-term teaching year. This concern is being raised in the context of the fact that an increasing number of graduate programs are being introduced at Ryerson which require that teaching take place in all three semesters.

As stated in the previous RFA Bulletin in November 2005, the Collective Agreement states:

"The parties agree that vacation will normally be taken during the faculty member's non-teaching semester, normally Spring-Summer" (Article 5. C)

"Faculty members will not be required to teach in more than two semesters in any academic year" (Article 5. E)

"Normally a faculty member shall be required to teach two terms out of three terms in an academic year" (Article 10.12. B. E)

Thus, it is quite clear that faculty members can only be required to teach two semesters in any academic year and that the non-teaching semester will normally be Spring-Summer. This does not preclude voluntary teaching in Spring – Summer, either as an overload or as part of unbalanced loading straddling the three semesters, or as part of an arrangement that provides for either Fall or Winter as a non-teaching semester, provided this is not treated as a norm, and provided that the faculty member is not required (obligated) to undertake three semester teaching.

It is noted that with an increasing number of graduate programs at Ryerson being offered on a three semester basis, with a requirement that teaching take place in the Spring – Summer, there does appear to be a systemic (i.e. normal) use of the Spring-Summer semester for this purpose and that does conflict with the provisions of the Collective Agreement.

A reminder is once again being made to the RFA membership that Spring-Summer teaching, despite the fact that it is in fact integral to the operation of certain graduate programs, is indeed voluntary. Where faculty members feel they are being cajoled or coerced, or even plain obligated to engage in such teaching - and there have been rumours of all three - they should bring the matter to the RFA's attention.

Further, in the "non-normal" event that a faculty member is called upon to teach in the Spring-Summer it appears that that faculty member, in accordance with Article 5.E, as a condition of agreeing has to insist on either the Fall or Winter semester of that year as a non-teaching semester. The faculty member is entitled to claim such a non-teaching semester regardless of the number of course hours taught per week in each of his/her two teaching semesters, and should an unbalanced teaching load be proposed, this would require the consent of the faculty member.

It is the position of the RFA that it is critical, during a member's probationary period, that the provision for the non-teaching term is preserved as it is. However, it is not only the interests of probationary members that are a concern here.

Report from the Chair, Negotiating ...

The notion of a non-teaching semester is also a critical provision for faculty members with tenure, in order to allow them, in good faith, to invest in SRC activities.

Teaching Workload

Appendix 'G' of the Collective Agreement lays out a process for specifically developing teaching workload provisions and practices in line with sector norms. Faculty Local Norms Committees have been established for each of the five faculties. These are largely faculty driven committees that are charged with submitting proposed teaching workload norms to the Provost for the respective departments/units within each faculty.

The committees in each of the five Ryerson faculties have been meeting periodically. Roadblocks seem to be appearing in front of these committees in the form of requirements that SRC productivity measures accompany the submission of teaching workload norms, financial and business planning models similarly accompany them, and requirements are being made as to the format of these submissions and the data that they should include. These requirements are not referred to within Appendix 'G' and are beyond the scope of these committees. They are thwarting the work of these Faculty Local Norms Committees.

The question is: where are these requirements coming from? The committees are supposedly faculty driven committees. Each committee is chaired by the Dean of that particular faculty, but other than that no role is envisaged for the Administration, prior to the submission of proposals to the Provost. Furthermore, the Deans themselves have but one vote on these committees and no right of veto.

One must question the agenda of those generating these requirements. Is Ryerson to attain sector comparable teaching workloads or not?

At a meeting of the Council of Representatives of the RFA on March 13, 2005, the RFA Reps reacted somewhat sourly to the prospect that the university's senior administration might be dabbling in the affairs of these Faculty Local Norms Committees. Two motions were passed by the Reps. The one motion resolved that the local norms process should not include the quantification of SRC and Service. The other motion was to the effect that the RFA cease to discuss the Administration's common format for the submissions of the Faculty Local Norms Committees, and that each Committee determine its own form and structure of presentation.

Maybe the position taken by the Reps could be seen as a starting point for a renewed effort by members of the RFA to bring the Faculty Local Norms Committees on track, and get down to the business of proposing sector comparable teaching loads for their constituent departments/units.

The process and opportunity exists for the membership of the Faculty Association to engage in this endeavour, and to produce the necessary proposals.

Librarian Ranks

The University and the RFA agreed to establish a Joint Committee to determine the need for additional librarian ranks. With the agreement of both parties, the first meeting of this committee has been delayed somewhat until the composition and availability of all members of the committee itself is finalized.

Report from the Chair, Negotiating ...

Intellectual Property

For several years, the University Administration flatly refused to entertain the inclusion of detailed language on Intellectual Property within the Collective Agreement. In the face of the RFA's proposals, it was the stated position of the Administration that Intellectual Property was not an appropriate topic for inclusion in a Collective Agreement.

It was only during the 2002/2003 arbitration, when the Arbitrator made it quite clear that such language was going to be included in his award, that the Administration provided a submission to the RFA and to the Arbitrator.

The Arbitrator duly included the current Article 25 in his June 2003 award.

Certain difficulties have been encountered in the interpretation and implementation of this Article. The Administration frequently attributes these difficulties to the fact that the language was imposed, rather than negotiated by the parties. In view of their constant refusal to bargain, one can be forgiven for thinking of their comments as somewhat self-serving.

Similarly, due to the Administration's long-standing antipathy towards the inclusion of an Intellectual Property Article within the Collective Agreement and their apparent antipathy toward the current article itself, the RFA can be forgiven for treading somewhat warily when it comes to jointly addressing some of the difficulties between the parties regarding Article 25 Intellectual Property.

Nonetheless, discussions are continuing between the RFA and the Administration as well as representatives of the Office of Research Services (ORS), and it is hoped that a mutually satisfactory approach to the questions surrounding Intellectual Property can be developed.

Retirees 2006

- | | | | |
|--|--|--|--|
| ▪ Behara, Dev
Mechanical Engineering | ▪ Dobson, Robert J.
Business Management | ▪ Kolompar, Emil
Image Arts | ▪ Swede, George
Psychology |
| ▪ Bryan, Ingrid
Economics | ▪ Dowler, Marie
English | ▪ Lougheed, William
Hospitality & Tourism | ▪ Towsley, Clarence
Business Management |
| ▪ Chavy, Jean-Paul
French/Spanish | ▪ Finn, Michael
French/Spanish | ▪ Nagendra, Raja
Computer Science | ▪ Trubic, Joe
Business Management |
| ▪ Deutsch, Esther
Business Management | ▪ Glassman, William
Psychology | ▪ Novick, Marvyn
Social Work | |

Report from Chair, Services Committee – Linda Cooper

The Services Committee has continued to work on your behalf to provide events that celebrate special occasions, acknowledge the volunteer work of its members, and honour its retirees and award winners. Our "Holiday Party" was held at the Toronto Marriott Eaton Centre, and provided us with much needed space. The 'Winter Warm Up' provided an opportunity to mix and mingle with colleagues from our sister unions OPSEU and CUPE. The President's Appreciation Dinner brought members together who volunteer their time to the Association. A good time was had by all. We continue to learn from each of these events and appreciate both the feedback you have given us and the constructive manner in which you have provided that feedback. Suggestions for future menus, locations etc. would be welcomed, along with all offers of volunteer help!

A new electronic RSVP system was introduced this past fall in an effort to facilitate registration for an event and provide us with an accurate record of registrants. It has simplified the paperwork significantly. We continue to request that if you sent an RSVP and your plans change, please let us know, as several thousand dollars were wasted on food over the past few events when members who had RSVPd for an event did not show up. Numbers are guaranteed with catering three business days before an event date.

We look forward to honouring our retirees and award winners on May 11, 2006.

Members: Eric Harley, Rachel Jiang, Franklyn Prescod, Anne-Marie Singh

In Memoriam

It is with deep regret that we note the passing of the following members and retirees:

- Fayed, Muhammad
Chemical Engineering
- Hennessy, Len (Retiree)
Mechanical Engineering
- Patel, Suliman (Retiree)
Politics
- Robinson, Robert
Professional Communication
- Wilson, Douglas (Retiree)
Interior Design
- Zaks, Gus (Retiree)
Economics

This will be a regular column in the RFA Bulletin. Please keep us informed by e-mail to rfa@ryerson.ca

Contest! Contest!

To Design a New Logo for the Ryerson Faculty Association

The RFA invites all members of the Ryerson community (faculty, staff and students) to submit an original logo design for the Association's visual identity.

The winning participant will receive a 30 GB iPod, for audio, video and photo storage, a \$50.00 gift certificate for Chapters Bookstore and a Prime Rib Buffet Dinner for two at Courtyard Marriott Hotel.

The deadline for submission is 4:00 p.m. on Wednesday, April 19, 2006. For details please go to www.ryerson.ca/rfa

Queries may be directed to RFA office by e-mail at rfa@ryerson.ca or by phone at extension 5186.



Lynn Harrison congratulates RFA Scholarship winner, Amy McLandress, Hospitality & Tourism



Diane Granfield receives the RFA Distinguished Service Award 2005 from Mike Burke, V-P, Internal



David Martin, our resident M.C.



The two Presidents exchange "Wish Lists"



RFA Members take time out to socialize



Report from the Chair. Grievance — Michelle Dionne

The last year has been a busy one for the Grievance committee. People often ask what types of matters the Grievance Officer (s) deal with. The short answer is any violation - or possible/perceived violation of the Collective Agreement. But mainly we try to deal with matters that might become violations of the Collective Agreement, before they turn into big problems. I always say I'm a Grievance Officer who wants to avoid filing grievances. The way that we avoid that is through collegial discussions and problem solving wherever possible. In probably 90% of cases, this less adversarial route gets the job done, and all those involved are able to come to a satisfactory solution, without having an external solution imposed upon them. I must say that a very pleasant surprise for me this year was the extent to which members of the Administration are equally interested in finding workable and fair solutions to problems encountered by our faculty members. Alas, sometimes even our best intentions and efforts are not able to resolve issues, and in these cases, we have no hesitation to file formal grievances and proceed to arbitration where necessary.

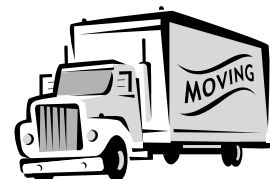
To give you a sense of 'grievance issues', I have done a very basic analysis of what's been on our caseload over the past year. Since last summer, there have been 68 inquiries made of the Grievance Chair or Co-chair. Some of these end at the inquiry stage, and sometimes the issues take months to resolve. In the past year, we have filed 6 formal grievances, and have stated our intention to proceed to arbitration on 2 of these (so far). If I could do a content analysis of sorts, I would say that the largest category of files (17) is tenure and promotion issues. Another 7 files concerned annual reports, yearly assessments and teaching inspections that are all a fact of life for probationary faculty members. I expect these numbers to increase as Ryerson hires more new faculty. Workload and scheduling inquiries and a category I call "miscellaneous disagreements with Chairs/Directors" account for 9 cases each. Course management issues – usually where faculty members are alleged to have deviated from policy- account for another 9 cases. Seven people made inquiries around salary, benefits and sabbaticals, and another 4 had pension issues. The rest can only be described as "other" as they can often represent quite varied and sometimes unpredictable issues. We are also pursuing an important policy issue currently regarding payment of Ontario Health Care Premiums- but more on that in a future newsletter.

If you have an issue you'd like to discuss, don't hesitate to call me at extension 7103.

Members: Emil Kolompar (Co-Chair), Ian Baitz, Kunquan Lan, Jennifer Hubbard, Abhari Abdolreza

Calling All Retirees...

To ensure that you continue to receive news from the RFA, please advise Ryerson's Human Resources department of any changes to your mailing address. Thank you.



Report from the Chair. Equity Issues — Margaret Malone

Toronto is one of the most diverse cities in the world. The student population at Ryerson University represents much of this diversity. However, this diversity is not yet fully represented in the members of Ryerson University faculty, professional counselors and librarians. Because Ryerson is situated in the urban core of one of Canada's major cities, we are also well positioned to be leaders in research, teaching, counseling, and creative activities in areas that address directly and indirectly, our diverse populations and the issues, concerns, and challenges these present.

With these ideas in mind, this newly reconstituted committee has met a number of times over the fall and winter terms to develop strategies that would reflect and best fit with the needs of our membership and potential new membership in the Ryerson Community. To this end, we have invited consultations with Ryerson University Human Resources personnel responsible for Ryerson's Employment Equity Program and establishing the policy framework within which the University's employment equity program will be managed and implemented in compliance with the Federal Contractors Program (see: www.ryerson.ca/working/employees/policies).

As a result of these initial consultative meetings, we are now working towards developing some collaborative strategies to engage the RFA members more directly in identifying the equity needs relevant to them and their work here at Ryerson. We are also attending to the need to develop some specific outreach, recruitment, hiring, orientation, and welcoming processes for potential new RFA members. Moreover, while Ryerson University is required to focus on the four officially designated groups, i.e., visible minorities, women, Aboriginal women, and persons with disabilities, we are encouraging our membership to broaden our collective mandate to include other diverse groups, such as sexual minorities (lesbians, gays, bisexuals, transgendered, and two spirited people). Furthermore, we are encouraging members to consider how their various research endeavours can either be informed by equity issues and/or can help to inform the broader Ryerson community and beyond about equity.

We welcome any constructive input and/or direction from our members regarding equity issues that address any of the above, and/or suggestions for ways to engage RFA members in these issues, e.g., workshops, debates, research agendas, and/or other strategies that would further enhance our collective work on equity issues relevant to RFA and Ryerson University.

Members: Gerald Hunt, Isaac Woungang, Tammy Landau, Dan Mahoney



We would like to thank all contributors to this issue.

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RFA List Servs

If you are not receiving information sent out on rfa-announce and/or rfanet, please advise Agnes Paje, Administrative Assistant, RFA at ext. 4529 or by e-mail: rfa@ryerson.ca

We wish to keep you informed!

Thank you.

Report from Vice President. Internal — Mike Burke

One major part of my role as Vice-President Internal is to serve as Chair of the Representatives' Council, which meets monthly during the Fall and Winter semesters. At its meetings, the Council received regular reports from RFA President Dave Mason, and welcomed a series of guest speakers including Ian Sakinofsky, Chair of the Negotiating Committee, Bob Argue, Health and Safety Officer, Michelle Dionne, Chair of the Grievance Committee, the three Faculty Representatives on the Board of Governors (Bryan Evans, Maurice Mazerolle and Linda Lewis), Laura Lozanski, the Health and Safety Officer of the Canadian Association of University Teachers (CAUT), and Ryerson President Sheldon Levy.

This academic year, as in the past, the Reps' Council proved to be a lively forum for discussion of numerous issues. Much of that discussion concerned initiatives emerging from the recent comprehensive changes to the Union's bylaw or from our new collective agreement.

One bylaw change established the Reps' Council as the RFA's Health and Safety Committee. At the February meeting, Laura Lozanski presented a three-hour workshop to brief Reps on health and safety issues. Another bylaw change restructured the Political Action Committee as a sub-committee of Reps' Council. I'm pleased to report that the Political Action Committee is up and running, and working on an interesting series of issues for discussion at future meetings of the Reps' Council and General Membership.

As you know, our new Collective Agreement created Faculty Local Norms Committees to make improvements to Mode II teaching load. The Reps' Council regularly discussed this issue, usually in conjunction with Dave Mason's update on the status of the local norms process. There was a particularly vigorous discussion at the March meeting when President Levy was our guest. The Reps informed President Levy of the need for Mode II teaching load relief and spoke of their concerns that the Administration is taking unreasonable positions and not moving quickly enough in some Faculties. This exchange allowed President Levy to hear, directly from members, about the nature and extent of their teaching load frustrations and about their high expectations for a favourable outcome to the local norms process.

The discussion of this issue continued after President Levy left the meeting, with Reps' Council unanimously passing a motion reiterating that the purpose of the local norms process is to address Mode II teaching load and that any attempt by the administration to quantify SRC and service is in violation of the RFA's understanding of the Collective Agreement. The Reps' Council also passed a second motion, with overwhelming support, that confirmed the autonomy of the Local Norms Committees and opposed any attempt to impose a reporting template on the Committees.

I thank the Reps for their wonderful contributions to the Union and its members.

Goodbye 'Tilde'

You will not have to include the 'tilde' to get to the RFA website. Effective immediately, our new URL is www.ryerson.ca/rfa



RFA Dept/School Reps - 2005/2006

<i>Department</i>	<i>Name</i>	<i>Department</i>	<i>Name</i>
Aerospace Engineering	Seyed-Mohammad Hashemi	ITM	1. Franklyn Prescod
Architectural Science	1. June Komisar		2. Linying Dong
	2. Marco Polo	Interior Design	Adam Kolodziej
Professional Communication	Jean Mason	Journalism	Marsha Barber
Business Management	1. Tarun Dewan	Library	1. Jane Binksma
	2. Joe Trubic		2. Trina Grover
	3. Coleen Clark		
	4. VACANT	Mathematics	Bozena Todorow
Chemical Engineering	Ramdane Dhib	Mechanical Engineering	1. Alan Fung
Chemistry & Biology	John Marshall		2. VACANT
Civil Engineering	Jonathan Li	Midwifery	Rena Porteous
Computer Science	Mikhail Soutchanski	Nursing	1. Laurie Clune
Counselling	Sahri Woods-Baum		2. Diane Pirner
Criminal Justice	Alexandra Orlova	Nutrition	Fiona Yeudall
Disability Studies	Kathryn Church	Occupation & Public Health	VACANT
ECE	Theresa Steger	Philosophy	Glenn Parsons
Economics	Amy Peng	Physics	Carl Kumaradas
Electrical Engineering	1. Reza Sedaghat	Politics	1. Greg Inwood
	2. Vadim Geurkov		2. Tariq Amin-Khan
	3. Dimitrios Androutsos	Psychology	Stephen Want
English	Jonathan Rollins	RTA	Charles Zamaria
Fashion	Osmud Rahman	Social Work	VACANT
French/Spanish	Ilinca Nicolescu	Sociology	Carmen Schifellite
Geography	Larry Fullerton	Theatre (alternates)	Irene Pauzer
Graphic Communication	VACANT		Cynthia Ashperger
History	Joey Power	Urban & Reg. Planning	Lawrence Altrows
Hospitality & Tourism	Lynn Harrison		
Image Arts	1. Donald Dickinson		
	2. Lila Pine		

Our thanks to the RFA Volunteers

On behalf of the Ryerson Faculty Association, we would like to express appreciation to the following members who have been working on our behalf during the year 2005/06. Please note that when members are on the committees in their Ryerson Faculty Association Executive capacity, their names are shown in *italics*.

Elections Committee (University)

- Duncan MacLellan (Politics)

Faculty Course Evaluation

- Tarun Dewan (Business)
- *Michelle Dionne (Psychology)*
- *Donald McKay (ECE)*

Librarian Ranks Committee

- *Ian Sakinofsky (Business)*
- Brian Cameron
- Daniel Phelan

Merit Review Committee

- *Vanessa Magness (Business)*
- *Neil Thomlinson (Politics)*
- Marta Braun (Image Arts)

President's Advisory Committee on Sports & Recreation

- Michael Doucet

Ryerson Centre

- Brian Clarence (Occupational & Public Health)
(to December 2007)
- Duncan MacLellan (Politics)
(to December 2008)
- Janet Chappell (Nutrition)
(to December 2009)

Ryerson Pension Committee

- Bill Glassman (Psychology)
- *Neil Thomlinson (Politics)*

From our mail bag...

For the first time, there will be a mass exodus of members of the RFA Executive and Standing Committees, for a variety of reasons: Promotions, Sabbaticals, Research projects and just plain over-extended.

I have had the pleasure of working with all of them and appreciate their invaluable contribution to the work of Ryerson Faculty Association.

They leave with my respect, my thanks and my best wishes as they continue to pursue their dreams.

maureen sims

Executive Director

