

FACULTY NEWS LINK



President's Report

Jesmen Mendoza TFA President

This fall a Presidential search has begun and such searches are not just about leadership succession, but is an existential moment that invites us to reflect. It poses questions to all of us on who we are as a University, what kind of community we want to be, and how we locate ourselves in an unsupportive landscape that the post-secondary sector finds itself in. As such, it feels timely to reflect on both the challenges confronting us and the opportunities that might exist.

The challenges we face

Chronic underfunding

It's no surprise for me to state that post-secondary institutions in our province are improperly funded and thus a major challenge. OCUFA's most recent figures demonstrate this difficulty by noting that funding per full-time equivalent student was **\$10,246 in 2022-23**—more than **\$6,500 below** the Canadian average and the lowest in the country. Only **24 per cent** of university operating revenue in this province comes from government, compared with **35 per cent** elsewhere.

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President's Report Continued

This chronic underfunding shapes everything we do. It pushes institutions to depend on international tuition and short-term contracts; it leaves too many of us doing more with less. The student-faculty ratio now sits at **33.6 to 1**, well above the national average of 28; all of which is sustainable.

You may recall that in May of 2023, the TFA made a formal submission to the province's **Blue-Ribbon Panel on Post-Secondary Education**. In that submission, we outlined how decades of underinvestment eroded the core public purpose of universities. We emphasized to the Panel that universities are not corporations; they are public institutions whose strength lies in academic freedom, and collegial governance. While the Panel recognized many of these points and suggested infusing our sector with more sustainable funding, the government's refusal to act on its own findings speaks volumes.

The encroachment of private and college degree providers

We are also witnessing the expansion of private universities and the steady move by colleges into degree-granting territory in our province. These developments might first appear harmless, but together they reshape the post-secondary education landscape. As lines blur between public and private, the notion of a public university—one accountable to the people of Ontario—becomes increasingly fragile, creates unnecessary pressure and potentially compromises academic standards for all.

No meaningful public debate has preceded this shift. It has arrived by policy drift, by lack of accountability holding, and by a government too eager to outsource responsibility. We should all be asking what remains of the "public" in public education when so much of it is being slowly privatized.

An increasingly interventionist and indifferent government

Our challenges are not only financial but political. In recent years, legislation such as **Bill 33**, **Bill 166**, **Bill 26**, and **Bill 124** has revealed a government intent on directing universities rather than supporting them. These bills, under the guise of accountability and student protection, have steadily expanded ministerial oversight into university affairs—dictating policy on free expression, and student support. At the same time, Bill 124's unconstitutional wage cap sought to foreclose collective-agreement rights for public-sector workers, such as ourselves.

Taken together, these intrusive measures show a worrisome pattern that undermines our autonomy and weakens collegial governance. Essentially, this government rigidly instructs universities how to operate while refusing to fund us adequately, leaving us with less voice, fewer resources, and a sector increasingly treated as an arm of government rather than a space for independent scholarship and democratic debate.

Opportunities before us

Even in this difficult environment, there are places for us to act. As a union and as a collegium, we are not passive observers. We can continue to organize, and to insist on a different future.

Building Solidarity Across Campus

Over the past year, the TFA has continued to build and strengthen our relationships with student associations and with other campus unions. Building such relationships matter because we have similar struggles. Recently, I was asked by the Student Associations on campus to be their guest at a Coalition Meeting on October 22, 2025 to talk about the faculty perspective but more importantly to discuss our common cause. At that meeting, we found common ground in resisting the narrative that pits one group against another. Our goal is to keep building these coalitions, because our collective voice rings louder and further when we speak as one campus community.

President's Report Continued

Changing the public narrative

The story told about universities over the last decade has been one of cost and inefficiency. Simply put, that story is not true and we need to change it. Ontario's universities contribute roughly **\$96 billion** each year to the province's GDP, returning **\$1.36** to the economy for every dollar invested. Beyond those numbers, however, lies a message more fundamental: a university system that educates the professionals who sustain this province. The public deserves to know that its **nurses** are trained in our labs, its **engineers** in our classrooms, its **teachers** in our lecture halls, and its **designers** in our studios. A well-funded university system is not a luxury; it is how a society ensures its own wellbeing.

Collegial governance and collective strength

Our commitment to collegial governance remains steadfast. The TFA will continue to insist that the Administration engage with us in genuine dialogue, not merely consultation by courtesy. We will also keep working with our counterparts across Ontario to advocate for a funding model that sustains high-quality education and fair working conditions. Recently, we had a chance to do exactly this through OCUFA's advocacy day where the TFA participated with other faculty associations and spoke to several MPPs to discuss our collective concerns.

Final thoughts

Before I close this bulletin and as we head into the December AGM, I wanted to acknowledge how the May membership meeting could've been delivered better. I and the Executive recognized that we stumbled severely in hosting this meeting. Soon afterwards the Executive regrouped to determine how we could better serve the membership when holding general membership meetings.

The Executive took time to examine our mistakes, and in September, an adhoc subcommittee of the Executive was struck to make recommendations on the structure and delivery of these important meetings. We've invested resources and are actively implementing the recommendations of this adhoc subcommittee and that you should see the results of our efforts at our upcoming AGM. I encourage you all to attend.

Finally—our **Holiday Party** will return again this December 3, 2025. I want to thank the Services Committee for their tireless work on one of the TFA's hallmark events. Please attend as it's a chance to reconnect, to breathe, and to remind ourselves that community and solidarity are what make this work meaningful.

TFA

2025 Season/ Holiday Party: Peace & Harmony

December 3rd, 5:00pm–10:00pm Oakham House

Grievance Report

Although the summer was, as generally happens, somewhat quiet, the Fall 2025 semester has geared up quickly. To remind you, the grievance committee includes me (Corinne Hart) as grievance chair, Tammy Landau, Kym McLaren, and Shai Yeshayahu. Jesmen Mendoza, the TFA president is an ex-officio member. The committee and all grievance related work (more accurately, all TFA work!) is extremely well supported by André Foucault, the TFA Executive Director, and our Labour Relations Officers, Shiraz Vally and Mina Rajabi Paak.

Grievances, awards and other news

At present, we have 18 open grievances, four of which were filed since the last grievance report. Two of these are individual grievances, while the other two focus on policy issues that have implications for our members more broadly. Of the open grievances, 13 are in various stages of arbitration. Over the past few months, we have resolved and closed three grievances and are holding two in abeyance pending what we hope will be resolution without need for arbitration.

A major success of the past few months was the resolution of a grievance centred on changes in language that had occurred in the Pension Plan without the TFA's knowledge, and the concomitant impact of these changes on 17 of our members who had begun taking their pensions. The backdrop to this grievance was Bill 124, introduced by the Ontario government in November 2019, which capped the salaries of public sector employees, including University employees, at 1% for a three year "moderation period" that began upon the expiry of the existing collective agreement. For TMU members, salary increases were therefore limited in the 2020 contract negotiations. For those of you who were at TMU at the time, you will recall that the TFA bargained a salary reopener clause in the event that legal



Corinne Hart
Chair of Grievance
Committee

challenges to Bill 124 were successful (the Kaplan Interest Award). And indeed, in November 2022, Bill 124 was declared unconstitutional by a superior court decision, the reopener clause came into effect, and in September 2023, TFA members who had been affected by the salary cap received a retroactive payment and a pay increase, retroactive to July 1, 2020.

In March 2023, the Administration filed a Pension Plan Restatement, effective January 1, 2023. Most relevant to the TFA was a change in language from: *Payments in respect of retroactive Salary paid **after the Member has reached Termination Date** will not be included in Salary to: "Payments in respect of retroactive Salary paid **after the Member has reached the earlier of Termination Date and the date pension payments have commenced** will not be included in Salary."* The TFA only became aware of this change when a number of our members began reaching out with pension-related questions. These were members who had begun drawing their pensions after June 7, 2021 (the date of the Kaplan Interest Award) and remained actively employed by the University on September 15, 2023, the date of implementation of the Bill 124 reopener. In attempting to answer their questions, we went back to the Pension Plan and found that relevant Plan language had changed.

Grievance Report Continued

Realizing that this change (to which we had not been alerted) would affect our members, and recognizing that had we known, we would have used this knowledge in our advice to members who were considering beginning their pensions, we filed a grievance.

The grievance argued that despite the University's contention that changes in the Pension restatement were merely 'housekeeping', and clarification, there were also material changes that add a criterion for pension readjustment that was not present in the 2007 version of the Plan that the TFA had assumed to be current. We argued that Bill 124 created a situation whereby those TFA Members who remained employed but began drawing their pensions after the 2020-23 Collective Agreement came into effect were uniquely negatively affected by Bill 124, because when they began taking their pensions, the salary used to calculate their pensionable earnings was lower than what it would have been had Bill 124 not been in place. Further, given that Bill 124 was ultimately found unconstitutional, and that a retroactive salary increase was applied to TFA members who remained employed at TMU, a recalculation of these members' pensions to reflect the increase would be appropriate, as members should not be penalized for limits that had been unconstitutionally imposed on their pensionable earnings.

Without going to arbitration, the TFA was able to negotiate a Memorandum of Agreement that gave each of the 17 affected members a lump sum settlement that reflected the additional salary for their appropriate pre-retirement credited service resulting from the Bill 124 Memorandum, less the relevant deductions. In writing about this grievance, I would be remiss if I did not thank Ian Sakinofsky and Peter Danziger who helped shepherd this grievance and the MoA through multiple

iterations, and Shiraz Vally who supported the grievance from its inception, and then figured out how to answer members' complex actuarial questions once the grievance was resolved.

Although it was successfully resolved, the Pension Plan grievance is yet one example the University's practice of making changes to policy without adequate (if any) consultation and/or recognition of the impact of these changes on TFA members. Although Article 7.2 B of the Collective Agreement clearly states that "Changes affecting faculty members will be made only after consideration of, and discussion with, those involved, and after adequate notice has been given to them", this is not in our experience, the common practice of the Administration. Indeed, while the TFA has raised concerns around consultation with the Administration on multiple occasions, we continue to be dismayed by, if we are generous, the Administration's lack of understanding of what consultation means, or, perhaps more accurately, the employer's lack of respect for principles of collegial governance as it pertains to shared responsibilities for decision-making around policies, practices and processes that are rooted in the Collective Agreement.

To this end, we are in the early stages of a grievance arbitration specific to the sexual misconduct clause in TMU's Sexual Violence Policy. This grievance was filed directly as a result of the Administration's lack of meaningful consultation and dismissal of our concerns about the very serious impact of the sexual misconduct clause on members who have been alleged to violate this policy. We have also referred two other grievances to arbitration, both emerging from changes to the work of Professional Counsellors. These too centre on a lack consultation with the Professional Counsellors, despite very clear reference to a framework of consultative management in Article 15 (Terms and Conditions of Employment for Professional Counsellors) of the Collective Agreement. As collegial governance, and for Professional Counsellors, consultative management, is central to function of the academy, we will consider filing additional grievances should the university

Grievance Report Continued

continue to discount its shared responsibilities and misrepresent principles of true and meaningful consultation in the process of policy development and review.

Before ending I want to provide a brief update on a number of grievances currently in arbitration. In previous bulletins I talked about the failure of the University to adequately interpret, assess and address risk and threat, both broadly and more specifically in the context of verbal or written threat directed at racial, gender or sexual identity. We have finally begun arbitration for two of three separate but related grievances that address what we see as a narrow interpretation of risk and safety, which is limited to imminent physical danger and as such, inherently minimized and indeed excludes the risk of identity-related slurs and threats to physical, emotional and professional health and safety. We have also recently referred a grievance about faculty members' Duty to Inform, under what was, at the time, a previous version of Policy 159 (Academic Accommodations of Students with Disabilities). While this may not be heard for some time, we believe that this grievance may ultimately provide some clarity about the role and responsibility of faculty in proactively identifying students who may need AAS support. I will continue to update the membership as these arbitrations unfold.

Finally, in the Spring Bulletin I noted that we were starting a Grievance Corner on the TFA website. While this has been slow to start, I do intend to post more regularly throughout the rest of the academic year. As I would like this to be as useful as possible, please let me know if there is a grievance-related topic you would like to see in this Corner. Please feel free to reach out to me directly (c4hart@torontomu.ca) if you have a suggestion for me to consider.

Wishing everyone a happy end of semester and, once you actually get there, a restful break.

TFA

General Membership Meeting

December 1st,
12:00pm–2:00pm

In-Person: TRSM Commons

Zoom
Registration:



Professional Affairs Report

The first few months of the 2025–2026 academic year have been a whirlwind, but in a good and productive way! I started as Chair of Professional Affairs for the TFA, and even now, there's still much to learn about my new role and how I can better serve not just the TFA executives but all TFA members including yourself. The time has been good, however, as I develop new skills, meet new people, and learn about new ways that I can better serve all faculty members at the university.

Although I'm still new to my role, a lot of things are already underway. On Monday, October 27th, we had the TFA New Faculty Orientation, welcoming new faculty members to the university. This in-person session featured most importantly lunch, and the new faculty members learned about the university, the TFA, and how to best prepare themselves as they settle down into their new academic careers. Several TFA executives provided brief summaries of the services the TFA offers, including labour relations, the grievance process, and health and safety matters.

But for those who didn't attend or have already been TFA members for years but want a refresher on these issues, no fret. On November 12th, we had our very first Lunch and Learn of the year featuring our Chair of Grievance, Corinne Hart as well as our Labour Relations Officers, Mina Rajabi Paak, Shiraz Vally and André Foucault. There was no free food this time, but the session provided important information about the grievance process including what a grievance is and what it's not, how to best avoid a grievance if possible, and what to do if one has to be filed. Meanwhile, on December 11th, we have our second Lunch and Learn, where the session is dedicated to mindfulness and developing mindful practices that can help reduce workplace stress—perfectly timed for the stressful exam-marking season!



Eugene Chan
Chair of
Professional Affairs

Other Lunch and Learn sessions planned for Winter 2026 include topics such as academic freedom and pensions, among others. Stay tuned! There will be more opportunities to connect, both in-person and online.

I am also learning how valuable and impactful my role can be. Under the guidance and auspices of previous Chair of PA, Rachel Berman, the TFA had positively impacted 15 deserving students enrolled in various programs (both undergraduate and graduate) at the university during the 2024–2025 academic year. It was so heartwarming for me to learn that these awards, while small in monetary value, were nonetheless able to enrich students' TMU experience, allowing them to more actively focus on their studies and pursue lifelong friendships that they otherwise wouldn't be able to pursue. It reminds me that a little goes a long way—and this is something that will guide me while I oversee the student awards in the next cycle.

A huge thank you to the outgoing PA chair, Rachel Berman, to the rest of the TFA executives, and to all TFA members here at this fast-moving and innovative university in the most diverse city in the world!

Equity Issues Report

Mission statement

The TFA Equity Committee is committed to intersectional critical anti-racism and anti-oppression practice and advocacy. As a committee our values are aligned with dismantling all forms of systemic and institutionalized oppression. Our work is embedded in frameworks of equity that intersect with but are not limited to racism, disability, and sexism. At the heart of our work is an understanding, acknowledgement, and responsibility to the continued impact of colonialism on Indigenous communities including Palestine, the legacy and iterations of anti-Black racism, the alarming rise in institutional anti-Palestinian racism and the exigent need to rupture all forms of oppression. We recognize that critical anti-racism and anti-oppression work requires anti-colonial theoretical engagement and action-oriented practice. We are committed to collective care for our members and our communities, and we consciously work to demonstrate and uphold these values.

Equity at TMU

A sustainable culture of equity acknowledges that cultural diversity is as important to human survival as bio-diversity. It recognizes, embraces, celebrates and respects differences.

In our little patch of the planet here at TMU, a culture of equity would be one in which there's pay parity; where there's evenhandedness in terms of tenure and promotion; where different kinds of research and ways of knowing are valued and supported; where the incredible diversity of the student body is reflected in the composition of faculty and staff. To promote a culture of equity at TMU is to recognize how the privilege of dominant groups in society is reflected in our midst, and to work towards providing avenues and forums to promote a more balanced workplace and faculty union.

Equity does not include mere "tolerance" of racism, Islamophobia, misogyny, homophobia, transphobia, anti-Semitism or ableism.



Lila Pine
Interim Chair of
Equity Issues

It does not mean remaining oblivious to genocide. Indeed, to be equitable means to oppose all those things vigorously.

Yet, as the pendulum swings so swings TMU management. In keeping with the broader political move to the right, they have chosen a corporate approach to university affairs which stands in direct opposition to collegiality. Without collegiality equity is nothing more than branding, a look that changes with the fads.

Equity, as we can clearly see from our neighbours to the South, is the first thing on the chopping block in the present world order. Everything that threatens a White supremacist cisgendered colonial agenda is now fair game. By dismantling DEIA (diversity, equity, inclusion, and accessibility) efforts Trump has declared war on trans people, disabled people, Indigenous, Black and racialized people, 2SLGBTQ+ people, Palestinians and pro-Palestinian activists, and women identified people. One tactic in his war against equity is to go after universities that promote DEIA and educators who teach critical thinking. So-called Ivy League schools like Columbia, Brown and the University of Pennsylvania have already caved in under Trump's threats to withhold funding, backtracking on their commitments to DEIA.

Equity Issues Report Continued

And it doesn't stop at the border. On October 1st of this year, Conservative MPs passed a motion to demand 25 years of data from the Tri-Councils that includes sensitive and confidential information about applicants, including their responses to DEIA questionnaires. This data will be shared with MPs on the Parliamentary Committee on Science & Research, some of whom are openly hostile to DEIA policies, which they colloquially refer to as wokeism. This unscientific unethical motion puts racialized researchers at risk, as well as any faculty who stand for justice. Realizing these important dimensions, the TFA Equity Committee brought this issue to the attention of the TFA membership.

Recent responses to attacks against students and faculty for exercising their right to academic freedom and freedom of expression suggests we cannot count on TMU administration to have our backs. The TFA Equity Committee has steadfastly stood with colleagues and students being harassed or facing reprisals for speaking up about issues of equity.

While our university continues to reaffirm its commitment to DEIA, equity without justice is not equitable. How can TMU claim equity is in our DNA, as President Lachemi has done, while abandoning students and faculty who stand against genocide? The TFA Equity Committee has been apprised of one recent case where a faculty member was offered an interim Associate Dean position, but was asked to be silent on Palestine after a coordinated campaign from pro-Israel groups on and off campus. In another case, a student was brutally attacked by TMU security for exercising their right to express solidarity with Palestine. Instead of unequivocally supporting our student, President Lachemi wants to hire an outside adjudicator to investigate, much like he did with our law students who now have a righteous case against TMU for throwing them,

along with their careers under the bus. TMU would do well to learn from the University of Windsor. Congratulations to them on their recent legal victory against the politics of fear and intimidation. Justice prevailed because they had the courage to stand with and for Palestinian students.

Two years ago, when the TFA Equity Committee named what was happening in Palestine, genocide, all hell broke loose. We were accused of being antisemitic by some who support Israel. We were accused by colleagues of being divisive. Some Reps council members insisted we remain neutral on geo-political issues, as if equity stops within the confines of the campus. Our inboxes were filled with hate mail.

Now, two years later, it is clear to any thinking person that Israel is engaged in genocide against Palestinians. Even Mayor Olivia Chow finally affirmed what reputed human rights organizations and scholars have long noted: that Israel's actions in Gaza constitute a genocide. It is no longer possible for anyone to bury their heads in the sand and ignore this reality. The killing and forced displacement of the residents of Gaza have been condemned by Amnesty International, the United Nations, the World Health Organisation, and Action Aid. According to these organizations, the collective punishment of Gazan civilians, which includes the killing of children, women, elders, aid workers, journalists, and medics, as well as the destruction of all infrastructure and life-sustaining resources, cutting off water, food, electricity, and medicine, amounts to a war crime.

Scholars, who have a responsibility to create a better world, must respond to geo-political issues and understand how they intersect. Through the alliance of settler-colonial imperial powers namely the US, Israel, and the UAE, the genocide in Palestine is directly connected to the genocides in Sudan and The Democratic Republic of Congo. That is why the TFA Equity Committee plans to build and support a global intersectional advocacy.

As an educational institution whose mission it is to

Equity Issues Report Continued

protect freedom of expression and to foster equitable access to education, we must also stand for freedom of life and the right of existence. Without life there can be no equity.

Recent responses to attacks against students and faculty for exercising their right to academic freedom and freedom of expression suggests we cannot count on TMU administration to have our backs. The TFA Equity Committee has steadfastly stood with colleagues and students being harassed or facing reprisals for speaking up about issues of equity.

Safety on campus

As you will recall, in response to reported incidents of sexual violence on campus the university called for police presence, as well as an increase in campus security officers. At that time the Equity Committee raised concerns about how this might impact racialized members of the community. We did not anticipate the increase in security officers, along with closer ties to the police would present a danger to students, faculty and staff who express solidarity with Palestine. And yet, here we are. By now you would have all seen the video of the attack against the student mentioned above. This practice of safety by our administration begs the question: whose safety? How does keeping the campus safe for some, put others at risk? Who is welcome on our campus?

Accommodation

While the university is making some progress on implementing accommodation for students, it is failing miserably when it comes to faculty. Here are some of the issues that have come to the attention of the Equity Committee:

- Request for scheduling accommodations for childcare: denied
- Request to accommodate neurodiversity through hybrid classes: denied

-Request to teach on-line following racist threats in classroom: denied

-Request for a specialized office with expertise in supporting faculty who face sexualized and racially sexualized threats: denied.

The Encampments

TFA Equity co-sponsored, along with OCAD Faculty Association and York University Faculty Association, a screening of The Encampments, a film that offers an urgent, intimate portrait of the Gaza solidarity movement across university campuses with a focus on the Columbia University encampment that ignited encampments all across the world. Remarks made by a member of the Equity Committee at the event emphasized the importance of locating pedagogy in the contemporary all out assault on equity and drew connections among the inspirational Palestine solidarity student movements, the challenge they pose to a university system complicit in neoliberalism and genocide, and the brutal reprisal students were subject to, including here at TMU.

Divestment

The Equity Committee continues to work alongside the TFA Special Divestment Committee whose mandate is:

1. To conduct a full audit to assess TMU's potential complicity in arming Israel.
2. To provide recommendations on steps towards the divestment of the university's investments, endowments, pension fund, purchases, and other financial holdings from companies linked to genocide, human rights violations, occupation, and apartheid in Israel.

Upcoming

Stand by for our teach-in on how the struggle for equity includes standing up against global genocide. Never again, must mean never again anywhere.

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

Health & Safety Officer Report

Hello fellow TFA members. As you deserve, the Toronto Metropolitan University Faculty Association (TFA) has a strong commitment to your health and safety. As part of this commitment, the TFA supports the mundane work of ensuring everyday safety through our participation in Joint Health and Safety Committees (JHSCs). As I previously wrote to you, the number of JHSCs required to inspect various spaces across TMU under provincial legislation has expanded from one to three. This long-overdue expansion not only ensures we meet all provincial compliance requirements but also drastically improves the thoroughness of inspections across the university.

This expansion required a greater commitment from the TFA, including the need for more members to participate in the inspection processes. We are incredibly grateful to TFA members Fiona Kovacaj and Diane Pirner for stepping forward to serve on the two new JHSCs. Their participation is vital for keeping our community safe and fulfilling our legal obligations.

To better serve our members and proactively address aspirational health and safety issues—those concerns that go beyond minimum compliance—the TFA is working on the provision of a Community Safety Council (CSC). Starting in January 2026, TFA member Alison Kemper will begin gathering information from faculty to lay the groundwork for this new initiative. The CSC is intended to be a vital forum within the TFA where ideas can be shared, concerns openly discussed, and informed, proactive recommendations can be made to the TFA Executive and the broader TMU community. We are hopeful that this council will serve as a powerful complement to the regulatory work of the JHSCs, ensuring a comprehensive approach to faculty well-being.



Alex Ferworn
Health & Safety
Officer

Do you have concerns or innovative ideas about campus safety that go beyond mandated inspections? The creation of the new CSC is designed to capture exactly that. Please watch for upcoming opportunities in 2026 to share your input with Alison Kemper as we build the CSC framework. Your engagement is essential to building a safer and more secure working environment for all TFA members.

TFA Executive 2025/6

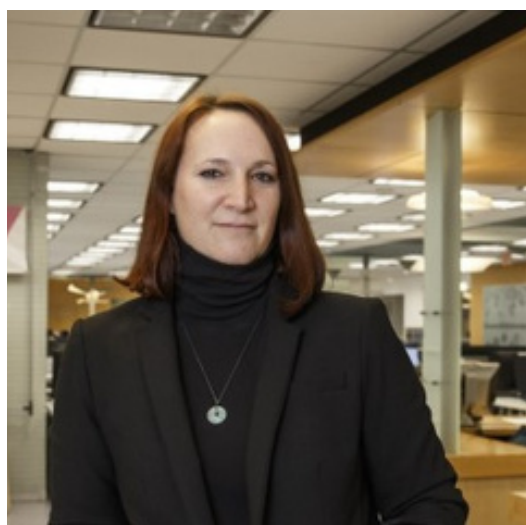
Jesmen Mendoza • President
Peter Danziger • VP Internal
Rahul Sapra • VP External
Dave Mason • Treasurer
Alex Ferworn • Health & Safety Officer
Diane Pirner • Secretary
Corinne Hart • Grievance
Dana Osborne • Negotiating
Shiri Pasternak • Equity Issues
Eugene Chan • Professional Affairs
Grace-Edward Galabuzi • Member at Large
Anne-Marie Singh • Member at Large

Negotiating Committee Report

At the start of the fall 2025 term, members of the Negotiations Committee initiated the consultation phase of our work in preparation for the upcoming round of negotiations. The members of the Negotiation Committee include Dr. Dana Osborne from the Department of Languages, Literatures and Cultures, Kathleen Wilkie from Mathematics, Cecile Farnum from the Library, Immaculate Antony from the Counseling Centre, and Andrew Hunter from Philosophy. The Committee is supported by TFA staff members, André Foucault and Mina Rajabi Paak. To date, the Committee has met with over half of our departments, and during these consultative meetings, members of the Committee have collected critical information from members pertaining to a wide variety of issues.

Some of the emergent issues that have been raised include concerns around workload in the form of increasing class sizes, changes to academic assistant (AA) hours, changes to staff support structures, and the increase in complex accommodation files and Academic Consideration Requests (ACRs). Other topics of concern have emerged for many include questions about retirement and other benefits, salary concerns, challenges with the cost of living in the city, difficulties with scheduling, and frustrations with administrative transparency. Finally, AI and its consequences on pedagogy, intellectual property, and academic freedom has been raised by many of our members.

Additional concerns that have been raised pertain to institutional support related to SRC work. Many have articulated frustrations with administrative processes that have added friction to completing elements of their work, particularly in the realm of grant getting, the management of successful grants, human subjects approval processes, and increasing adminstrivia. Many members have articulated



Dana Osborne
Chair of Negotiating
Committee

challenges and frustrations with respect to administrative delays that have made it difficult to seek out and maintain cross-institutional, international, and industry partnerships, challenges to supporting postdocs and other HQP, and other issues that have made it difficult for many of our members to build and maintain ideal SRC engagements.

In considering some of these questions, the TFA Negotiations Committee encourages all members to communicate any issues, concerns, or topics to the Committee in preparation for the next round of negotiations that will start in the spring of 2026. Members have many many ways to participate: they can articulate their concerns during our departmental visits, or share their views in a circulating [survey](#), through [email](#), or during one of our scheduled TFA [drop-ins](#) – members are encouraged to communicate their concerns by mid-January in preparation for the mandate-setting phase of the Committee's work that will start in late January.

As we move forward into this negotiation round, creating conditions that will enable our members to flourish remains of central concern – we thank our members for their continued contributions as we work together to make our workplace a better environment for all.

2025/2026 Representatives' Council

Dongning Yu	Accounting
Seyed Hashemi	Aerospace Engineering
1. <i>Vacant</i> 2. <i>Vacant</i>	Architectural Science
Chil-Hung Cheng	Chemical Engineering
1. Leslie Campbell 2. <i>Vacant</i> 3. <i>Vacant</i>	Chemistry & Biology
<i>Vacant</i>	Child and Youth Care
1. Arnold Yuan 2. <i>Vacant</i>	Civil Engineering
1. Claude Gravel 2. Preeti Raman	Computer Science
Miriam Reese	Counselling
1. Salman Rana 2. Alberto Lusoli	Creative Industries
1. Fahad Ahmad 2. Tammy Landau	Criminology
<i>Vacant</i>	Disability Studies
Janelle Brady	ECS
1. Cathy Ning 2. <i>Vacant</i>	Economics
1. Lev Kirischian 2. Vadim Geurkov 3. <i>Vacant</i>	Electrical Engineering

1. Sarah Bull 2. Jennifer Burwell/ Colleen Derkatch	English
Alison Kemper	Entrepreneurship & Strategy
<i>Vacant</i>	Fashion
Carene Boucher	Finance
1. Brian Ceh 2. Claus Rinner 3. Eric Vaz	Geography
1. Hossein Zolfagharinia 2. Arthur Li	Global Management Studies
Krzysztof Krystosiak (Kris)	Graphic Communications
Housne Begum	Health Services
David MacKenzie	History
Chris Gibbs	Hospitality & Tourism
Ian Sakinofsky	HR & Organizational Behaviour
1. Izabella Pruska-Oldenhof 2. Owen Lyons	Image Arts
1. Burcu Bulgurcu 2. Youcef Derbal	Information Technology Management (ITM)

2025/2026 Representatives' Council

<i>Vacant</i>	Interior Design
Marsha Barber	Journalism
Brandon Martin	Languages, Literatures & Cultures
<i>Vacant</i>	Law & Business
Alexandra Mogyoros	Law School
1. Michelle Schwartz 2. Alison Skyrme	Library
Léna Griset	Marketing
1. Katrin Rohlf 2. <i>Vacant</i>	Mathematics
1. Robin Chhabra 2. Abbas Ghasemi 3. Vaseem Shaik	Mechanical Engineering
<i>Vacant</i>	Midwifery
Max Lander	New Media
1. Diane Pirner 2. Margareth Zanchetta	Nursing
Kafi Ealey	Nutrition
Aida Haghighi	Occupation & Public Health

Pavlo Bosyy	Performance
1. Arriana Falbo 2. <i>Vacant</i>	Philosophy
Vladislav Toronov	Physics
1. Allison Petrozziello 2. <i>Vacant</i>	Politics
1. Katty Alhayek 2. <i>Vacant</i>	Professional Communication
1. Jason Deska 2. Tisha Ornstein 3. <i>Vacant</i>	Psychology
David Scofield	Real Estate
<i>Vacant</i>	Retail
1. Charles Zamaria 2. Tatyana Terzopoulos	RTA
1. Funke Oba 2. Susan Preston	Social Work
1. Shirin Khayambashi 2. <i>Vacant</i>	Sociology
Nemoy Lewis	Urban & Regional Planning

New Faculty Members

Shokouh	Abadi	TRSM Law and Business
Haider	Al Fedhly	FEAS Mechanical, Industrial & Mechatronics
Negar	Alamdar	FCS Child and Youth Care
Basil	Alexander	Law Lincoln Alexander School of Law
Johns	Dorothy	FOS Architectural Science
Arianna	Falbo	Arts Philosophy
Anika	Ganness	Arts Politics & Public Administration
Hossein	Hassani	FEAS Mechanical, Industrial & Mechatronics
Sarah	Hersh	Library - Collection Services
Solmaz	Karamikamkar	The Creative School Graphic Communications Management
Thursica	Kovinthan	FCS Sch Early Childhood Studies
Michele	Krech	Law Lincoln Alexander School of Law
Ronda	Lo	Arts Psychology
Alberto	Lusoli	The Creative School-Creative Industries
Toby	Malone	Library - Collection Services
Sneha	Mandhan	FCS Urban & Regional Planning
Jonathan	Mar	FEAS Electrical, Computer, and Biomedical
Drew	McEwan	FCS Disability Studies

New Faculty Members

Sudip	Nag	FEAS Electrical, Computer, and Biomedical
Michelle	Olding	FCS Occupational & Public Health
Max	Ritts	Arts Geography and Environmental Studies
Jennifer	Ruttle	Arts Psychology
Sepide	Sadeghi Foroushani	TRSM Information Technology Management
Mohammed	Saif	FEAS Electrical, Computer, and Biomedical
Vaseem Akram	Shaik	FEAS Mechanical, Industrial & Mechatronics
Shaghayegh	Shajari	FEAS Mechanical, Industrial & Mechatronics
Seyed Mohammad	Shushtari	FEAS Mechanical, Industrial & Mechatronics
Deanne	Sowter	Law Lincoln Alexander School of Law
Edward	Taylor	FOS Physics
Tommy	Ting	The Creative School RTA Media
Simon	Wallace	Law Lincoln Alexander School of Law
Hui (Christine)	Wen	FCS Urban & Regional Planning
Harshita	Yalamarty	Arts Geography and Environmental Studies