

## The Newsletter of Ryerson Faculty Association

Spring 2010 Vol. 24, No. 2

### Message From the A/President

The Ryerson Faculty Association took the position that the budget cuts being proposed for fiscal year 2010-11 were unnecessary, would come at a huge human cost and would have a detrimental impact on the integrity of academic offerings at our university - and they come at a time when there will be a huge increase in demand for post secondary education. The cuts were unnecessary, we argued, because they were premature and the Provincial Government was committed to increasing funding to the post secondary sector. The Ontario Budget 2010 brought down by the McGuinty Government has provided more money and substantial increases to the sector as a whole.

The Budget includes \$310 million in operating funds to provide for 20,000 additional college and undergraduate university students in the coming year. At present, it is estimated by OCUFA that approximately 11,000 of those students will be entering universities - translating into approximately \$200 million in additional funding to

universities (subject to actual enrolment levels).

Budget 2010 also allocates \$155 million in year-end funding to colleges and universities to cover enrolment growth in 2009-10. \$65 million has already been allocated to universities. How the remaining \$90 million will be distributed is yet to be announced.

The government's plans to expand graduate education in the province continue apace. The government has committed to providing an additional \$17.2 million for graduate expansion for the coming year (this is not in the Budget). Thus, according to OCUFA, the total of \$217.2 million for undergraduate and graduate "... enrolment increases represents an increase in operating funding of seven per cent above 2009-10".

The Government made no announcement about tuition and student aid. The RFA remains concerned about accessibility and affordability in a province where students continue to contribute a much greater proportion of operating



Anver Saloojee, A/President

revenues to universities than students in the rest of Canada.

The RFA has repeatedly argued that a multi-stakeholder coalition involving the RFA and the University Administration, OCUFA and the COU is needed to pressure the government to commit to a multi-year funding strategy that looks beyond the current year. As a community, we also need to seriously look at developing a faculty renewal and retention strategy. We agree with OCUFA which has been advocating for increases in operating funding to levels "... where: a) year-end stop-gaps are not required to ensure funding students after the fact; and b)

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**Important Dates****RFA General Meeting**

May 11, 2010

Student Campus Centre  
Room SCC-115

\* \* \*

**Annual Awards' & Retirees'  
Celebration**

May 12, 2010

Courtyard Marriott

(formerly the Retirees' & Awards'  
Dinner): *Retirees and their  
spouses/partners are invited on a  
"No Charge basis"*

\* \* \*

**RFA Season Opener**

September 14, 2010

International Room - ILC

\* \* \*

**RFA Holiday Party**

December 7, 2010

Student Campus Centre  
Room SCC-115

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

**Faculty of Communication and Design**

Stefanie Stroh - Graphic Communications

**Faculty of Business**

Kathryn Bewley - Accounting

**Faculty of Engineering**

Hua Ge - Architectural Science

Emily Heath - Physics

**In Memoriam**

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

**Winkler, Margery** - Architectural Science**Yoshimine, Koichi** - Economics

This is a regular column so please keep us informed by e-mail  
to [rfa@ryerson.ca](mailto:rfa@ryerson.ca)

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publication are those of the authors and do not  
represent the position of the RFA unless so  
specified.



### From the A/President - Anver Saloojee

enrolment-related funding is folded into base operating on an annual basis to eliminate ambiguity about future funding." Thus to ensure that the integrity of our academic offerings does not suffer and to enhance the student experience at our university we argue that a significant proportion of the increased operating funding must be devoted to reducing class sizes and enabling the recruitment of permanent, full-time faculty.

The past few months as Acting President have been very busy indeed. In response to the Administration's announcement that it was undertaking across the board cuts of 3% and a further 1% if needed I, along with colleagues on the Executive, undertook to meet our members in each School and Department across the University.

Recently, the Globe and Mail reported that our pensions are doing well (we ranked 7<sup>th</sup> in Canada in 2008 performance – top when looking at the 10 year return); and here at Ryerson we are repeatedly told that we are one of 3 Universities in Ontario that are in good shape. Yet we are cutting – this is the third year of cuts that we are asked to absorb, and it is having a decidedly detrimental impact on the education we deliver to our students. At another level, we are faced with a province that publicly reiterates its commitment to education but it is a province that:

- 1) ranks near the bottom in support for post-secondary education among Canadian provinces;
- 2) ranks second-highest in undergraduate tuition;
- 3) is highest in graduate tuition;
- 4) is highest in tuition as a percentage of university expenditures on education;
- 5) is lowest in provincial funding as a percentage of total university income; and
- 6) is the lowest in the country in total spending on universities, on a per-student basis.

Ontario is also a province where over the period 1990 to 2008, average undergraduate tuition, adjusted for inflation, increased by 120%; while the median incomes of families with children adjusted for inflation actually declined.

The RFA recognizes that the University Administration is operating in an environment of unknowns and one in which it must make decisions based on estimations. We also recognize that Ryerson has to prepare its budget in advance of the Province handing down its budget. However, we underscore that it is the state that forces non-state public institutions like Ryerson University to make cuts that lead to increased public discontent. It is imperative for us to begin to change an unrealistic procedure that puts distance between the public and its public non-state institutions such as colleges and universities. We must not sit idly as the state repeatedly uses temporary budget deficits to renege on its commitment to post-secondary education.

In the RFA, we see the opposition to budget cuts as one that is both internal and external. Internally, the cuts have a deep and lasting impact on the education and on the integrity of the education we provide. The cuts affect tuition and make it even more difficult for future and current students to gain access to higher education. Balancing departmental budgets with the threat of increased cuts forces educators to limit the courses they offer. This in turn limits the courses offered to students thus limiting their educational experience.

Externally the RFA sees the importance of creating a common cause amongst the Administration, OCUFA, COU and other faculty associations and unions.



### From the A/President ....

This common cause is also one that could extend to the RSU and the OFS. The aim of such unification would be to pressure Queen's Park to meet its obligations to higher education. We appreciate that President Levy, in his role as President of COU, has a vested interest in resisting any budget cuts to universities. We urge and will support President Levy to strengthen this interest and lead a multi-party stakeholder delegation to Queen's Park where we collectively advocate for increased funding for the sector.

This is the third year of cuts at Ryerson University. In the first year we were forced to cut 1.5%; the second year it was 3% and this year it is 3+1%. Paradoxically, we are asked to make the cuts at a time when the government is asking us to accept more students and student numbers are rising at an unprecedented rate. At the same time, retention rates are also rising. This all adds up to long-term projections by the province that we can expect a 40-50% increase in enrolments over the next decade.

Three years of cuts constitute deep and permanent damage; these cuts are not a temporary phenomenon. Schools and Departments are expected to "do more and more with less and less" and the integrity of our pedagogical practices and our academic offerings are being compromised.

The optics through which we are being asked to view the cuts to budgets are fundamentally wrong. Positioning the cuts as a 3% cut is disingenuous since a 3% cut to the budgets of Schools and Departments in real terms translates into 20+% after factoring out salaries. This is unrealistic, unacceptable and counter to any promise of commitment to higher education.

Across the board cuts to the base budgets of Schools and Departments is a very blunt policy instrument that is not sensitive to the nuances of academic integrity of program and curricular offerings, and of the different size of Departments and Schools at our University. And the bluntness of this instrument is not all offset by the opaque nature of one time only transfers after the provincial budget allocations are made public.

The RFA is meeting with our members in each School and Department to identify how the cuts have impacted on the integrity of our academic offerings. To date we have met with over 30 Departments and it is abundantly clear that our members are opposed to the cuts because of the impact on the academic integrity of the programs they offer. They recognize that their Departmental budgets are relatively small. As such, any cuts will likely mean cuts to the CUPE complement, thereby threatening the ability of Schools and Departments to offer the full range of curricular offerings to students. The members we have spoken with inform us that:

- ▶ The numbers of students in the classes and labs have increased;
- ▶ Elective offerings have been cut;
- ▶ In one School, students vote for elective offerings and the elective with the highest percentage is the only one that is available for the students to take;
- ▶ CUPE faculty have traditionally been hired in order for students to have access to specialized expertise in their field. Schools that have depended on this expertise are faced with eliminating this option because of forced budget cuts.
- ▶ Courses are not always offered in sufficient numbers in the day program and students access those courses through night school – and now some Schools and Departments are considering moving core courses into the evening program, thereby directly affecting the accessibility and availability of courses;
- ▶ We are also informed by some that at precisely the time they are being asked to be more innovative and develop majors, the budget cuts threaten the very courses that make those majors viable – so what is seen as a growth strategy



### From the A/President ....

Is significantly undermined by a cuts strategy.

- Schools and Departments make cuts that affect both the availability and the accessibility of courses. However, once the cuts are made and the university knows how much money it is actually getting from the Province, Schools and Departments are given "one time only monies". The 'OTOs' are precisely that, one time only and 2010-11 cuts are made on a base that has already been cut for two successive years.

The cuts to base budget are a permanent and drastic solution to a temporary crisis. Furthermore, the administration has not expressed any commitment to restoring Departmental budgets when funding from the Province increases. One Department expressed the view that while it was asked to make cuts last year, it actually experienced a significant increase in its base budget.

At the Public Forum on Budget Cuts, the RFA called on President Levy to:

1. Stop the cuts and first do what the RFA is doing – go Department-by-Department, School-by-School and hear from faculty how the past two rounds of cuts have compromised and are continuing to compromise our academic offerings;
2. Go to the Board and argue for running a temporary time-limited deficit rather than institute a third year of cuts. We are convinced that as the economy improves, funding to the sector has to increase.
3. Lead a multi-stakeholder group to Queen's Park to argue for consistent multi-year stable funding that restores university budgets to their previous pre-cut levels and takes account of growth and inflation.
4. Publicly commit that if Queen's Park does not cut the budget to Ryerson he will return to the base budgets of each School and Department the amount that this administration has asked them to cut. This must come back to the base budgets and not as 'OTOs'.
5. As the intake of undergraduate and graduate students ratchets up, increase the budgets of each and every School and Department to the pre-cut levels plus inflation plus growth. So when the Provincial Government restores Ryerson's budget commensurate with our intake and overall costs that the Administration should commit to restoring the budgets of Schools and Departments to the appropriate level (the pre-cut level plus inflation and growth).

The RFA has also called on President Levy to publicly commit to making all future budget processes open and transparent and to ensuring that all components of the budget are made transparent – for budgets are as much about finances as they are priority setting exercises.

The RFA pledges to work with all constituencies at Ryerson and in the Province to pressure Queen's Park to increase funding and to institute a multi-year stable funding model that takes account of growth and inflation.

With respect to our other areas of activities, I wish to report that the anomalies process for this round is underway and those who are successful will have their salaries adjusted in July.

Recently the RFA Executive adopted two very important policy statements that were sent to all members – a Policy Statement on Aboriginality and a Policy Statement on Equity. Both statements reflect our commitment of equity and inclusivity.

Finally, I would like to thank all members of the Executive as well as Maureen Sims, André Foucault and Agnes Paje for their invaluable support as I made the transition from being Vice President Internal to being Acting President.

Meeting you in your respective Department/School meetings has been invaluable. It is an honour and a pleasure to serve you, the members of the RFA.





### Season Opener - October 2009 (Hilton Garden Inn)



### Pub Night - March 2010 (Imperial Pub)







President's Appreciation Reception - May 2009  
(Courtyard Marriott)





## Holiday Party - December 2009 (Hilton Toronto)



2009 Ryersonian of the Year  
*Jean Golden - Sociology*



2009 Distinguished Service Award  
*Ian Sakinofsky - TRSM*



**Dave Mason** - Outgoing RFA President





## Report from the Chair, Grievance - Sophie Quigley

Since last October, the Grievance Committee, the RFA Director of Labour Relations André Foucault, and your Grievance Officers Kileen Tucker Scott, Camille Hernandez-Ramdwar, Lixia Yang and I have continued representing our members and enforcing the Collective Agreement. We have also had some complicated representation situations which have required additional assistance from some of our departmental representatives and members of the RFA Executive, including Marsha Barber, Charles Zamaria, Doreen Fumia, Anver Saloojee and Peter Danziger. Many thanks to all our grievance officers and representatives who are volunteering their time to support their colleagues! The demands for representation from the RFA have been increasing and we are lucky to have talented members who are willing to serve their union and their colleagues.

Since October, we have seen some unfortunate trends in grievances:

- As you may have noticed in the Minutes of the RFA Executive, we have recently had to refer a higher number of grievances than usual to arbitration. While some of these grievances are grounded in serious disagreements between the university administration and the RFA, and may ultimately need to be arbitrated to be resolved, others are more trivial and lend themselves better to settlements without the recourse of arbitration. Fortunately, we have very recently started settlement discussions on a few of these grievances and we hope that these arbitration referrals will turn out to have been temporary blips in our ongoing discussions with the Ryerson administration.
- Our tenure workload has been higher than usual this winter, including a few tenure denials. Since these are scattered across the university, they cannot be traced to a single source. However, generally speaking, we have noticed that some Deans seem to be getting more comfortable disagreeing with DAC tenure recommendations to the detriment of our members. Since knowledge of the discipline rests mostly at the departmental level, we find this attitude rather worrisome.
- The final trend that we find disturbing is an increased reliance on Faculty Course Survey averages to assess the teaching abilities of our untenured colleagues. Deans and many DAC members seem to be increasingly attracted to the idea of using simple numbers to assess teaching competence instead of doing a more thoughtful analysis of their colleagues' skills. We have an ongoing grievance on this matter (that has been referred to arbitration) and the RFA will be issuing further comments on this issue in the future, but in the meantime we would like to remind you all that there are no real objective scientific measures of quality. Even the best conducted polls have a reasonably high degree of uncertainty, particularly when the sample response rates are low and the population being polled is asked to provide subjective assessments, as is the case in our Faculty Course Surveys.

This said, there is also some good news on the grievance front:

- We are resolving grievances related to benefits such as insurance coverage and pensions quite satisfactorily.
- We are also working very well with the administration in the area of special accommodations for our members.
- We hope to have the FCAD merit assessments moved forward soon.
- As mentioned above, there are some ongoing settlement discussions for some of the grievances that have been referred to arbitration.

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

As always, I would 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: Linying Dong, Camille Hernandez-Ramdwar, Lev Kirischian, Lixia Yang*



## Report from the Chair, Negotiating - Peter Danziger

Next year is a bargaining year and we are starting to gear up toward the next round. In particular, the Negotiating committee for the next round has been elected and will be formally constituted in May. I would like to thank the members of the committee, Diane Granfield, Diane Pirner, Krishnan Venkatakrishnan and Charles Zamaria for volunteering their time and energy to this important process. Starting in September, we will be embarking on a series of meetings which will see us visit every department for bargaining proposal consultations.

Just a reminder that we are still asking those faculty members with a choice to request paper based faculty course surveys in future. It is perhaps worth mentioning that the response rates for the online faculty course surveys in the Fall term was 26%, but for paper based was twice that at 52%. Historically, the average response rate for paper based surveys when they were administered across the university, was over 60%.

### Departmental Teaching Standards

Many departments are now embarking on the process of developing departmental teaching standards. In order to aid you in this important endeavor the RFA developed a flowchart outlining the process which you should have received both electronically and in hard copy. We are also here to assist you at any step in the process. Please call the RFA office to arrange a meeting if you have any queries or wish to discuss any aspect of your departmental teaching standards.

You should be aware that the RFA Collective Agreement takes precedence over any departmental teaching standard and you should not include any provisions that are contrary to the CA. On the other hand, any provisions of the CA will still be in effect whether or not they are explicitly mentioned in your teaching standards document.

Keep in mind that this is a teaching standard; while many aspects contribute to our workloads, this is meant to address the portion that is teaching. The criteria in 10.18.D mention other workload considerations, such as research and administration, but these were only included to indicate that teaching standards have taken them into account. A simple statement of the form: "The Department recognizes the research and service expectations of faculty members as laid out in Article 10 of the RFA Collective Agreement" may suffice. You may also want to mention the possibility of releases related to specific teaching, research or service duties. But remember that this is not meant to be a research or service standards document, and therefore such standards do not need to be laid out in the document itself. It is your job, as those with the academic expertise, to create a document that accurately reflects a teaching workload in your department that fairly equates to sector comparable teaching standards in your field.

It is worth noting that the Dean must accept a ratified teaching standard provided that it permits the Department to fulfill its academic program obligations (Article 10.18 I).

Those involved in this process would be well advised to look to their old Appendix 'G' documents for a starting point. The criteria under that process were the same and most of them were approved at the Decanal level. Remember that when ratified and approved, this will be **your** teaching standard going forward. I would advise those on teaching standards committees to keep their colleagues in the department in the loop and aware of the standard as it develops. Department Teaching Standards Committee members should keep in mind that the Mode II faculty members of the department will be called upon to ratify the proposal.

One of the steps in the process is to have the Dean address the DTSC on the academic program obligations, and/or the resources of the department/school and any relevant matters. While this presentation by the Dean may inform your DTSC, it is not binding nor is it the only factor to be considered as you draft your proposal. This step is not for the Dean to discuss the actual Department proposal, as you may not even have a proposal at this stage. The Dean will have an opportunity to comment on the proposal at a later stage.



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

While naturally any proposal has to be financially viable, this should not be equated with current budgetary constraints and it is questionable whether such considerations should even be discussed at this point. Also note that financial viability is a far broader concept and relates more to an organization's ability to pay than willingness to pay.

Once again the RFA is here to help you in any way we can through this process, do not hesitate to contact us, either through the RFA office, André Foucault or myself.

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

I am pleased to report that the winter 2010 term has been very productive. The Equity Issues Committee (EIC) has been active on many fronts: from organizing a very successful public event on academic freedom to working on issues affecting persons with disabilities.

On January 21, the EIC in collaboration with Professional Affairs (through its Chair, Dr. Joanne DiNova) held a forum in the Engineering Building auditorium, on the Erosion of Academic Freedom, which was attended by almost 300 people from Ryerson and York Universities, University of Toronto, and members of community groups. Dr. Andrea Smith, an Indigenous scholar at the University of California, Riverside delivered an inspiring keynote, *From Academic Freedom to Academic Abolitionism: Decolonizing the Academic Industrial Complex*, that was greeted with a standing ovation. A number of colleagues helped plan this inspiring event, and I take this opportunity to acknowledge their work and support: Professors Anne-Marie Singh, Aparna Sundar, Doreen Fumia, Joanne DiNova, Lila Pine and Lynn Lavallée.

For the past two months, EIC has been actively working with colleagues with disability, in organizing an event to raise awareness around barriers for, and concerns of, persons with disability at Ryerson. A subcommittee of the group is working to organize a day long event in the fall.

The Report of the Taskforce on Anti-Racism was presented on February 8. The past and present chairs of the EIC have been centrally involved in the formation of the Anti-racism Coalition (ARC) of students, staff and faculty at Ryerson. The Taskforce's Report received excellent coverage in the Toronto Star. However, other media publications, such as the Globe and Mail, National Post and Maclean's have been dismissive of the Report claiming it as alarmist – the implication of which is that racism, Islamophobia and anti-Semitism do not seem to be serious issues at Ryerson. As many of us wish to challenge this dismissive media coverage, a group of us is developing our response in the form of an Op Ed.

Furthermore, I have been working closely with representatives of other unions on campus in the formation of the Coalition Against Budget Cuts. The collective efforts produced a Townhall on February 24 to discuss the projected budget cuts and tuition fee increases with President Levy and representatives of CUPE, the librarians, the RFA and the RSU. The dialogue was energetic and students and faculty were very concerned with the proposed changes.

Currently, the EIC is examining all RFA policies and procedures through an equity lens. This work will be completed shortly and the report will be submitted to the working group of the RFA Executive that is examining policies and procedures.

*Committee Members: Abdolreza Abhari, Anne-Marie Singh, Aparna Sundar*

## Report from the Chair, Services - Franklyn Prescod

During the 2009/2010 academic year, the Services Committee played a significant role in providing events that allowed RFA members to celebrate some special occasions.

The Committee wishes to thank all members who responded to the Members' Survey. Your responses are aligned with our planning of forthcoming events.

The Holiday Party will be held on December 7, 2010 at the Student Campus Centre (SCC-115) so please mark your calendar and RSVP as indicated. The changes in venue and format of this event are based on the feedback and comments we received from the membership via the recent Survey.

Please stay posted for details of other upcoming events such as the 2<sup>nd</sup> Faculty Drop-in mix and mingles night (April 13) at ILC, and the Annual Awards' & Retirees' Celebration on May 12 at the Courtyard Marriott. This latter event was formerly called The Retirees' and Awards' Dinner. The information about these events will be available on the RFA Website in due course ([www.ryerson.ca/rfa](http://www.ryerson.ca/rfa)). In addition, you will be advised via the rfa listservs.

On behalf of the Committee, I wish to advise our Retirees that they and their spouse/partner will be invited to the Annual Awards' & Retirees' Celebration on May 12 on a NO CHARGE basis. It is our hope that many of you will attend and support the new Retirees and Awardees.

Finally, I would like to express my sincere thanks to the Committee Members and the RFA staff for making these events possible. I would also like to encourage other faculty members, especially new members, to consider serving on this committee.

*Committee Members: Wayne Forsythe, Tracey Raney, Anne-Marie Singh, Stephen Swales, Weina Wang.*

## Congratulations

**The RFA congratulates its 2009/10 Scholarship Award winners:**

- **Sheila Cornell** and **Jake Pyne** - Full-Time student award (\$2,500.00 each)
- **Candace Maracle** and **Margaret White** - Aboriginal student award (\$2,500.00 each)
- **Simon Nnaakirya** - Part-time student award (\$1,500.00)

## 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



## Promotion to Tenure

**Faculty of Communication and Design**

Steve Daniels - *Image Arts*  
 Martin Habekost - *Graphic Communications Management*  
 Paul Knox - *Journalism*  
 James Nadler - *RTA*  
 Janice Neil - *Journalism*  
 Bill Reynolds - *Journalism*  
 Katy McCormick - *Image Arts*  
 Carolyn Meyer - *Professional Communication*  
 Vicki St. Denys - *Theatre*

**Faculty of Business**

Melanie Dempsey - *Marketing*  
 Margaret Plaza - *ITM*  
 Sergiy Rakhmayil - *Finance*  
 Jane Saber - *Marketing*  
 Fei Song - *Human Resources and Organizational Behaviour*

**Faculty of Engineering, Architecture and Science**

Dan Foucher - *Chemistry and Biology*  
 Miljana Horvat - *Architectural Science*  
 Jason Lassaline - *Aerospace Engineering*  
 Bo Tan - *Aerospace Engineering*  
 Bala Venkatesh - *Electrical Engineering*  
 Russell Viirre - *Chemistry and Biology*  
 Yuan Xu - *Physics*

**Faculty of Community Services**

Mohammad Abdoli-Eramaki - *Occupational and Public Health*  
 Sherry Espin - *Nursing*  
 Sepali Guruge - *Nursing*  
 Lynn Lavallée - *Social Work*  
 Don Rose - *Nursing*  
 Mary Sharpe - *Midwifery*

**Faculty of Arts**

Tariq Amin-Khan - *Politics*  
 Angela Blake - *History*  
 Vincenzo Caponi - *Economics*  
 Kim Chow-Morris - *Philosophy*  
 Slobodan Drakulic - *Sociology*  
 Doreen Fumia - *Sociology*  
 Stacey Hart - *Psychology*  
 Anne-Marie Lee-Loy - *English*  
 Alexandra Orlova - *Criminal Justice*  
 Tisha Ornstein - *Psychology*  
 Amy Peng - *Economics*  
 Debapriya Sen - *Economics*  
 Mitu Sengupta - *Politics*  
 Duncan MacLellan - *Politics*  
 Stephen Want - *Psychology*  
 Lixia Yang - *Psychology*

## Retirees 2009/10

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

- Catherine McCarthy  
*Social Work*
- Maurice Yeates  
*Graduate Studies*
- Judith Dimitriu  
*Mechanical Engineering*

# RFA

## General Meeting

Tuesday, May 11, 2010

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

Student Campus Centre (SCC-115)

The RFA Executive for 2009/10 is composed of the following members:

A/President	Anver Saloojee
Vice President Internal	<i>Vacant</i>
Vice President External	Jane Schmidt
Treasurer	Kileen Tucker Scott
Secretary	David Naranjit
Chair, Grievance	Sophie Quigley
Chair, Negotiating	Peter Danziger
Chair, Professional Affairs	<i>Vacant</i>
Chair, Equity Issues	Tariq Amin-Khan
Health & Safety Officer	Ginette Turcotte
Members At Large (2)	Doreen Fumia
	Anthony Francescucci