

The Newsletter of Ryerson Faculty Association

Fall 2011 Vol. 26, No. 1

Message From the President

Dear Colleagues,

I would like to take this opportunity to welcome all new members to the RFA, to congratulate all members who received tenure and all who were promoted.

I would like to thank Professors Doreen Fumia and Tariq Amin-Khan for their contributions to the Executive and the RFA. Both are taking well deserved sabbaticals. In their place we welcome Professor Jason Lisi, the RFA's Vice President Internal, Professor Fernando Pardo, the RFA's Health and Safety Officer, and Professor Jennifer Clarke is now the Chair of the Equity committee.

Professor Doreen Fumia was elected as the first Co-Chair of the Equity and Diversity Council of the Canadian Association of University Teachers. Congratulations Doreen. We know you will do a fabulous job at CAUT.

Since early Spring, the RFA has been in negotiations with the Ryerson administration. Please see Professor Danziger's report for more details on negotiations.

It is with immense sadness that I inform you of the

passing of our Executive Director, Member Services, Maureen Sims on October 24, 2011. Maureen suffered a stroke in June of this year and was in hospital till the day of her passing. Maureen was an integral and an invaluable part of the RFA for over a decade.

With a very heavy heart I attended the funeral service for Maureen on Saturday October 29, 2011 at St. Margarets in the Pines Church in Scarborough.

On behalf of the entire RFA membership I have expressed our condolences to the Sims family. Maureen will be greatly missed by all in the RFA.

In this column I would like to flag three important issues: the increased use of "cloud computing"; copyright and access issues; and equity and diversity.

The RFA is of the view that our members retain custody and control over all their emails and their other documents. Retaining custody and control in an environment where "cloud computing" is increasingly being used poses some serious challenges to our members.



Anver Saloojee, President

The Ryerson administration is currently exploring ways of contracting out of email, contact list management, schedules, shared documents, and more. The RFA has representation on the Committee that is putting together a Request For Proposals and while it's not clear the administration will go with an outside service provider, there is every likelihood that an outside service provider for these services will eventually be chosen.

In that eventuality, the RFA advocates it be a Canadian service provider. However, if the service provider is a US based service provider we are concerned about privacy and about the impact of the Patriot Act on the email correspondence and research documents of

Cont'd on Page 3 ...

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In Memoriam

Important Dates**RFA General Meeting**

December 5, 2011
ILC, International Room

* * *

RFA Season/Holiday Party

December 5, 2011
Oakham House

* * *

**President's Appreciation
Cocktail Reception**

April 11, 2012
Courtyard Marriott

* * *

RFA General meeting

May 10, 2012
ILC, International Room

Maureen Sims

Maureen Sims passed away on October 24, 2011. Maureen was the Executive Director, Member Services for the RFA from July 2001 till the day of her passing.

In her capacity as Executive Director Maureen served the RFA very well and was an ardent supporter of all RFA members. Under Maureen's direction our services to our membership improved. Maureen instituted a series of measures which significantly improved the efficiency and effectiveness of our office.

A funeral service for Maureen was held on Saturday October 29, 2011 at the St. Margarets in the Pines Church in Scarborough.

Maureen Sims will be greatly missed by all RFA members.

Stalin Bector

Dr. Stalin Bector, former Dean of Engineering, Architecture and Science (FEAS), passed away on September 4, 2011. Dr. Bector joined Ryerson in 1971, serving as Chair of the Electrical Engineering Department for two terms and then as Associated Dean of FEAS. In 2002, he was appointed Dean of FEAS and served in this capacity until his retirement in 2009.

A tribute for Dr. Bector was held on September 22, 2011 at the George Vari Engineering and Computing Centre. His funeral service and burial were held at Mount Pleasant Cemetery, Toronto, on Saturday, September 10, 2011.

Promotion to Tenure

- | | |
|--|--|
| ◆ Catherine Beauchemin
<i>Physics</i> | ◆ Andrew Millward
<i>Geography</i> |
| ◆ Colleen Carney
<i>Psychology</i> | ◆ Corrine Ong
<i>Occupational and Public Health</i> |
| ◆ Benjamin Dyson
<i>Psychology</i> | ◆ Cory Searcy
<i>Mechanical Engineering</i> |
| ◆ Catherine Ellis
<i>History</i> | ◆ Art Seto
<i>GCM</i> |
| ◆ Ruth Frolic
<i>Counselling</i> | ◆ Anne-Marie Singh
<i>Criminal Justice</i> |
| ◆ Allen Goss
<i>Finance</i> | ◆ Kimberley Wahl
<i>Fashion</i> |
| ◆ Graham McCarthy
<i>Library</i> | |



From the President....

our members. The potential move to cloud computing raises concerns the RFA has with respect to a range of issues including but not limited to, the location of data, the disclosure of data to third parties; issues of jurisdiction, and legal and geographic jurisdiction in which disputes are to be settled, and the timeframe within which any dispute can be dealt with.

In a recent paper that undertakes a detailed survey and analysis of the Terms and Conditions offered by cloud computing providers, Simon Bradshaw, Christopher Millard, and Ian Walden¹ argue that “Cloud computing offers an attractive solution to customers keen to acquire computing infrastructure without large up-front investment, particularly in cases where their demand may be variable and unpredictable. But the greater flexibility of a Cloud computing service as compared with a traditional outsourcing contract is balanced by less certainty for the customer in terms of the location of data placed into the cloud and the legal foundations of any contract with the provider”. The majority of the terms and conditions they surveyed included “... terms that assert that the contract is covered by the laws of a specific jurisdiction. This is typically the jurisdiction in which the provider has its principal place of business ...”

Thus, any claims we at Ryerson might have with respect to a US service provider would run into the jurisdiction challenge and that would put us in the courts, in specific cities and in specific states in the US. With respect to jurisdiction Simon Bradshaw, Christopher Millard, and Ian Walden conclude, “The position with choice of forum for settling disputes between the provider and customer is very similar to that with choice of law. Not surprisingly (as it would be of questionable wisdom for a provider to seek to do otherwise), providers generally specify a jurisdiction compatible with the specified legal system. In many cases, especially where the law of a particular US state is asserted, the provider will include a term stating that claims against it must be brought in the courts of a particular city within that state”.

The Wall Street Journal recently reported that Google and Sonic (an internet service provider), gave the US State Department, without a search warrant, the IP address and two years' worth of email contacts for WikiLeaks volunteer, Jacob Appelbaum. Google reports that for the last six months of 2010, it received 4,601 requests for personal data from the US government and the company complied with 94% of those requests.

While the Personal Information Protection and Electronic Documents Act of 2004 protects the online privacy of Canadians, there are signs that the Federal Government is interested in introducing what Public Safety Minister, Vic Toews, calls “lawful access legislation”. This, in turn, would necessitate service providers to install technology to make it easier for the government to collect personal data in the name of public safety and security.

Certainly the computing centre at Ryerson and the committee tasked with looking into service providers are cognizant of these pitfalls, which is why they held a day-long symposium on outsourcing internet services and issues of privacy.

As we go forward with a request for proposals, we are conscious that custody and control issues are not in our Collective Agreement. Nonetheless, we reiterate that custody and control of a member's emails, documents data and other correspondence rests with the member, and is an essential “underpinning” of academic freedom. Ryerson University, as it contracts with a service provider committee, has to ensure that all these rights, including intellectual property rights, confidentiality of communication, confidentiality of data and end user data, must be respected, and further that these will remain the exclusive property of the our members. Ryerson University has to resist any attempts to hand over the emails of our members to third parties without the consent of the member and the RFA.

¹ Bradshaw, S., Christopher Millard, and Ian Walden, (2011), Contracts for clouds: comparison and analysis of the Terms and Conditions of cloud computing services, International Journal of Law and Information Technology Vol. 19 No. 3 © Oxford University Press 2011.



From the President....

The second major issue I would like to address is the issue of copyright. Canada's Copyright Act protects both creators/owners and users of copyrighted materials. Copyright is a limited set of rights, and does not grant of absolute control over a work. Thus limited reproduction without permission or payment is permitted. Currently it is estimated that the Canadian university and college community spends more than one billion dollars a year on copyright material. Ryerson is committed to a policy of fair dealing, which attempts to balance the rights of the creators/owners on one side and the users on the other. The agreement that provided advance permission to Canadian universities for copying of copyrighted materials for personal research or print course packs expired December 31, 2010.

Access Copyright applied to the Copyright Board of Canada for approval of a massive increase in fees, paid by each university and college. To enforce payment, Access Copyright requested the right to review institutional records and conduct surveillance of the copying activities of faculty, librarians and students. Access Copyright has also utilized the revenues it derives from the academic community to lobby politicians to implement more restrictive copyright law, restrictions that hinder education and research. Given this, and the fact that the Access Copyright model has been rendered obsolete, many institutions are ending their relationship with it.

On December 23, the Copyright Board of Canada issued an interim decision along with an interim post-secondary educational institution tariff, as an option for universities whose agreements were set to expire. In the short term, Ryerson, along with a number of other Canadian universities, has elected to operate under the interim tariff until a smooth transition to new practices can be ensured. All parties agree that there is currently a significant shift at Canadian universities and colleges regarding the manner in which educational and research materials are disseminated.

Until very recently copying was done under a license from Access Copyright, an organization representing some authors and publishers. Now, a variety of new distribution mechanisms are available including open access publications, site licenses, a revitalized doctrine of fair dealing, and the ability to simply link to articles on the Internet. As these new approaches get underway RFA members who utilize these methods need to be aware of a number of things. This is particularly the case as we increasingly utilize course packs and place materials on Blackboard.

Ryerson is committed to a policy of fair dealing and its policy states "The fair dealing policy does not permit making copies for sale to students in course packs, making copies of required readings for library reserve, or posting copies on course management systems, e.g., Blackboard, or on course websites, except for a copy in electronic form posted on a course management system by a staff member of a university library or other administrative unit, and not by a faculty member who is a course instructor, for the purpose of electronic library reserve, provided that the posting complies with the safeguards in paragraph 17 of the policy". The *Copyright Act* does not define fair dealing, it only lists allowable purposes such as for (i) research or private study; (ii) criticism or review; and (iii) news reporting.

As CAUT notes, "in the absence of an explicit statutory definition, Parliament of Canada has assigned individual Canadians the task of determining if the reproduction of a work without permission or payment is fair. The Supreme Court of Canada has provided guidance on assessing whether or not particular instances of copying constitute fair dealing. In *CCH Canadian Limited v. Law Society of Upper Canada*² the Court established six fair dealing criteria. It is essential that members of the RFA understand and be able to apply these criteria²:

1. **Purpose:** the Copyright Act explicitly condones fair dealing for the broadly defined purposes of research, private study, criticism, review and news reporting.

² For greater explication of these criteria see: CAUT Guidelines for the Use of Copyrighted Material, http://www.caut.ca/search.asp?search_post=1&start=0&q=Copyright+guidelines April, 2011.



From the President....

2. **Character** (number and distribution of copies) – The creation of a single copy or of limited copies for a defined audience is more likely to be fair.
3. **Amount** (portion of the work copied) – Copying an insubstantial amount of a work is always permissible under the *Copyright Act*.
4. **Alternatives** – Copying is more likely to be fair if it is reasonably necessary to achieve a particular purpose and there are no practical alternatives to using the particular work.
5. **The Nature of the Work** (amenability to fair dealing) – An academic article published to disseminate ideas, often with no motive of direct financial gain – may favour a fair dealing analysis of its use.
6. **The Effect of the Dealing on the Work** – If copying a work is likely to compete with the market for the original work, this may suggest that the dealing is not fair.

I urge all members to familiarize themselves with both CAUT's guidelines on fair dealing and Ryerson University's guidelines³ and where you are unsure speak with our incredibly knowledgeable colleagues in the library. Both are fairly consistent with each other and both provide guidelines on the amount of copying that can be done, the posting of material on Blackboard and the use of internet links.

The third issue I would like to raise is equity and diversity. Over the past few weeks the administration and the RFA have been engaged in training new DAC members on hiring of new members. The hiring decision is likely the most important decision a DAC will make. The RFA in its opening remarks to DAC members made reference to the importance of transparency and consultation – the DAC should consult all RFA members of the Department about the hiring, the areas of expertise being sought, the job advertisement etc. In addition members of the Department should be encouraged to attend public lectures given by short listed candidates and to provide their feedback. The RFA identified the importance of confidentiality – the DAC should be bound by the guidelines of confidentiality outlined in the confidentiality statement each member of the DAC signs. We also spoke of DACs being sensitive to diversity and equity and of attempting to attract as wide and as diverse a pool of potential candidates as possible. The RFA is committed to ensuring that its membership base reflects the diversity of our city and this means that DAC members need to look seriously at how to expand their pool of candidates.

After one such session a member of the RFA approached me and said that our commitment to diversity and equity should extend to creating an inclusive teaching and learning environment and further that it is time we all committed ourselves to creating state of the art classrooms that are fully accessible.

At Ryerson we are expanding and building new classrooms all the time. It is time for us to be leaders in the province and the country in putting together a multi-disciplinary team from Engineering, Community Services, FCAD, Arts and Business, that can bring its expertise to a project to design and build a high profile state-of-the-art, fully accessible classroom for Disability Studies that reflects best practices of Universal Design and cutting edge technology.

Who better than Ryerson University, widely regarded as a city builder in terms of technical innovation and social/community relevance, can do this. With a new Health Sciences building on the horizon the time is now. Such a classroom will enhance our profile, demonstrate our commitment to equity, inclusivity and accessibility, and it would be a tangible expression of how we proactively implement the Accessibility for Ontarians with Disabilities Act.

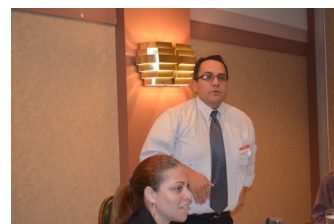
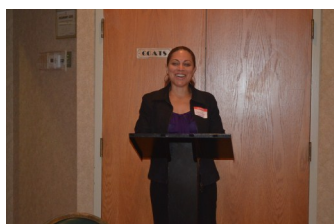
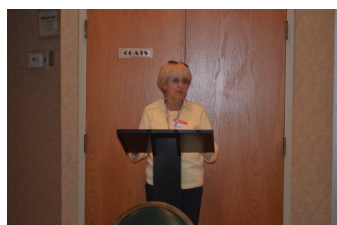
³ Ryerson University Fair Dealing Policy



Season Opener - September 2011, ILC



Orientation Forum For New Faculty Members - September 2011, ILC



From the President....

The number of students with disabilities in our classrooms is steadily increasing, and as faculty members in the classroom we all recognise the issues of teaching in classrooms that were designed without students and faculty with disabilities in mind.

We now have a window of opportunity to invest in building such classrooms. The key elements of such a classroom would apply to students with disabilities, faculty and instructors with disabilities (including those with mental health histories), and guests with disabilities who also regularly use (or might increasingly use) the campus for conferences, events, and cultural performance events. The elements include the following:

1. A safe space for Wheeltrans drop-off; a safe place for students in wheelchairs who are waiting for transit; (close sub-way access to an accessible stop would be an absolute boon!!);
2. Ground floor access to classrooms (reliable elevators; escape routes in case of fire -- current policy suggests people call Security and go to the nearest stairwell to wait help!)
3. Classroom space that takes into account the situation of students who use mobility devices (wheelchairs, scooters and other); flexibly adapted desks;
4. Classroom space that anticipates the presence of ASL interpreters (2-3 person teams for each deaf student) and improves their working conditions; likewise for the presence of personal support workers, working dogs and other aides;
5. Classroom space that anticipates the presence of note-takers and their computers, for people who are deaf but do not use ASL;
6. Adequate and flexible lighting and equipment for people who have visual impairments/low vision; high contrast in the ways that walls are painted to give good contrast;
7. Smart acoustics and other technological aides for people who have mild to severe hearing loss;
8. Installation of new technologies (connection to the EDGE lab and other DMZ projects, for example) to give us cutting edge digital access;
9. Use of cutting edge materials throughout (texture as information; braille for signage, etc.)

There are experts in key fields at our university who will gladly lend their expertise in planning, developing and building such cutting edge classrooms that would position our university as a leader in the field.

I would like to take this opportunity to thank all members of the Executive and all members of RFA Committees for their hard work on our behalf. I would also like to acknowledge the work of all members of the Bargaining Committee, who gave generously of their time and effort over the summer, for all their hard work on our behalf. The RFA is only as strong as its membership and as strong as its volunteers.

The RFA staff has been simply remarkable. Many of you interact with both Agnes Paje who runs our office smoothly and André Foucault our Executive Director of Labour Relations. I have only heard positive comments from you about the work of both André and Agnes. So on behalf of all the members of the RFA, I want to thank both Agnes and André for their dedication to the RFA.

My work as your President is made immeasurably easier by the collective effort of the members of the Executive, RFA Committee members and Agnes and Andre. So I thank you all.

In conclusion I urge all RFA members to contact me, or to contact any member of your Executive, to raise any issues of concern you may have. We are here to assist you in any way we can.

Anver Saloojee
President

Report from the Chair, Services - Wayne Forsythe

The latest edition of the Services Committee commenced its duties in May 2011. We hope to organize events that are relaxing and enjoyable. Your feedback is welcome throughout the year.

Our first event was the Season Opener on Tuesday September 13, which was held at the International Living and Learning Centre (ILC). The committee would like to thank the ~150 members who attended and we were very pleased with the positive responses to this event.

We have scheduled "Drop-In" events throughout the Fall 2011 and Winter 2012 semesters. Drop-In's are informal mix/mingle occasions where members can enjoy light snacks and refreshments. The four remaining dates (mark your calendars) are:

Thursday Nov. 10 (4:30-7:30pm), Wednesday Jan. 18 (11:30am-1:30pm), Thursday Mar. 1 (4:30-7:30pm), and Tuesday Apr. 10 (4:30-7:30pm). All events take place at the ILC. Email reminders will be sent out before each event.

The Season/Holiday Party will be held on Monday December 5, 2011 from 5-10pm at the Student Campus Centre, so please mark your calendar and RSVP once we get this setup on the RFA website (an email notice will be sent out). We hope to see increased attendance this year. The themed food stations will continue, although we may change some of the options.

A new event (based on member feedback) will be scheduled for February or March 2012. We are working on the details.

I would like to encourage other faculty members, especially new members, to consider serving on this committee.

Committee Members: *Yi Feng, Kunquan Lan, Anne-Marie Singh, Stephen Swales*

The RFA Executive for 2011/12 is composed of the following members:

President	Anver Saloojee
Vice President Internal	Jason Lisi
Vice President External	Joanne DiNova
Treasurer	Bozena Todorow
Secretary	David Naranjit
Chair, Grievance	Sophie Quigley
Chair, Negotiating	Peter Danziger
Chair, Professional Affairs	Kileen Tucker Scott
Chair, Equity Issues	Jennifer Clarke
Health & Safety Officer	Fernando Pardo
Members At Large (2)	Franklyn Prescod
	Anthony Francescucci

Report from the Chair, Grievance - Sophie Quigley

Dear colleagues,

During a recent discussion on RFAnet, the RFA received questions concerning typical grievance outcomes and I promised that I would provide some statistics in this direction in this report. I am now entering my 3rd term as the RFA Chair of the Grievance Committee, so I have 4 years of information to share with you, which I find interesting and which I hope you will find equally interesting.

The grievance information, for which I have statistics, includes matters for which formal grievances were filed. During that period, many other problems were resolved informally, but I do not keep statistics on these. I am separating this information into 2 tables: one for group and policy grievances and the other for individual grievances. Since the terms of my office start and end in May, the time periods described are years starting in May. The 2007 information describes the grievances that were active when I took office in May 2007. Because grievances are sometimes referred to arbitration but settled before hearings start, the arbitration column refers only to grievances which had at least one day of hearings. Finally, the last two columns describe the eventual outcomes. Grievances which are still unresolved are left blank.

The first table describes the policy and group grievances that have been processed during the first 4 years of my term of office.

Date (May)	#	Topics	Filed	Arb	Outcome	Date
2007	2	Calculation of pensions	May 01	Y	Settled	Apr 10
		OHIP payments	?		Withdrawn	Nov 08
07-08	8	Chairs health& safety duties	May 07		Settled	Nov 08
		Chairs sabbaticals	May 07	Y	Settled	Feb 08
		Chairs letters of appointment	May 07		Settled	Feb 08
		Dean conduct	?	Y	Settled	Feb 09
		Graduate studies	Jun 07		Withdrawn	Jan 09
		ARTS local norms	Oct 07		Withdrawn	Nov 08
		Counsellors RFA jurisdiction	Mar 08		Settled	Jul 09
		Improper hiring of LTFs	Mar 08	Y	Settled	Jun 11
08-09	5	ARTS local norms	Oct 08		Withdrawn	Nov 08
		Half sabbatical loading	Apr 09		Settled	Apr 11
		Loss of technical support	Apr 09		Settled	May 10
		Replacement of faculty by sessionals	May 09	Y	Settled	Apr 09
		Ongoing use of sessionals	May 09		Settled	Apr 09
09-10	6	Releases and overloads	Sep 09			
		Faculty course surveys	Sep 09			
		FCAD merit	Oct 09		Settled	Jun 10
		Group insurance coverage	Oct 09		Withdrawn	Oct 10
		Teaching loads (2)	Nov 09		Settled	Dec 09
10-11	1	FCAD promotions	Jun 10			

The second table describes the individual grievances that have been processed during the first 4 years of my term of office.



Report from the Chair, Grievance....

Date	#	Topics	Filed	Arb	Outcome	Date
2007	3	Tenure denial	2005?	Y	Lost	Jan 08
		Probation extension	May 06	Y	Settled	Nov 08
		Discipline	2007	Y	Settled	May 07
07-08	10	Unauthorised deductions	Sep 07		Settled	Sep 07
		PCF enclosure	Oct 07		Settled	Nov 07
		Chair appointment	Nov 07	Y	Settled	Oct 08
		CDI	Nov 07		Withdrawn	Mar 08
		Work refusal for health and safety	Dec 07	Y	Settled	Jan 09
		Medical extension	Jan 08		Settled	Jun 08
		Tenure denial	Jan 08		Settled	Jun 08
		PCF enclosure	Jan 08		Settled	Jun 08
		Discipline	Jan 08		Settled	Jun 08
		Apprehension of bias	Apr 08		Settled	Sep 08
08-09	9	Discrimination	Jun 08		Withdrawn	Jan 09
		Probation extension	Jun 08		Settled	Feb 09
		Improper chair search	Jul 08		Settled	Oct 08
		Improper hire	Jul 08			
		Apprehension of bias	Nov 08		Settled	Jan 09
		Compensation	Nov 08		Settled	Jul 09
		Unpaid CDI	Feb 09		Settled	Apr 09
		Apprehension of bias	Feb 09		Settled	Jun 09
		Annual report	Feb 09		Settled	Jul 09
09-10	11	Breach of settlement	May 09			
		Probation extension	Jun 09		Settled	Jul 09
		Post-admin leave	Jun 09		Settled	Jul 09
		Return to work from LTD	Oct 09			
		Insurance coverage	Oct 09		Settled	Oct 10
		Probation extension	Nov 09		Settled	Mar 10
		Intermediate tenure review	Dec 09		Settled	May 10
		Tenure denial	Dec 09		Settled	Jun 11
		CDAL denial	Jan 10		Settled	Jun 10
		Tenure denial	Feb 10		Settled	Feb 11
		Probation Extension	Apr 10		Settled	Aug 10
10-11	8	Tenure denial	Jul 10	Y		
		Tenure denial	Jul 10	Y	Settled	Dec 10
		Annual assessment	Jul 10			
		Unaddressed complaint	Sep 10			
		Tenure denial	Nov 10	Y	Settled	Apr 11
		Tenure denial	Mar 11	Y		
		Promotion denial	Mar 11		Withdrawn	
		Employment termination	Apr 11			



Report from the Chair, Grievance....

As always, I'd like to remind you 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.

Committee Members: *Susanna Edwards, Jesmen Mendoza, Kym Maclaren, Cathy Ning*

Report from the Chair, Negotiating - Peter Danziger

Our Collective Agreement expired on June 30, 2011. In anticipation of this, we began to negotiate with the administration early in March 2011, and we have met over 50 times since then. These meetings, both with the Administration and amongst ourselves, often span full days. As I write this, we are just concluding a weekend of meetings. The preceding does not include time spent drafting and redrafting responses. I would like to thank the members of the negotiating committee for their continued effort and hard work.

Over the last six months we have narrowed the areas of disagreement significantly, and at this point we have reached tentative agreements in many areas, including Article 4 (Hiring, Tenure and Promotion), Article 6 (Sabbaticals), Article 25 (Intellectual Property) and Article 26 (Chairs and Directors). The changes in Article 4 were guided by the work done by the joint committee set up in the last agreement. These changes will go a long way in giving us procedures comparable with other universities in the sector. We have also made some gains for our Librarian and Counsellor members. The main areas of disagreement that remain are workload, complement and compensation, and we continue to discuss these areas actively.

In the broader sector, we have seen a number of other Universities reaching agreements over the summer. Brock, Laurentian, McMaster and Queens have settled recently, and as I write this, we are hearing that Windsor has reached a tentative agreement, averting a strike. Notwithstanding that inflation has been running at around 3%, we have been seeing salary settlements at these institutions coming in at 1.5% to 2%.

While we are hopeful that we will reach a negotiated agreement soon, we have mediation dates scheduled in December. In the event that we go to mediation and that does not prove successful, we have also scheduled tentative dates for arbitration in January, 2012. Should it become necessary, this process will be discussed further at the RFA General Meeting in December.

Finally, I would like to thank all of you for your continued support for our work. It is important both to us and to the process. I would also like to thank you for your patience as we do our best to address complicated issues.

Committee Members: *Diane Granfield, Diane Pirner, Krishnan Venkatakrishnan, Charles Zamaria*

New Faculty Members - We extend a warm welcome to our new colleagues:**Faculty of Communication and Design**

Gavin Adamson - Journalism
Henry Navarro Delgado - Fashion
Janice Fung - Professional Communication
Richard McMaster - Professional Communication
Ramona Pringle - Image Arts

Faculty of Arts

Alba Agostino - Psychology
Jayson Boyd - English
Conor Burns - History
Stephanie Cassin - Psychology
Colleen Derkatch - English
Alexandra Fiocco - Psychology
Tsogbadral Galaabaatar - Economics
Tomaz Jardim - History
Min Seong Kim - Economics
Brad Meisner - Psychology
Tanner Mirrlees - Politics
Heather Rollwagen - Sociology
David Rondel - Philosophy
Meredith Schwartz - Philosophy
Christos Shiamptanis - Economics
Dale Smith - English
Emily van der Meulen - Criminal Justice
Ronald Vogel - Politics
Joerg Wittenbrinck - Politics

Library

Kevin Manuel - Library

Faculty of Ted Rogers School of Management

Kimberly Bates - Entrepreneurship & Strategy
Jonathan Farrar - Accounting
Emre Konukoglu - Finance
Danielle Lamb - Human Resources
Kelly MacKay - Hospitality & Tourism
Caitlin McLaughlin - Marketing
Theresa Miedena - Law & Business
Helene Moore - Marketing
Changping Wang - Global Management Studies
Brynn Winegard - Marketing
Donna Zathy - Accounting

Faculty of Community Services

Annette Bailey - Nursing
Christopher De Sousa - Urban and Regional Planning
May Friedman - Social Work
Karen LeGrow - Nursing
Eric Liberda - Occupational and Public Health
Joyal Miranda - Nursing
Dawn Onishenko - Social Work
Sejal Patel - ECE
Kristin Smith - Social Work
Thomas Tenkate - Occupational and Public Health

Faculty of Engineering

Devika Chithrani - Physics
Alexandre Douplik - Physics
Seth Dworkin - Mechanical Engineering
Leila Marie Farah - Architectural Science
Sharonna Greenberg - Chemistry and Biology
Dae Kun Hwang - Chemical Engineering
Bryan Koivisto - Chemistry and Biology
Pawel Pralat - Mathematics
Selver Ruzgar - Mathematics
Beau Standish - Electrical Engineering
Amirnaser Yazdani - Electrical Engineering

RFA

General Meeting

Monday, December 5, 2011

12 (noon) - 2:00 p.m.

International Room (ILC)

Retirees

At press time, we are bidding farewell to the following RFA members and we extend our best wishes:

Michael Dewson - *Psychology*

Ian Lindsay - *Geography*

Ross Macnaughton - *ITM*

Karen Mulhallen - *English*

Frankie Prychidny - *ITM*

Donald Tavares - *Global Management Studies*

THANK YOU

We would like to thank all contributors to this issue.

Editor: David Naranjit Produced by: Agnes Paje

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RFA DEPT/SCHOOL REPS - 2011/2012

Accounting	Shadi Farshadfar	Interior Design	Catherine Dowling
Aerospace Engineering	Seyed M. Hashemi	Journalism	Marsha Barber
Architectural Science	Cheryl Atkinson	Law	<i>Vacant</i>
	Jane Hao	Library	Ursula Trescases
Chemical Engineering	Yaser Dahman		Naomi Eichenlaub
Chemistry & Biology	<i>Vacant</i>	Marketing	Joanne McNeish
Child & Youth Care	<i>Vacant</i>	Mathematics	Garnet Ord
Civil Engineering	Arnold Yuan	Mechanical Engineering	Vincent Chan
Computer Science	Marcus Santos		Seth Dworkin
Counselling	Jesmen Mendoza	Midwifery	Nadya Burton
Criminal Justice	Graham Hudson	(alternate)	Mary Sharpe
Disability Studies	Esther Ignagni	Nursing	Diane Pirner
ECE	Rachel Berman		Beth Swart
Economics	Richard Chisik		Linda Cooper
	Vincenzo Caponi	(alternate)	Elaine Santa Mina
Electrical Engineering	Reza Sedaghat	Nutrition	Yvonne Yuan
	Lev Kirischian	Occupation & Public Health	<i>Vacant</i>
	Vadim Geurkov	Philosophy	Meridith Schwartz
English	Jennifer Burwell	Physics	Catherine Beauchemin
	Sarah Henstra	Politics	Tuna Baskoy
Entrepreneurship & Strategy	<i>Vacant</i>	Professional Communication	Aparna Sundar
Fashion	Osmud Rahman	Psychology	Gregory Levey
Finance	<i>Vacant</i>		Tae Hart
French/Spanish	Kinga Zawada	Retail	Janice Kuo
Geography	Wayne Forsythe	RTA	Hong Yu
Global Management Studies	<i>Vacant</i>	Social Work	Charles Zamaria
Graphic Communications	Natalia Gilewicz	Sociology	Gordon Pon
History	John Morgan		Nicole Neverson
Hospitality & Tourism	Richard Wade	Theatre	Heather Rollwagen
Human Resources	Rupa Banerjee	Urban & Regional Planning	Cynthia Ashperger
Image Arts	Lila Pine		<i>Vacant</i>
	Gerda Cammaer		
ITM	Farid Shirazi		
	Linying Dong		