

The Newsletter of Ryerson Faculty Association

Spring 2011 Vol. 25, No. 2

Message From the President

Dear Colleagues,

Ontario Faculty Associations and Unions were successful in fending off the Provincial Government's attempt to impose "0+0" compensation on us. However, that background noise has not disappeared as over a dozen faculty associations and unions in the university sector in our province continue to negotiate with their respective employers.

A recent OCUFA report provides a useful backdrop to negotiations and working conditions. The report found the following:

- Salaries for the most senior Ontario university administrators (defined as presidents and vice-presidents) were 71% higher in 2009 than they were in 2000;
- Between 2000 and 2009 the number of senior and academic administrators doubled; the number of other administrators grew by almost four times.
- Over the first three years of Ontario university Multi-Year Accountability

Agreements, actual hiring for administrative and student services exceeded planned hiring by 50%; actual hiring of full-time faculty was 7% less than planned. The complement of full-time faculty was meant to increase by 1,385, instead, 1,291 net new faculty positions were established.

- The numbers and/or salaries of administrators expanded out of proportion to the increase in student enrolment, research and other funding.

- *Faculty association negotiated increases for the same period came to 35%.*

Over the period 2000 to 2009, full-time faculty ranks increased by just over a third. The salary paid to full-time support and administrative staff in the area of instruction and research – in the faculties and academic departments – has increased by 33%. In libraries across our province the situation is even worse as the total salary paid to full-time staff has increased by only 21%.



Anver Saloojee, President

All this while the number of students at Ryerson and other universities has been going up and there is now an expected increase of 60,000 students into the post-secondary sector over the next few years. The government, as we know, is committed to reaching a post-secondary attainment rate of 70 per cent.

In 2005, the McGuinty Liberal government announced, *Reaching Higher* - which outlined its commitment to expansion and accessibility of post-secondary education (PSE). All eligible qualified students, the government said, would find a place in the province's post-secondary institutions and each of these places would be funded. Last year in the *Throne Speech* the Ontario

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Important Dates

RFA General Meeting

May 2, 2011

Student Campus Centre Room SCC-115

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RFA Season Opener

September - TBA

* * *

RFA General Meeting

December 5, 2011

ILC, International Room

* * *

RFA Season/Holiday Party

December 5, 2011

Oakham House

The RFA heartily congratulates the following Ryerson University - Award Winners

Recipient of 3M Teaching Fellowship

Arne Kislenko - *History*

President's Award for Teaching Excellence

Alan Sears - *Sociology*

Deans' Teaching Awards, (which recognize continuous teaching excellence and achievement in instruction):

ARTS

Jenny Carson - *History*

Anne-Marie Lee-Loy - *English*

FCAD

James Nadler - *RTA*

FCS

Nadya Burton - *Midwifery*

Kiaras Gharabaghi - *Child and Youth Care*

FEAS

Alagan Anpalagan - *Electrical Engineering*

Said Easa - *Civil Engineering*

Kamran Raahemifar - *Electrical Engineering*

The G. Raymond Chang School of Continuing Education

John Edward Stowe - *Arts*

Provost's Experiential Teaching Award

Elaine Frankel - *ECE*

Provost's Interdisciplinary Teaching Award

John Caruana - *Philosophy* (for teaching almost exclusively since 2006 in Arts and Contemporary Studies)



From the President....

government signalled support for a one-year enrolment increase and this year, the Finance Minister announced that the Ontario government is anticipating demand for 60,000 additional college and university places by 2015-16. Approximately two-thirds of the students are expected to be heading to universities. In addition, the government announced funding over the next three years to meet that demand – the budget added funding of \$309 million by 2013-14. In the forthcoming year, the budget committed \$64 million for the expected college and university undergraduate enrolment increase. In nominal terms, per student funding will remain relatively stable over the next three years.

However, given that the government does not fund inflation, the projected inflation over the next few years means that per student funding will actually decline by about 10 per cent. The RFA has repeatedly called for the government to build inflation into the base allocation to universities and colleges.

Significantly, all this is occurring in a province where the student-faculty ratio is 27-to-1 compared with 19-to-1 in the rest of Canada and 18-to-1 at comparable US institutions.

One area that was not covered in the budget is graduate expansion: 2011-12 is the final year of the graduate expansion funding envelope, which provides for an additional \$17.2 million in operating grants to universities.

There is no doubt that we at Ryerson will be expected to take a proportionate (if not a disproportionately larger) share of those increasing enrolments. As it is, an OCUFA Report on undergraduate class sizes notes that the proportion of first year classes with more than 100 students has been increasing and average first year class sizes appear to have increased by about 25%.

In addition to the absence of inflation money, the budget does not provide resources for faculty hiring, facility renewal, teaching or research – all vital ingredients for maintaining quality in an expanding higher education system.

So class sizes are increasing, the absolute number of students coming into the system is increasing, the number of administrators is increasing, their salaries have increased rather dramatically, yet the number of faculty hired has not met the projected target, the salaries of faculty and librarians have not kept pace with those of administrators, and the workload expectations of our members have gone up dramatically.

Within the RFA, the Executive has been extremely busy. In addition to our regular business, we completed a review of all RFA policy documents including our rfanet policy document. With respect to the latter, if an alleged violation to the policy were reported to the Executive it was the Executive that determined if the violation had occurred and it was the Executive that issued a warning to the user. After careful deliberation the Executive decided that an arm's length rfanet policy use committee needed to be established to deal with violations of the policy. To that end, the Executive has established a three-person rfanet Use Committee comprising the Chair of the Equity Issues Committee of the RFA and two members of the RFA appointed by the Executive. This, of course, necessitates a change to our By-Laws and those changes will be brought to the membership in Fall 2011. I am pleased to report that Professors Marsha Barber and Charles Zamaria have agreed to be on the Committee.

Over the years the RFA has also been concerned about gaps in the "AAA" Policy, which governs Administrative Appointments at Ryerson. Various attempts have been made to reform the "AAA" policy but none has succeeded. Once again the RFA and the Administration have agreed to meet to review the policy. I am very pleased to announce that the RFA members who have agreed to be on this review committee are Professors John Morgan, David Checkland and Sophie Quigley.

Currently, thanks to the diligence of our Treasurer and our Executive Director (Member Services & Administration) the RFA is in a strong financial position. As you will see when our Treasurer presents her budget, we will not, in the foreseeable future, have to increase the mil rate. It is our intention to ensure that we remain on a strong financial footing.



From the President....

Recently, the Executive has moved to weekly meetings so as to be kept abreast of negotiations, and I can say, without any reservations, that the relationship between the Negotiating team and the Executive is excellent.

I would like to thank all members of the Executive and all members of our various Committees for their exceptional dedication to improving the working conditions for all of us. Each member of the Executive has made my work as President infinitely easier. I would like to thank Professors Doreen Fumia and Ginette Turcotte, whose terms are expiring. Both have been superb in their roles on the Executive. Doreen has a well-earned sabbatical coming and she is the first incoming Co-Chair of the CAUT Equity and Diversity Council. Hearty congratulations to Doreen!

I would like to thank Maureen Sims and André Foucault for their hard work on behalf of our membership. I am certain all of you who have had contact with both Maureen and André will agree that they exemplify the essence of professionalism. Both make my work a pleasure.

I would also like to take this opportunity to thank all members of the RFA whom I serve. You place an enormous amount of trust in the Executive and me and I hope through my contact and communication with you that I deserve that trust. If there are any issues or concerns that you wish to raise with me, and/or if you want me to come and meet colleagues in your department or faculty, please contact me.

Finally, I am pleased to congratulate Professor David Checkland who received the CAUT's Dedicated Service Award. Established in 2003, the award recognizes people for exceptional service to their academic staff associations. I am also pleased to congratulate Professor Ian Baitz on being nominated for and receiving the RFA Distinguished Service Award. Both of our colleagues have made a huge contribution to the RFA and to the university as a whole. I would like to congratulate all faculty members who received teaching awards and Tri-Council grants this past year. I would also like to congratulate all our colleagues who have attained tenure and those who have received promotions. You all make us incredibly proud.

The Executive looks forward to your continued support in the coming months and years. There are many challenges we face but if we do it as we always have, with strength in numbers, then they will be easier to deal with.

Thank You

Report from the VP Internal - Doreen Fumia

As VP Internal, I chair the Reps' Council (six times in an academic year) and the Chairs and Directors' Meetings (two times in an academic year). The Reps' Council meetings have included a number of issues ranging from teaching standards and bargaining to health coverage and pensions. The Reps communicate your concerns and questions to the RFA Executive as well as communicate information back to you from the Executive. There should be a standing item on your department meeting agenda for Reps' reports. The RFA Executive acts on recommendations from the Reps, including in its dealings with the university administration. The information shared at these meetings helps us to understand how different schools and departments fit together as a whole in the university structure and that in turn helps us all to strategize how to make Ryerson the best workplace possible. It also helps us to see the bigger picture of budgets and workload.

The Reps' Council is an important part of the collegial relations in the university and I urge all faculty to consider serving on it in the coming academic year. While it is encouraging that many probationary members are willing to serve on the Reps' Council, it is also necessary for tenured professors to bring their experience and knowledge of the university to the discussions. If you have more than one Rep in your department/school, encourage one probationary and one tenured faculty member to serve.



Report from the VP Internal....

This year, the Reps generated a list of discussion topics that became standing items on the agenda. Items were discussed according to urgency and time permitted in each meeting. The list is as follows:

- i. Share information that arises from departments/schools meetings (a wide range of discussions)
- ii. Teaching Standard processes
- iii. Workload
- iv. Conditions of equity in your employment (transparency, workload allocations, departmental budget allocations, authority in the classroom, curriculum decisions, etc.)
- v. Committee structures (balance of power issues for instance in the striking of FPCs)
- vi. University wide re-structuring (as per the Green Paper)
- vii. The conditions of buildings and how to address this

The Chairs and Directors' Meetings are less structured, open discussions. This year bargaining issues have been top of the list with the second most urgent discussion being that of budgets cuts. Just as with the Reps, the information flow between the RFA Executive and the Chairs and Directors helps the RFA to understand the concerns of schools and departments more fully and to develop effective strategies for improving our work life at Ryerson.

Since I chair both the Reps' Council and the Chairs and Directors' meetings, I am able to bring to Chairs and Directors general concerns and questions that arise in Reps meetings. This helps to clarify for all the role that Chairs and Directors play as our colleagues and as faculty members who are in positions of decision-making in their departments/schools.

I want to thank all the Reps and Chairs and Directors for an interesting year learning from each other and for your willingness to share your stories and concerns. I hope that the commitment to effective communication with each other continues to grow.

New Executive Committee Members

Jason Lisi, Vice President Internal

Jason Lisi joined Ryerson University in 2003 as an Assistant Professor in the School of Graphic Communications Management, and specializes in premedia workflows and technologies.

Before joining the RFA Executive as Vice President Internal, Jason served two consecutive terms on the RFA Reps' Council as the GCM Representative.

Fernando Pardo, Health & Safety Officer

Fernando Pardo is an Assistant Professor in TRSM in the Department of Marketing. Fernando joins the RFA Executive as its Health and Safety Officer.

Fernando has been the representative for his department on Reps' Council from 2009.

Orientation Forum - September 2010, ILC



Season/Holiday Party - December 2010, Oakham House



President's Appreciation Cocktail Reception - March 2011, Courtyard Marriott



Report from the Chair, Services - Wayne Forsythe

The Services Committee planned and held a number of events during the Fall 2010 and Winter 2011 semesters. We experimented with different times and formats that were in-line with the mandate from the 2010 member survey and additional input that we received from members. Faculty "Drop-in" events were held on Thursday Oct. 28, Wednesday Nov. 17, Thursday Jan. 20, Tuesday Mar. 22, and Tuesday Apr. 12. We varied the days of the week and event times to try and encourage more people to attend. Moving the start time from 5:00pm to 4:00pm resulted in the first attendees showing up at 4:25pm. We then moved the start time to 4:30pm which seems to be working very well. Attendance at these events varies, but generally ~60 members are present over the 3 hours of each Drop-in. These are informal events where members can enjoy some light snacks and refreshments. Attendance is good (74 at the most recent event), however, we hope to have increased turnout as these events develop in the future.

The Season/Holiday Party was brought back to campus and held on December 7, 2010 at Oakham House. We welcomed approximately 300 people including RFA members, retirees and guests. The committee plans to continue with this location and format based on the universally positive feedback that was received. The themed food stations worked very well although we may change some of the options for this coming year. On behalf of the committee, I would again like to thank the staff at Oakham House and our student registration/setup team for helping to ensure the success of this event.

A Bavarian themed pub night was held on Friday April 1 in the Thomas Lounge at Oakham House. Approximately 80 people attended and it was difficult to get a seat between 5:30pm and 7:00pm. The event was well-received and the committee will analyze member feedback in planning our next pub night.

The Season Opener will be held at the ILC in early September. We are working on the details.

Mark your calendars for the Season/Holiday Party which will be held at Oakham House on Monday December 5.

On behalf of the Committee, I would like to thank outgoing members Catherine Beauchemin and Weina Wang for their service on the committee and welcome Kunquan Lan to the committee.

Committee Members: 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	Jennifer Clarke
Chair, Equity Issues	Tariq Amin-Khan
Health & Safety Officer	Fernando Pardo
Members At Large (2)	Anthony Francescucci
	Franklyn Prescod

Report from the Chair, Grievance - Sophie Quigley

Since last October, the Grievance Committee, the RFA Director of Labour Relations Andre Foucault, and your Grievance Officers Kileen Tucker-Scott, Camille Hernandez-Ramdwar, Jesmen Mendoza, Sue Edwards and I have continued representing our members and enforcing the collective agreement. We've also had some complicated representation situations which have required additional assistance from some members of the RFA Executive, including Anver Saloojee, and Peter Danziger. Many thanks to all our grievance officers and representatives who are volunteering their time to support their colleagues!

In the last 6 months we have made some excellent progress towards resolving policy disputes and grievances, including our 2009 grievance on teaching loads during half-sabbaticals which was settled as follows:

On a go-forward basis, starting with half year paid leaves/sabbaticals commencing in the Fall 2011 semester, the University will assign teaching for faculty members going on a half year paid leave/sabbatical during the term they are not on sabbatical as follows:

- a. If a School/Department normally assigns a teaching load of 2 courses in the Fall and 2 courses in the Winter, the faculty member will be loaded with two courses in the term he/she is not on paid leave/sabbatical;
- b. If a School/Department normally assigns a teaching load of 3 courses in the Fall and 2 courses in the Winter (or vice versa), the faculty member will be loaded with two courses in the term he/she is not on paid leave/sabbatical;
- c. If a School/Department normally assigns a teaching load of 2 courses in the Fall and 1 course in the Winter (or vice versa), the faculty member will be loaded with two courses in the term he/she is not on paid leave/sabbatical;

Also, we are very concerned about recent trends in tenure assessments. In the entire 2009-2010 (Fall 2009 and Spring 2010) academic year, there were 6 proposed tenure denials across the university, including 4 stemming from DAC recommendations. This academic year, in Fall 2010 only, there were 7 DAC recommendations for tenure denial. This increase is worrisome, particularly since it does not seem to be correlated to a decrease in the productivity of our probationary faculty members.

In addition to the conflicts that become formal grievances, we are continuing to support our individual members in their interactions with the university administration by providing advice and representation in a variety of matters, including leaves, tenure issues, assessments, accommodations requests, and workload.

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.

Report from the Chair, Equity - Tariq Amin-Khan

The Equity Issues Committee (EIC) has been working on a number of different fronts to promote equity more broadly, and to also support efforts that will favourably impact equity-seeking groups at Ryerson. The EIC has worked very closely with the Anti-Racism Coalition and campus unions at Ryerson to ensure that the portfolio of the expected new senior administrative position on Equity, Diversity and Inclusion will closely mirror the recommendations of the Taskforce on Anti-Racism. In this context, the discussions with the senior administration have been hopeful, and in the next few weeks we will learn more about this new position.

Report from the Chair, Equity.....

The RFA's Standing Committee on Equity has also started its work. The Committee members met with HR administrators to examine how the annual Employment Equity reports should reflect more realistically the representativeness of different equity-seeking groups. This work has just started.

In my capacity as EIC's chair, I have been part of a campus-wide coalition of different unions on the issue of budget cuts. This coalition began its work more than a year ago, and a number of steps have been taken not only to educate colleagues in different departments about the cuts, but also to have the administration recognize how these cuts are impacting morale and limiting options for many departments, faculty and students – especially given the demands of rising enrollment and the mounting pressure of work.

The EIC, with the support of the Professional Affairs Committee, other colleagues, and the Sam Gindin Chair of Social Justice and Democracy, held its annual equity/social justice event on March 29, *Criminalizing Dissent: Democracy and Security State*. The panel consisted of Shawn Brant, a Mohawk activist from the Tyendinaga Mohawk Territory; Farrah Miranda of No One is Illegal, Toronto; and Lesley J. Wood, a Sociology professor at York University. A lively discussion followed an inspiring presentation of the panel.

The EIC is also working to organize an event on disability issues. Plans are underway to have one, or possibly two, prominent speaker(s) with disability to highlight both the challenges and accomplishments of living with disability. This event is being tentatively planned for the third week of October 2011. More information will be available in the next update.

Committee Members: Yunxiang Gao, Kouroush Jenab, Anne-Marie Singh, Aparna Sundar

Report from the Chair, Professional Affairs - Jennifer Clarke

Over the past year, the Professional Affairs Committee has been very active in carrying out its responsibilities on behalf of the RFA in a number of key areas. In the Fall Term, two New Faculty Orientation Sessions were held in September and October 2010. The Committee also adjudicated the RFA Scholarship for students. The applications were sent out in August and the deadline was November 15, 2010. This year, five students received scholarships from the RFA.

The Winter Term has been extremely busy for the Professional Affairs Committee. One of our main responsibilities was the planning and organizing of a seminar titled: *"Too Asian? Talk Back: Calling Media to Account."* This seminar was held on January 26, 2011 in ENG 103, from 6:30 – 9:30 p.m. This was a joint event with the RFA Equity Committee, the School of Social Work, Ryerson Student Union, and the Sam Gindin Chair in Social Justice.

The Professional Affairs Committee also collaborated with the Equity Committee in organizing the recent seminar titled: *"Criminalizing Dissent: Democracy and the Security State. A Discussion Forum with Activists."* The event was held on March 29, 2011 in ENG 103.

The Professional Affairs Committee also adjudicated the RFA awards for faculty. Calls for nominations were sent out for the following faculty awards: The Ryersonian of the Year Award, RFA Distinguished Service Award, and RFA Career Achievement Award. The deadline for nomination was March 31, 2011. An announcement will be made at the Annual General Meeting on May 2.

The committee continues to solicit topics of interest from the RFA membership for the upcoming school year. Some topics that have been proposed are mentorship for pre-tenure faculty, intellectual property, neoliberalism and higher education, collective bargaining, and tenure track issues/challenges.

Committee Members: Marusya Bociurkiw, Songnian Li, Gordon Pon, Ahmad Varvani-Farahani



Report from the Chair, Negotiating - Peter Danziger

Our contract expires on June 30, 2011 and we are currently trying to negotiate a new one. Over the Fall term, members of our committee met with nearly every School and Department to develop our mandate and I would like to thank you all for your useful feedback in this process. We developed a survey which was administered in January, again thanks to all who responded. We then developed a mandate which was passed unanimously at a membership meeting in February.

We began meeting with the Administration in early March and, as I write this, we have met a total of 9 times with the Administration. We have agreed upon a protocol which includes going through the proposals Article by Article, as is standard in negotiations. The atmosphere at the table thus far has been professional and collegial. We have also spent a large amount of time caucusing amongst ourselves, turning the mandate into language, and responding to Administration proposals. I would like to thank the committee members for their hard work and their commitment to the process.

To date we have spent most of our time discussing Article 4, which deals with hiring, tenure and promotion. Much of the ground-work has been laid by the Article 4 Joint Committee and we thus have some common ground. However, both sides have brought new ideas to the table. The Administration is suggesting splitting this Article into two, one on Appointments and one on Tenure and Promotion.

We have presented revisions to Intellectual Property (Article 25) and Discrimination (Article 8). We have also presented our initial proposal on Librarians (Article 16). We have just begun to discuss Sabbaticals (Article 6) and will be presenting our response to the Administration's proposals shortly.

Committee Members: Diane Granfield, Diane Pimer, Krishnan Venkatakrishnan, Charles Zamaria

Promotion to Tenure

Faculty of Business

Asher Alkoby - *Law*
Tim Bartkiw - *Human Resources*
Guoping Liu - *Accounting*
Steve Gedeon - *Entrepreneurship & Strategy*
Eric Terry - *Finance*

Faculty of Community Services

Aurelia Di Santo - *ECE*
Judy Finlay - *Child and Youth Care*
Rachel Langford - *ECE*
Gordon Pon - *Social Work*
Jennifer Poole - *Social Work*
Elaine Santa Mina - *Nursing*
Angela Valeo - *ECE*

Faculty of Engineering, Architecture and Science

Soosan Beheshti - *Electrical Engineering*
Marcos Escobar - *Mathematics*
Yaser Dahman - *Chemical Engineering*
Siyuan He - *Mechanical Engineering*
Anwar Hossain - *Civil Engineering*
Mohamed Ismail - *Mechanical Engineering*
Katrin Rohlf - *Mathematics*

Faculty of Communication and Design

Richard Adams - *GCM*
Mariusya Bociurkiw - *RTA*
David Harris - *Image Arts*
Alison Matthews-David - *Fashion*
Laurie Petrou - *RTA*

Faculty of Arts

Tuna Baskoy - *Politics*
Carl Benn - *History*
Todd Girard - *Psychology*
Sarah Henstra - *English*
Tracey Raney - *Politics*
Daniel Rubenson - *Politics*
Lu Wang - *Geography*

Congratulations

The RFA congratulates its 2010/11 Scholarship Award winners:

- **Kathyrin Bote** and **Oren Weiner** - Full-Time student award (\$2,500.00 each)
- **Christina Cyr** and **Julia Irene Jamieson** - Aboriginal student award (\$2,500.00 each)
- **Maureen Nagle** - Part-time student award (\$1,500.00)

Retirees 2011/12

New Faculty Member

The RFA extends a warm welcome to our new colleague, *Peggy Shannon*, Theatre effective January 1, 2011

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

- | | |
|------------------------------------------------|----------------------------------------------|
| ◆ Greg Kawall
<i>Mechanical Engineering</i> | ◆ Mustafa Warith
<i>Civil Engineering</i> |
| ◆ Mary Jo Nicholson
<i>Law</i> | ◆ Sharon Wilson
<i>Nursing</i> |

IMPORTANT NOTICE

The RFA Awards event, formerly known as the Annual Awards' & Retirees' Celebration, has been taken over by the Administration effective 2011. Consequently, there will be no Retirees' event held in May.

Any enquiries about a proposed event should be directed to the Administration.

RFA List Serves

If you are not receiving information sent out on rfa-announce and/or rfanet, please advise the RFA Office at ext. 5186 or by e-mail: rfa@ryerson.ca

We wish to keep you informed!

Thank you.

RFA

General Meeting

Monday, May 2, 2011

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

Student Campus Centre (SCC-115)

In Memoriam

It is with deep regret that we note the passing of:

Harper-Femson, Lee Anne - Nursing

Tysoe, John Charles (Retired) -

Mechanical Engineering



This is a regular column so please keep us informed by e-mail to rfa@ryerson.ca

Disclaimer

Statements made and the views expressed in this publication are those of the authors and do not represent the position of the RFA unless so specified.

THANK YOU

We would like to thank all contributors to this issue. Editors: David Naranjit and Maureen Sims

Produced by: Agnes Paje and Maureen Sims