

## The Newsletter of Ryerson Faculty Association

Fall 2013 Vol. 28 No. 1

### Message From the President

Dear Colleagues,

It was been a very busy summer and a very busy fall semester. We have conducted joint DHC, DEC and FTC training. We have also been assisting members with responses to year-end assessments and to tenure decisions. One very important initiative that we have worked on with the administration is with respect to how Article 10.12.C.4 is used by Deans to load our members with an extra course. We filed a grievance on what we believe was a violation of the Article 10.12.C.4 of the CA. The resolution of the grievance involved the two parties developing a protocol on the implementation of Article 10.12.C.4. I want to thank Sophie Quigley, Jason Lisi, Peter Danziger and AndréFoucault for their hard work on

developing the protocol, which I believe will benefit our members. The protocol was included as Appendix 1 to the Executive minutes of October 22, 2013 that we sent out to all members.

Over the next year, our work is going to be increasingly impacted on by the external environment, particularly the provincial government's agenda. Of note, are the following: the provincial deficit and debt; the proposed policy framework on differentiation; online education; seamless credit transfer; and, deliberations on pension challenges in the sector.

There is increasing talk of a Spring 2014 provincial election and though no one can predict exactly what will happen to the post-secondary



*Anver Saloojee, President*

initiatives, including the differentiation agenda, if an election is held, it behooves us to be aware of what is currently on the government's agenda.

### The Provincial Deficit

The Provincial government announced that it remains on target to eliminate the deficit by 2017-18. The 2012-13 deficit was less than initially projected and came in at \$9.8-billion. For the 2013-14 fiscal year, the deficit is projected at \$11.7-billion.

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### Important Dates

#### RFA General Meeting

December 2, 2013

POD - 250

\* \* \*

#### RFA Season/Holiday Party

December 2, 2013

Oakham House

\* \* \*

#### RFA General Meeting

May 7, 2014

ILC, International Room

\* \* \*

#### President's Appreciation Reception

May 8, 2014

Courtyard Marriott

### RFA List Servs

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.

### New Executive Committee Member/s

Chun-Yip Hon is an Assistant Professor with the School of Occupational and Public Health. He started at his current position in August 2012 following completion of his PhD in occupational and environmental hygiene from the University of British Columbia. Chun brings with him to the role of H&S Officer over 12 years of experience as a practicing occupational health and safety specialist and has the certified industrial hygienist (CIH) as well as the Canadian registered safety professional (CRSP) designations. He has participated in several occupational health studies based in the healthcare sector including his doctoral dissertation which examined healthcare workers' exposure to chemotherapy drugs. His research interests are occupational exposure assessments, risk assessment methods, and evaluation of intervention measures to prevent occupational exposure.

### Retirees

We are bidding farewell to the following RFA members and also extend our best wishes:

- ◆ Sanjiwan Bhole - *Mechanical & Industrial Engineering*
- ◆ Elizabeth Bishop - *Library*
- ◆ Viviane Caplan - *Nutrition*
- ◆ Kathleen Carlin - *Philosophy*
- ◆ Carole Chauncey - *ITM*
- ◆ Alice Chu - *Fashion*
- ◆ Nina Cole - *Occupational & Public Health*
- ◆ Charles Gillin - *Sociology*
- ◆ Kathleen Greenaway - *ITM*
- ◆ Ken Jones - *Ted Rogers School of Management*
- ◆ Marilyn B. Lee - *Occupational & Public Health*
- ◆ Douglas McKessock - *Global Management Studies*
- ◆ Susan Patrick - *Library*
- ◆ Nadia Potts-Gomes - *Theatre*
- ◆ Timothy Sly - *Occupational & Public Health*

## From the President...

In order to accomplish the short- and long-term objectives there is every indication that the government will limit overall program spending increases to under 1 per cent annually. In addition, the government will attempt to secure savings through increased wage restraint in the public sector. There is no doubt that by limiting the amount of money flowing to the post-secondary sector the government seeks to indirectly exert pressure on wages and benefits in our sector. It is unlikely they will ever propose the 0+0 which was on the table a couple of years ago, but there is every indication they will use other instruments at their disposal to limit broader public sector improvements in wages and benefits. All this would be immeasurably more problematic should we be facing a provincial conservative government in the future.

### The Differentiation Agenda

On Sept. 18, 2013, a “confidential” proposed policy framework for the differentiation of Ontario’s universities was leaked and according to the *Globe and Mail*, the framework suggests that, “Over time the sustainability of post-secondary education may be at risk” (James Bradshaw, “Specialize or risk losing funding, Ontario tells universities and colleges” *Globe and Mail*, Wednesday, Sept. 18, 2013).

OCUFA has expressed concern that the policy framework may lead to government intrusion into academic decision making, and could have damaging funding consequences for Ontario’s higher education institutions. The proposed framework suggests that Ontario’s universities should differentiate according to eight “components”: teaching and learning; student population (with an emphasis on under-represented groups); jobs, innovation, and economic development; strategic enrollment; research; program offerings; institutional collaboration; and sustainability. In each of these eight areas, universities are expected to focus on their strengths, the needs of their communities, and the priorities of government. A set of “metrics” has been proposed for assessing each component, and universities are asked to identify additional measurement indicators. The deadline for responding to the proposed framework was October 11<sup>th</sup>, 2013.

We need to be watchful of the indicators being proposed as current proposals include, for example, using student satisfaction surveys and data on co-op placements to evaluate teaching and learning, and student employment statistics and private-sector partnerships to measure job creation and innovation.

OCUFA notes that the funding gap is much larger than identified by the discussion guide. It cannot be closed with “efficiencies” or through productivity gains. Our members and our universities are already very productive. In terms of the number of students taught, graduation rates, and research output, “Ontario’s universities perform exceedingly well – in fact they are leaders in Canada. At some point, productivity gains of this kind – doing more with less – will begin to harm the quality of education received by students. (OCUFA 2013, “OCUFA’s response to the Ministry of Training, Colleges, and Universities’ discussion guide”)

The real challenge is that the proposed framework potentially opens the door to the province being able to interfere in academic decision making which at Ryerson University, as elsewhere in our sector, resides with Senate. According to Bradshaw, “Universities are ultimately free to set their own course, but where the province disagrees with a school’s direction, it can steer behaviour with levers such as funding, allocating extra student spaces and approvals for new programs.”

## From the President...

We are opposed to any attempt to create an artificial hierarchy of institutions, with “winners” and “losers” determined by the government. Such policies are divisive, harmful to students and inimical to the province’s desire for high quality and accessible universities.

In a recent article in *University Affairs*, Moodie points out, “Some other provinces differentiate their post-secondary education institutions quite strongly, as HEQCO noted in its 2010 report. The roles and mandates policy framework for Alberta’s publicly funded, advanced education system establishes six sectors based on credentials offered, type and intensity of research and geographic focus. British Columbia has designated five special purpose, teaching universities to complement its four research-intensive universities. Université du Québec is a province-wide system of 10 establishments – six constituent universities, a distance university, two specialized schools and a research institute. Other Quebec universities have comprehensive teaching and research roles while some others are highly specialized or have a special regional role, as do some campuses of the Université du Québec.” (Gavin Moodie, “How to differentiate universities, that is the question: Why HEQCO’s new report doesn’t go far enough”. *University Affairs*, September 4, 2013).

Differentiation implies a hierarchy of universities and embedded in the hierarchy could well be a differentiated funding formula. Minister of Training, Colleges and Universities, Brad Duguid also hinted at another dimension of hierarchy when he said “There are times when we may not need two institutions, in particular, in the same region, offering the same course when one could accommodate the need ... If we can find those niches and if we can find those roles, I’m not anticipating this to be a win-or-lose situation.”

The framework notes that “With institution inflation ranging from 5 - 8 per cent annually, and operating grants increasing by 1.1 per cent on average, existing cost structures are under pressure,” and this in turn has implications for the upcoming round of bargaining.

As OCUFA notes, “If the Ministry intends to use differentiation as a means of ensuring cost control, there needs to be greater clarity about how these filters and principles will be used to guide policy. OCUFA understands that priority filters and principles will be used to establish a framework that will guide the process by which institutions negotiate Strategic Mandate Agreements (SMAs) with the Province. It is not clear, however, how the SMAs will be used as a part of the government’s intended strategy to increase differentiation. OCUFA would not support a funding structure that uses institutional performance against the goals outlined in the SMAs to determine allocations of public funding.” (OCUFA 2013, “OCUFA’s response to the Ministry of Training, Colleges, and Universities’ discussion guide”).

From a Ryerson perspective, we are equally concerned with how the new academic plan on which the Administration is currently working intersects with the differentiation agenda, and with the Strategic Mandate Agreements Ryerson has signed with the Ministry. So we urge all RFA members and especially RFA members on Senate to become familiar with the differentiation document, the Strategic Mandate Agreement Ryerson signed and the draft academic plan on which the Provost is currently consulting.

## From the President...

**Online Education**

The RFA is not opposed to online education *per se*, however, the RFA has raised a number of issues related to online (blended/hybrid) education – including with respect to intellectual property rights, academic freedom, pedagogy, rationale, course costs, resources, technology, infrastructure supports, faculty workload and institutional supports, and student access, retention and success.

The current provincial proposals with respect to online education involves:

1. The Ontario Online Initiative designed to create leading, high-quality online courses, which are accessible and transferable across institutions. Their proposal to make foundational courses available through an online consortium runs contrary to research that links success rates to in class learning (especially for first and second year students).
2. Ryerson voluntarily participating in the consortium. Consortium participants are currently developing the terms of reference. Consortium members would need to determine amongst themselves how the consortium should be structured and how it would govern itself.
3. The development of courses and programs offered by the consortium. What is less clear is the role university senates will play in vetting the academic integrity of the courses and programs and how different responses by different senates will be dealt with.

The RFA has specifically and in no order of priority raised the following:

1. We need to understand why the province is pursuing online learning. The rationale should be about creating a better teaching and learning experience and an enhanced teaching and learning environment not one that emphasizes cost savings.
2. Collective Agreement issues: Currently our Collective agreement has no provision for how workload is determined with respect to the development and delivery of online courses. There is also a broader question of the actual assignment of the work (RFA, CUPE).
3. RFA members must retain intellectual property rights for online courses they develop: OCUFA notes, "The academic freedom of faculty members who develop courses for the online consortium would need to be protected. Faculty would need to retain absolute control over the content and structure of their courses. Faculty would need to retain intellectual property rights over the courses they develop for the online portal and other instructors could not be permitted to deliver their courses. The intellectual property arrangement used for OntarioLearn.com, whereby the college (rather than the instructor) owns any course delivered through that portal and courses developed by one faculty member can be delivered by any instructor would not be acceptable to Ontario's university faculty".
4. Development and delivery of online courses cannot be mandatory for RFA members. In fact, success will be greater if it is voluntary and if RFA members are provided with comprehensive supports in both the development and delivery phases of online courses.
5. Academic freedom of faculty, institutional autonomy and the role of Senate as well as Departmental Councils must be preserved.

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6. What are the upfront and hidden cost of each online course – with respect to the initial development as well as the ongoing maintenance and the delivery of the online course?
7. While Ryerson is considering blended/hybrid online courses and not MOOCs (Mass Open Online Courses), has consideration been given to what constitutes optimal class sizes?
8. Online courses will require 24 hour infrastructure and student support;
9. Which courses are to be offered online and how the selection is to occur – currently the expectation is for foundational courses – some courses may not be easily transferred to online courses (including courses with regular labs and those that require the use of chemicals);
10. Infrastructure support – does Ryerson have the technological infrastructure to support the range of online courses being envisioned?
11. Pedagogical concerns – the development of the courses must start with certain fundamentals related to course objectives and not be simply technologically driven. There ought not to be a one size fits all approach to foundational online courses – a first year online course in Sociology would be very different from one in Mathematics.
12. Providing support to faculty so that they can hone and adapt their curriculum development and teaching skills to online course development and delivery;
13. Being sensitive to the different learning styles among students and at the onset developing a tool to allow students to determine if an online blended/hybrid course suits their learning styles and goals;
14. From the very onset, online courses must be designed so that each course (i) should be fully accessible to students with disabilities and (ii) can be delivered and taught by faculty members with disabilities.
15. Being watchful with respect to drop out rates, successful completion rates and differential access to technology to allow access to the course.
16. Development of criteria to undertake regular assessments of online delivery and ensuring that Senate receives progress reports annually.

**Seamless Credit Transfer**

Student mobility and the seamless transferability of university credits from one institution to another are important to course development and delivery at each institution across the system. However, transferability needs to be done in a manner that respects the right of a student to transfer from one institution to another and with respect to the course under consideration, respects the academic oversight role of Senates, institutional autonomy and academic freedom. The move to seamless credit transfer should not be unilaterally imposed on the system, it should be a more consultative process that develops support among faculty and their associations and unions.

The province is proposing a course equivalency database to create a more seamless transfer of credits across the university system. However, the receiving university should have some control over how the credit is applied towards a degree that it grants.

While the transfer of credits across universities may be more seamless, the transfer of credits between a university and a community college needs a great deal more thought and consultation. The post-secondary



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system in Ontario unlike that in Alberta has a different mandate for colleges and for universities. However, there are models of articulation agreements (for example between Ryerson and George Brown College) that can be used and the key is to ensure that students are prepared for success at both the university and the college.

### **Reform of Post-Secondary Pension Plans**

A number of Ontario universities have had ongoing problems with their pension plans. While this is not the situation at Ryerson, the government is concerned about its potential liability and in its May 2013 Budget the Government of Ontario stated that it:

1. Expects single-employer pension plans will move to a 50/50 cost sharing formula for on-going contributions within 5 years;
2. Would be exploring opportunities to support a JSPP (Jointly Sponsored Pension Plan) model with equal cost sharing;
3. Would consider a regulatory amendment that would provide additional relief of solvency funding obligations for single employer pension plans that have initiatives in place to make their plans sustainable including implementing 50/50 cost sharing.

Further proposals envision the possibility of the pooling of pension funds into one large fund. While this would not necessarily mean a single pension plan, there is some talk of the creation of one large pension plan with one pension fund for investment management purposes. Such a plan would undoubtedly be a JSPP with 50/50 cost/risk sharing.

The RFA has made it clear at meetings sponsored by OCUFA that we have no interest in pursuing the provincial proposals as the Ryerson Pension plan meets the key criteria in the provincial proposals – the Ryerson Pension Plan funds are pooled with a large fund - OMERS; it is 50/50; it is solvent and currently the employer assumes any liability in the plan.

While we meet the criteria identified in the provincial proposals, it is not clear to us whether the province will mandate legislation that would sweep all universities including Ryerson in its wake.

### **Optional Specialization in Zone Education**

At its June 4<sup>th</sup> 2013 meeting, Senate approved an Optional Specialization in Zone Education. It "... is meant to be a framework that will make it possible for all sectors of the Ryerson academic community to offer experiential learning opportunities in one or more Ryerson University Entrepreneurship Zones ... Zone Education is student driven and motivated. It is multi-disciplinary and collaborative, facilitating the cross-pollination of ideas from students across a variety of academic backgrounds. Students are provided with active mentorship, coaching and support from Ryerson faculty and sector professionals, and evaluation to enable success." Without going into the details of the Optional Specialization in Zone Education it is important to note that there are workload implications for RFA members (see Senate Agenda June 4, 2013: p 57-71: <http://www.ryerson.ca/content/dam/senate/agenda/2013/20130604agendamin.pdf>). At Senate, the RFA asked the Provost to engage in discussions with us on the workload implications for RFA members who

## From the President...

participate (or contemplate participation) in Zone education. The Provost agreed to enter into those discussions with the RFA.

Senate agreed with the ASC recommendation that "... a follow-up review be submitted to the Dean of Record and the Provost and Vice-President Academic following the first three years of the Optional Specialization in Zone Education and every six years thereafter." (Senate Agenda, June 2013: 70). It is our hope that all RFA members who participate in Zone education will have input into the review prior to it being submitted to the Dean of Record and the Provost and Vice-President Academic.

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.

The work of our organization and the services we provide to our members cannot be done without the incredible work of our Office Manager, Agnes, and her assistant, Stacy, and our executive Director Labour Relations, André. I am certain all of you who have had contact with Agnes, Stacy and André will agree that they are exceptional.

On behalf of our entire membership, I would like to congratulate our colleagues who received tenure and promotion. We are very proud of you.

Finally, I take this opportunity to thank all our members for the enormous amount of trust you place 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, if you want me to come and meet colleagues in your department or faculty, please contact me.

## Report from the VP, Internal - Kileen Tucker Scott

It is with the utmost pleasure that I welcome, and welcome back, the new and returning members of the Reps Council and the Chairs and Directors Council. I'm grateful to Jason Lisi (the previous VP Internal) for all the work he has done in rejuvenating the Councils and attending to the interests of the RFA through these two committees. These Councils are but two of the various opportunities for faculty members to make their voices heard, and all faculty members are welcome to attend. There are still some schools/departments that do not yet have a faculty member assigned to play this important liaison role and I encourage, in fact urge, faculty members to become involved in a school/department 'rep' capacity.

This year, I hope to be able to help our school and department reps to increase collegial engagement by providing them with summaries of the key issues of concern to our faculty members and the key messages that explain the RFA's interest in these issues. I'm looking forward to working with Council members to enhance communication between the RFA Executive, the school/department reps, Chairs and Directors and our faculty members throughout the University.

From time to time, situations may arise where a faculty member is requested to meet with his or her Dean and/or HR consultant. These types of circumstances may include investigations or 'fact-finding' meetings launched by the University and may concern non-grievance related matters. In such circumstances, faculty



## Report from the VP, Internal...

members are both entitled and encouraged to have an RFA-assigned representative attend meetings with them to offer support and ensure adherence to procedures outlined in the Collective Agreement. One of the responsibilities of the VP Internal is to coordinate such faculty representation. If you are ever called to one of these types of meetings, please do not hesitate to contact me directly to discuss the process of faculty representation. This year, we will be developing a program to help interested faculty members receive the skills and training required to act in an RFA representation role. As the program rolls out, more information will become available. Again, I encourage faculty members to consider becoming involved in the work of the RFA in the capacity of a faculty representative.

Lastly, I would like to thank you in advance for your support of your colleagues and look forward to your participation as we continue to address issues that have an impact on all of us, individually and on our collective working environment.

## Report from the Chair, Grievance - Jason Lisi

Dear RFA Colleagues,

I am pleased to be writing this report as the new Chair of the Grievance Committee. Thanks to the wonderful support of the previous Chair, Sophie Quigley, and tireless work of our Director of Labour Relations, André Foucault, I have been able to settle into this role fairly quickly. Having said that, I am learning new and wonderful things every day.

### **The new Tenure Process**

I thought I would take some time to report on the first year of the new tenure process from a grievance point-of-view. As many members who went through this process know, the new tenure process was not without problems, especially when it came to delays. The majority of the delays occurred at the FTC level, for a variety of reasons. The RFA and the VPFA's office have created a special task force that is reviewing the problems that were encountered, and is creating strategies and checks in an attempt to resolve the problems for this next round.

Delays aside, I have to say that my experience with this new process has been quite positive. To begin, I believe the joint DEC/FTC training sessions offered by the RFA and the University were done well. Indeed, the feedback the Executive received from members who attended the sessions attested to this. For the most part, there were very few procedural errors that occurred at either the DEC or FTC levels.

In my role as Chair of Grievance, the part of the tenure process I had the most experience with was helping members prepare responses to committee letters. The new tenure process provides three opportunities for a tenure candidate to respond:

- ◆ The candidate can respond to the DEC's draft recommendation letter;
- ◆ The candidate can respond to the DEC's final recommendation letter;
- ◆ The candidate can respond to the FTC's recommendation letter.

## Report from the Chair, Grievance...

These responses can be quite important, especially when the recommendation is negative, or when there is a strong minority view. In total, André, Sophie and I assisted fifteen members with their responses. That is 45 letters! In addition, we met with several members to offer advice and guidance. We had two DEC's and two FTC's consult with us on matters of process.

I would like to extend an invitation to all probationary RFA members, DEC's, and FTC's that will be part of the tenure process this year not to hesitate to contact André or me with any questions or concerns. We are happy to help. For DEC's and FTC's, we are happy to discuss matters of process with you, but remember that we cannot discuss the particulars of any member's tenure file with you.

The RFA continues to fight for our members when things do not go well, but please remember that we are also here to help you long before that, as well!

### **Grievance Committee**

As the Chair of the Grievance Committee, I rely on the contributions of the Grievance Committee members to perform my role well. I am very fortunate that the RFA Grievance Committee is made up of wonderful people who share the interest and passion needed to do grievance work. The 2013/2014 Grievance Committee members in alphabetical order are:

- ◆ Yunxiang Gao (History)
- ◆ Diane Granfield (Library)
- ◆ Jesmen Mendoza (Counselling)
- ◆ Kimberly Wahl (Fashion)

In addition, our President, Anver Saloojee, is an Ex-Officio member of the committee, and André Foucault attends the meetings in his role as Director of Labour Relations.

In some cases, members of the Grievance Committee can assume the role of an Alternate Grievance Officer. In this capacity, they can manage one or more grievances. Currently, two Grievance Committee members are actively managing grievances as Alternate Grievance Officers. In addition, I am delighted (and relieved!) that Sophie has agreed to assume the role of an Alternate Grievance Officer this year to continue with some long-standing grievances that she has been managing.

### **Grievance Summary**

At the time this article was written, there were 18 active grievances on file, 4 were filed in 2013, 6 were filed in 2012, and the rest are from previous years. Since Fall 2012, we have closed 11 grievances. All of these grievances were closed as a result of either winning the case or because a settlement was reached that was acceptable to all parties. None of these were cases that were "lost".

In addition to grievances, we have approximately 30 "cases" that are open. Our Collective Agreement mandates that there be an informal attempt to resolve disputes before a formal grievance is filed. "Cases" are issues that are under dispute but have not yet become formal grievances. In many instances, these issues can be resolved, but when they can't, they become formal grievances.

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When all internal stages of the grievance process are exhausted without a resolution, grievances proceed to arbitration. Of the 18 active grievances, 9 are currently at the arbitration stage.

#### Conclusion

The RFA works hard for you in many ways, and grievance is certainly one of those ways. Truly, I believe that Ryerson is a great place in which to work, and I am happy to be here. Sometimes, however, things happen. When they do, know that your Association is here to support you. Please do not hesitate to contact me if you have questions or concerns. All discussions are confidential.

Have a great remainder of the semester.

### Report from the Chair, Negotiating - Peter Danziger

We are now mid-cycle in our agreement and the new language has come into effect. We have many new provisions, particularly the new hiring, tenure and promotion provisions which are now established. In addition, the new sabbatical system seems to be working well. As one might expect, there are some places where the new language needs to be clarified. One important place that needs clarification is around the timing of tenure reviews for those who are given tenure extensions and those who are hired off-cycle. The new process takes longer and this has led to complications in these cases. Thus, we have negotiated a change to the collective agreement to deal with these cases, which we will be bringing before the membership. The idea is to simplify the tenure process so that there is only one timeline and all dossiers would be reviewed at the same time.

Keeping in mind that the "normal" tenure review date has the member submitting her/his dossier by November 30 of a given year, the proposed changes would be as follows:

- ◆ Those who are given extensions usually find out about the decision in April or May. In order for them to have adequate time to address the concerns that led to the extension they would submit their revised dossier November 30, two years after the original submission.
- ◆ For those members who are hired off-cycle (usually January hires) they would also submit their dossiers November 30 of the proper year. At the time of hire, they would be given a choice of whether they wished a shorter or longer review. Thus someone hired this January 2014 with a 5-year probationary period could decide to submit either November 2018, or November 2019.
- ◆ Those members who were hired off-cycle who are currently in the system would be given a similar choice as to when they would like their review to take place. Thus someone hired in January 2013 with a 5-year probationary period would be given the choice of submitting her/his dossier for review November 2017 or November 2018.

It is worth noting that this practice is similar to that at many other Ontario Universities.

As you may be aware, clause 10.12.C.4 allows the Dean to assign an extra course to a faculty member in unusual cases. While the clause allows this, it does not provide a process and we were becoming concerned that some Deans were attempting to use this clause improperly. As a result, a grievance was filed, and as a settlement, we have negotiated a protocol by which such an extra course can be assigned. The protocol is not intended to be punitive. The initial focus is on re-engagement, and sees the process unfolding over time. This protocol is attached for your information.



### Report from the Chair, Negotiating...

A final reminder about the change to allow commuted value transfers to the Ryerson Pension plan. If you have a pension with a previous employer you have until November 30, 2013 to initiate the process to find the value of your pension in terms of the Ryerson plan. This is without obligation and we strongly encourage anyone in this situation to explore this process.

Our contract expires in June, 2015 and in the Fall we will be starting the buildup to the next round of bargaining. We will be looking for your input and support during this process. The bargaining committee will be elected shortly. Then we will develop the mandate for the next round of bargaining. As part of this process, we will be visiting each department next Fall. We will be having our mandate meeting early in 2015, with bargaining commencing shortly thereafter. Your input and support during this process are crucial.

While our contract has over 18 months left to run, 19 other faculty associations in Ontario are entering negotiations this year. Although circumstances vary wildly across the sector, the results of those negotiations will no doubt impact our negotiations in 2015.

The wider landscape remains uncertain with fiscal restraint still the order of the day at the provincial and federal level. There is also uncertainty as to how long the current provincial government will remain in power and what a future election will bring. We continue to work with our provincial and national organizations (OCUFA and CAUT) to understand and mitigate these challenges. Our president, Anver Saloojee, gives an excellent environmental overview in his report.

### Report from the Chair, Services - Wayne Forsythe

The latest edition of the Services Committee commenced their duties in May 2013. 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 Monday September 9 which was held in the Alumni Lounge at the Mattamy Athletic Centre (MAC). The committee would like to thank the ~90 members who attended and we were very pleased with the positive responses to this event.

The first Drop-In event was held at the International Living/Learning Centre (ILC) on October 9. We started this event at 4:00 pm in response to member feedback. Approximately 60 people were in attendance throughout the late afternoon/evening. An additional Drop-In event has been scheduled for Thursday November 14 from 5:00 pm to 8:00 pm. Drop-In's are informal mix/mingle occasions where members can enjoy light snacks and refreshments. Email reminders are sent out before each event.

The Season/Holiday Party will be held on Monday December 2, 2013 from 5-10 pm 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.

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

**Committee Members:** *Wayne Forsythe (Geography), Anne-Marie Singh (Criminal Justice and Criminology), Gerda Cammaer (Image Arts), Peter Kedron (Geography), Martin Greig (History), Stephen Swales (Geography)*

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

### **Faculty of Communication and Design**

Robyn Cumming - *Image Arts*  
Jessica Mudry - *Professional Communications*  
Jeremy Shtern - *Creative Industries*  
John Tarver - *Image Arts*  
Lisa Taylor - *Journalism*  
Matthew Tiessen - *Professional Communications*  
Frauke Zeller - *Professional Communications*

### **Faculty of Arts**

Idil Atak - *Criminal Justice & Criminology*  
Kosha Bramesfeld - *Psychology*  
Becky Choma - *Psychology*  
Laura Fisher - *English*  
Jean Li - *History*  
Rebecca Lock - *Sociology*  
Janam Mukherjee - *History*  
Jamin Pelkey - *Languages, Literatures & Cultures*  
Sorpong Peou - *Politics*  
Christopher Powell - *Sociology*  
Germán Pupato - *Economics*

### **Faculty of Engineering & Architecture**

Goetz Bramesfeld - *Aerospace Engineering*  
Serhan Guner - *Civil Engineering*  
Stephen Waldman - *Chemical Engineering*

### **Faculty of Science**

Janet Koprivnikar - *Chemistry & Biology*

### **Faculty of Community Services**

Ransford Danso - *Social Work*  
Dario Del Degan - *Professional Communication*  
Julia Forgie - *Early Childhood Studies*  
Charlotte T. Lee - *Nursing*  
Shelagh McCartney - *Urban & Regional Planning*  
Michael Mueller - *Early Childhood Studies*  
Kristine Newman - *Nursing*  
Sheldon Reinsilber - *Child & Youth Care*  
Oona St-Amant - *Nursing*

### **Faculty of Ted Rogers School of Management**

Saman Amin - *Information Technology*  
Cheri Bradish - *Marketing Management*  
Deborah de Lange - *Global Management*  
Sari Graben - *Law & Business*  
Alison Kemper - *Entrepreneurship & Strategy*  
Alexandra Mazalek - *RTA*  
Nigussie Mengesha - *Information Technology*  
Martin Pyle - *Marketing Management*  
Khalil Rohani - *Marketing Management*  
Zahava Rosenberg-Yunger - *Health Services*  
Laleh Samarbakhsh - *Finance*  
Boza Tasic - *Global Management Studies*  
Changping Wang - *Global Management Studies*

### **Library**

Curtis Sassur - *Librarian*

## Promotion to Tenure

Elizabeth Allemang - *Midwifery*  
 Ronald Babin - *Business Information Technology*  
 Nicole Bennett - *Midwifery*  
 Roberto Botelho - *Chemistry & Biology*  
 Jenny Carson - *History*  
 Cristina Catallo - *Nursing*  
 Catherine Dowling - *Interior Design*  
 Charles Falzon - *RTA*  
 Shadi Farshadfar - *Accounting*  
 Wendy Freeman - *Professional Communication*  
 Sutanam Ghosh - *Geography*  
 Enza Gucciardi - *Nutrition*  
 Esther Ignagi - *Disability Studies*  
 Silvana Ilie - *Mathematics*  
 Vid Ingelevics - *Image Arts*  
 Raffi Karshafian - *Physics*  
 Naomi Koerner - *Psychology*  
 Donna Koller - *Early Childhood Studies*  
 Richard Lachman - *RTA*

Jennifer Lapum - *Nursing*  
 Yuanshun Li - *Finance*  
 Kristiina McConville - *Electrical & Computer Engineering*  
 Andrew McWilliams - *Chemistry and Biology*  
 Shavin Malhotra - *Global Management Studies*  
 Nicole Neverson - *Sociology*  
 Andrea Noack - *Sociology*  
 Jason Nolan - *Early Childhood Studies*  
 Caroline O'Brien - *Theatre*  
 Robert Ott - *Fashion*  
 Puren Ouyang - *Aerospace Engineering*  
 Susan Preston - *Social Work*  
 Nancy Purdy - *Nursing*  
 Russell Richman - *Architectural Science*  
 Jasna Schwind - *Nursing*  
 Jahan Tavakkoli - *Physics*  
 Brennan Thompson - *Economics*  
 Kernaghan Webb - *Law*  
 Xianxun (Arnold) Yuan - *Civil Engineering*

## Memoriam

**Peter Kerr**

After a long courageous battle with Alzheimer's, Dr. Peter Kerr passed away peacefully on Tuesday, May 14, 2013 in his 92nd year. Peter was a former faculty member of Ryerson University. He started at Ryerson in 1965 and was an RFA Vice President from 1968 - 1972. He was a Royal Air Force pilot during the Battle of Britain and worked at Orenda on the Avro Arrow. Dr. Kerr volunteered with Canadian International Development Agency in Chittagong, Bangladesh during his time at Ryerson University. His function was to help bring more modern manufacturing methods into their manufacturing industries. He found this to be a very emotional experience due to the grinding poverty and near destitution of many of the inhabitants of the area in which he worked. Peter Kerr was awarded a special Honorary Doctorate by Ryerson Polytechnical Institute through SURPI (Students' Union of Ryerson Polytechnical Institute). He was particularly proud of this award as it came from the students in recognition for his commitment to the student body and he proudly displayed it in his office.



The RFA Executive for 2013/14 is composed of the following members:

President	Anver Saloojee
Vice President Internal	Kileen Tucker Scott
Vice President External	Franklyn Prescod
Treasurer	Bozena Todorow
Secretary	David Naranjit
Chair, Grievance	Jason Lisi
Chair, Negotiating	Peter Danziger
Chair, Professional Affairs	Lin Dong
Chair, Equity Issues	Jennifer Clarke
Health & Safety Officer	Chun-Yip Hon
Members At Large (2)	Tuna Baskoy Amina Jamal

## **RFA General Meeting**

Monday, December 2, 2013, 12 (noon) - 2:00 p.m.  
POD - 250

### **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 Agnes Paje  
Produced by: Stacy Stanley and Agnes Paje

## RFA DEPT/SCHOOL REPS - 2013/2014

Accounting	1. Shadi Farshadfar 2. <i>Vacant</i>	Journalism	Marsha Barber Kinga Zawada
Aerospace Engineering	Seyed M. Hashemi	Languages, Literature & Culture	
Architectural Science	Miljana Horvat Paul Floerke	Law	<i>Vacant</i>
Chemical Engineering	Dae Kun Hwang	Library	1. Dana Thomas 2. Val Lem
Chemistry & Biology	1. Lesley Campbell 2. Bryan Koivisto	Marketing	<i>Vacant</i>
Child & Youth Care	<i>Vacant</i>	Mathematics	Jean-Paul Pascal
Civil Engineering	Darko Joksimovic	Mechanical & Industrial Engineering	1. Sharareh Taghipour 2. <i>Vacant</i> 3. <i>Vacant</i>
Computer Science	Kosta Derpanis		
Counselling	Joanna Holt	Midwifery	Nadya Burton
Criminal Justice	Tammy Landau	Nursing	1. Diane Pirner 2. Sharon Paton 3. Corinne Hart
Disability Studies	Esther Ignagni		
ECS	1. Rachel Berman 2. <i>Vacant</i>		Annette Bailey (Alternate)
Economics	1. Constantine Angyridis 2. Thomas Barbiero	Nutrition	Rena Mendelson
Electrical Engineering	1. Vadim Geurkov 2. Lev Kirischian 3. Kaamran Raahemifar	Occupational & Public Health	<i>Vacant</i>
English	1. Rahul Sapra 2. Jonathan Rollins	Philosophy	Meredith Schwartz
Entrepreneurship & Strategy	<i>Vacant</i>	Physics	Catherine Beauchemin
Fashion	Grahame Lynch	Politics	1. Mitu Sengupta 2. <i>Vacant</i>
Geography	<i>Vacant</i>	Professional Communication	Carolyn Meyer
Global Management Studies	<i>Vacant</i>	Psychology	1. Stephanie Cassin 2. Alexandra Fiocco
Graphic Communications	Richard Adams	Retail	Ken Wong
History	John Morgan	RTA	1. Charles Zamaria 2. <i>Vacant</i>
Hospitality & Tourism	Richard Wade	Social Work	1. Dawn Onishenko 2. <i>Vacant</i>
Human Resources	Ian Sakinofsky		
Image Arts	1. Bruno Lessard 2. <i>Vacant</i>	Sociology	1. Nicole Neverson 2. Doreen Fumia
ITM	1. Aziz Guergachi 2. <i>Vacant</i>	Theatre	1. Cynthia Ashperger
Interior Design	Catherine Dowling	Urban & Regional Planning	<i>Vacant</i>