



## The Newsletter of Ryerson Faculty Association

Fall 2008 Vol. 23, No. 1

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

In the last 6 months, the Grievance Committee, the RFA Director of Labour Relations André Foucault, and your Grievance Officers Michelle Dionne, Sue Edwards, Terry Gillin and I have been diligently representing our members and enforcing the Collective Agreement. We've recently had a nearly complete turnover of the Grievance Committee which now consists of Sue Edwards who replaced Donald McKay last January, and Maria Kjerulf, Kym Maclaren, and Lev Kirischian who joined the committee last May. Welcome to all four.

As always, much of our recent work has involved supporting individual members as they navigate through the tenure and promotion processes. Fortunately, most tenure and promotion problems can be solved informally, but we've also had to go through the formal grievance process to defend a few of our members in some more complicated situations, and we still have one ongoing arbitration related to tenure.

A big portion of our work continues to involve providing individual advice and representation to our members in a variety of matters: working conditions, workload, leaves, secondments, tenure extensions, accommodation requests, discipline, entitlements to benefits and interactions with other members of the university.

In addition to the representation of individual members, we are actively working on some group grievances:

- We are continuing to pursue a resolution to ongoing systemic miscalculation of pension entitlements.
- We have been enforcing the provisions of our Collective Agreement related to the employment of limited-term faculty members. This is an ongoing process, but quite a few positions have already been converted to tenure-stream as a result. In the future, we will expect a stricter compliance with the Collective Agreement when limited term faculty members are hired. We would appreciate your assistance in these matters. There are two particular issues that we would like you to be vigilant about in your own department or school:
  - i) The only valid reasons to hire LTFs are to replace faculty members on leaves or secondments, or to serve in departments or schools with specific workloads that do not require tenure stream appointments. All other RFA appointments should be tenure-stream; in particular, departing tenure-stream members should be replaced by new tenure-stream faculty. Also, LTF appointments should not be used to "prepare" faculty members to apply for tenure stream positions. There are alternative fairer approaches to grooming very junior academics.
  - ii) LTFs should be hired by DACs
- We are working to set up a process to convert some contract Counselor and Librarian positions to permanent RFA positions; if we succeed, this should increase the number of Librarians and Counselors in our union.

Finally, we have noticed a very positive shift in the attitude of the university administration concerning grievance matters. Generally speaking, problems are getting solved earlier, and grievances and arbitrations are getting settled to the satisfaction of all parties. We welcome this change because earlier resolutions benefit all members of the university.

*... cont'd on page 2*

#### Contact Us:

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### Important Dates

RFA General Meeting  
Thursday, December 4, 2008, 12-2 p.m.  
Student Campus Centre  
Room SCC-115

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RFA "Holiday Party"  
Wednesday, December 10, 2008  
Hilton Toronto Hotel

\* \* \*

President's Appreciation Dinner  
Tuesday, March 10, 2009  
Courtyard Marriott

\* \* \*

Retirees' and Awards' Dinner  
Wednesday, May 20, 2009  
Courtyard Marriott

### New Executive Member

#### *Tariq Amin-Khan - Chair, Equity Issues*

Tariq Amin-Khan is an Assistant Professor in the Department of Politics and Public Administration. He joined Ryerson in July 2005. He is the current Chair of the RFA's Equity Issues Committee. Before becoming a member of the Executive, he was his departmental representative on the Reps' Council.

Tariq also serves on a number of his department's committees, and has been a founding member of the Anti-Racism Coalition of students, staff and faculty at Ryerson. Tariq's scholarly interests are on state theory, and the post-colonial state. He is currently working on the rise of the security state and on a critical analysis of militant Islam.

### Congratulations

The RFA congratulates its 2008 Scholarship Award winners:

- Nora Loreto and Ruth Koleszar-Green – *Full-time Student award (\$2,500 each)*
- Evelyn Harney – *Aboriginal student award (\$2,500)*
- Sandy Derstine – *Part-time student award (\$1,500)*

### Disclaimer

Statements made and the views expressed in this publication do not necessarily represent the official position of the RFA. Please direct inquiries to the Executive Office.

### Chair, Grievance .....

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

*Committee members are: Sue Edwards, Lev Kirischian, Maria Kjerulf, Kym Maclaren*

**Retirees' and Awards' Dinner - May 2008**



2008 Distinguished Service Award Winner  
Michelle Dionne, Psychology



Some of the 2008 Retirees

**Retirees' and Awards' Dinner - May 2008**



**New Faculty Orientation Forum - 2008**



### Report from the Chair, Services - Franklyn Prescod

Colleagues, welcome to the 2008/2009 academic year!

The Services Committee continues to play a significant role in providing events that allow RFA members the opportunity to mix and mingle, as well as to celebrate special occasions.

On Monday, October 6, the RFA held an Orientation Forum for our new faculty members which was quite informative and well received by our new colleagues. By the time you receive this report, we will also have hosted our Season Opener on October 22 with a Caribbean theme.

However, we wish to highlight our "Holiday Party" which will take place on Wednesday, December 10, 2008 in the Toronto Ballroom of the Hilton Toronto. We hope you and your spouse/partner will attend this annual event which kicks off the holiday season. As you will see from the formal invitation which you will receive shortly, your RSVP is of paramount importance to assist us with catering for the event. I would also remind you that if, after confirming your attendance, you are unable to attend, please let us know! Details will soon be posted on the RFA Website ([www.ryerson.ca/rfa](http://www.ryerson.ca/rfa)).

I would be remiss if I did not express our sincere thanks to Linda Cooper (Former Chair) for her leadership, guidance and service to the Committee and the Ryerson Community, over many years.

We wish you a happy holiday season!

*Committee members are: Lucina Fraser, Wayne Forsythe, Tracey Raney, Anne-Marie Singh*

### Report from the Chair, Professional Affairs - Trina Grover

The Professional Affairs Committee has three main responsibilities: solicit nominations and make recommendations for faculty awards; review applications for RFA scholarships and choose the winners; and coordinate seminars and speakers on topics of interest to the RFA membership.

Last Fall, we said "farewell and good luck" to the Chair, Daniel Phelan, who retired to Kingston, Ontario after a long career in the Ryerson Library.

The RFA Distinguished Service Award for 2008 was presented to Michelle Dionne, Psychology, at the annual RFA Retirees' Awards & Dinner in May. Michelle has worked hard for the RFA in several capacities, all the while demonstrating tremendous insight, courage and wit. Michelle is acting as Interim Chair of the Psychology Department.

Four scholarships were awarded in early 2008 for the 2007 calendar year, a few months late due to the Chair's retirement. Two awards in the amount of \$2500 each were awarded to 2 full-time students and one award in the amount of \$1500 to a part-time student, all of whom demonstrated a commitment to social justice in addition to academic excellence. One award of \$2500 was awarded to a student of Aboriginal descent who demonstrated a connection linking the student's studies to Aboriginal communities. Our committee members found the process of selecting winners very difficult, as many of the applications were quite amazing. We are inspired by the breadth of experience our students bring to this university, and the outstanding work that they are doing in the world. As this report goes to print, we are reviewing another batch of applications for the 2008 calendar year. All winners will be invited to celebrate with us at the RFA "Holiday Party" in December.

### Chair, Professional Affairs ....

Last year, again due to the absence of a Chair, we did not fulfill a key responsibility of our mandate and no seminars were held. This year, your committee is actively pursuing topics to hold at least 2 seminars. We are interested in your suggestions for seminars and speakers on topics that are useful, practical, and timely. Please contact me or any member of the committee with your suggestions.

*Committee members are: Brian Cameron, Carole Chauncey, Slobodan Drakulic, Songnian Li*

### Report from the Chair, Equity Issues - Tariq Amin-Khan

As the new Chair of the Equity Issues Committee (EIC) of the RFA, I am pleased to report that Ryerson's Task Force on Anti-Racism is now up and running. The formation of the Task Force has been a culmination of an enormous joint-effort of the Anti-Racism Coalition (ARC) – a coalition of faculty, staff and students at Ryerson – and the university's administration. The formation of ARC was spearheaded by the EIC under the leadership of the outgoing EIC Chair, Doreen Fumia. The Task Force will soon begin consultations on a number of anti-racism and equity issues, and RFA members are encouraged to participate in these discussions so that Ryerson can become an inclusive, equitable and respectful place to work.

In the current academic year, the EIC recently held its first meeting. Members at this meeting offered a range of suggestions on issues that EIC ought to consider taking up between now and May 2009. Some of the suggestions that are under consideration are: ableism and access; Aboriginal issues; portrayal of Muslims; debating fundamentalist notions of secularism and religion; and examining the hiring process for faculty and staff. Decisions on prioritizing what issues can be addressed, given the modest resources of the EIC, will be made soon.

*Committee members are: Abdolreza Abhari, Galina Okouneva, Anne-Marie Singh, Aparna Sundar*

### Report from Health & Safety Officer - Gloria Roberts-Fiati

The Health and Safety officer addressed a number of issues over the Spring and Summer sessions that were of direct concern to some members of our community. Faculty with children in the Ryerson child care center and the Early Learning center spent several weeks in apprehension as they worried whether their children were being exposed to asbestos particles during renovation in the corridors immediately outside the centers. Communication from the administration did not adequately address their need to know if asbestos particles was being released in the atmosphere during the renovation, and if so what was being done to monitor the level of emissions. After much chagrin, a meeting was called between the administration, consultants from the Ministry and the parents of children in the center to address their concerns.

There have been ongoing efforts by worker members of the Joint Occupational Health and Safety Committee to work with the employer group to address the need for the University to articulate a position on its responsibility to protect the safety of members in the face of workplace violence. The issue of the worker's right to refuse to work in situations where the resolution of safety issues is not deemed adequate, remains unresolved. The RFA has made a submission to the government committee that has been struck to address the issue of workplace violence and workers' rights where their safety is threatened.

The Officer also responded to several complaints of unsafe working environments due to overheating or poor air quality. If your health or safety is being threatened by an unsafe working environment, you are invited to relay information on this situation to the Health and Safety Officer at [groberts@ryerson.ca](mailto:groberts@ryerson.ca) or the RFA office at [rfa@ryerson.ca](mailto:rfa@ryerson.ca)

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

#### Faculty of Communication and Design

David Brame - Fashion

Robert Ott - Fashion

Thomas Sprinzing - Graphic Comm.

Vid Ingelevics - Image Arts

Richard Kerr - Image Arts

Izabella Pruska-Oldenhof - Image Arts

Mike Robinson - Image Arts

Lorella Di Cintio - Interior Design

Anne McNeilly - Journalism

Wendy Freeman - Professional Comm.

David Langer - RTA

Caroline O'Brien - Theatre

#### Faculty of Business

Shadi Farshadfar - Accounting

Sean Wise-Entrepreneurship & Strategy

Yi Feng - Finance

Yuanshun Li - Finance

Michael Brooks - Law

Gil Lan - Law

Frances Gunn - Retail

#### Faculty of Community Services

Edward (Ted) Dunlop - Child & Youth Care

Hollie Hix-Small - Child & Youth Care

Donna Koller - ECE

Pria Nippak - Health Services

Nicole Bennett - Midwifery

Karline Wilson-Mitchell - Midwifery

Cristina Catalo - Nursing

Jennifer Lapum - Nursing

Nancy Purdy - Nursing

Corinne S.L. Ong - Occ. And Public Health

Eileen Trzcinski - Social Work

Steven Webber - Urban & Reg. Planning

#### Faculty of Engineering

Cheryl Atkinson - Architectural Science

Jane Hao - Architectural Science

Russell Richman - Architectural Science

Chil-Hung Cheng - Chemical

Emily Agard - Chemistry & Biology

Roberto Botelho - Chemistry & Biology

Robert Gossage - Chemistry & Biology

Darko Joksimovic - Civil

Xianxum Yuan - Civil

Mark Fiala - Computer Science

Mathew Kyan - Electrical

James Smith - Electrical

Anthony Bonato - Mathematics

Silvana Ilie - Mathematics

Pablo Olivares - Mathematics

Cory Searcy - Mechanical

#### Faculty of Arts

Scott Clark - Criminal Justice

Sara Thompson - Criminal Justice

Maurice Roche - Economics

Myriam Martel - French/Spanish

Mireille Truong - French/Spanish

David Atkinson - Geography

Brian Ceh - Geography

Sutama Ghosh - Geography

Carl Benn - History

Colleen Carney - Psychology

Benjamin James Dyson - Psychology

Naomi Koerner - Psychology

Nicole Neverson - Sociology

Naomi Eichenlaub - Library

### Promotion to Tenure

- Dimitrios Androustos  
*Electrical Engineering*
- Vadim Geurkov  
*Electrical Engineering*
- Krishna Kumar  
*Aerospace Engineering*
- Sharon Wong  
*Nutrition*
- Youcef Derbal  
*ITM*
- Trevor Hart  
*Psychology*
- Franklyn Prescod  
*ITM*

### 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



## RFA Representatives' Council 2008 - 2009

<u>Dept/School</u>	<u>Name</u>	<u>Dept/School</u>	<u>Name</u>
Accounting	Guoping Liu	ITM	Linying Dong
Aerospace Engineering	Seyed Hashemi		Franklyn Prescod
Architectural Science	Miljana Horvat	Interior Design	<i>Vacant</i>
	John Cirka	Journalism	Marsha Barber
Chemical Engineering	Mehrab Mehrvar	Law	<i>Vacant</i>
Chemistry & Biology	John Marshall	Library	Cecile Farnum
Child & Youth Care	<i>Vacant</i>		Zita Murphy
Civil Engineering	Jinyuan Liu	Marketing	Anthony Francescucci
Computer Science	Marcus Santos	Mathematics	Bozena Todorow
Counselling	Sahri Woods Baum	Mechanical Engineering	Habiba Bougherara
Criminal Justice	Anne-Marie Singh		Kouroush Jenab
Disability Studies	Kathryn Church	Midwifery	Mary Sharpe
ECE	Patricia Corson	Nursing	Diane Pirner
Economics	Liaila Tajibaeva		<i>Vacant</i>
Electrical Engineering	Vadim Geurkov		<i>Vacant</i>
	Lev Kirischian	Nutrition	Rena Mendelson
	Reza Sedaghat	Occupation & Public Health	<i>Vacant</i>
English	Jonathan Rollins	Philosophy	Andrew Hunter
	Stuart Murray	Physics	Catherine Beauchemin
Entrepreneurship & Strategy	<i>Vacant</i>	Politics	Mitu Sengupta
Fashion	Grahame Lynch		Tuna Baskoy
Finance	Coleen Clark	Professional Communication	Gregory Levey
French/Spanish	Marianella Collette	Psychology	Tae Hart
Geography (Alternates)	Larry Fullerton Wayne Forsythe		<i>Vacant</i>
Global Management Studies	<i>Vacant</i>	Retail	Hong Yu
Graphic Communications	Jason Lisi	RTA	Charles Zamaria
History	Jenny Carson	Social Work (Alternate)	Carol-Anne O'Brien
Hospitality & Tourism	Richard Wade	Sociology	Alan Sears
Human Resources	Robin Church		Amina Jamal
Image Arts	Blake Fitzpatrick	Theatre	<i>Vacant</i>
	<i>Vacant</i>	Urban & Regional Planning	<i>Vacant</i>

## RFA Executive and Standing Committees - 2008/2009

<u>OFFICE</u>	<u>NAME</u>	<u>DEPT/SCHOOL</u>	<u>EXT.</u>	<u>TERM</u>	<u>E-MAIL</u>
PRESIDENT & RFA REP. TO SENATE	<b>DAVE MASON</b>	Computer Science	<b>7061</b>	08/10	damson@sarg.
VICE PRESIDENT, Internal	<b>VACANT</b>			08/09	
VICE PRESIDENT, External	<b>MICHELLE DIONNE</b> <i>(Special leave to Jan 1/09)</i>	Psychology	<b>7103</b>	08/10	mdionne
TREASURER	<b>ERIC HARLEY</b>	Computer Science	<b>4874</b>	08/10	eharley@scs.
SECRETARY	<b>DAVID NARANJIT</b>	Chemistry & Biology	<b>6353</b>	08/09	naranjit
CHAIR, GRIEVANCE <u>Committee Members:</u>	<b>SOPHIE QUIGLEY</b> Kym Maclaren Susanne Edwards Maria Kjerulf Lev Kirischian	Computer Science Philosophy Nursing Nursing Electrical Engineering	<b>7401</b> <b>2700</b> <b>6311</b> <b>7986</b> <b>6076</b>	08/09 08/09 08/09 08/10 08/10	quigley kym.maclaren edwardss mkjerulf lkirisch@ee
CHAIR, NEGOTIATING	<b>IAN SAKINOFSKY</b> Adam Kolodziej Peter Danziger Diane Granfield Andrew Hunter	HR Management Interior Design Mathematics Library Philosophy	<b>7562</b> <b>6932</b> <b>7413</b> <b>6909</b> <b>6165</b>	08/09 08/09 08/09 08/09 08/09	isakinof adam danziger dgranfie ahunter
CHAIR, PROF AFFAIRS <u>Committee Members:</u>	<b>TRINA GROVER</b> Brian Cameron Carole Chauncey Slobodan Drakulic Sognian Li	Library Library ITM Sociology Civil Engineering	<b>6907</b> <b>6886</b> <b>7674</b> <b>4197</b> <b>6450</b>	08/09 08/09 08/09 08/10 08/10	tgrover bcameron cchaunce drakulic snli
CHAIR, EQUITY ISSUES <u>Committee Members:</u>	<b>TARIQ AMIN-KHAN</b> Galina Okouneva Aparna Sundar Abdolreza Abhari Anne-Marie Singh	Politics Aerospace Engineering Politics Computer Science Criminal Justice	<b>6169</b> <b>4172</b> <b>6602</b> <b>7408</b> <b>4184</b>	08/10 08/09 08/10 08/10 08/09	takhan@politics. gokounev asunder@politics. aabhari singh
HEALTH & SAFETY OFFICER	<b>GLORIA ROBERTS-FIATI</b>	ECE	<b>7538</b>	08/09	groberts
MEMBERS AT LARGE (2)	<b>VINITA SRIVASTAVA</b> <b>DOREEN FUMIA</b>	Journalism Sociology	<b>6395</b> <b>2605</b>	08/09 08/10	vsrivast dfumia
SERVICES * <u>Committee Members:</u>	<b>FRANKLYN PRESCOD</b> Lucina Fraser Anne-Marie Singh Wayne Forsythe Tracey Raney	ITM Library Criminal Justice Geography Politics	<b>7129</b> <b>6887</b> <b>4184</b> <b>7141</b> <b>2701</b>	08/10 08/09 08/09 08/10 08/10	fprescod lefraser singh forsythe traney@politics.

\* not a member of Executive Committee