

The Newsletter of Ryerson Faculty Association

Spring 2013 Vol. 27 No. 2

Message From the President

Dear Colleagues,

On behalf of the Executive I would like to thank all of you for the support you have shown us and for all your hard work on behalf of our Association. We are much stronger as a result of your support.

At our December 2012 meeting a question was raised about the release times as the auditor's report showed 1.6 FTE release and we are entitled to a 2.0FTE release. That situation occurred as a result of a miscommunication in the RFA office and has since been rectified. We have been financially compensated for the outstanding 0.4 FTE.

As we plan for next year's budget, the Executive looked carefully at the variance report to March 7, 2013 and we noted the trend with respect to increased food prices, office expenses, office renovation and purchase of furniture, health and

safety costs, and committee meeting costs. The Executive also notes the substantial savings with respect to release costs, the retreat, wages and benefits. Currently, we are on course to show an overall surplus in the 2012-13 budget.

Thanks to the diligence of our Treasurer and the Executive the RFA is in a strong financial position. As you will see when our Treasurer presents her budget, we will not, in the foreseeable future, have to increase the mill rate. In fact, as you will recall, in accordance with our By-Law, we decreased the mill rate in January 2013, because our Defence Fund Reserves increased. It is our intention to ensure that we remain on a strong financial footing.

At our May 2012 meeting,



Anver Saloojee, President

the Executive was asked by a member to look into the feasibility of using a different audit firm. The Treasurer and Office Manager canvassed Faculty Associations in the GTA as well as UOIT with respect to which audit firms they use. Based on the information we received, the RFP for audit services was sent to a total of 10 audit firms. We received five (5) queries, two (2) firms said they would not respond; three (3) indicated they would respond; only two (2) formal responses to the RFP were received by the deadline.

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Contact Us:

www.ryerson.ca/rfa



40 Gould Street
Main Floor
Room KHS - 46



416-979-5186



416-979-5317



rfa@ryerson.ca



Important Dates

RFA General Meeting

May 9, 2013

ILC, International Room

* * *

RFA Season Opener

September - 2013

"Location TBA"

* * *

RFA General Meeting

December 2, 2013

POD - 250

* * *

RFA Season/Holiday Party

December 2, 2013

Oakham House

RFA List Serves

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

We wish to keep you informed!

Thank you.

The RFA congratulates the following Ryerson University - Award Winners

The Chancellor's Award of Distinction

Jean Golden - *Sociology*

President's Award for Teaching Excellence

Eric Kam - *Economics*

Provost's Experiential Teaching Award

Lorraine Janzen - *English*

Provost's Innovative Teaching Award

Said Easa - *Civil Engineering*

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

The G. Raymond Chang School of Continuing Education

Pascal Murphy - *Community Services*

ARTS

Claustre Bajona - *Economics*

Ben Dyson - *Psychology*

FCAD

Marsha Barber - *Journalism*

Wendy Freeman - *Professional Communication*

FCS

Elizabeth Allemany - *Midwifery*

Yvonne Yuan - *Nutrition*

FEAS

Lmaya Amleh - *Civil Engineering*

Ramani Ramakrishnan - *Architectural Science*

FOS

Catherine Beauchemin - *Physics*

Robert Gossage - *Chemistry & Biology*

TRSM

Else Grech - *Accounting*

Gil Lan - *Law and Business*



From the President....

Two other firms responded well after the deadline. The Executive has mandated the Secretary, the Vice President (External), and the Treasurer to assess the formal responses and make a recommendation to the Executive which in turn will be brought to the May 2013 membership meeting.

Colleagues, as we implement the changes in our Collective Agreement, we noted that the Collective Agreement was not very clear about when our members would be eligible to apply for promotion to full professor. After much deliberation and discussion with the Administration we agreed on the following:

“For promotion to the rank of Professor, a faculty member will be eligible to apply only after five or more years of service as an Associate Professor. If successful, the promotion will be retroactive to September 1, of the academic year of application. This experience requirement is not applicable to applicants for Salary Transfer”. We hope this clarifies the issue.

This academic year we have been extremely busy with joint training of both Department Hiring Committees and Department Evaluation Committees. All RFA members who are on these Committees are expected to attend the training sessions. The feedback we have received from members has been very positive.

Once again the Administration at Ryerson has announced a budget cut of up to 3%. The RFA has been consistent in condemning the cuts and we argue that the cumulative effect of these cuts over the past 5 years will have an increasingly negative impact on the teaching and learning environment at Ryerson.

On March 27, 2013, the Minister of Training, Colleges, and Universities, Brad Duguid, announced a new tuition framework for Ontario's higher education institutions. The policy caps yearly increases for undergraduates at 3 per cent (down from 5 per cent under the previous framework, while graduate and professional fees will increase by 5 per cent (down from 8 per cent). Total institutional increases are also capped at 3 per cent. The new framework will last for four years.

While controlling tuition fee increases is an important first step to restoring affordability to Ontario's universities, the new policy does not go far enough. OCUFA has long recommended that tuition fees in Ontario be frozen, with compensatory public funding provided to universities for lost tuition fee revenue. The new tuition framework does not have any provision for increased per-student funding for universities. The Government of Ontario is actually *cutting* funding to Ontario's universities and colleges (\$40 million this year, and \$81 million next year), fuelling the on-going decline in per-student funding. Ontario has the worst level of per-student public funding in Canada, and this framework will put the province even further behind.

The RFA has called on the Provincial government to:

1. Fund growth and inflation. Both are important as post secondary enrolments are expected to increase by at least 50% over the next 5-8 years. The provincial Government has never funded inflation and it is time to stop this systemic and chronic underfunding of universities.
2. Guarantee universities stable, predictable and an adequate revenue stream so that they can continue to deliver quality accessible post-secondary education.
3. Ensure universities are provided with compensatory public funding for lost tuition fee revenue.



From the President....

Not surprisingly, the gap in provincial funding between Ontario and the rest of Canada has widened in the past decade. It was narrowest in 2006-07, when the rate of Ontario government operating, trust and research funding for teaching, research and service lagged the rest of Canada by 21 per cent. By 2010-11, says OCUFA, "... the difference had stretched to 37 per cent. This gap has remained static for two years, if enrolment data from university associations and provincial government sources and expenditure estimates from provincial ministries of finance are an accurate indication ... For Ontario universities to attain a level of support comparable to the average in the rest of Canada would require between \$1.4 and \$1.6 billion more from the provincial government".

While we face challenges associated with funding cuts, it is interesting that public trust in the work we do as academics is very high. On February 28, 2013, OCUFA released a new poll on public attitudes towards higher education and austerity in Ontario. The results indicate that residents of the region do not want the government's deficit-cutting agenda to compromise the quality of university education in the province.

The key findings of the poll include the following (OCUFA, Post Secondary Education in Ontario: Managing Challenges in an Age of Austerity, <http://ocufa.on.ca/research-publications/research-reports/>, 2013):

- ◆ Three in four Ontarians believe that university education should be considered a "high priority" by the provincial government.
- ◆ Compared to results from 2011, Ontario residents appear more concerned about the quality of education in the province generally. By contrast, Ontarians express less concern toward both the "affordability" and "quality" of university education specifically.
- ◆ Over a third of Ontarians are highly concerned about the quality of university education in Ontario (rating of 8, 9 or 10). The average concern rating across the province is moderate at 6.27
- ◆ One-third of Ontarians identify lowering or capping tuition fees as the "single most important thing" the provincial government should do for university education in Ontario.
- ◆ 62% of Ontarians believe it is highly important that universities conduct research as well as teach students. The average importance-rating across Ontario is a moderately high 7.86 (out of 10).
- ◆ 42% of Ontarians say they trust university professors most with ensuring that students receive a high quality university education (30% trust university administrators).
- ◆ Over one-third of Ontarians believe that the best way to determine the salaries and working conditions of university professors is to continue to allow collective bargaining between faculty associations and university administration. Only 19% said the Provincial Government should determine salaries.
- ◆ 63% said the Government should allow public sector workers to freely negotiate their working conditions and wages through a collective bargaining process.
- ◆ Only 3.9% support cutting funding to Ontario's universities as a way to manage the Provincial deficit.

**From the President....**

- ♦ A large majority of Ontarians (79% and 72%, respectively), oppose increasing student tuition and cutting government spending on universities as measures to reduce university costs.
- ♦ Over half of Ontarians believes that a government spending freeze on universities would have a negative impact on the quality of university education in the province.
- ♦ Most Ontarians disagree with government measures to reduce the deficit in the context of three circumstances: 1) reduced education quality; 2) increased costs of education for students and families; and, 3) higher personal taxes. 69 per cent oppose any deficit-cutting policy that damages the quality of university education in Ontario.

The latest data from the Common University Data Ontario (CUDO) indicate the deterioration of student-faculty ratios and class sizes seem to be slowing. On the other hand, the slope is still downwards and indicators suggest things are worse than during the final year of the "Double Cohort." (*Council of Ontario Universities and individual institutions, Common University Data Ontario, 2013*).

In 2011, the last year of available data, there were two more students for each full-time instructional faculty than there were in 2006, when the Double Cohort ended. "With the available data, it is difficult to be as precise about class sizes, but it appears that these too are now larger than they were in 2006. CUDO discloses the number of courses within specified enrolment ranges, but not the average class size, so trends must be derived by assuming a fixed average size for each range ... In 2011, first and second year courses remained virtually the same size as the year before, which is encouraging. Nevertheless, they are still eight to nine per cent higher than they were in the final year of the double cohort five years before ...

At first glance, it might be good news that classes for fourth year students look to be smaller (two per cent) than they were in 2006. However, they are two per cent larger than the year before. As the data for third year courses indicates, the increase in class sizes for entering students continues to ripple through upper years as well". Ontario needs more full-time faculty immediately. New faculty hiring will help to reduce the student-to-faculty ratio and ensure that every student is able to connect with her/his professors.

Class size assumptions

Enrolment range	Average*
< 30 students	29
30-60 students	45
61-100 students	80
101-250 students	150
251+ students	251

* The average is multiplied by the reported number of course sections in the corresponding range (excluding counts that include sub-sections like tutorials); the sum of the number of ostensible students is divided by the number of reported course sections.



From the President....

On March 27, 2013 the RFA, OCUFA, the University of Toronto Faculty Association, the York University Faculty Association and the OCADU Faculty Association held a joint town hall on austerity in the post secondary sector. Professor John Shield from Ryerson's Department of Politics and Public Administration did a remarkable presentation on the cutbacks in our sector. While the town hall was not well attended the presentations were superb. This was the first time the Faculty Associations in the GTA worked together as a group. We look forward to more such initiatives in the future.

Colleagues, I would like to take the opportunity to thank Professor Sophie Quigley for her commitment and dedication to our members. She has been our Chair of the Grievances Committee for the past 6 years, and has done superb work on behalf of our members. Sophie is going on sabbatical in 2013-14 but still has a number of critical cases for which she is responsible – cases that are currently in arbitration. Sophie has kindly agreed to be one of the Grievance Officers for 2013-14 so that she can see these cases to completion.

Also leaving the Executive after four years as Member at Large is Professor Anthony Francescucci. Anthony has been working hard on getting our website up and running. I would like to thank Anthony for his hard work and dedication on behalf of our members.

Joining the Executive for 2013-14 are Professor Lin Dong as Chair of our Professional Affairs Committee and Professor Tuna Baskoy as Member at Large. We welcome both and we know they will make a wonderful contribution to our work.

I would like to thank all members of the Executive and all members of our various Committees for their exceptional dedication to improving the working conditions for all of us. Each member of the Executive has made my work as President infinitely easier.

The work of our organisation and the service we provide to our members cannot be done without the incredible work of our Office Manager Agnes Paje, Office Assistant Stacy Stanley and our Executive Director, Labour Relations, André Foucault. I am certain all of you who have had contact with Agnes, André and Stacy will agree that they exemplify the essence of professionalism. They make my work a pleasure.

On behalf of our entire membership, I would like to congratulate all our colleagues who received teaching, research and service awards this past year. We are very proud of all of you.

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

Anver Saloojee

**Report from the VP Internal - Jason Lisi****VP Internal**

This spring marks the end of my two-year term as VP Internal for the RFA. I certainly have learned much over these past two years. It has been amazing working with such a dedicated and focused executive, and learning more about how the university operates. The best part however, has been getting to meet so many wonderful colleagues. I know that the next VP Internal, Kileen Tucker-Scott, will do a fantastic job.

Reps' Council

I will certainly miss chairing the Reps' Council, but look forward to attending meetings when I can, in my new role as Grievance officer. The energy, dedication, and concerns that each Rep brings to this council is absolutely wonderful.

During the winter term, the Reps' Council has discussed many significant issues. One concern that has been front-and-center has been budget cuts. As you all know, budget cuts are not a new concept at Ryerson, or other universities across the sector. At Ryerson, we have seen multi-year cuts, and it has reached a critical point at the School/Departmental level. At Reps' Council I have heard of departments considering such things as removing office phones and using personal cell phones as a way of trying to meet the proposed cuts! Other departments face decisions that are just as outlandish as they try to find money that just isn't there. This is not acceptable. We need to start pushing back. If departments simply cannot cut because there is nothing left to cut, then we need to push back. We, as faculty members, Chairs, Librarians and Counselors, should not have to make choices about budget that will affect our safety, the safety of the students, or the quality of the education that we deliver. We need to stand firm.

Council of Chairs and Directors (CDC)

The CDC is a wonderful opportunity for Chairs and Directors to meet and discuss ideas and concerns with the RFA executive. The CDC has a core group of Chairs that regularly attend meetings and provide the RFA with valuable insights and ideas from the position of a Chair and Director. It has been truly wonderful to be a part of these meetings, and I thank everyone who has contributed his/her time and efforts to these meetings.

As I wind down my position as Chair of this Council, I would like to emphasize what an amazing resource this Council can be. I do this because there are so many Chairs and Directors who choose not to take part. For those who do not attend meetings, I encourage you to try it out. You may be surprised! You will probably take some great value away, and you will add value when you come.

Whether you are a CDC regular, never attended a meeting, or somewhere in-between, you are always welcome at the meetings. I hope to see you there!

Representation

Last year the duties of the VP Internal were expanded to include the coordination of representation for RFA members. Representation involves cases where an RFA member is entitled to have an RFA representative present in a meeting in a non-grievance situation. Examples of such meetings may include investigations or fact-finders done by the University. In such cases, a member could be called into a meeting as a claimant, a respondent, or a witness. Meetings can be conducted internally by HR, or externally by a third-party organization acting on behalf of the university.



Report from the VP Internal....

The amendments to the Ontario Health and Safety Act as a result of Bill 168 have had an impact on universities across the province. Many universities, including Ryerson, have seen an increase in the number of investigations that they are doing relating to Bill 168 matters. The RFA has a role to play in these investigations. If you are called into a meeting or interview that is part of an investigation, you are entitled to RFA representation. This applies whether you are the one who has registered a complaint, the subject of a complaint, or a person who has been called as a witness.

If you are called to a meeting as part of an investigation, here are some things to consider:

- The individual who is contacting you should indicate what the meeting is for, inform you of your right to have RFA representation, and attach the representation protocol which also includes a waiver of representation for you to sign should you choose not to have representation. If the representation protocol is not sent to you, please request it and notify André Foucault that you did not receive it.
- If you choose not to have RFA representation, and during the meeting you change your mind, you can ask for the meeting to end and reconvene when you have a representative.

At any time during a meeting, you can ask for a caucus so that you can discuss issues in private with your representative.

The RFA executive has convened a committee to examine the way representation is currently handled by the RFA, and to suggest ways in which we can enhance this process to better support our members as the need for representation increases. We will keep you posted as to how things are progressing.

Alternate Grievance Officer

I continue to learn a lot from André, Sophie and Jesmen with regards to grievances. I am very grateful for having had the experience of managing both representations and grievances this past year. This experience will be very helpful to me when I assume the Grievance Officer role in May. Thank you Sophie, André and Jesmen for your help!

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.

Our contract expires in June, 2015 and in the Fall 2013 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 wider landscape remains uncertain with fiscal restraint still the order of the day at the provincial and federal levels. Also, there is still uncertainty in 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.



Season/Holiday Party - December 2012, Oakham House



President's Appreciation Cocktail - March 2013, Courtyard by Marriott



Report from the Chair, Grievance - Sophie Quigley

Dear colleagues,

This is my final grievance report: I will be going on sabbatical next year after 6 years serving you as Chair of the Grievance Committee. It has been a very interesting and rewarding experience and I have enjoyed meeting many colleagues this way. As you know, if you've had some recent experience with grievances, our two Alternate Grievance Officers, Jason Lisi of GCM and Jesmen Mendoza of the Counselling Center, share my opinion. The three of us have been working this year with the Grievance Committee and the RFA Director of Labour Relations, André Foucault, to handle our ever-increasing grievance workload. I will be away next year, but Jason, Jesmen, and André will continue to serve you. I am very pleased that you have elected Jason to replace me as Chair of the Grievance Committee because your problems will be taken care of extremely competently! I am also very pleased to welcome Kimberly Wahl to the Grievance Committee this year and to congratulate Diane Granfield on her reelection to the committee. Thank you to outgoing member Art Seto for his service this year.

If you've been following the grievance reports in the minutes of the RFA Executive Meetings, you may have noticed that the grievance "themes" this year have centered around discipline and promotion denials. Indeed, our longer serving mode 2 members have now reached the stage of their careers when they are ready for promotion, and unfortunately this transition can sometimes be problematic. The discipline issues are often the result of workplace conflicts. In compliance with Bill 168, the Ryerson administration has been responding very diligently to harassment complaints from faculty, staff, and students, and unfortunately this diligence sometimes turns into overzealousness, from which some of our members need to be protected.

Another change from last year has been with tenure grievances. Starting this year, tenure assessments are conducted according to the new double-committee process negotiated in our 2011-2015 Collective Agreement. This is a longer process than it used to be and, unlike with the previous process where the results of the tenure assessments would be known by February, this year, at the writing of this report, many tenure applications are still being processed by FTCs. As a result, it is still too early to assess the impact of this new tenure process on the grievance workload, and to assess the fairness of this new process more generally. However, as usual we continue to provide support to our untenured colleagues throughout their probation.

We have also been dealing with a rash of workload problems in TRSM as well as some workload issues in the Faculty of Arts.

Finally, as usual, we are continuing to support individual members both formally, through the filing of grievances when necessary, and informally, by providing advice and representation on a variety of issues such as hiring, tenure, compensation, discipline, leaves, accommodation requests, and workload.

As always, I'd like to remind you that the role of the Grievance Committee is not only to help you solve problems in your dealings with the university, but also to help you prevent these problems from occurring, 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: *Yunxiang Gao, Diane Granfield, Jesmen Mendoza, Art Seto*



New Faculty Members

The RFA extends a warm welcome to our new colleagues:

- * Dennis Mock - *ITM*
- * Laila Rohani - *ITM*
- * Mark Towler - *Mechanical Engineering*
- * Scott S. H. Tsai - *Mechanical Engineering*
- * Lois Weinthal - *Interior Design*
- * May Yan - *Library*

New Executive Committee Member/s

Tuna Baskoy, Member at Large

Dr. Tuna Baskoy has been a full-time faculty member in the Department of Politics and Public Administration since 2006. He became an associate professor in 2011. Besides his regular teaching and research in public policy and administration, Dr. Baskoy has served as one of his department's two representatives on the RFA Reps' Council for the past four years.

Lingying Dong, Chair, Professional Affairs

Linying (Lin) Dong is an Associate Professor at the Ted Rogers School of Information Technology Management at Ryerson University. She teaches courses in System Analysis and Design, Customer Relationship Management, Management Information Systems, Strategy Management IT, and Applied Feasibility Studies. Her work has been published in top tier journals in Information Systems, including the European Journal of Information Systems, the Journal of Information Technology, and the Information Systems Journal.

She is presently engaged in research on adoption and implementation of new Information technologies, cloud computing, healthcare and critical issues involved in sharing patient information on clouds, and emotional communication via electronic communication media and collaboration. She is also interested in examining tools for online education and challenges for teaching online.



Recipients of Faculty SRC Awards, Sarwan Sahota

ARTS

Martin Antony - *Psychology*

Claus Rinner - *Geography*

Emily VanderMeulen - *Criminal Justice & Criminology*

FEAS

Daolun Chen - *Mechanical & Industrial Engineering*

Seth Dworkin - *Mechanical & Industrial Engineering*

Farrokh Janabi-Sharifi - *Mechanical & Industrial Engineering*

Mehrab Mehrvar - *Chemical Engineering*

FCS

Suzanne Fredericks - *Nursing*

Josephine Wong - *Nursing*

FCAD

Marusya Bociurkiw - *RTA*

Gerda Cammaer - *Image Arts*

Blake Fitzpatrick - *Image Arts*

Wendy Freeman - *Professional Communication*

Osmud Rahman - *Fashion*

FOS

Michael Kolios - *Physics*

Pawel Pralat - *Mathematics*

TRSM

Shadi Farshadfar - *Business Management*

David Valliere - *Business Management*

Recipients of the Allan Shepard Equity, Diversity and Inclusion Award

Student Recipient:

Ellen Hibbard - *Communication and Culture*

Faculty/Staff Recipient:

Rona Abramovitch - *Advisor on Outreach and Access*

Team Recipient:

Anti-Racism Coalition



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	Linying Dong
Chair, Equity Issues	Jennifer Clarke
Health & Safety Officer	Fernando Pardo
Members At Large (2)	Amina Jamal
	Tuna Baskoy

RFA General Meeting

Thursday, May 9, 2013, 12 (noon) - 2:00 p.m.
ILC, International Room

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

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