



## The Newsletter of Ryerson Faculty Association

Fall 2007 Vol. 22, No. 1

### Message From the President

Faculty associations are funny things. Traditionally, universities were driven by their Senates in a collegial process and faculty associations were more like clubs, but across Canada over the past 40 years that collegiality has eroded, administrations have become more managerial and, in response, faculty associations have become unions. Guelph is the most recent example becoming certified last year; leaving no association east of Ontario un-ionized, and only UToronto and McMaster in Ontario. Ryerson has had a different trajectory, being one of the oldest un-ionized associations in the country, and in a sense belatedly strengthening the role and importance of Senate.

Having been so long unionized may have made us somewhat complacent about enforcing the Collective Agreement - but certainly no longer! Hiring an experienced labour professional has allowed us to significantly improve the consistency and fairness of our representation of our members, and has brought the RFA and the administration to a much more professional relationship. We have supported members in work refusals under the Occupational Health and Safety

Act, we have spent 10 times as much time in arbitration in the last 2 years as in the preceding 20 years, including several policy grievances as well as individual grievances. This is certainly costing money, but the effectiveness of the interactions, and the rights of our members have clearly benefited.

Chairs and Directors are part of the bargaining unit, but their mention throughout the Collective Agreement is very limited, and their duties are mostly by reference in MOU 4. Although a few Chairs/Directors see themselves primarily in a management role, most are extremely happy to be part of the bargaining unit (as they are at every other university) but sometimes feel caught in the middle. A clear example is in arbitrations where the university considers a Chair/Director as respondent and expects them to sit on the management side of the hearing, facing their RFA colleagues on the union side. There are other examples such as Health and Safety where they are the point person subject to significant liability, but arguably not adequately trained.

The RFA has long been aware of the challenges of our colleagues who take on the role of Chair or Director, but the issues have become clearer, and we have had more resources to address the issues, in the last year. In the spring, the Chair of Negotiations called together a panel of primarily Chairs and Directors to explore their needs.

Out of that has come a number of issues that either have resulted in policy grievances or identified issues that will be raised at bargaining next year. It also became clear that the RFA should create a more direct, regular and broad basis upon which to consult with our Chair/Director members. In early November, we will be having all the Chairs and Directors for a meeting to explore the idea further and, depending on how it turns out, we may look to formalize this in the Bylaw.

Finally, on a personal note, my partner is expecting our second child in late November! We are very happy, excited and curious how long before we'll get a full night's sleep again! For our first child I took a parental leave, and that was great - but then I was a regular member. As President, with full teaching



Dave Mason, President

buy-out, it is far less clear what parental leave would look like. Obviously, I want to be able to support my partner as much as possible, but I don't want the RFA to suffer either. Fortunately, much of the most intense time is through December when fewer RFA-issues arise, and the Executive has also been very supportive in finding a solution. Essentially, I will be on campus one day a week, and will work at home via email and phone the rest of the time, from the birth through early February. The Executive has been generous of their time in offering to take on some of my numerous committee obligations during that time.

We are also making some improvements to the annual Season Party, which you will be hearing about shortly. I hope to see you all there, and at the general meeting; regardless, I wish you the best of the season.

#### Contact Us:

RFA Web Site: [www.ryerson.ca/rfa](http://www.ryerson.ca/rfa)



87 Gerrard St. East  
Main Floor  
Room EPH-232



416-979-5186



416-979-5317



[rfa@ryerson.ca](mailto:rfa@ryerson.ca)

**Executive Members****Dave Mason**

President &amp; RFA Representative to the Senate

**Ian Baitz**

Vice President, Internal

**David Checkland**

Vice President, External

**Eric Harley**

Treasurer

**David Naranjit**

Secretary

**Sophie Quigley**

Chair, Grievance

**Ian Sakinofsky**

Chair, Negotiating

***Vacant***

Chair, Professional Affairs

**Doreen Fumia**

Chair, Equity Issues

**Gloria Roberts-Fiati**

Health &amp; Safety Officer

**Tarun Dewan**

Member At Large

**Vinita Srivastava**

Member At Large

**Important Dates**

RFA Season Party

Wednesday, December 5, 2007

6-11 p.m.

Hilton Toronto Hotel

\* \* \*

RFA General Meeting

Thursday, December 6, 2007

12-2 p.m.

POD-250 (The Commons)

\* \* \*

President's Appreciation Dinner

Wednesday, March 5, 2008

\* \* \*

RFA General Meeting

Wednesday, May 7, 2008

12-2 p.m.

\* \* \*

RFA Awards/Retirees'

Reception &amp; Dinner

Thursday, May 15, 2008

**PLEASE NOTE**

It is essential to RSVP to the RFA office for all events as indicated, with online registration at: [www.ryerson.ca/rfa](http://www.ryerson.ca/rfa)

RFA Awards - 2007



Cathy Matthews  
Career Achievement Award



Neil Thomlinson  
Distinguished Service Award

RFA Retirees' Dinner - 2007



### Report from the V.P. Internal - Ian Baitz

It is my pleasure to have the responsibility of chairing the meetings of the Representatives' Council which take place most months of the academic year. RFA Bylaw 1 (Article 11) provides every School and Department the opportunity to elect one or more representatives to the Reps' Council. The stated purpose of the Reps' Council is to "provide a forum for open discussion and exchange of ideas on matters of mutual concern, to provide advice and information to the Executive, to foster open communication between and among the Executive and Members, and to plan and co-ordinate efforts to mobilise Members ..." (Article 11.3).

Article 11.3 also provides the Reps' Council with a role in early discussion of collective bargaining issues (particularly important in this negotiating year), and gives the Council a role in Health and Safety and Political Action. The Reps' Council reports formally to RFA Members at the May annual meeting and there is regular dialogue between the Reps' Council and the RFA Executive.

Departmental/School Reps play a vital role in representing the concerns, wishes and bargaining priorities of Members in the Schools and Departments so that they may be acted upon by the Faculty Association. In many Schools and Departments, the Departmental Reps take a few minutes during regular faculty meetings for an update discussion on RFA-related issues. Other Reps use email for this type of communication.

The Reps' Council offers a unique opportunity to engage constructively with other faculty Members for the betterment of our professional working conditions. It is an opportunity to assume a leadership role within a School or Department by providing an important service to Departmental colleagues and the Faculty Association.

At present, most Ryerson Schools and Departments are represented on the Reps' Council, but a few are not. It should be noted that nothing in the RFA Bylaw prevents probationary (untenured) faculty from serving on the Council. If your Department or School is not fully represented, please consider serving a term on the Reps' Council or nominating someone from your Department.

### Report from the Chair, Grievance - Sophie Quigley

The last few months have been very busy and productive from a grievance point of view: we have been defending our members in cases involving wrongful discipline, tenure denial and tenure extension, as well as improper annual assessments and inclusion of improper material in PCFs (Performance and Conduct files). Some unresolved grievances have even proceeded to arbitration. Many of these cases are still ongoing, but we've nevertheless had some very tangible accomplishments.

In one of our ongoing arbitrations, concerning the grievance of a tenure extension, we received two very useful preliminary rulings: firstly, that tenure extensions can be grieved, and secondly, that for comparison purposes the RFA could have access to the tenure applications of successful tenure applicants in the same department. Both of these rulings were binding and precedent-setting, and as a result should help ensure the fairness of the tenure process within a department.

Two recent grievances were concerned with Ryerson having made illegal deductions from the paychecks of our members. As a result of our having pursued these 2 grievances aggressively, Ryerson gave the RFA a written promise not to make deductions from your paychecks without your approval or a court order.

We have also filed grievances concerning the treatment of our members who are Chairs and Directors. The RFA is very concerned about three issues in particular: the lack of transparency in the assignment of duties to Chairs, the assignment of health and safety responsibility and liability to Chairs of departments, and the loss of accumulated time towards sabbaticals as a result of taking on one of these positions.

### Report from the Chair, Grievance (cont'd)

As a result of a few problematic cases, we have been working with the Ryerson administration towards a clarification of the policies and processes related to hiring relatives within the same department: Ryerson allows the hiring of relatives as long as all the parties involved (the related individuals, Ryerson, and the RFA) can work out a satisfactory arrangement to deal with potential conflicts of interest. Ryerson has recently hired 2 people following this new process and we can report that this went very smoothly in both cases. The training sessions for DACs have also been updated to instruct DAC members on the process to follow when a job applicant is related to a member of their department.

Finally, we are currently investigating the recruitment, assignment and compensation associated with the teaching of graduate courses, as we are concerned that some practices in some schools and departments may be in breach of the Collective Agreement. You should be receiving a Questionnaire on this issue very soon. Please take a few minutes to reply, as your answers will help give us a good picture of how graduate course loading is handled at Ryerson, which will help us defend you better when you are not treated fairly.

As always, please remember that the role of the Grievance Committee is not only to help you solve problems in your dealings with the university, but also to help you prevent these problems, if possible. So please feel free to contact us if you have any questions concerning our Collective Agreement or specific questions about your own workplace situation.

### Report from the Chair, Services - Linda Cooper

The Services Committee is looking forward to a full year of events that continue to celebrate special occasions, acknowledge the volunteer work of its members, and honour its retirees and award winners. Our Season Opener was held at the Student Centre and provided members with a wonderful opportunity to meet new colleagues and 'catch up' with old friends. Our "Season Party" will be held at the Toronto Hilton Hotel (University and Richmond Streets) again, with a Winter Wonderland theme.

This year, spouses/partners of all RFA members are invited to attend free of charge. We will be offering non-alcoholic punch during registration, beginning at 6 p.m. There will be no drink tickets distributed this year to accommodate our expected additional guests. The GTA Swing Band will provide wonderful music during our registration and dinner – put your dancing shoes on!

Our electronic RSVP system continues to facilitate registration for each of our events and provides us with an accurate record of registrants. It has simplified the paperwork significantly and assists us greatly with registration at such large events as the "Season Party". **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 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!

Committee members: *Lucina Fraser, Rachel Jiang, Franklyn Prescod, Anne-Marie Singh*

## Report from the Chair, Equity Issues - Doreen Fumia

It has been a busy year, including the summer months, for the EIC. We have been working in coalition with a number of organizations across campus to build a Culture of Antiracism and Equity at Ryerson. To this end, we continue to work with Positive Space, Student Groups and in the Community outside Ryerson. Our work includes:

- **Establishing an Anti-Racism Coalition.** We have worked with Faculty, Staff, Students to form an Anti-Racism Coalition. (Some of the work done was reported in the last RFA newsletter). This group has been meeting since the fall term 2006. We have just finished developing the **Ryerson Anti-Racism Coalition (ARC) Recommendations on the Terms of Reference for the Task Force on Access, Equity and Anti-Racism at Ryerson University.**

We presented this document to President Sheldon Levy and Provost Alan Shepard in September 2007. Both the President and Provost expressed their support for the Task Force and they appointed Rona Abramovich, Advisor on Outreach and Access, to represent them in the process of establishing the Task Force. When the Task Force is struck, we will communicate to the RFA membership its composition and mandate.

There are three working committees that have also been established through the ARC.

1. The Global Speakers Series
2. The Education Committee
3. The Communications Committee

You will be hearing more from these committees as they develop forums, workshops and a speakers series.

- **Positive Space.** Darrell Bowden and Ann Whiteside consulted with the Chair of the EIC and other groups on campus in the process of developing new documents to better serve the Ryerson community. You can contact the Office of the Discrimination and Harassment Prevention for more details.
- **Outreach:** The Chair of the EIC continues to meet with members from outside Ryerson to develop possible partnerships between Ryerson and the wider community. One possible partnership that we are exploring is between Ryerson and the Triangle Program. Triangle is a secondary school program that is part of the Toronto District School Board and provides a safe learning environment for queer youth (lesbian, gay, bisexual, transgender, two-spirited and queer identified students) at risk in their home schools.

The EIC is working on new equity initiatives for 2007-08. I will report more on this in the next newsletter. We have a long-term goal to address all areas of equity at Ryerson as we continue to work with others on campus to build a culture of Anti-Racism and Equity, one step at a time. If you have suggestions for areas of equity you would like the EIC to consider, please forward them to me ([dfumia@ryerson.ca](mailto:dfumia@ryerson.ca))

I want to remind everyone that this is a year in which we are preparing to negotiate the RFA contract and you need to make sure your issues are heard. Please visit the RFA WIKI website and voice your thoughts so the negotiating team is aware of any and all equity concerns you may have. Or, email me with your concerns and I will pass them along.

Committee members: *Tariq Amin-Khan, Corinne Hart, Galena Okouneva, Aparna Sundar*

### THANK YOU

We would like to thank all contributors to this issue

Editor: Maureen Sims ■ Assistant Editor: David Naranjit ■ Produced by: Agnes Paje and Maureen Sims

## New Faculty Members - We extend a warm RFA welcome to our new colleagues:

### Faculty of Communication and Design

Blake Fitzpatrick - Image Arts

Gerda Johanna Cammaer - Image Arts

Robert Appleton - Image Arts

April Lindgren - Journalism

Janice Neil - Journalism

### Faculty of Business

Fredrick Crane - Marketing

Jane Saber - Marketing

Neil Rothenberg - HR & Organ. Behaviour

Robin Church - HR & Organ. Behaviour

Allen Goss - Finance

Stewart Melanson - Mgmt, ENT & Strategy

Anthony Francescucci - Marketing

Fernando Pardo - Marketing

Sonya Graci - Hospitality & Tourism

Candace Grant - ITM

Farid Shirazi - ITM

Kathleen Greenaway- ITM

Norman Shaw - Retail

Kelly Dermody - Library

### Faculty of Community Services

Judy K. Finlay - Child and Youth Care

Kiaras Gharabaghi - Child and Youth Care

Kathryn Underwood - ECE

Marni Binder - ECE

Jasna Schwind - Nursing

Mandana Vahabi - Nursing

Jennifer Poole - Social Work

### Faculty of Engineering

Puren Ouyang - Aerospace

Albert Smith - Architectural Science

Daniel Foucher - Chemistry & Biology

Martina Hausner - Chemistry & Biology

Ahmed Shaker - Civil

Anwar Hossain - Civil

Jinyuan Liu - Civil

Victor Yang - Electrical

Habiba Bougherara - Mechanical

Catherine Beauchemin - Physics

Jahan Tavakkoli - Physics

Marina Milner-Bolotin - Physics

### Faculty of Arts

Jane Sprott - Criminal Justice

Peter Kiatipis - Criminal Justice

Claustre Bajona - Economics

Kinga Anna Zawada - French/Spanish

Stephanie Berard - French/Spanish

Stephanie Walsh - French/Spanish

Abednego Aryee - Geography

Angela Blake - History

Jenny Carson - History

Olivier Courteaux - History

Robert Teigrob - History

Ross Fair - History

Glen Hoffman - Philosophy

Paul Raymond - Philosophy

Anna Nagy - Psychology

Julia Spaniol - Psychology

Leslie Atkinson - Psychology

Stacey Hart - Psychology

Tsasha Awong - Psychology

Trevor Hart - Psychology

Henry Warwick - RTA

Marusya Bociurkiw - RTA

Steven Ehrlick - RTA

Amina Jamal - Sociology

Andrea Noack - Sociology

## New Executives

### ***Ian Baitz - VP Internal***

Ian Baitz joined Ryerson in 2001. He is an Assistant Professor in the School of Graphic Communications Management.

Ian served as Department Representative on the RFA Reps' Council from 2003-2005. As part of his duties as VP Internal, Ian will chair the Reps' Council as well as the RFA Elections Committee.

### ***Sophie Quigley - Chair, Grievance***

Sophie Quigley joined Ryerson in 1989. She is a Professor in the Department of Computer Science, specializing in human-computer interaction.

Prior to her current tenure as RFA grievance officer, Sophie served on various university committees including the Board of Governors and Academic Council.

### ***Vinita Srivastava - Member At Large***

Vinita Srivastava is an Assistant Professor in the School of Journalism and is the newest member of the RFA Executive.



## RFA Scholarships

The Ryerson Faculty Association awards yearly scholarships to acknowledge the efforts of students who demonstrate a commitment to social justice and/or labour relations both on and off campus, while maintaining consistent academic proficiency.

There are three (3) general awards:

- 2 awards valued at \$2,500 each - These are available to full-time students in full-time degree programs
- 1 award valued at \$1,500 - This is available to part-time students in part-time degree programs

The following is the criteria for eligibility:

- Registered in full or part-time degree program
- Must have a minimum 3.00 cumulative grade point average
- Must have clear academic standing
- Must have completed at least 50% of the curriculum
- Submission of a one page letter outlining current commitment to social justice and/or labour relations

A résumé which demonstrates this commitment.

\* \* \* \*

There is one (1) award valued at \$2,500 to assist Aboriginal students with their educational expenses. The scholarship is awarded in the fall semester to one aboriginal student who meets the following qualifications:

- Must have a good academic record
- May be a new student entering Ryerson or a current undergraduate or graduate student
- Submission of a two page essay by the student which indicates past involvement in the Aboriginal community and any future plans in this area
- Evidence of a strong connection to linking the student's studies to Aboriginal communities
- An indication of what the student will do with their education to contribute to the well-being of Aboriginal peoples
- The qualities of demonstrated leadership, creativity, and pride as well as role modeling will be considerations in any decision

A statement of need may be appended to the application and may also be relevant in any consideration of the award.

<http://www.ryerson.ca/financialaid/>

Deadlines are posted annually.

### ***Our new look...***

The producers wish to acknowledge yet again the assistance of Bill Reynolds, Journalism, former Member-at-Large on the RFA Executive Committee. Bill came up with the new name for our newsletter and changes to the layout of page one. We are pleased with our new look and we hope you are too. As always, we welcome your comments.

## RFA Representatives' Council 2007 - 2008

<u>Dept/School</u>	<u>Name</u>	<u>Dept/School</u>	<u>Name</u>
Accounting	<i>Vacant</i>	Interior Design	<i>Vacant</i>
Aerospace Eng.	<i>Vacant</i>	Journalism	Marsha Barber
Architectural Science	June Komisar	Law	<i>Vacant</i>
	Miljana Horvat	Library	Jane Schmidt
Chemical Eng.	Mehrab Mehrvar		Cecile Farnum
Chemistry & Bio.	John Marshall	Mgmt, ENT & Strat.	<i>Vacant</i>
Child & Youth Care	<i>Vacant</i>	Marketing	Anthony Francescucci
Civil Engineering	Bhagwant Persaud	Mathematics	Bozena Todorow
Computer Science	<i>Vacant</i>	Mech. Eng.	Patrick Neumann
Counselling	Sahri Woods-Baum		Habiba Bougherara
Criminal Justice	Anne-Marie Singh	Midwifery	<i>Vacant</i>
Disability Studies	Kathryn Church	Nursing	Diane Pirner
ECE	Aurelia Di Santo		<i>Vacant</i>
	Patricia Corson		<i>Vacant</i>
Economics	Liala Tajibaeva	Nutrition	Rena Mendelson
Electrical Engineering	Reza Sedaghat	Occ. & Pub. Health	<i>Vacant</i>
	Lev Kirischian	Philosophy	Kym Maclaren
	Vadim Geurkov	Physics	Yuan Xu
English	Jennifer Burwell	Politics	Tariq Amin-Khan
	<i>Vacant</i>		Mitu Sengupta
Fashion	Osmud Rahman	Prof. Communication	Gregory Levey
Finance	Coleen Clark	Psychology	<i>Vacant</i>
French/Spanish	Marco Fiola		<i>Vacant</i>
Geography	Larry Fullerton	Retail	<i>Vacant</i>
Graphic Comm.	Art Seto	RTA	Charles Zamaria
History	Jenny Carson	Social Work	<i>Vacant</i>
Hospitality & Tourism	Richard Wade		<i>Vacant</i>
Human Resources	Robin Church	Sociology	Alan Sears
Image Arts	Alexandra Bal		<i>Vacant</i>
	Blake Fitzpatrick	Theatre	<i>Vacant</i>
ITM	Linying Dong	Urban & Reg. Plan.	<i>Vacant</i>
	Aziz Guergachi		