

The Newsletter of Toronto Metropolitan Faculty Association

Spring 2023 Vol. 38 No. 2

Message From the President

At the end of my Fall Bulletin, I recounted how one of my first meetings with President Lachemi involved him indicating that he was interested in listening and renewing a relationship with the Association. I noted in that Bulletin that the Association would need to employ some watchful waiting, and observe if the Administration can have meaningful and authentic dialogue with us on a number of issues that are of pressing concerns to our membership. Over the last six months, we have had ample opportunity to observe how the Administration has responded to the concerns we've raised, and I am left wondering why they continue to fall short in their responses. The Administration claims that they are doing their best in responding to our workplace needs. However, when we examine their response, it can be described as being lackluster and insensitive to the

nuances of what is being asked of them in terms of providing a workplace where we can flourish and thrive. The Administration's insensitivity and lack of ability to deeply listen and understand what our workplace needs are can be seen in three issues that you have raised with the Association Executive.

The first of these issues is the constant discussion that the Association Executive has with the Administration on improving campus safety. Since the Spring of 2022, we have raised your concerns with respect to our physical safety, to the various channels that are available to us, since the string of sexual assaults that occurred on our campus. Despite our best efforts in communicating our need for a comprehensive plan to improve our safety, that incorporates the various voices of our



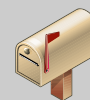
Jesmen Mendoza, President

campus community, and adopts a survivor-focused and trauma-informed lens to implementing safety measures on our campus, the Administration has dismissed the idea of implementing a community safety council and fails to realize that such a body would provide meaningful and sensitive campus community oversight to the safety measures considered for implementation or being implemented on our campus. Such a council would incorporate not only faculty, union, and staff voices, it would also include student voices as well.

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Cont'd on Page 3 ...

Important Dates

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TFA General Meeting

May 8, 2023

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TFA List Servs

If you are not receiving information sent out on tfa-announce, please advise the TFA Office at ext. 555186 or by e-mail: tfa@utorontomu.ca

We wish to keep you informed!

Jacqui Gingras - TFA New Executive

Jacqui Gingras, PhD is an Associate Professor and has been at TMU since August 2006. She has served on the TFA Reps' Council since 2018. She is currently on the Communication and Culture Graduate Program Executive and is the Undergraduate Program Director in Sociology.

**Returning TFA Executives****Peter Danziger**

Peter Danziger is returning to the TFA Executive as the VP, Internal.

Corinne Hart

Corinne Hart is returning to the TFA Executive as the Chair, Grievance Committee.

Rachel Berman

Rachel Berman is returning to the TFA Executive as the Chair, Professional Affairs Committee.

Alex Ferworn

Alex Ferworn is returning to the TFA Executive as the Health & Safety Officer.

He was previously one of the Members-At-Large.

From the President....

The Association Executive has also advocated for a critical incident team that includes relevant experts on our campus that can develop protocols and respond to reported incidents of gender-based violence on our campus. Instead, the Administration has ignored and not fully addressed this meaningful suggestion made on your behalf. Further, we have promoted the idea that the Administration hire a specialist in supporting faculty and staff members exposed to gender-based violence. The Administration's response has been to redirect any member expressing the need for such specialized support to Workplace Wellbeing Services, who are experts in disabilities and accommodations, but not necessarily in gender-based violence care and support. When the Association Executive points out to the Administration how these solutions leave us wanting, and deny the expertise and specialization needed to attend to gender-based violence on our campus, the Administration reiterates how they have taken action and are irritated with us on how we have not sung their praises. It is difficult, however, for the Association Executive to express such appreciation when such responses do not meaningfully address our workplace needs. In the end, their lackluster response leaves us feeling unsupported and insecure.

A second example of how the Administration fails to recognize the nuance of what we raise with them pertains to the teaching and learning spaces on our campus. We have brought up, on several occasions and with multiple members of the Administration, how these learning environments are unkempt, inadequate and non-functioning. We have highlighted how the movie theatres, including the Carleton theatres are inappropriate spaces to teach on campus and are not conducive to creating positive academic experiences for our students. When we raise these concerns, we are either met with a referral to their Facilities Help Desk, or how they are continuing to work on the issues. And when we re-raise these same issues, because we have not seen any appreciable improvements, we are thanked for bringing it to their attention and are told that they will "get back to us." And again, we continue to wait to see if any improvements will occur, and we lose even more faith in the Administration's ability to respond to us as they keep us waiting. We are left but having to find other channels in expressing the concerns you've raised, and hence have informed you of The Teaching and Learning Spaces Working Group's open and longstanding [Classroom Environment Survey](#), where perhaps they may be an avenue that might have more success with the Administration in conveying your concerns on teaching and learning spaces.

A final example to consider on how the Administration has shown difficulty in understanding the nuances of what we raise is connected to the budget discussions. The Administration has put forth a dire narrative where budget cuts must be made across the board. Many of you have expressed to the Association Executive how these narratives have led to communications by your Deans suggesting that decisions will have to be made which will compromise the quality of instruction that you will provide to our students as well as your academic integrity. Examples of such communications from the Deans have ranged from collapsing sections and cancelling courses to declaring moratorium on travel programs and filling faculty positions regardless of merit. At a recent budget meeting, where union leaders were invited to discuss the budget, the TFA brought up your concerns regarding future budget decisions and its impact on all of you. Their response was confirming our understanding of how unfilled faculty positions continue to be retained by the department, and that for all the other examples we gave of intended decisions having a negative impact on our membership, they stated that they would investigate and "look into it." The Association Executive had strongly encouraged the Administration to understand that their budget decision ought to contemplate what impact they'll have on our membership while maintaining high academic standards. Despite the encouragement and instead of acknowledging that their budget decisions have implications on your work, we were met with their reiteration of their obligation to present to the Board of Governors a balanced budget.

In each of these examples, the Administration has not engaged in the active listening that they promised that they would do. We have brought your concerns forward and yet the Administration responds with superficial solutions and deferred responses. This continued track of not meaningfully responding to our concerns can only lead to low morale and doubt of our Administration. If the Administration truly wants to work with the Association, and resolve our members' concerns, active listening is required.

Report from Chair, Negotiating - Ian Sakinofsky**A Strength of this University is the Calibre of our Members**

At this University our colleagues hire faculty members, librarians and counsellors, well. Our DHCs, LHCs and CACs take their role extremely seriously and are extremely rigorous in their appointment activities. Various levels of Administration do attempt to influence and manipulate this process to achieve optical gains, but our Collective Agreement procedures are still sound, and are closely followed by faculty.

The caliber of our members is our University's strength.

At the negotiating table our role is to conserve this strength and negotiate conditions that will allow it to continue to flourish.

Is our Senior Administration Up to the Task?

On the other hand, questions are being raised as to the priorities of the Senior Administration, and how they are guiding and directing this university, and whether they have the necessary talent for doing so. The consequences of a misdirected Administration are that the different agencies within the university find themselves aligned to pursue goals that are not in the university's enduring interests.

Human Resources, VPFA, Human Rights Services, Communications, University Advancement, University Planning, Student Affairs, Security – have they all hitched their wagon to an Administration that has lost its way?

One only has to look at the shrinking academic integrity of so many courses, the pedagogic compromises, the low morale of faculty, the anxiety at being on campus, the unhealthy classrooms and buildings, the fact that so much teaching is taking place in inappropriate cinemas, and the shortages of faculty, to recognize that this university is not running on all its cylinders.

The Ontario Government has throttled revenue from tuition and from unrestricted government grants at all Ontario universities. It is unclear where this University's priorities lie at this time.

The Current Round of Negotiations has Commenced

The current Collective Agreement expires on June 30, 2022, and the Negotiating Committee attended its first bargaining session with the Administration on March 29, 2022. At the time of writing that is the only session that has taken place.

This means that we are currently enduring the same disheartening sensation that TFA Negotiating teams have experienced at the start of all of our recent negotiating rounds. We have gone to considerable lengths to assemble proposals that reflect the needs of our members in protecting and improving the University. At our first meeting the focus of the Administration, on the other hand, was not particularly extensive and seemed to be centered on administrative convenience and maximization of yield.

We have our work cut out for us to bring our proposals systematically to the table and spell out to the Administration what steps are necessary to sustain this University's teaching, researching and learning environment.

Away from the bargaining table, we are also in the throes of negotiating a salary re-opener for the three years of the Collective Agreement that is currently drawing to an end. Due to the successful challenge of Bill 124 the 1% salary limitation that was imposed on us through 2020/21-2022/23 by the Ontario Government, has been removed, and we find ourselves in the position of renegotiating our salary for the past three years. We will provide an update on these negotiations as the situation develops.

At the same time that we are going to the bargaining table, two other campus unions have reached a deadlock in their negotiations. These two unions are CUPE 233 (maintenance and operations, custodial, and groundskeeping) and OPSEU 596 (academic and administrative support, and research assistants). CUPE 233 has around 111 members and OPSEU 596 has around 1700 members. Both have strike deadlines pending, and by the time you read this their respective situations may have developed further.

Report from Chair, Negotiating...

The TFA has much in common with these two unions. We are all dealing with the same unresponsive employer that has never shown the capacity to be enlightened at the bargaining table.

All three unions are dealing with the same erosion of purchasing power due to inflationary conditions, and at a time that the Administration has, not surprisingly, announced TMU-wide budget cuts. The Administration's clumsy treatment of this situation appears to be partly driven by the interplay between the three bargaining tables.

TMU Pension Plan

One specific item in which all three unions have a distinct and common interest is the TMU Pension Plan. The Administration itself has reported that the Pension is a sticking point in their bargaining with both CUPE 233 and OPSEU 596, and they have signaled to the TFA that they will be bringing this to the TFA bargaining table too – although it is not clear what they will be bringing.

It was established in a recent arbitration award that the TFA has a right to negotiate pension contributions at the bargaining table, and that the Administration cannot unilaterally adjust the size of pension contributions. OPSEU 596 and CUPE 233 are currently asserting that right for themselves at their respective bargaining tables.

Then there is also the matter of what the pension contribution should be. The arbitration award required the Administration to refund, to TFA members, the amount by which the Administration had unilaterally increased all member contributions. This has resulted in the OPSEU and CUPE member contributions remaining at a higher level than TFA members.

The three unions are in regular communication on this matter, and a joint statement on the state of the pension and the three unions' shared position is being prepared. The most recent valuation of the pension plan indicates that current contributions are in excess of the required amount and that the Plan is in surplus.

Expression of Appreciation from the Negotiating Committee

The Negotiating Committee is very appreciative of the number of members who attended our meetings in the Fall when we visited each School/Department, and who completed our survey, as well as those who attended our mandate setting meeting.

The members of the Negotiating Committee are: Immaculate Antony (Counselling), Niushan Gao (Mathematics), Donna Koller (Early Childhood Studies), Ian Sakinofsky, Chair (Human Resources and Organizational Behaviour), Jane Sprott (Criminology) and we are supported by Andre Foucault (Executive Director) and Mina Rajabi Paak (Labour Relations Officer). Jesmen Mendoza, the President of the Faculty Association is an ex officio member of the Committee.

The committee continues to consolidate its extremely productive working relationship, meeting regularly and embracing the task(s) at hand.

As we have done in all earlier bargaining rounds we will periodically report back to the membership on how the negotiations are progressing.

Report from Chair, Grievance - Corinne Hart

I want to first thank the outgoing members of the Grievance Committee and welcome our incoming member. A very big thank you to Diane Pirner and Maureen Reed, whose terms are ending. Both have contributed significantly to the work of the grievance committee. Maureen's guidance around the pay equity grievance has led to lasting and significant movement towards the Administration's assessment of gender-based job classifications at TMU. I also want to welcome to Tammy Landau, who is joining the committee, and Mina Rajabi Paak, our new Labour Relations Officer. For next year, the Grievance Committee will be comprised of myself, (Corinne Hart), Cecile Farnum, Tammy Landau, Tisha Ornstein, and our President Jesmen Mendoza, who serves as an ex-officio member. Andre Foucault, the Association's Executive Director of Labour Relations, and Shiraz Vally, and Mina Pajabi Paak, our Labour Relations Officers, also serve on this committee and are integral to ensuring that members (and I!) are well-supported.

Grievances and Awards

There are currently 21 grievances at different stages of the grievance process, with 5 of these scheduled for arbitration. In February we received an award for a grievance related to the workplace harassment of a faculty member by a student. The sections of the award with the most immediate relevance to faculty are:

- Where a TFA member believes they are experiencing workplace (non-Code based) harassment within the definition of the Occupational Health and Safety Act from a student, they may notify, in writing, Human Resources or their manager (in the case of faculty, the Dean) about the conduct and/or file a formal complaint pursuant to the Policy and to the Guide to Civility (the "Guide").
- The manager, Human Resources or Dean will, in a timely manner, provide a written response to the member indicating the manner in which the complaint will be addressed and/or investigated by the University in accordance with its statutory obligations, the Collective Agreement, and pursuant to applicable University policies and procedures.
- The TFA member also will be notified as appropriate of any interim measures that are implemented, the results of any investigation undertaken, and/or of any corrective action that has been taken or that will be taken in resolution of the complaint.

In March we received an award related to a long-standing grievance. Like the February award, this too highlighted issues with how harassment is dealt with by the Administration. This award confirmed that the Administration had breached the *Ontario Health and Safety Act*, the *Human Rights Code*, and the *Collective Agreement* on multiple occurrences, by ignoring, dismissing, and minimizing complaints of ongoing harassment and bullying that had been occurring to a member over an extended period, and failing to provide the appropriate investigations and protections for our member that are required under the law. This award is important as it highlights the Administration's limited understanding of both human rights, and harassment/bullying, and confirms a range of problems that the Association has identified with both Human Rights Services (HRS) and the Administration in relation to investigations, investigation follow-up, taking member complaints seriously and ensuring the right to a safe workplace for our members.

Social Media Policy

We continue to push the Administration to meet their obligation to develop a social media policy that respects our Collective Agreement and right to Academic Freedom, as they were tasked to do in Arbitrator Burkett's October 2022 award in the Association's grievance arbitration on the infringement of academic freedom in the School of Fashion. We will provide further updates as they are available.

Concerns about Human Rights Services and their treatment of Association Members

The Association has deep concerns about HRS. In the last bulletin I highlighted HRS' biased application of Policy 159; our concerns now go beyond the Policy, to broader concern about HRS's ability, as an office of the Administration, to meet its mandate in a fair, unbiased, and procedurally just manner. This has been particularly evident when our members are either complainants or respondents in HRS investigations; despite a statement on the HRS website stating that investigations occur in a timely manner, members have been faced with investigations that drag for 3 or more years without clear progress, meaningful updates, or final resolution. We are also highly concerned that there seems to be an inherent bias against faculty in investigation processes, again despite the HRS website statement that "*the policy and procedures are based on principles of fairness, due process and trauma-informed practices for all parties involved in the human*

Report from Chair, Grievance....

rights complain resolution process at TMU". Since January 2023 the Association has filed 5 grievances directly related to undue delays and/or procedural unfairness by HRS and will continue to file additional grievances as necessary to support and protect our members. We are pushing the Administration to demonstrate institutional courage by addressing serious ongoing problems in HRS. If you are asked to participate in an investigation in any capacity, and/or if you have concerns around your own experiences with HRS please reach out to one of our Labour Relations Officers for representation and support, as is your right under the Collective Agreement.

Health and Safety: Sexual Assaults on Campus Arbitration

Following the two sexual assaults in Kerr Hall, the Association filed and presented a grievance related to health and safety. The VPFA, as decision-maker denied this grievance, with the rationale that the University is addressing safety concerns in a comprehensive, trauma-informed manner. As many of you have likely read in two recent Toronto Star articles and/or experienced for yourselves as you move throughout and within the campus this semester, despite their assurances, the Administration has not adequately addressed our concerns and seems to be obfuscating in its messaging to the community, leaving the TMU community at continued risk. As a result, we have advised the VPFA that we are moving this grievance to arbitration.

Demystifying the grievance process: What happens when a grievance is filed?

In the last Bulletin I outlined what happens when a grievance is filed. In this bulletin I will outline what happens to prepare for and present a grievance to the decision-maker.

- Once a grievance is filed, a date is found for the grievance presentation. Ideally the presentation occurs within 10 working days, although it is often longer, to accommodate multiple schedules.
- The grievance officer meets with the labour relations staff member who has been representing the member to obtain background and context for the grievance.
- The grievance officer and labour relations staff member meet with the member for additional context and to provide anticipatory support and preparation for the grievance presentation.
- The grievance officer writes a script for the grievance presentation that incorporates the background, timeline and context for the grievance, the arguments for the appeal, and the remedies requested.
- The appeal is presented to the decision maker by the grievance officer. In addition to the decision maker (Dean or senior Administrator), grievance officer and grievor, staff from the Dean's or senior administrator's office are present, as are the president of the TFA and the TFA labour relations officers. This meeting is generally scheduled for 50 minutes.
- After the grievance officer's presentation there is an opportunity for the grievor, if they wish, to make a brief statement about the impact of the situation on them, and/or to provide additional context. This is not required. There is also an opportunity for the decision-maker to ask questions and/or seek clarification.
- Following the presentation, the decision-maker has 10 business days to respond. If the Administration request extensions to provide their response, the TFA will not unreasonably deny them. The decision-maker may resolve or deny the grievance. If the grievance is resolved, remedies are implemented to address and resolve the issues outlined in the grievance. If a grievance at the Dean's level is denied, the Association may appeal to the VPFA to have it argued at that level. If that appeal is not successful, or if the grievance was presented at the VPFA level from the start, the Association may decide to refer the grievance to arbitration whereby an external arbitrator is tasked as the ultimate decision-maker. The decision to refer to arbitration occurs only after internal consultation with the TFA grievance committee and TFA executive, and if needed, external consultation with the Association's lawyers. Not all grievances move to arbitration, even if they are denied.

In another bulletin I will outline what happens in the arbitration process. For now, I want to again reinforce that you should never hesitate to contact the Association with questions and concerns. We look forward to working with and for you.

Corinne Hart, Chair of the TFA Grievance Committee

Report from Chair, Professional Affairs - Rachel Berman

The Professional Affairs Committee takes a leadership role in promoting creative and collegial exchange amongst members and between members and other professionals; supports the professional development of members through seminars; and adjudicates faculty award submissions.

Faculty Association Scholarships

The TFA Undergraduate Student Awards are adjudicated through University Advancement. Students are encouraged to apply via AwardSpring. We are pleased to share the recipients of the 2022/2023 awards.

Award	First Name	Last Name	Program	Faculty	Graduation Year
Indigenous Student Award	Salina	Nichols	Sociology (Hons)	Faculty of Arts	2024
Indigenous Student Award	Devlin	Williams	Juris Doctor (Law)	Lincoln Alexander School of Law	2023
Full-Time Student Award	Jacob	Goldis	Business Management - Law and Business	Ted Rogers School of Management	2024
Full-Time Student Award	Gabrielle	Samson	Creative Industries	The Creative School	2024
Leadership Award	Ritika	Masand	Business Management (Hons)	Ted Rogers School of Management	2024
Part-Time Student Award	Jacqueline	Chung	Business Technology Management	Ted Rogers School of Management	2024

Faculty Association Awards

By now you will have seen TFA emails regarding calls for the *TMU Person of the Year Award*, *The Distinguished Services Award*, and the *Career Achievement Award*. April 1st at 4pm was the deadline for submissions. The award recipients will be announced at the Spring AGM being held on Zoom on Monday, May 8th, 12:00-2:00.

Upcoming Event

The Professional Affairs Committee will be hosting Dr. Carla Cesaroni and Dr. Mathew Stein from Ontario Tech on Tuesday, May 9th, 2:00-4:00 on Zoom. They will give a talk on their research on Contrapower Harassment-when students harass professors. Please look for more information about this event, which will be shared shortly.

Professional Affairs Committee

Rachel Berman, Chair, Kristin Snoddon and Jacqui Gingras.

Welcome to Dawn Onishenko who will be joining the PA committee starting May 2023. There is still space on the committee, so please reach out if you are interested.

Report from Chair, Equity - Lila Pine

Focus on Safety

The Equity Committee's central focus over the past term has been on campus safety inside and outside of the classroom. Evidence has shown that 'security as the solution' to gender-based violence is unlikely to fix the problem and more likely to decrease the safety of racialized and otherwise marginalized members of our community. Bringing police onto the campus, for example, will make the campus less safe for Indigenous, Black, racialized, neurodiverse, Mad and 2SLGBTQ+ students, staff and faculty. While we are pleased that the university Administration has backed off on partnering with the Toronto Police Service, we remain concerned that they have otherwise opened the campus to police surveillance. Likewise, locking down, rather than opening up, serves only to fuel fear in the community – fear of being sexually assaulted on campus and fear of extra security and police.

Some colleagues have argued that more security and/or police presence, at least for evening classes, makes the campus safer. This approach likely produces selective safety for people who in the eyes of security and/or police look like they belong. But what about the people who in the eyes of security and/or police look like they don't belong? Our concern remains for racialized and marginalized students, staff, and faculty who have been targets of police violence across Canada.

In the recent survey we sent to the faculty, 100 percent of respondents who identify as Indigenous and 90 percent of those who identify as Black stated they are unsafe in the presence of police.

If Not Increased Security, Then What?

It behooves us to go deeper. We are, after all a university, a place of higher learning and knowledge production. Surely the solution lies in rooting out the causes of rape culture and gender-based violence in our community. Violence of any kind does not occur in a vacuum. Sexual violence is no exception. To root it out, it is critical to address the intersection of sexual violence with other forms of systemic oppression like racism, misogynoir, misogyny, ableism, classism, homophobia, and transphobia. It is also necessary to acknowledge the social location of victims of gender-based violence. Therefore, we call on the university to centre survivor voices in the implementation of trauma-informed solutions.

It has come to our attention that the Consent Comes First office has been directed not to provide support to faculty who have been sexually assaulted. We call on the university to reverse this decision. TMU has experts in its midst. We call on the university to tap into their knowledge to develop sustainable solutions to gender-based violence.

In addition, we call on the university to provide well-funded, campus-wide education plans to address rape culture and to apply harm reduction principles to sexual violence complaints processes. This means offering alternative, non-adjudicative means to justice and accountability. Harm reduction principles are creative, flexible, survivor-driven, trauma informed, intersectional, feminist, anti-oppressive, anti-colonial, accessible and collaborative (Eerkes et al., 2021).

There is ample evidence that Black, Indigenous and racialized bodies are the most likely to experience sexual violence. Therefore, long-term solutions must address the impacts of settler colonialism and racism on campus.

Bill 26 – WTF?

According to a 2019 study, over 80 percent of students who reported unwanted sexualized advances claimed the person who caused them harm was another student (Burczycka, 2020). Even though student-on-student sexual violence is more prevalent than faculty-on-student sexual violence, Doug Ford and his buddies, in their never-ending quest to hunt down professors, have managed to get Bill 26 enacted. This deeply flawed and alarming act will do nothing to stop gender-based violence. Instead, it will open the doors to both false and mistaken allegations against faculty. While it is true that there are cases of sexual misconduct on the part of faculty, which must be vigorously addressed, Bill 26 will not prevent sexual violence on campus, which is what it purports to do.

Report from Chair, Equity....

Why does this concern us? Bill 26 comes into force on July 1, 2023 and requires that all institutions have a sexual misconduct policy in place by this date. If one is accused of sexual misconduct and found guilty under the policy, by an internal investigation, the only remedy is firing with cause. This puts a lot of power into the hands of management and the investigator. And it flies in the face of trauma-informed, harm reduction principles mentioned above. It also flies in the face of fair labour practice, due process and Natural Justice. Of course, as an Equity Committee, we are opposed to all forms of sexual violence. But we know from experience that racialized men can sometimes be falsely accused of sexual harassment and/or assault. We also know that cultural differences can come into play whereby a student may think a faculty's behavior is inappropriate or sexual in nature when it is in fact not.

Bill 26 extends to words. The example that was brought to the OCUFA meeting where Bill 26 was discussed involved a female professor teaching a class on gender. She made mention of male sexual violence, and a student filed a sexual harassment complaint against her, claiming that his identity as a male person was under attack. If found guilty under Bill 26 the university would be forced to fire her with cause and the union's hands would be tied.

Given that the bill has already passed and the university must comply, it is imperative to steer the policy to the minimum criteria: criminal code violation. In addition, we need language that will protect racialized faculty from becoming targets. Not to mention that union participation in choosing an investigator should not be left up to chance.

We will host a town hall on April 21 from 1 – 3 to discuss ways to create safe open spaces of learning, teaching and recreation. Please join us.

In closing, I would like to thank the following people for their hard work and dedication to the TFA Equity Committee: Dr. Anne-Marie Singh, Dr. Alireza Khatami, Alison Skyrme, Dr. Fahad Ahmad, Dr. Layal Shuman,

Report from the Health and Safety Officer - Habiba Bougherara

I would like to take this opportunity to share with you some updates on occupational health and safety. As my tenure as TFA Health & Safety Officer comes to an end, I want to take a moment to extend my heartfelt gratitude to TMU faculty members. Serving our community has been an immensely fulfilling experience, and I am grateful for the support and cooperation that I received during my tenure. Looking back on my experience as a member of the university joint health and safety committee (JHSC), I am proud of the progress made despite facing significant challenges and pushback from management. While the journey was not always easy, we remained committed to our mission of improving the effectiveness of the JHSC. With each incremental step, we were able to make positive changes that benefitted the entire community. I am grateful for the opportunity to have served on the committee and contributed to creating a safer and healthier environment for all. Lastly, I want to express my deep appreciation for the TFA executive members with whom I had the privilege to work with. I am confident that the TFA will continue to be a driving force for positive change in the JHSC and beyond, and I wish you all the best in your future endeavors.

PSHSA review and assessment of TMU JHSC

As previously noted in the latest report from the Health and Safety department, TMU hired PSHSA, a consultant company, to evaluate the effectiveness of the Joint Health and Safety Committee (JHSC), assess its compliance requirements, and provide an overall functional assessment. The consultant's preliminary findings identified several areas that require improvement, including rebuilding the JHSC Terms of Reference document, determining the composition and structure of the committee, and integrating and aligning its role with Environmental Health and Safety (EHS) within the TMU community. The JHSC can expect to receive the PSHSA's final report on March 30, 2023, which will provide further insights and recommendations for enhancing the committee's effectiveness. Improvements in these areas will hopefully allow the union representatives on the JHSC to be more effective and have more impact.

The TFA Congratulates the following Toronto Metropolitan University Award Recipients

Provost's Award for Teaching Excellence

Alyssa Counsell, Faculty of Arts

YSGS Outstanding Contribution to Graduate Education Awards

Marc Adler, Molecular Science, Faculty of Science

Cristina Catalo, Urban Health, Faculty of Community Services

Songnian Li, Civil Engineering, Faculty of Engineering and Architectural Science

Yuanshun Li, Master of Science in Management, Ted Rogers School of Management

Jeremy Shtern, Communication and Culture, Interdisciplinary Studies

Dean's SRC Activity Award

Alagan Anpalagan, Department of Electrical, Computer, and Biomedical Engineering, Faculty of Engineering and Architectural Science

Samantha Biglieri, School of Urban and Regional Planning, Faculty of Community Services

Miranda Campbell, School of Creative Industries, The Creative School

Farhad Ein-Mozaffari, Department of Chemical Engineering, Faculty of Engineering and Architectural Science

Hilary Evans Cameron, Lincoln Alexander School of Law

Alexandra Fiocco, Department of Psychology, Faculty of Arts

Mehdi Kargar, School of Information Technology Management, Ted Rogers School of Management

Linda Rothman, School of Occupational and Public Health, Faculty of Community Services

Debashis Sinha, School of Performance, The Creative School

Roxana Suehring, Department of Chemistry and Biology, Faculty of Science

Emily van der Meulen, Department of Criminology, Faculty of Arts

Isaac Woungang, Department of Computer Science, Faculty of Science

Hadis Zarrin, Department of Electrical, Computer and Biomedical Engineering, Faculty of Engineering and Architectural Science

Morteza Zihayat Kermani, School of Information Technology Management, Ted Rogers School of Management

Dean's Teaching Award – Faculty (TFA)

Michael Baumtrog, School of Business Management, Ted Rogers School of Management

Eliza Chandler, School of Disability Studies, Faculty of Community Services

David Colangelo, School of Professional Communication, The Creative School

Reem El Asaleh, School of Graphic Communications Management, The Creative School

Faezeh Ensan, Department of Electrical, Computer and Biomedical Engineering, Faculty of Engineering and Architectural Science

Nariman Farsad, Department of Computer Science, Faculty of Science

Jessica Jeong, Faculty of Arts Department of Psychology

Lauren Munro, School of Disability Studies, Faculty of Community Services

Charlene Nicholls-Nixon, School of Business Management, Ted Rogers School of Management

Daniel Rubenson, Department of Politics & Public Administration, Faculty of Arts

Kinga Anna Zawada, Department of Languages, Literatures and Cultures, Faculty of Arts

Dean's Service Award

Alagan Anpalagan, Department of Electrical, Computer, and Biomedical Engineering, Faculty of Engineering and Architectural Science

Wendy Cukier, School of Business Management, Ted Rogers School of Management

Seth Dworkin, Department of Mechanical and Industrial Engineering, Faculty of Engineering and Architectural Science

Yi Feng, School of Accounting and Finance, Ted Rogers School of Management

Jonghun (Jay) Park, School of Graphic Communications Management, The Creative School

Sarah Sabatinos, Department of Chemistry and Biology, Faculty of Science

Dale Smith, Department of English, Faculty of Arts

Luke Taylor, Lincoln Alexander School of Law

Magdalena Ugarte, School of Urban and Regional Planning, Faculty of Community Services

Laurel Walzak, RTA School of Media, The Creative School

Ian Young, School of Occupational and Public Health, Faculty of Community Services

The TFA Congratulates the following Toronto Metropolitan University Award Recipients

Sarwan Sahota Toronto Metropolitan Distinguished Scholar Award

Ojelanki Ngwenyama, School of Business Management, Ted Rogers School of Management

Ebrahim Bagheri, Department of Electrical, Computer and Biomedical Engineering, Faculty of Engineering and Architectural Science

Collaborative SRC Award

Michael Kolios, Faculty of Science, Department of Physics

Early SRC Career Excellence Award

Stefania Impellizzeri, Department of Chemistry & Biology, Faculty of Science

Dafna Sussman, Department of Electrical, Computer, and Biomedical Engineering, Faculty of Engineering and Architectural Science

Knowledge Mobilization and Engagement Award

Mandana Vahabi, Daphne Cockwell School of Nursing, Faculty of Community Services

Alan Shepard Equity, Diversity and Inclusion Employee Award

Anti-Asian Racism Awareness Team

Josel Angelica Gerardo, Faculty of Arts

Janet Lum, Faculty of Arts

Yumi Numata, Faculty of Arts

Susan Silver, Faculty of Community Services

Yu-Ching (Jean) Tsai, Student Wellbeing

Errol Aspevig Award for Outstanding Academic Leadership

Cynthia Holmes, Ted Rogers School of Management

Khaled Sennah, Civil Engineering, Faculty of Engineering and Architectural Science

AVP International's Global Learning Award

Terri Peters, Faculty of Engineering and Architectural Science

Retirees

Kathryn Church - Disability Studies

Maria Etkind – Architectural Science

Michael Hunter – Hospitality & Tourism Management

Malgorzata (Margaret) Plaza – ITM

Baruch Zone – Architectural Science

The TFA Executive for 2023/2024 is composed of the following members:

President	Jesmen Mendoza
Vice President ,Internal	Peter Danziger
Vice President, External	Dave Mason
Treasurer	Anthony Francescucci
Secretary	Vacant
Chair, Grievance	Corinne Hart
Chair, Negotiating	Ian Sakinofsky
Chair, Professional Affairs	Rachel Berman
Chair, Equity Issues	Lila Pine
Health & Safety Officer	Alex Ferworn
Members At Large (2)	Susan Silver Jacqui Gingras
Indigenous Faculty Representative	Vacant

TFA General Meeting

May 8, 2023 12 (noon) - 2:00 p.m.

Via Zoom Video Conferences

An announcement will be sent out shortly

Disclaimer

Statements made and the views expressed in this publication are those of the authors and do not represent the position of the TFA unless so specified.

THANK YOU

We would like to thank all contributors to this issue. Editors: Jesmen Mendoza

Produced by: Stacy Stanley and Agnes Paje

TFA 2022 -2023 Representatives' Council Members

Accounting	<i>Vacant</i>	ITM	1. Aziz Guergachi
Aerospace Engineering	Seyed M. Hashemi		2. <i>Vacant</i>
Architectural Science	1. Umberto Berardi	Interior Design	<i>Vacant</i>
	2. Julia Jamrozik	Journalism	Marsha Barber
Chemical Engineering	Chil-Hung Cheng	Languages, Literature & Culture	Julian Zapata
Chemistry & Biology	1. <i>Vacant</i>	Law & Business	Michael Baumtrog
	2. <i>Vacant</i>	Law School	Alexandra Mogyoros
	3. <i>Vacant</i>	Library	1. Alison Skyrme
Child & Youth Care	<i>Vacant</i>		2. <i>Vacant</i>
Civil Engineering	1. Darko Joksimovic	Marketing	Matthew Philp
	2. <i>Vacant</i>	Mathematics	1. Niushan Gao
Computer Science	1. Elodie Lugez		2. Kathleen Wilkie
	2. Sophie Quigley	Mechanical & Industrial Engineering	1. Jamy Li
Counselling	Daniela Cristini		2. <i>Vacant</i>
Creative Industries	Jeremy Shtern		3. <i>Vacant</i>
Criminology	Tammy Landau	Midwifery	<i>Vacant</i>
Disability Studies	Eliza Chandler	Nursing	1. Joyal Miranda
ECS	Sejal Patel		2. Diane Pirner
Economics	1. <i>Vacant</i>		3. Josephine Wong
	2. <i>Vacant</i>	Nutrition	Yvonne Yuan
Electrical, Computer & Biomedical Engineering	1. Vadim Geurkov	Occupational & Public Health	Aida Haghighi
	2. Lev Kirischian	Performance	Tanya Evidente
	3. <i>Vacant</i>	Philosophy	<i>Vacant</i>
English	1. Jennifer Burwell	Physics	Aidan Brown
	2. Colleen Derkatch	Politics & Public Administration	1. Andrea Migone
Entrepreneurship & Strategy	Neil Wolff		2. <i>Vacant</i>
Fashion	Caron Phinney	Professional Communication	Opeyemi Akanbi
Finance	Yanfei Sun	Psychology	1. Maureen Reed
Geography & Environmental Studies	1. Brian Ceh		2. Tisha J. Ornstein
	2. Emmanuel Kyermeh		3. Jason Deska
Global Management Studies	1. Hossein Zolfagharina	Real Estate	David Scofield
	2. <i>Vacant</i>	Retail	Juan Marcelo Gomez
Graphic Communications	Natalia Lumby	RTA	1. Charles Zamaria
Health Services	Housne Begum		2. <i>Vacant</i>
History	David Mackenzie	Social Work	1. Dawn Onishenko
Hospitality & Tourism	Julie Kellershohn		2. Susan Preston
HR & Organizational Behaviour	Peter Fisher	Sociology	1. Jacqui Gingras
Image Arts	1. Gerda Cammaer		2. <i>Vacant</i>
	2. Izabella Pruska-Oldenhof	Urban & Regional Planning	Nemoy Lewis