



The RFA Bulletin

From the President

David Checkland

On Being 'El Presidente'

Leave-takings tend to inspire introspection and, in my case at least, the urge to pass on what must pass for acquired wisdom. So, since I am soon stepping down as RFA President, I intend to use this last column as a sort of public debriefing about the role of President as I have found it, freely dispensing insights and advice to any idle enough to listen.

When I declared as a candidate for this post, a former RFA President described the role of President to me as "ceremonial" lest I think it came with any real power. I would not use that word, but I think it is true that an important part of the role is politically symbolic; the President must publicly "stand for" certain things by articulating principles when relevant, by exemplifying commitment to both principles and justifiable processes in a wide range of contexts, and sometimes just by being somewhere as a visible RFA presence. This can be tricky, since we all communicate things besides those we intend, but a willingness to consult and an openness to discussion go a long way. Symbolism is a useful, perhaps essential, tool in

"creating a climate," and it can help motivate greater participation. But it is also a central part of the role of President to establish viable working relationships with others within the RFA (especially those on the Executive and the RFA staff), and with personnel in the university administration (most notably the Provost and Vice-Provost, but also Deans, various people in Human Resources, etc.). This requires going beyond symbolism and engaging with whatever the issue might be. "Engaging" covers a lot, including admitting initial ignorance when it exists, seeking out information from relevant sources and asking the hard questions when need, trying to understand the perspectives of others involved, consulting (whenever possible) about what the RFA position should be, and articulating that position strongly but as non-antagonistically as possible in the appropriate forum. Learning to have a reasonably reliable sense of when I had done enough of any of these was a major part of my entire first year in office. Consulting with trusted others within the RFA, and with previous

presidents - yes, all still at Rye heard from me, and Michael Doucet probably rather more than he wanted to (his office being rather close to mine) - certainly made this process far easier than it might have been, and avoided many errors, too. Everyone shared what they knew and offered support.

It is inherent in the representing of the collective interests of faculty that there be differences of perspective and interest between faculty and the administration. Well, "Duh". But it seems to me to be less well appreciated just how crucial it is to establish these working relationships and to seek out areas where interests overlap. Trust is central. Not just, or even primarily, trusting those on "the other side" - after all, prudence dictates caution until one sees a "track record" for each individual, and trust can only take you so far at the best of times - but being *trustworthy* oneself. It is crucial, in my view, to establishing good labour relations that we who represent the RFA try very hard to appreciate the imperatives leading

Inside this Issue:

Important Dates	2
Retirees	2
Services	3
Negotiating	3
From the Secretary	4-5
Tenure	5
New Faculty Members	5
New Executive	6
Grievance	7
Vice President	8
Professional Affairs	8
Health & Safety	9
Reps' Council	10

Contact Us:



285 Victoria Street
8th Floor
Room BUS-838



(416) 979-5186



(416) 979-5317



rfa@ryerson.ca

RFA Web Site: www.ryerson.ca/~rfa

Administration to do what it does, and to oppose these imperatives creatively and without rancour, whenever possible.

This is often far from easy. But it is far *too* easy to demonize those in administration and make them appear foolish or evil. Doing so usually misrepresents them, while simultaneously risking turning oneself into a demagogue. (It *is* tempting). Senior Administrators are, by and large, well intentioned people with real strengths, shortcomings worthy of note (*of course*) and different imperatives or interests central to their office(s) which motivate them. This doesn't make them right, of course, and the President often needs to tell them when and why they are wrong. But remember, from *their side* we can look unpredictable (the players keep changing, and democratic votes can surprise), untrustworthy (because of conflicting interest *within* our collective), purely self-interested rather taking the broader view of Ryerson's interests, and even at times, defenders of the indefensible and the incompetent. Surprisingly, with respect to Admin's perceptions of the RFA, our exemplifying within the RFA, and within the university's collegial structures, real commitment to the sort of fair and reasonable due process we demand of administration can go a long way to improving relations. That is, the more we *enact* responsible collegial governance where we can, they will listen when we demand that they do so too. (Up to a point, perhaps).

End of sermon—hey, my father was a clergyman. (My views on how the RFA can make its most demanding positions more attractive and do-able will be made known to the Executive, and may emerge from that body in one form or another if anyone agrees).

It has been a pleasure to serve you, and an experience I would not have done without. May my successor, and all RFA volunteers, be able to say the same. Make it so!

Retirees 2005

M. Black, Graphic Commun.
 J. Easton, Co-Op Education
 G. Emslie, Psychology
 Lan Alain, Computer Science
 J. Logan, ITM
 A. S. McLean, Journalism
 D. Miles, Image Arts
 B. Milroy, Social Work
 M. Morris, English
 M. Novick, Social Work
 T. Prince, Bus. Management
 D. Rajagopal, Economics
 J. Sakeris, Sociology
 D. Smail, Mech. Engineering
 P. Wilson, Bus. Management
 C. Vanderburgh, RTA

'We need to know'

To Retirees:

It is important that you advise the university's HR department of any changes to your mailing address.

Important Dates

RFA

General Meeting

May 4, 2005

International Room, ILC

Awards/Retirees'

Reception

May 4, 2005

Reception: 4:30 pm

Presentation: 5:00 pm

Dinner: 6:00 pm

Courtyard Marriott Hotel
 475 Yonge Street
 (Yonge & College)

General Meeting

December 1, 2005

POD-250, The Commons
 Jorgenson Hall



Season Party

December 14, 2005

Reception: 5:30 pm

Dinner: 6:30 pm

Marriott Eaton Centre

Report from Services Committee

This year, the committee organized four major social events. Our "Season Opener" in September, followed by our "Season Party" held this year at the Delta Chelsea Hotel, were both very successful and well attended. Our joint RFA/CUPE/OPSEU party was not as well attended, and the committee is looking to possibly replace this event with something more exciting. We will end the year by acknowledging those who will be retiring and our award winners – "Ryersonian of the Year" and "RFA Distinguished Service Award". This event will be held at the Courtyard Marriott in May.

The committee is considering events such as a "theater dinner package", "a day at the races" or an "AGO/ROM dinner exhibit package". We welcome your comments and suggestions.

The Services committee works with a limited budget to provide these events. We have tried this year to have members RSVP to these events, as a means to ensure that we get maximum value for our dollar spent. Not to RSVP means the committee has to estimate attendance, and this can mean that we either over spend due to attendance being less than the estimate, or we do not have enough food or space to accommodate those who show up. In order to provide better events and value for our dollar, we ask that you help us by providing an RSVP. As well, it is just as important that if you sent an RSVP and your plans change, please let us know as there may be a wait list for some events.

We appreciate your feedback and welcome any ideas for improvement, which can be sent to the committee via the RFA office at rfa@ryerson.ca

Linda Cooper and David Martin

(Other committee members are: Lucina Fraser, Rachel Jiang, Franklyn Prescod)

Report from Negotiating Committee

On Wednesday, March 9, the Negotiating Committee received a mandate from the RFA membership, to present a series of proposals to the University Administration with a view to renegotiating the current Collective Agreement. The proposals approved by the membership were presented under the following headings: Staffing, Leaves of absence, Workload, Academic Freedom, Salaries, Ranks and Benefits, Mandatory Retirement, Intellectual Property, Chairs/Directors, Health and Safety.

On Wednesday March 23, the RFA Negotiating Committee met with the Administration Negotiating Committee in order to agree on a schedule for the bargaining process. The parties will commence bargaining on Friday, April 1, 2005. Thereafter, each Friday, until May 6 (six Fridays), as well as the intervening Wednesdays, have been set aside for this purpose.

Ian Sakinofsky (Chair)

(Other committee members are: George Gekas, Adam Kolodziej, Diane Pirner, Daria Sydor)

From the Secretary

Are We There Yet?

When I compare the Ryerson of present to the institution where I started in 1993 I feel I'm sounding like a "Virginia Slims" ad: "*We have come a long way!*" We now have more students, more faculty, new degrees and programs, graduate degrees, new buildings, new faces. I used to know almost everybody in my Faculty by name, I now try to memorize the names of new colleagues in my Department. Dynamic, vibrant, enterprising would be the choice words I'd like to describe Ryerson at the present time. I am, however, well aware of the dangers of incautious optimism.

The RFA is entering into a new round of negotiations, with a mandate to improve our working conditions, to establish a workload more reflective of other universities. This has been one area in which we had little progress in the period since Ryerson became a University. I assume improvements in the workload and salary are shared priorities for both the RFA and the Administration, in order to continue to attract and retain new faculty, and to create a positive working environment. So far, I only have frustrations to report, in terms of progress since 1993 in changing the ominous Mode II workload. Change, of course, can be an unsettling experience. That is probably why we had little progress in changing the working conditions, with both RFA and the Administration accusing each other of stonewalling. In bringing change, possibly the most important lesson learned from past examples, is to avoid "throwing the baby out with the bath water." That is, there is a need to keep the structures and

practices that have made Ryerson a unique place, while introducing new and creative ideas. For an institution going through rapid change, fading of the institutional memory and past practices can be a liability.

A second danger in a changing environment is resistance to change. Of course, nobody can accuse Ryerson of this resistance. But fear of the unknown may result in delays, and the lack of progress in workload improvements is a case in point. There are still a lot to change here, from the tri-partite curriculum, the semi-feudal hierarchy of administration where Chairs, Deans, VPs, all defend "turfs", and the structures such as the Board and the Academic Council (Ryerson's equivalent to a Senate) lacking the critical edge to defend the "good of the university". At the Faculty of Arts, we continue to learn when we are teaching at the very last minute, literally days before the beginning of the term, and mysteriously, we still cannot find a solution to a problem that only affects Ryerson among all universities. Creative solutions need cooperation, an environment of mutual understanding, trust as well as a critical scrutiny, and open and transparent discussion.

Structures such as the RFA, Academic Council and the Board need to play a more active role in this process. If we do not function effectively and in a balanced way, change can be more harmful than good.

A third danger in a changing environment is "one size fits all" thinking. It is true that without certain common norms for all, the "turf" wars I mentioned may go totally out of control, where each program or department has to make its own local norms,

where administration has to negotiate side deals independently with each group, where individual faculty members may be forced to self exploitation in the name of local norms; a nightmare of feudal decentralization that has no place in a mature academic environment. Saying this, however, we should also be careful not to expect the same level of productivity, efficiency, number of student contact hours, instructor/student ratio, class size from all programs and departments. Each discipline has its unique standards and expectations, and cross references with other programs of similar discipline may be a good idea. Yet again, "sector norms" should not necessarily be used to produce a standard curriculum and curb creative practices unique to Ryerson. Keeping the balance between universal standards and local norms is a challenge; I hope both Administration and RFA will come up with creative solutions by bargaining in good faith.

During our transformative years we need to be extra careful to avoid "over-doing." As we are switching emphasis from teaching to research and graduate teaching, we should not forget our primary commitment to undergraduate teaching. We do not want to end up with a model where quality of work is evaluated in terms of research accomplishments alone, or through publications only in "certain" journals, grants only from "certain" sources, and partnerships with preferred regions, countries, businesses etc. I hope that at tomorrow's Ryerson, writing an editorial for the good of the university will be recognized as a "meritorious" work, and not a waste of time.

Recent news of involvement of Ryerson Security in the arrest of a refugee claimant within Ryerson campus, should also alert us to the dangers of Ryerson

From the Secretary *(cont'd)*

administration getting too chummy with authorities of power and influence, to the detriment of freedom of expression. We need to be vigilant to ensure that universities will remain as bastions of freedom of expression, critical thinking and new ideas, without fear, intimidation, and witch hunting where authorities, funding agencies or influential lobby groups can use their influence as they wish. For a diverse community such as Ryerson, a peaceful and harmonious working environment requires extra vigilance.

Like many institutions within Ryerson, the RFA is also going through change. We have a new by-law, new committees, and soon we will have a new Executive. I would like to thank David Checkland, as our outgoing President, for his contributions. Working closely with David, I could see the toll of the last two years on him. We are yet to make running for the office at RFA a rewarding experience, not drudgery, ending with an accolade of tar and feathers, if we like newer faces.

Against many odds, David has fulfilled his promises and made RFA an even more democratic and transparent institution. Working with Bob Rinkoff (VP), the Departmental Reps Council now plays a much more significant role within the RFA. We have a new By-law that supports the organizational democracy. What we need is your involvement. We will have many new positions opening in the next elections, and we need all those with new ideas, and energy to join in. Ryerson is a rapidly changing institution and your involvement can make a bigger difference here than elsewhere.

For probationary faculty members who are interested in getting involved with RFA activities but do not feel ready, I

suggest getting involved in committees. This is important not only for fulfilling your contractual obligations, but also to find out what is going on and to influence the direction of change. We also need to make the Academic Council and the Board as the structures of critical yet positive thinking.

We hope we can continue to build on our strengths, learn from our past mistakes, and make Ryerson a positive working environment for students, staff, faculty, and administration.

Mustafa Koc



New Faculty Members

- Lori Beckstead, RTA
- Irene Gammel, English
- Rashid Khan, Economics
- Jean Mason, Bus. & Tech. Comm.
- Mary Sharpe, Midwifery

Promotion to Tenure

Javad Alirezaie, Elect. Eng.
 Lamya Amleh, Civil Eng.
 Alagan Anpalagan, Elect. Eng.
 Tara Burke, Psychology
 Jun Cao, Mech. Eng.
 Jean-Paul Chavy, French & Spanish
 Janet Conway, Politics
 Michelle Dionne, Psychology
 Xavier Fernando, Elec. Eng
 Gabor Forgacs, Hosp. & Tourism
 Wayne Forsythe, Geography
 Andrew Furman, Interior Design
 Aziz Guergachi, ITM
 Denis Hamelin, Computer Science
 Jonathan Li, Civil Engineering
 Songnian Li, Civil Engineering
 Nina-Marie Lister, Urban & Regional Planning
 Zhen Lu, Hosp. & Tourism
 David MacKenzie, History
 Margaret Malone, Nursing
 Paul Missios, Economics
 James Norrie, ITM
 Henry Parada, Social Work
 Lila Pine, Image Arts
 Ann Rauhala, Journalism
 Sheldon Rosen, Theatre
 Marcus Santos, Computer Science
 Lennie Scott-Webber, Interior Design
 Stephen Swales, Geography
 Neil Thomlinson, Politics
 Alex Wellington, Philosophy
 Edward Wojs, Architecture
 Baruch Zone, Architecture

New Executive Committee Members

Bill Reynolds

Member at Large

Bill Reynolds became the newest member of the RFA Executive Committee when he was elected to the position of Member At Large on March 15. He is a Mode II Assistant Professor in the School of Journalism.

Prior to joining Ryerson, he was the longtime editor-in-chief of *eye Weekly* in Toronto. Currently, he writes a music column for *The Hamilton Spectator*, as well as features and reviews for various publications. Bill is also on the Board of Directors of *This* magazine.

Bill was "thrilled" when President David Checkland called to congratulate him following the election. Bill has recently attended his first Committee meeting and we are sure that he will "*do his best to work for your interests.*"

Mostafa Warith

Chair, Professional Affairs

Mostafa Warith is an Associate Professor in the Department of Civil Engineering where he teaches courses in water and wastewater treatment, landfill design, geotechnical engineering and hydrogeology. He joined Ryerson and the RFA in 1996.

He has been active on the Executive since becoming Chair of the Professional Affairs Committee and has become a "regular" not only at the bi-weekly Executive Committee meetings, but also at the social gatherings. He is currently involved in discussions related to the new round of negotiation in anticipation of a new RFA Collective Agreement in July 2005.

IMPORTANT

Make your vote count by submitting your election ballot on time.

The RFA office received 25 ballots a few days **after** the deadline for the last election. Kindly deliver your ballot directly to the RFA office if there are only 2-3 days left before the deadline.

Your vote could be significant to the outcome of the elections.

The RFA Bulletin is intended to promote communication between RFA members and their Executive.

We thank all contributors to this issue.

Editor: Maureen Sims

Assistant Editor: Mustafa Koc

Produced by: Sabrina Picardo

Report from Grievance Committee

I Cannot Say That I Was Not Warned

When Dr. Saloojee left the position of Chair of the Grievance Committee, and I ended up temporarily taking over the duties, ninety percent of my free time, including such niceties as leisurely weekends, just simply disappeared, as if by magic. The learning curve is steep. I have now been doing this since the beginning of the year, and I am, finally and barely, starting to develop the necessary overview as well as familiarity with the particulars of the culture of the various academic environments. Ryerson is facing many challenges while attempting to reinvent itself and, unfortunately, these challenges are often met with less than gracious actions. Without breaking the confidentiality of specific cases, there are general areas that seem problematic almost universally. It is worth addressing some of them.

Leading the pack, because of the devastating consequences to the lives of those affected, are problems around tenure. DAC members range in their training, understanding of the collective agreement, ability to conduct themselves in a collegial fashion and motivations for undertaking a job with such massive consequences on the lives of others. The problems encountered with DACs include hidden agendas, lack of independence, lack of consultation with their

Deans and lack of understanding of the process itself. The list goes on. DAC members - academics, scientists, poets and eccentrics - are not necessarily well equipped managers. Yet they are cast in that role. While proper DAC training may solve some, the problems are not limited to DACs. Deeper systemic faults in the university's administrative structure are at fault.

In some cases, knee-jerk reactions to the changing landscape that the university cast itself in result in tenure requirements being escalated beyond what was clearly communicated to the candidate at hiring. Turf wars between Deans, Chairs and DACs, improper documentation, improper investigations and just plain old bullying are by no means singular and uncharacteristic occurrences. And who ends up bearing the consequences? The most vulnerable, the probationary faculty, often reluctant to come forward, particularly in cases where it was explicitly communicated to them that "*bringing in the RFA*" would be frowned upon, uncollegial even. Odd really, given that the Faculty Association is part of the collegial governance system of the university.

That being the case, it is extremely important that members consult with the RFA immediately if anything negative surfaces in assessments, performance reviews, etc. Do not let these accumulate or be left unaddressed.

While it is a well worn adage in labour circles that any administration's most preciously guarded privilege is the privilege to manage badly, it is also incumbent on the RFA and on each member of the faculty to protect themselves from capriciousness.

My term is up this May. With the changes in the Grievance Committee structure – the Chair and the new Co-Chair of Grievance to share the duties - coming into effect as a result of the new By-law, the task is less daunting. I have not yet made up my mind whether to stand for one of the positions. I probably will, because I would like to start to apply some of the knowledge acquired in the past months.

I would, however, urge any and all who could possibly be interested in standing for either of the positions, to seriously consider it. It is extremely hard work, but occasionally, the rewards are also great, particularly if you can prevent an unfair job loss.

But don't say I did not warn you.

Emil Kolompar

Report from Vice President

As my term as Vice President comes to a close, I would like to thank some people and report on some recent activities. First of all, as Chair of the Reps Council, I would like to thank the Reps for their service to the RFA and, by extension, to the University. The Reps Council meetings have evolved into ones characterized by wonderful – and at times, passionate – discussions. The Reps genuinely care about the issues confronting the Association and bring an interest in and commitment to the topics under discussion. I will miss those meetings. Second, I would like to thank Maureen Sims, RFA Executive Director. Without her support, the role of Vice President would be significantly more challenging. Finally, I want to thank David Checkland, our departing President. David's guidance and wisdom have been indispensable.

In terms of activities, the big issues which the Reps Council has recently spent a significant amount of time discussing deal with negotiation and workload concerns. I. Sakinofsky, Chair of the RFA Negotiating Committee, and other members of the Negotiating Committee have attended Council meetings characterized by a free flow of suggestions and feedback. As well, D. Mason, RFA Treasurer, presented data related to workload analysis to help inform decisions related to negotiations.

Along with Michelle Dionne and Mike Burke from the RFA and Michael Dewson, Diane Schulman, and Judy Britnell from the Administration, I am serving on the joint Faculty Course Survey Committee, which was formed to examine and make recommendations regarding the questionnaire which students fill out towards the end of each semester. To date, this Committee has only met a few times. However, we have a regular schedule and it is hoped that we will be able to bring forward useful recommendations in due course.

Lastly, as the RFA representative to OCUFA, I have attended the OCUFA Board of Directors meetings regularly. These meetings, which include representatives from every university in Ontario, provide a valuable perspective on issues that are of relevance to institutions across the province. Current issues include mandatory retirement, the lack of faculty hiring to keep pace with student enrollment, the government's desire to double graduate school enrollment in order to replace retiring faculty members, and freedom of information.

Robert Rinkoff

Report from Professional Affairs Committee

Since joining the RFA Executive Committee regular biweekly meeting in January 2005, I have been learning about the RFA and how important it is for all of us, at one point or another in our career, to be part of this Association. The Committee has been discussing the merits of the "Merit System" to give feedback to the Negotiation team.

The Professional Affairs Committee is preparing for the "Ryersonian of the Year Award" for 2005. The Committee will be accepting nominations and applicants' files for review and evaluation in April 2005. Please watch for the package which will be sent to all RFA members shortly. The Committee members are: Patrizia Albanese, Sociology, Anthony Hutchinson, Social Work, Ian Lindsay, Geography and Myer Siemiatycki, Politics. We are planning to meet in the second part of April 2005.

Mostafa Warith (Chair)

Report of the Occupational Health & Safety Officer

In my last report, I noted that there had been some progress on a number of fronts having to do with the general physical environment at Ryerson. The major change which is taking place is that Ryerson is about to be treated as a 'multi-site workplace' under the Occupational Health and Safety Act. This means that building inspections will be carried out by building or administrative or academic unit inspection committees. The positive side of this is that we can finally expect that there will be annual inspections of every site on campus. This is something that hasn't been done in years, and with respect to some locations, most notably classrooms, probably never.

The Act requires a minimum of an annual inspection, and, in the case of more obviously hazardous sites, monthly inspections are called for. So this is a step forward. However, the law further requires that the inspections be carried out by a worker and a management representative. The worker representative must be chosen by the workers on the site, i.e. cannot be appointed by any representative of management. We do not yet have a mechanism for choosing the worker representatives on the inspection committees, so while at least some form of inspection will be carried out, these are not actually legal inspections under the Act. It is going to be necessary for the four unions on campus to develop a process for choosing worker representatives on the inspection committees.

The decentralization of workplace inspections is going to mean an increased need for health and safety training among all members of the bargaining units. Last fall, Laura Lozanski, CAUT's Health and Safety Director, paid a site visit to Ryerson, and at that time offered to provide training sessions. We are currently attempting to schedule a joint training session involving the various unions here and at York. As well, I'm hoping to arrange for some more modest training sessions for the RFA Reps., and I will be distributing a number of CAUT health and safety bulletins to the members.

Finally, it has become increasingly clear to me that our major health and safety issues as faculty cannot be resolved under the terms of the Health and Safety Act. Our major problems, which we share with faculty across the country, are workload related: stress, repetitive strain injuries, work/life balance, voice strain, most notably. The only way these problems can be addressed is through improvement of working conditions by means of the collective bargaining process. The best hope we can have for improvement of health and safety, is that our Negotiating Committee will be successful in their efforts to bring faculty workload down to a level that is consistent with health and a decent life.

Bob Argue

Health and Safety Officer

RFA Dept/School Reps - 2004/2005

<i>Department</i>	<i>Name</i>	<i>Department</i>	<i>Name</i>
Aerospace Engineering	1. Seyed-Mohammad Hashemi	MPCS	1. Isaac Woungang
	2. Donald McTavish		2. Peter Danziger
Architectural Science	1. Edward Wojs	Mechanical Engineering	1. Ahmad Ghasempoor
	2. June Komisar		2. Wey Leong
Bus & Tech Communication	Sheila O'Neill	Midwifery	Vacant
Business Management	1. Ayi Ayayi	Nursing	1. Diane Pirner
	2. Mary Han		2. Beth Swart
Chemical Engineering	Ramadhane Dhib	Nutrition	Fiona Yeudall
Chemistry & Biology	John Marshall	Occupational & Public Health	Vacant
Civil Engineering	Songnian Li	Philosophy	John Caruana
Counselling	Sahri Woods-Baum	Politics	Mike Burke
Disability Studies	Kathryn Church	Psychology	Michelle Dionne
ECE	Theresa Steger	RTA	Charles Zamaria
Economics	Halis Yildiz	Social Work	Carol-Anne O'Brien
Elect & Computer Eng (ELCE)	1. Reza Sedaghat	Sociology	Cheryl Teelucksingh
	2. Vadim Geurkov	Theatre (alternates)	1. Cynthia Ashperger
English	Jennifer Burwell		2. Irene Pauser
Fashion	Osmud Rahman	Urban & Reg Planning	Vacant
French/Spanish	Marianella Collette		
Geography (alternates)	1. Beth Carlson		
	2. Stephen Swales		
Graphic Communication	Ian Baitz		
History	Joey Power		
Hospital & Tourism Mgt	Lynn Harrison		
Image Arts (alternates)	1. Lila Pine		
	2. Donald Dickinson		
Information Technology (ITM)	1. Franklyn Prescod		
	2. Linying Dong		
Interior Design	Adam Kolodziej		
Journalism	Marsha Barber		
Library	1. Trina Grover		
	2. Jane Binksma		
Math Physics & Comp Science	1. Isaac Woungang		
	2. Peter Danziger		
Mechanical Engineering	1. Ahmad Ghasempoor		
	2. Wey Leong		
Midwifery	Vacant		
Nursing	1. Diane Pirner		
	2. Beth Swart		
Nutrition	Fiona Yeudall		
Occ & Public Health	Vacant		