



The RFA Bulletin

From the President

Dave Mason

Although I'm in my 25th year at Ryerson, I certainly don't know all of you, so let me give a brief introduction.

I'm a computer scientist hired in 1981 with a B.Sc. when this place was still Ryerson Polytechnic Institute. Over the succeeding many years I earned a M.Sc. and Ph.D., completing in 2002. When Mode II was created, I was one of the first Mode I's to convert. I have always been a regular RFA meeting and party attender, but greater involvement was limited to being on the Departmental Reps' Committee for a few years in the 80s. That all changed in 2003 when I joined the Executive as Treasurer and since May, President.

There is a great deal of change at Ryerson and within the RFA. Becoming President at this time has felt a lot like taking a drink from a firehose. Fortunately, I have a marvelous Executive Committee who have been great at helping out when I've over-committed myself.

Let me tell you what the biggest issues have been for me in the past 6 months, and

what is coming up:

1) In May, I attended a three-day, intensive Canadian Association of University Teachers (CAUT) 'New Presidents' workshop, where CAUT staff worked to make us aware of our responsibilities, and gave us tools with which to discharge them. Workshops are some of the many concrete benefits of the RFA belonging to CAUT (www.caut.org). CAUT delivered a Grievance Workshop in May, we will be getting a Health and Safety Workshop in February, and I plan for us to continue to take advantage of other CAUT workshops in the near future. Of course, we also belong to the Ontario Confederation of University Faculty Associations (OCUFA), which provides us with another set of benefits (www.ocufa.on.ca).

2) As negotiations wound towards their successful and timely conclusion throughout June, I spent a fair amount of time consulting with the Negotiating team and the Executive to help make sure that as many people as possible would be happy with the result. It was interesting,



Dave Mason, President

but from my observations, that's about as close to the negotiating process as I want to get, and I developed even more respect for the Negotiating team than I already had! One of the trickiest aspects was working out a Mode II workload provision that could work across the University. In my previous role as Treasurer, I had gained considerable perspective on the incredible diversity of workload across the University, and this certainly informed my input to negotiations.

3) Grievance issues have probably been the most time-consuming, frustrating, and rewarding part of my job. When our previous Appeals Chair became available in December 2004,

Inside this Issue:

Important Dates	2
New Faculty Members	3
Equity Issues	4
Services	4
Grievance	5
Scholarship Winners	5
Health & Safety	6
Negotiating	7
Treasurer	9
Vice President, Internal	10
New Executive	11
Reps' Council	12

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unavailable in December 2004, Emil Kolompar stepped into the role on an interim basis... but nobody had told him just how fast those Mac trucks would be racing toward him, in the guise of some truly nasty grievance issues. With Michelle Dionne and I taking office in May and all three of us running as fast as we can, we are starting to get a reasonable handle on the current cases.

4) Obviously, relationships with Management are critical to resolving issues as they arise, and with a new University President things are more fluid than they have been in some time. So far interactions with the Vice-Provost and the President have been very professional and mostly satisfactory. Probably the biggest disagreement to date has been on the question of Sunday exams. By the time you read this, the issue will likely either be a faint memory, or an active grievance issue.

On to future plans:

1) The local norms process is starting up, and hopefully by the time you get this most of the committees will have met for the first time. This is an historic process - in some senses the last shoe to drop in terms of the transition of Ryerson to full University status. In some departments and faculties, local norms may have almost no operational effect, and simply codify existing practice; in others, significant changes and reductions in workload may be triggered. We have put the most careful protections in place that we can, and now we leap...

2) We are advertising for the labour professional that the membership approved in May, with a start date of January 2006. This person will provide support to the Grievance, Health & Safety,

and Negotiating committees and will become the front-line person for problems in any of those areas. One of their first tasks will likely be the creation of the next stage in DAC workshops.

3) I spent much of my 'vacation' this summer working on computer systems which will start to be unveiled over the next month or so. This is primarily a 'Wiki' - a collaborative web environment - augmented with facilities to handle party RSVPs, grievances, and communication of information, both from your committees to you and vice versa. Already with the Grievance Chair position being split into Chair and Co-chair, timely communication is becoming a challenge, and this will be exacerbated with the arrival of the labour professional.

4) One of the hot areas in labour relations these days, notably in academia, is that of bullying and intimidation of employees by management. We are aware of some instances of this going on at Ryerson, and are putting together a file on it. So if you are or have been the victim of this, please contact me or one of the Grievance Co-chairs.

I hope you have an enjoyable and interesting Fall. Feel free to contact me with any problem relating to the RFA or your existence at Ryerson, and I'll do my best to help. My cellphone (416-558-6164) and my email (president@rfa.ryerson.ca - remember the 'rfa.' part!!) are always waiting for your call/email.

Hoping that not too many of you will need to do that, I look forward to seeing you at the General Meeting in December and the Seasonal Party.

Important Dates

RFA General Meeting
December 1, 2005 12-2 p.m.
POD-250 (The Commons)



RFA Season Party
December 14, 2005
Grand Ballroom
Toronto Marriott Eaton
Centre



RFA Awards/Retirees'
Reception & Dinner
May 11, 2005
Courtyard Marriott Hotel



A friendly reminder to all Faculty: Please RSVP to the RFA office for all events as indicated.

Thank you.

New Faculty Members

Faculty of Communication and Design

Jean Mason – Bus. & Technical
 Carolina Meyer – Bus. & Technical
 Allison Matthew David – Fashion
 Kimberly Wahl – Fashion
 Martin Habekost – Graphic Communications
 Abhay Sharma – Graphic Communications
 Daniel Doz – Image Arts (Associate Member)
 Caralee McLellan – Image Arts
 Abby Goodrum – Journalism
 Paul Knox – Journalism
 Vinita Srivastava – Journalism

Faculty of Business

Steven Gedeon – ITM
 Margaret Plaza – ITM
 Melanie Dempsey - Bus. Management
 Jason Ho - Bus. Management
 Sergiy Rakhmayil – Bus. Management
 Najam Saqib - Bus. Management
 Mark Schofield - Bus. Management
 Bettina West - Bus. Management
 Fei Song - Bus. Management

Faculty of Community Services

Celina Kwan – ECE
 Jason Nolan – ECE
 Angela Valeo – ECE
 Sepali Guruge – Nursing
 Mary J. McAllister – Nursing
 Donald Rose – Nursing
 Margareth Zanchetta – Nursing
 Sharon Wong – Nutrition
 Pamela Robinson – Urban & Regional Planning

Faculty of Engineering

Farnaz Sadeghpour - Architecture
 Soosan Beheshti – Electrical
 Ivan Lee - Electrical
 Kristina McConville - Electrical
 Andy Gean Ye - Electrical
 Alan Fung - Mechanical
 Tan Bo – Aerospace
 Krishna Kumar – Aerospace
 Pedro Goldman – Physics
 Yuan Xu – Physics
 Katrin Rohlf – Mathematics

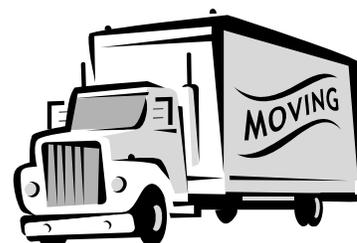
Faculty of Arts

Alexandra Orlova – Criminal Justice
 Anne-Marie Singh – Criminal Justice
 Vincenzo Caponi – Economics
 Michael Jolly - Economics
 Rashid Khan - Economics
 Qiao (Cathy) Ning - Economics
 Brennan Thompson - Economics
 Irene Gammel - English
 Sarah Henstra - English
 Lorraine Janzen Kooistra - English
 Jonathan Rollins – English
 Rahul Sapra – English
 Yunxiang Gao – History
 Ingrid Hehmeyer – History
 Kim Chow-Morris – Philosophy
 Tariq Khan – Politics
 Duncan MacLellan – Politics
 Mitu Sengupta – Politics
 Tisha Ornstein – Psychology
 Kristen Vickers – Psychology
 Stephen Want – Psychology
 Lixia Yang – Psychology
 Doreen Fumia – Sociology
 Terry Roswell – Sociology
 Alan Sears – Sociology
 Fiona Wittington-Walsh – Sociology

Calling All Retirees...

To ensure that you continue to receive news from the RFA, please advise Ryerson's HR Department of any changes to your mailing address.

Thank You.



Report from the Equity Issues Committee - Margaret Malone

This newly reconstituted committee has met twice this Fall to consider identified, emerging, and potential issues, priorities, and strategies regarding equity for the RFA members this academic year. We also met with Ryerson University, Human Resources Employment Equity Personnel, to initiate a discussion about how we can work together to raise the visibility of equity issues within the RFA and the University.

To this endeavour, we will be working on the RFA website for the Equity Issues Committee to provide some of the many resources currently available, including updated website links that might be useful for our members. We also will be working towards providing DAC committees with information regarding equity considerations in their recruitment activities.

We would welcome any constructive input from the RFA membership regarding equity concerns and/or innovative strategies for raising the visibility of equity issues, particularly as they relate to RFA, at Ryerson University.

Members: Gerald Hunt, Isaac Woungang, Tammy Landau, Dan Mahoney, Margaret Malone (Chair)

Report from the Services Committee

The RFA began the year with our "Season Opener" in September at the new Student Campus Centre. It was very successful and well attended. Our "Holiday Party" is planned for Wednesday, December 14 at the Toronto Marriott Eaton Centre. This new venue will provide more space, gracious accommodations and delectable food! If you would like to stay in the hotel to enjoy a 'night out', we have been given a special room rate of \$109.00 for the night of December 14. Please reserve your room by November 25, 2005 by calling 1-800-905-0667 and ask for 'Ryerson'. On site parking is \$7 for the event or \$19 overnight. Please plan to join us for this special evening!

As we have identified in the past, the Services Committee works with a limited budget to provide these events. We have tried repeatedly to have members RSVP as a means of ensuring that we get maximum value for our dollar. 'Not to RSVP' means the committee has to estimate attendance, and this can translate into either overspending when attendance is less than the estimate or not having enough food or space to accommodate those who show up. In order to provide better events and value for our dollar, we ask that you help us by **providing an RSVP**. As well, it is just as important that if you sent an RSVP and your plans change, please let us know, as there may be a wait list for some events. In fact, several thousand dollars were wasted on food last year when members who had RSVPd for an event did not show up.

We appreciate your feedback and welcome any ideas for improvement.

*Members: Linda Cooper, Lucina Fraser, Eric Harley, Rachel Jiang, Franklyn Prescod,
Anne-Marie Singh*

Report from the Chair, Grievance - Michelle Dionne

I am the current Chair of the Grievance Committee (formerly known as Appeals), along with the Co-chair, Emil Kolompar. Whether you're one of our many new faculty members, or you've been around the block, you may wonder what we do. In a nutshell, we field inquiries and provide advice about aspects of the Collective Agreement and its implementation, and we represent our members on these matters when there is a difference of opinion with the Administration. For example, many inquiries are about annual reports, yearly assessments, and issues around tenure and promotion. In other cases, members require our representation when they are faced with discipline or dismissal. But ultimately, there are any number of other reasons people talk to us, and the list changes all the time. If you're not sure about some workplace issue and you're wondering what to do - call us anyway. It is your right to ask for this representation, and it's our duty as a certified union to represent you. Be assured that it is a confidential process and in my experience, getting a bit of early counsel can often reduce conflict and stress down the road.

Finally – my advice on how to avoid ever having to see me with my grievance officer hat on? Well - sometimes bad things happen that are out of our control and some of you won't be able to avoid it. But in other cases we do have control, and doing the following things will help: 1. **Read the Collective Agreement** and make sure you understand what's expected of you. If you don't understand, ask your Chair, or an older, trusted colleague. 2. **Read pertinent University policies**- at the very minimum, read the course management policy and the one on academic appeals. And finally, what might be the most important bit of advice: 3. **Treat other people** the way you'd like to be treated- that includes students and your colleagues. Continue to follow rule #3 even when others are not. It is in all of our best interests to work collegially to see Ryerson grow and thrive.

All the best for the coming year.

Congratulations

Ryerson Faculty Association congratulates its Scholarship Winners 2005

- **Faculty of Engineering & Applied Science**

Gary Tang, Computer Science (tie)

Steven Wong, Chemistry & Biology (tie)

- **Faculty of Arts**

Clare Wilson, Arts & Contemporary Studies

- **Faculty of Business**

Amy McLandress, Hospitality & Tourism Management

- **Faculty of Communication and Design**

Jenna Edwards, Image Arts

- **Faculty of Community Services**

Alexis Herberman, ECE

Report from the Health and Safety Officer - Bob Argue

For my report, I would like to make the following points:

1. Building inspections have now been decentralized from the Joint Occupational Health and Safety Committee down to the school, department and administrative unit level. This happened because it was simply impossible for the ten people on the Joint Committee to thoroughly inspect the whole of Ryerson on an annual basis. However, there are some concerns about the new system: We don't yet have a fully effective system with which to monitor the inspections or the resolution of any deficiencies which may be found; and, we don't yet have the means of ensuring that the worker representative who is required to be part of any inspections is, in fact, chosen by the workers rather than appointed by management. These problems will require considerable work before they are resolved.
2. CAUT have produced a number of Health and Safety bulletins which I believe will be valuable for all faculty. They concern the following: handwashing (this explains what some of you consider my undue obsession); hepatitis; occupational stress (perhaps the major problem faced by faculty); violence in the workplace, and voice strain. The Canadian Auto workers have also produced a number of pamphlets on ergonomics, repetitive strain injury, and the specific problems of health care workers. I have made all of these available on the RFA web site. I urge all faculty to read as much of this material as you can.
3. We are arranging to bring Laura Lozanski, the CAUT Health and Safety Officer to campus in order to provide some initial training to the RFA Reps, who are the Association's Health and Safety Committee, and to the Executive of the Association. This should take place in February or March, 2006.
4. As a final point, I will repeat the plea I have made many times: If you see any building deficiency or health and safety related problem, call 5091 and copy me by e-mail (rargue@ryerson.ca).



We would like to thank all contributors to this issue.

Editor: maureen sims

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Produced by: Agnes Paje

Report from the Chair. Negotiating - Ian Sakinofsky

The 2005 - 2008 Collective Agreement has been proof-read and is almost in the hands of the printer. Copies of the new agreement will be in faculty members' mailboxes in a matter of weeks.

The Faculty Local Norms Committees are about to commence their activities in advancing Ryerson's slow progress towards the establishment of sector comparable teaching workloads. This is an outgrowth of the latest round of negotiations, and it will be interesting to see how this process unfolds. Even though the process itself is more cumbersome and uncertain than some would have liked, it finally gives faculty an opportunity to contribute to much needed change in teaching workload. And to that extent we will hopefully emerge from the vision-free existence of the last fourteen years under the University administration's stewardship. Whatever the outcome of this generation of Faculty Local Norms Committees, they represent the establishment of a dialogue, at Ryerson, on a topic that was previously held at arms length from the faculty.

Two other topics warrant mention. They are the question of Sunday examinations, and graduate teaching in the Spring-Summer semester. I will describe the circumstances surrounding both these matters here, in order that faculty can be fully apprised should they find themselves in a situation impacted by either of them.

Sunday Examinations

In the view of the RFA's legal counsel, Sunday invigilation is implicitly prohibited by our Collective Agreement. Paragraph 10.18 of the Collective Agreement states "teaching on Saturdays will be on a voluntary basis. Faculty members may be required to invigilate two Saturday examinations per academic year." No reference is made to Sundays.

Furthermore, during this last round of bargaining the Administration presented a proposal seeking the extension of the Saturday invigilation provision to Sunday, thereby acknowledging that the Collective Agreement does not provide for Sunday invigilation. The Administration's proposal in this regard was rejected by the RFA, no change was introduced to the Collective Agreement, and it was assumed that the question of Sunday invigilation had been put to rest.

It was, therefore, somewhat troubling to read a statement by the University Registrar in the student press (The Ryersonian, October 5, 2005) that there would be Sunday exams. It was further troubling in the same article to see this statement endorsed by the University President. This was seen to fly in the face of the collective bargaining process, and it was suggested to the Administration that these public pronouncements and their accompanying arguments could be seen as tantamount to direct bargaining with the membership over the back of the Faculty Association. This, if found to be the case, is a violation of the Labour Relations Act of Ontario.

The Administration appeared to allow for this and suggested that, instead, they would not schedule examinations on Sundays, but would simply make Sundays available for examinations at individual faculty members' requests should they not be happy with the initial scheduling of their exams. Alternatively, the Administration offered to seek volunteers from amongst the membership who wished to schedule their examinations on Sunday.

The RFA responded, on the advice of our counsel, that both of these proposals represented a form of individual bargaining with the membership which is not permitted under our Collective Agreement. The Collective Agreement is bargained collectively, and in the collective interest. This is not a provision that can apply to some and not to others. Further, because it was agreed in the bargaining process that no amendments would be made to this provision, the Administration does not have the right to transgress it in this way.

Report from the Chair. Negotiating ...

The Administration was asked to set the record straight. At the time of writing this report, no retraction has been issued.

In fact, a further report subsequently appeared in the student press (The Ryersonian, October 19, 2005) stating that "though Sunday exam slots have been made available on the preliminary exam schedule, they will not be used unless deemed necessary by Chairs of academic departments".

In the same article, the University Registrar is quoted as saying that it is premature to say whether or not students can expect Sunday exams in the future, and that "it all depends on the experience at the Convention Centre" (with reference to the fact that, for the first time, the Metro Convention Centre is being made available for large exams).

It is possible that exams can take place in the absence of RFA faculty members, and maybe that is the University's intention. But that notwithstanding, and in the absence of any discussion of that possibility, there appears to be an ongoing failure on the part of the Administration to respect the terms of the Collective Agreement and the collective bargaining process itself.

Needless to say, it is the position of the RFA that faculty members are not available to invigilate examinations on Sundays, and that the University does not have the right to request or induce them to do so.

Graduate teaching in the Spring-Summer semester

The Collective Agreement states:

"The parties agree that vacation will normally be taken during the faculty member's non-teaching semester, normally Spring-Summer" (Article 5. C)

"Faculty members will not be required to teach in more than two semesters in any academic year" (Article 5. E)

"Normally a faculty member shall be required to teach two terms out of three terms in an academic year" (Article 10.12. B. E)

Thus, it is quite clear that faculty members can only be required to teach two semesters in any academic year and that the non-teaching semester will normally be Spring-Summer. This does not preclude voluntary teaching in Spring - Summer, either as an overload or as part of unbalanced loading straddling the three semesters, or as part of an arrangement that provides for either Fall or Winter as a non-teaching semester (provided this is not treated as a norm). However, it should be stressed that such Spring-Summer teaching is voluntary. It should also be pointed out that other institutions that call upon their faculty to teach in Spring-Summer provide such faculty with an alternate non-teaching semester, in the spirit of a two-semester teaching year.

With the increase of the number of graduate programs at Ryerson, most of which are 12 months in length, there has been an increase in the need for faculty to teach in the Spring-Summer semester. However, the Collective Agreement does not make satisfactory provision for such Spring-Summer teaching to take place on a regular or systemic basis.

To this end, during the last round of bargaining, the RFA proposed an amendment to Article 10.12.B.E above, as follows:

Report from the Chair. Negotiating ...

Normally, a faculty member shall be required to teach two terms out of three terms in an academic year. Notwithstanding Article 5.C. (Vacations), should a faculty member voluntarily accept the assignment of a graduate course in the Spring/ Summer semester, that Spring/Summer semester will count as one of that faculty member's two teaching terms.

The Administration rejected this proposal, stating that they preferred to continue with the voluntary process that is currently in place, and one which does not respect the principle of two teaching semesters per year...

The RFA membership should be advised that Spring-Summer teaching, despite the fact that it is becoming quite common and is in fact integral to the operation of certain graduate programs, is indeed voluntary. Where faculty members feel they are being cajoled or coerced, or even plain obligated to engage in such teaching - and there have been rumors of all three - they should bring the matter to the RFA's attention.

When agreeing to teach in the Spring-Summer semester, faculty members should be aware that when they teach in the Spring-Summer semester it is on a *voluntary* basis.

They should also be aware that this University is not extending to them the same facility offered by other universities to faculty who teach, also on a voluntary basis or otherwise in the Spring-Summer, namely the opportunity to take another semester during the year as a non-teaching semester.

Report from the Treasurer - Neil Thomlinson

As your new Treasurer, I have been working with Maureen and with our auditor, Allan Roque (of Marcia McCann and Associates) to ensure that a financial report is provided to the Executive Committee on a monthly basis, and to ensure that the reports that will be coming to the members (beginning with the fiscal year that will end in August 2006) are a little easier for ordinary folks to understand.

These changes flow from the changes to the Bylaw that require the Executive to monitor closely any variances from the budget approved by members at the May General Membership Meeting, and to seek the approval of members if the variances exceed the agreed-upon percentages.

The Executive Committee will now receive two sets of reports, one for the Operating Fund and one for the Defence Fund. Each report will show the budget allocation, the actual receipts/expenditures year-to-date, and the variance from the budget.

The financial statements going to members will, for each line item, show the amounts allocated for each of the Operating and Defence funds and a total. In this way, members will be able to see at a glance how much is received in each category, how much is spent in each category (and from which fund).

The audited financial reports that members will be asked to consider at the December 2005 General Membership Meeting – covering the fiscal year ended 31 August 2005 – will *not* reflect this new method of display, as it was only implemented with the current fiscal year and we consciously chose not to apply the model retroactively.

Report from the Vice President. Internal - Mike Burke

I succeeded Robert Rinkoff as Vice-President Internal in May and, on behalf of the Executive, thank him for his generous service to the Union.

One major part of my responsibility is to act as Chair of the Representatives' Council, whose major function is to provide a forum for open discussion of issues of concern to Union members.

Forty-one Departments/Schools are eligible for representation on the Representatives' Council, electing a total of 53 Representatives. The number of Representative positions in each Department/School is determined by Article 11.1(a) of the Union's By-law, which is summarized in the table below:

Number of Members in Department/School	Number of Representatives to be Elected
4 - 19	1
20 - 34	2
35 - 49	3
50+	4

Members responded enthusiastically to the Union's call for nominations to the Representatives' Council. Forty-eight of the 53 Representative positions have been filled, a response rate of 91 percent! Graphic Communication, Occupational and Public Health, and Social Work are unrepresented on the Council. Business Management and Mechanical Engineering are under-represented. We look forward to having our full complement of Representatives elected before the Council's next meeting on November 17.

The Representatives' Council held its inaugural meeting of the academic year on October 20. We had a lively discussion of some of the issues raised by the reports of the Chair of the Negotiating Committee and the President. Over the next year, the Council will be concerned with launching the Political Action Committee and fulfilling its duties as the Health and Safety Committee of the Union, two new tasks given to the Council as the result of the recent Bylaw review. The Council will also be discussing the important work of the Faculty Local Norms Committees.

mike burke

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Margaret Malone, Chair, Equity Issues

As a recently tenured Mode 2 faculty member, Marg has been actively engaged in a number of committees since her arrival at Ryerson; currently, she is an active Faculty Member on Academic Council. In 2003-2004, as a Co-Chair of the School of Nursing SRC Committee, she helped facilitate the development and planning of the new Master of Nursing Program, which began in September 2005.

Prior to coming to Ryerson, Marg was actively involved in a number of committees at Wilfrid Laurier University, such as Campus Safety Committee; Curriculum Committee; Ethics Committee; Women's Studies/Feminist Studies Committee. While a graduate student at U of T, OISE, she was a member of the Pay Equity Committee as well as a member of the Subcommittee for Employment Equity, Affirmative Action, Race Relations and Ethnoculturalism.

As Chair, Equity Issues, Marg considers attention to equity issues essential to making the Ryerson community a vibrant, intellectually challenging, positive and safe place for students, staff, and faculty. She feels that our University needs to better reflect our diversity, not only in how and who we hire as faculty, but also in what we as faculty address in our SRC activities, curriculum, and in our pedagogical and professional practice. She wants to lead her committee to being more active in achieving that goal.

Marg's experience and commitment will serve her well as Chair of the RFA Equity Issues Committee. She is looking forward to working with her committee to revitalize it, to move it forward on equity issues, and to ensure that its important work is given greater prominence within the RFA and the wider Ryerson community.

Michelle Dionne, Chair, Grievance

Michelle is a recently tenured member of the Department of Psychology, having started at Ryerson in August 2000. She teaches courses in sport psychology and stress and coping (among others), and does research in eating, body image and women's health. Michelle has been involved in service around the University, including Academic Council and several RFA committees. Most recently, Michelle represented her department on the Department/School Reps' Council.

Michelle considers that being involved in service activities has given her a fuller appreciation for the excitement and diversity of Ryerson.

We welcome Michelle to the RFA Executive Committee as Chair, Grievance.

RFA Dept/School Reps - 2005/2006

Department	Name	Department	Name
Aerospace Engineering	Seyed-Mohammad Hashemi	Mathematics	Bozena Todorow
Architectural Science	1. June Komisar	Mechanical Engineering	1 Alan Fung
	2. Marco Polo		2. Vacant
Bus. & Tech. Comm.	Jean Mason	Midwifery	Rena Porteous
Business Management	1. Tarun Dewan	Nursing	1. Laurie Clune
	2. Joe Trubic		2. Diane Pirner
	3. Coleen Clark	Nutrition	Fiona Yeudall
	4. Vacant	Occupational & Public Health	Vacant
Chemical Engineering	Ramdane Dhib	Philosophy	Glenn Parsons
Chemistry & Biology	John Marshall	Physics	Carl Kumaradas
Civil Engineering (alternates)	1. Jonathan Li	Politics	Greg Inwood
	2. Medhat Shehata	Psychology	Stephen Want
Computer Science	Mikhail Soutchanski	RTA	Charles Zamaria
Counselling	Diana Brecher	Social Work	Vacant
Criminal Justice	Alexandra Orlova	Sociology	Carmen Schifellite
Disability Studies	Kathryn Church	Theatre (alternates)	a) Cynthia Ashperger
ECE	Theresa Steger		b) Irene Pauzer
Economics	Amy Peng	Urban & Regional Planning	Lawrence Altrows
Electrical Engineering	1. Reza Sedaghat		
	2. Vadim Geurkov		
	3. Dimitrios Androutsos		
English	1. Jonathan Rollins		
	2. Jennifer Burwell		
Fashion	Osmud Rahman		
French/Spanish	Ilinca Nicolescu		
Geography	Larry Fullerton		
Graphic Communications	Vacant		
History	Joey Power		
Hospitality & Tourism	Lynn Harrison		
Image Arts	1. Donald Dickinson		
	2. Lila Pine		
ITM	1. Franklyn Prescod		
	2. Linying Dong		
Interior Design	Adam Kolodziej		
Journalism	Marsha Barber		
Library	1. Jane Binksma		
	2. Joan Parsons		