



RFA FORUM



Faculty Association Newsletter

Fall 2006 Vol. 21, No. 1

Message From the President

Welcome to another year at Ryerson, or for the 70+ new faculty, welcome to your first year!

As of this writing, we haven't received the updated database of faculty, so some of the following is only approximate, but I hope it will give you some sense of the challenges facing Ryerson and the RFA. Despite the largest ever transfer to tenure in this past year, those 70 new faculty join over 200 other untenured faculty to leave us with about 40% of our faculty without tenure. Many of these people are under pressures that those of us who have been here 10 or more years can only imagine. Meanwhile another 15% of our membership are Mode I faculty hired to teach, but who find themselves pressured to pursue research or grants that aren't part of their job. They may not be at the same risk of

tenure-denial, but many feel that they are regarded as second class citizens. That leaves the other 45% of us to live our lives free of stress.... as if!

Obviously, things are not as stress-free as we would like – for any of us. I have been thinking that this is a “Ryerson” problem, and I have personally been wondering why I don't seem to know how to do my (non-RFA-president!) job any more.

But it isn't just personal anymore.

OCUFA has noticed the changes and the stresses, and is running a conference entitled “Restructuring the Academy: Current Realities and Preferred Directions” on January 19th. It will look at a variety of issues, including workload, the nature of academic work, and equity issues, to which I'd add bullying.

The RFA has found the Labour Professional that we were looking for earlier in the year. André Foucault joined us early in the summer (see a short bio elsewhere in this issue). Welcome André.

At my request, one of the first projects that André has undertaken is an examination of bullying. The results of his investigations have led to the creation of the Promotion of Respect and Dignity (PoRaD) committee, which is currently looking into the best ways to address this issue with the administration.

With untenured faculty at one end of their career, and Mode I faculty at the other end, the administration seems to be ensuring that André will be busy for the next several years!



Dave Mason
President

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Executive Members**Dave Mason**

President & RFA Rep. to Academic Council

Carl Kumaradas

Vice President, Internal

David Checkland

Vice President, External

Eric Harley

Treasurer

David Naranjit

Secretary

Michelle Dionne

Chair, Grievance

Ian Sakinofsky

Chair, Negotiating

Daniel Phelan

Chair, Professional Affairs

Doreen Fumia

Chair, Equity Issues

Gloria Roberts-Fiati

Health & Safety Officer

Bill Reynolds

Member At Large

Tarun Dewan

Member At Large

Important Dates

RFA General Meeting
December 7, 2006, 12-2 p.m.
POD-250 (The Commons)



RFA Season Party
December 12, 2006
Toronto Ballroom
Hilton Toronto Hotel
145 Richmond Street West
(Richmond St/University Ave)



President's Appreciation Dinner
March 22, 2007



RFA Awards/Retirees'
Reception & Dinner
May 3, 2007
Courtyard Marriott Hotel
475 Yonge Street
(Yonge/College St)

IMPORTANT

It is essential to RSVP to the RFA office for all events as indicated, with online registration at: www.ryerson.ca/rfa

Thank you.

From the President
Dave Mason

Now let me talk for a few minutes about committees. Committees are the lifeblood of democratic bodies such as the RFA, and it's important that we are able to find people to serve on committees. These committees come in 3 different flavours:

- 1) per-department/school committees that require a representative from each department and school. These include the Departmental Representatives' Council, Merit Committees, and Faculty Local Norms Committees. All of them need *complete* representation to be able to function, and the RFA looks bad when we don't have candidates (and in the case of Merit Committees, the *administration* can appoint people where volunteers are not elected). All three of these committees are woefully short of people. Merit and Local Norms cannot proceed without the committees in place!
- 2) standing committees where not every group can be fully represented, but equity demands as complete representation as possible. Groups that need to be considered include: genders, faculties, ranks, modes, minority groups.
- 3) one-off appointed committees, where the Executive tries to find someone who will be particularly effective in a role.

All of these are important, and we need people in all areas. You can see the people serving on all these committees on the WIKI (see below), and if you are interested in serving in any capacity, please let Maureen know. For the elected committees, we will shortly have the nomination forms on the WIKI so you always know where to find them.

One of my major goals as the first President from Computer Science is to use computer technology to improve the transparency of the RFA. The first widely-visible example of this was the Salary Anomalies process, but the WIKI has almost gotten to the point where most people can start to get some benefit. You can find the WIKI at <http://rfa.ryerson.ca> which, when you first visit, will show you the (currently very limited) public information. To see more, you must log in. This is the same login and password you used for the anomaly process, but if you didn't use that, your login is the same as your email id (in my case dmason) and your password is empty. If you forget your password, call or email Maureen at m1sims@ryerson.ca and she can reset it, then logging in with an empty password will email you a freshly generated password. In addition to committee membership, we will start to use this instead of email in

some instances, such as Executive minutes, nomination forms, lists of meeting and party dates and time, and things like the OCUFA emails that David Checkland currently forwards to rfanet. We're also working on a frequently asked questions (FAQ) section, and other resources. This will likely eventually replace the current web pages. If you have ideas or suggestions, please let me know.

Salary Anomalies: I will be giving a full report on this at the December meeting, but I will say that most people seemed to appreciate the transparency of the new application process, but there are definitely improvements to be made, and when the committee meets to set up the next round, we will be looking at ways to make it even more fair and transparent.

Merit: The new collective agreement adds several new twists to the merit process in an attempt to improve fairness and consistency across the University. The first steps are now complete, and it moves to the Deans and the Merit Committees, but that can't move forward until the committees are complete... please go back and reread this page from the beginning...

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

Faculty of Communication and Design

Alison Matthews David - Fashion
 Grahame Lynch - Fashion
 Joseph Medaglia - Fashion
 Rich Adams - Graphic Communications
 Iain Cameron - Image Arts
 Mary Katherine McCormick - Image Arts
 Catherine Dowling - Interior Design
 Larry Cornies - Journalism
 David Nayman - Journalism
 Robert Ortega - Journalism
 Gregory Levey - Professional Communication
 John David Pipher - Professional Communication

Faculty of Business

Asher Alkoby - Law
 Tim Bartkiw - Human Resources
 Howard Lin - Management & Strategy
 Guoping Liu - Accounting
 Eric Terry - Finance
 Rachel Dodds - Hospitality & Tourism
 Howard Muchnick - Hospitality & Tourism
 Ronald Babin - ITM
 Roy Ng - ITM
 Ozgur Turetken - ITM
 Murtaza Haider - Retail Management

Library

Fangmin Wang - Library

Faculty of Community Services

Usha George - Dean
 Esther Ignagni - Disability Studies
 Aurelia Di Santo - ECE
 Rachel Langford - ECE
 Wendy Young - Health Services
 Elizabeth Allemang - Midwifery
 Mary Sharpe - Midwifery
 Lori Schindel Martin - Nursing
 Jacqui Gingras - Nutrition
 Enza Gucciardi - Nutrition
 Jennifer Clarke - Social Work
 Gordon Pon - Social Work
 Susan Preston - Social Work
 Samantha Wehbi - Social Work

Faculty of Engineering

Yaser Dahman - Chemical
 Mustafa Berber - Civil
 Marcus Escobar-Anel - Mathematics
 Boza Tasic - Mathematics
 Siyuan He - Mechanical
 Wahab Mohamed Ismail - Mechanical
 Kouroush Jenab - Mechanical
 Krishnan Venkatakrishnan - Mechanical
 Nancy Ford - Physics
 Vladislav Toronov - Physics

Faculty of Arts

Debapriya Sen - Economics

Faculty of Arts...

Laila Tajibaeva - Economics
 Koichi Yoshimine - Economics
 Randy Boyagoda - English
 Susan Hamilton - English
 Lucie Moussu - English
 Stuart Murray - English
 Mima Naghibi - English
 Andrew O'Malley - English
 Marco Fiola - French/Spanish
 Andrew Millward - Geography
 Claus Rinner - Geography
 Lu Wang - Geography
 David Ciavatta - Philosophy
 David Hunter - Philosophy
 Kym Maclaren - Philosophy
 Tuna Baskoy - Politics
 Patrice Dutil - Politics
 Christopher Gore - Politics
 Karim Ismaili - Politics
 Tracey Raney - Politics
 Daniel Rubenson - Politics
 Oren Amitay - Psychology
 Martin Antony - Psychology
 Todd Girard - Psychology
 Wade Pickren - Psychology
 Frank Russo - Psychology
 Sandra Colavecchia - Sociology
 Paul Moore - Sociology
 Pamela Sugiman - Sociology



A special acknowledgement to Bill Reynolds, Journalism, RFA Member At Large, who worked with us to create a new look for our newsletter.

We are earnestly soliciting articles from our members on topics and issues of general interest, and Committee reports will be published in the General Meeting agenda package.

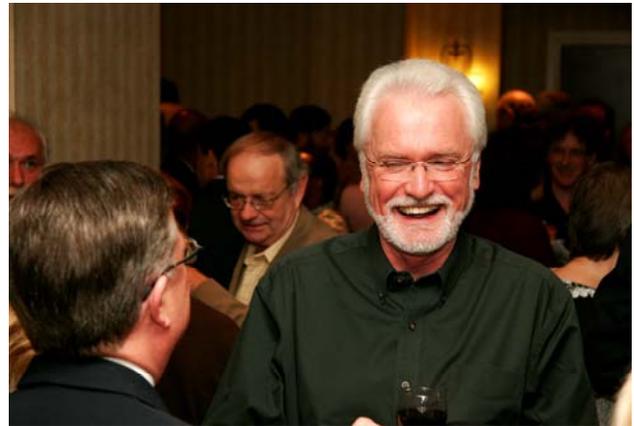


Ryan Price, of the Eyeopener, winner of the RFA Logo Contest, receives one of his prizes from Dave Mason, RFA President. The new logo is in the background.

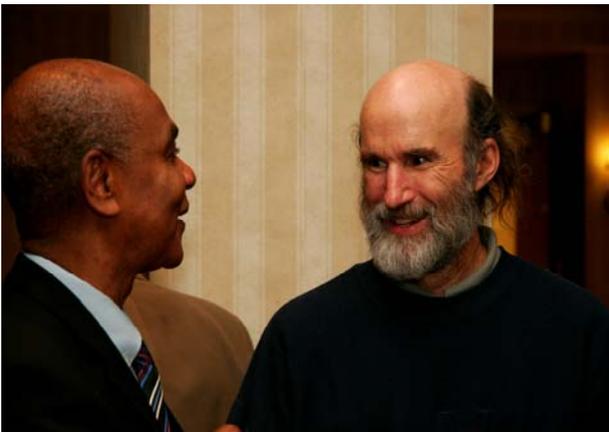


Career Achievement Award 2006 Winner
Jennifer Welsh

Retirees' Reception and Dinner - May 2006



The Social Side of RFA members - May 2006



Report from the Chair, Equity Issues Committee - Doreen Fumia

Ryerson has had some challenges on the equity front in the past few months. Granting honorary degrees, workload norms, employment equity and salary anomalies, pre-tenure expectations, accommodations for disabilities, hiring practices and I am sure you can think of more. This is hardly unusual in an institution of higher education, especially one that is growing as quickly as Ryerson. Yet, this is not an excuse to be complacent. In the interest of equity issues at Ryerson, the members of the EIC have done the following:

After the Somerville debates

During the community debates about whether or not to grant Margaret Somerville an honorary degree, some faculty expressed the need to ask the University to rescind it this fall. We have taken the position, in line with what was widely expressed in the period subsequent to the degree granting, that to pursue the matter further would only serve to draw more attention to someone many believed should not be in the spotlight at all. Also, following the degree granting process, most reported that while we did not all agree on exactly what to do, we did agree that as an academic community we (mostly) treated each other with respect. We did, however, face some challenges that we can use to think more clearly about equity here at Ryerson. The responses to the community activism and to individual faculty members demand that we all consider: Who do we think 'we' are in this Ryerson community?

Thank you to those who responded to our email request to provide us with feedback about inequities at Ryerson. Specific to the 'Somerville debates' there were reports of homophobia, heterosexism and ableism. We have generated a file for these reports and encourage members to forward their thoughts about any inequitable practices at Ryerson in order for the EIC to understand and develop strategies to address issues and areas that are most pressing. (Note: This is not meant to replace services already available at the University, such as the Discrimination and Harassment Prevention Services).

Employment equity and salary anomalies

The data is in; some received an increase to their base salary and others still wonder why they didn't. Given the need for confidentiality, the EIC is thinking about how to follow up with the anomaly process in ways that would help to identify inequities based on, at the very least gender, and at the most, all the Human Rights categories of discrimination. To this end, we are working with the Executive to develop an on-line self-identification program that would be available through WIKI, while maintaining confidentiality, and would provide the data we need to begin to connect for instance, salary anomalies, new hires and pre-tenure expectations, with practices of discrimination.

The Practice of Policies

Finally, Ryerson has many equity policies and we are working with Departmental Reps and HR to figure out exactly what these policies say and how they preserve the rights of the RFA membership. Despite good intentions, there is a gap between what policies say, how they are interpreted and how they are practiced. As Emily Martin has said, a policy is only as good as the power with which it is invested. Our emphasis this year is to collect anecdotal evidence from the membership in order to explicate what many experience - inequities on a day-to-day basis. To this end, we are currently working on a portal (in WIKI) referred to as "Frequently Asked Questions" under the heading "Equity." When this is posted, we encourage you to have a look at it, respond as appropriate, and be forthcoming with suggestions for different and/or other questions. Our intention is not necessarily to re-write policies but rather to develop 'best practices' based on how existing policies *could* be implemented with the aim to serve the RFA members more equitably.

Committee members:

Corrine Hart, Cherie Ding, Tammy Landau, David Naranjit (since resigned)

Report from the Chair, Grievance - Michelle Dionne

A few words about Tenure and Promotion

Of any single category of inquiries that are made to me as Grievance Chair, tenure and promotion issues are the most frequent. These are two of the most important career achievements in the life of most faculty members and they are never attained without some degree of anxiety. The fact that Ryerson is undergoing rapid expansion and new hiring is taking on a frenzied pace suggest that we may see even greater numbers of inquiries - and grievances - over the next few years. This might be the perfect time to start a discussion of these issues. I'll speak about tenure and promotion (T & P) together, as increasingly the processes are merging, as they are at other universities.

My advice to probationary faculty members is to start thinking about T & P from the point you're hired. In fact, ideally the topic should have come up before hire, in the questions that you had for your DAC and/or Dean. In preparation for the 'application' (even though there is no formal application for tenure), start keeping track of your accomplishments as they happen. There's nothing worse than trying to assemble bits of paper and recall long forgotten details at the last minute before your annual report or tenure binder is due. Make sure you read the Collective Agreement for a list of the types of enclosures that you will require one day. Start working on your teaching dossier now. Pay careful attention to the advice and feedback provided during your annual assessments, and if it's not clear, don't hesitate to ask the Chair or other members of the DAC for clarification. As research on goal setting shows us, targets need to be specific, measurable and attainable to result in maximum performance. In other words, you'll need to know what the expectations are for you in order to achieve them.

When you finally prepare your T & P binder for review by your committee, remember that the onus is on you to convince the DAC that you should be tenured, or the FPC that you should be promoted. Don't slap the documents together at the last minute by including every bit of loose paper you can find in your office and expect that the committee will be able to figure out for themselves why you're so fabulous. Obviously, arrogance is not what we're after here, but you will need to market yourself clearly and confidently. Prepare your binder as if you were invisible, and as if the committee members know little, if anything, about your area of study. Increasingly in large departments and Faculties, it may be entirely true that a committee member knows nothing of your work, or what it takes to succeed in your discipline. You need to make your case to them and support your arguments with evidence. In other words, be a good academic here just as much as you are in the rest of your work.

So, you need to prepare your binder in a way that convinces the committee that you are deserving of these high academic honours. For example, for contributions to Teaching, don't just include FCS scores, but talk about innovations in the classroom. Show evidence of improvement, as well as *attempts* to enhance your teaching. For SRC, don't just list your publications and presentations, but provide some sense of their impact - from the basic question of 'was it peer reviewed?' to other markers of success, such as, numbers of citations the work has garnered, or the impact factor of the journal where it was published. For Service, of course you should list all of your committee work, but also go into some detail on the time commitment required for it, as well as what was actually accomplished. DACs/ FPCs want to see that you're not just keeping busy, but that you're making a significant contribution.

Unsure of whether to apply for that promotion or not? If you're even close, apply anyway. The 'bar' seems to be getting higher every year, and there's no risk (except to your ego) as a result of being turned down. Although there is a myth circulating that an application means you can't apply again for 2 years (if you're not successful the first time), the reality is that you can indeed apply the year following an unsuccessful attempt, and many people have been in exactly that situation. The prohibition against re-applying is in effect when there has been an official appeal of a failed promotion.

Finally, if you're a tenured faculty member reading this - perhaps even a DAC or an FPC member - remember what you learned in kindergarten: treat others the way that you'd like to be treated. Do your very best to be open, fair and reasonable, even when it's difficult to do that (and we've all been there). If you're a DAC member, give early, often and useful feedback to young faculty members. Remember the peer-review process is expected to be collegial, not adversarial (that is, think of yourself as the coach of the hockey team rather than the referee). We're all on the same side and when our young faculty members succeed, we all succeed.

Committee members: *Ian Baitz, Kunquan Lan, Jennifer Hubbard, Abhari Abdolreza*

Report from the Chair, Professional Affairs - Daniel Phelan

The role of the Committee is to adjudicate RFA awards and scholarships and sponsor seminars of interest to the membership and the community.

The Ryersonian of the Year Award Call for Nominations was sent out in September. Deadline for submission was October 31.

The committee has scheduled meetings to review submission for this award in addition to the applications for the three RFA Scholarships. The deadline is November 15, 2006.

A seminar on "green issues" called Green Campus Green Community - will be held at the SCC on November 15. Speakers are Hitesh Doshi, James Li, Vera Straka, Mark Gorgolewski, Adrian Williams and Nora Loreto.

The committee is also looking at more seminars in the new year. Proposed topics are bullying in academia, intellectual freedom post-9/11, philosophies of teaching, open access and institutional repositories and intellectual property.

Committee members:

Slobodan Drakulic, Abdul Naeem Shaikh, Isaac Woungang, Bob Rinkoff

Report from the V.P. Internal - Carl Kumaradas

One of my key roles as VP Internal is to organize and chair the RFA Representatives' Council, which is held once a month, starting in October of each academic year. Each Council meeting hosts a guest speaker. RFA President, Dave Mason, was the guest speaker for the first (and only) Council meeting that I have chaired. He reported on the current status of the merit application process and the local norms committees, as well as statistics from the results of the last salary anomalies review. This led to a discussion among members of Council on how the RFA should address gender salary inequities among its membership. The President's report also led to the approval of a motion recommending the RFA Executive negotiate with the Ryerson administration to permit existing merit applicants for the 2004/2005 year, the opportunity to revise and re-submit their merit application for this period, based on the 2005/06 merit review guidelines and criteria that will be shortly released. The Executive has agreed to follow-through on this recommendation.

We have plans for an exciting collection of guest speakers and topics for the Reps' Council this academic year. The topics include, among others, the Tripartite Recommendations (E. Aspevig, Provost), faculty course evaluations (M. Dionne, Chair, Grievance), gender inequities (D. Fumia, Chair, Equity Issues), an update from the Board of Governors (faculty representatives on the Board of Governors), and negotiations committee preparations (I. Sakinofsky, Chair Negotiating). The Department Representatives are your voice for raising your concerns and suggestions to the RFA. I would like to hear your concerns and suggestions which I will bring up for discussion at the RFA Executives' meeting. In addition, I look forward to the opportunity to meet many of you in person to discuss any issues that may be of concern to you for which the RFA can be of assistance.

Report from the Chair, Negotiating - Ian Sakinofsky

We should expect more from our senior administration.

Contemplate the ongoing transition of Ryerson Polytechnic Institute to Ryerson University. We see that over the last twelve years, our senior administration, while being selectively isomorphic, has been bereft of any vision with regard to leadership and organization building within the University. Faculty members frequently do not feel that they have an ally in the form of the university administration. Under the new President, there has been no perceptible change.

In the respective areas of workload and governance, we have seen almost no maturation in our terms. Amongst senior administration there appears to be no leadership, or will, to advance the workload question. In the area of governance we are seeing the spread of a new scourge, namely the incessant invoking of the term "decentralization".

Decentralization!

Throughout the 70's and 80's North American employees had to constantly contend with employers' ostensibly selfless clamors for greater 'productivity'. During the 90's, it was an equally shrill appeal for greater 'flexibility'. Now at Ryerson in 2006, we are confronting a parallel administrative agenda, only this time it is under the guise of "decentralization".

What is "decentralization"?

Decentralization is primarily concerned with the location and process of decision making within organizations. Decentralization actually involves the devolution of decision making.

This is not what is being offered up, at Ryerson.

At Ryerson, the Administration's campaign for greater decentralization was anchored by a report entitled "Decentralization at Ryerson University". The report was written by William Found and released in January 2006. It is available on the Ryerson website at the home page of the office of the Provost and VP Academic.

Not one word in the Found Report is directed at decentralized decision making structures. It talks of providing resources more locally and providing greater administrative supports, but it does not even mention local decision making, and, more significantly, no mention is made of collegial governance.

We may be seeing some local deployment of resources. However, it is without the necessary concomitant decision making authority being invested in the local constituents, and is occurring, together with the consolidation of an additional tier of control, in the form of enlarged roles and greater authority of Chairs of Departments. This is tantamount to greater 'Centralization', rather than the decentralization that it is touted to be.

It is in this context that you should view our Administration's new preference for "decentralization".

Workload

The process of establishing sector norm workloads, for the various academic units within Ryerson, continues apace. The Faculty of Community Services submitted a Faculty Local Norms plan to the Provost in June of this year. At the time of writing (October 30), no response has yet been received, despite repeated requests for such. This is also in spite of the fact that the Collective Agreement contains the provision that "the Provost will make reasonable efforts to render a decision within 30 working

Report from the Chair, Negotiating ...

days of receipt of a complete Local Norms Plan and accompanying Implementation Plan”.

Towards the end of the winter semester, the RFA requested the intervention of the University President in an attempt to facilitate productive deliberations of the respective Faculty Local Norms Committees. Several meetings were held between representatives of the RFA Executive and the Senior Administration, with the President of the University present. However, he was unable to broker any consensus between the parties, and he appears to have withdrawn from the process.

Nonetheless, the process continues. It may seem somewhat inexorable, but the outcome is inevitable. The establishment of sector norm teaching workloads at Ryerson will happen. The Administration has acknowledged that the teaching workload provisions in our contract are inferior to teaching workloads at other comparable universities. Within our current Collective Agreement, there the Administration has jointly (with the RFA) stated the wish, “specifically to develop teaching workload provisions and practices in line with sector norms”. There simply appears to be an absence of goodwill.

It behooves all faculty members to pressure their Faculty Local Norms Committee representatives, both elected and appointed, i.e., both the Chair and the elected member from each school/department, to push their respective committees to press for the same teaching workloads as can be found at other universities. This is what the committees were designed to do, and what they can do.

Coverage of Chairs and Directors within the Collective Agreement

Our Collective Agreement recognizes that “faculty members who are appointed to the academic administration have specific management responsibilities to discharge on behalf of the University for the duration of such an appointment”.

Chairs and Directors of Schools/Departments fall under this provision. However, Chairs and Directors are still members of the Faculty Association and are not members of the Administration. In fact, in law, as members of the faculty bargaining unit, they are not allowed to be members of the Administration – they are referred to as Academic Administrative Faculty.

By agreement, they have “specific management responsibilities to discharge”. However, these responsibilities are not itemized in the Collective Agreement. They are not described even in the broadest of terms.

Also, the appointment terms and conditions of Chairs and Directors are not covered within the Collective Agreement, and are not negotiated with the RFA.

Other universities do not handle the question of Chairs and Directors in the same way. In examining 16 comparator universities in Ontario, 12 of them have language within the collective agreement covering the duties and responsibilities, and terms and conditions of Chairs/Directors. In the case of the four universities that do not have such coverage, two do not have certified unions and do not have collective agreements, as such. The overwhelmingly common practice is to include such language within the Collective Agreement. After all, these individuals are members of the bargaining unit in each instance.

The need to include language on Chairs and Directors was raised with the Administration during the most recent round of re-negotiating the Collective Agreement. It was proposed, by the RFA, that a joint committee be established to address this matter. The Administration responded that including such language within the Collective Agreement would go against the culture of Ryerson. The RFA representatives commented that this was not a culture embraced by almost all other universities in the province. Indeed, it was averred that it was not even a culture embraced by the Chairs and Directors at Ryerson judging by the support that they had given to the RFA’s initiative. Nonetheless, the Administration was not willing to tolerate any discussion on the topic, and the RFA’s proposal was rejected by the Administration.

Report from the Chair, Negotiating ...

Our legal counsel has repeatedly advised us that as they are members of our bargaining unit, we have a duty to represent Chairs and Directors, particularly insofar as they are entitled to all rights under the Collective Agreement, and to the collective bargaining process. Our interest in the provisions governing Chairs and Directors, inasmuch as they are members of our Faculty Association, encompasses concerns over what tasks they are called upon to perform and what responsibilities they are required to assume, what compensation they receive in exchange and whether it is consistent with the Collective Agreement, and how these positions influence their relationships with respect to fellow members of the bargaining unit.

Subject to receiving a mandate from the membership to do so, it is the RFA's intention to raise this question again, during the next round of bargaining. Next time, however, we would like to enter the bargaining process with actual language pertaining to the positions of Chairs and Directors, in our hands. We would like our proposed language to be ready before the bargaining commences, and in fact before we seek our bargaining mandate from the membership, a little over a year from now. This means that we have to start to prepare this particular platform now.

The RFA Executive has approved the establishment of a ten person committee consisting of six Chairs/Directors, two non-Chairs/Directors, the Chair, Negotiating, and the RFA Executive Director, Labour Relations. The purpose of this committee will be to gather information and canvass opinion in order to formulate a position, and develop language, in this regard. The call for interested parties to volunteer to serve on this committee has already gone out, and it is hoped that this committee will successfully assemble a platform that will serve faculty well during the next round of bargaining.

It may well be that the work of this committee will have indirect implications for aspects of the administration and governance of this university, that have been overlooked in the current wave of "decentralization" referred to earlier in this report.

Prospective Hires

As a new round of hiring approaches, members of DAC's are encouraged to direct any prospective hires to contact the RFA, before job discussions reach the negotiation stage. Informed discussions, between prospective hires and the RFA, may well serve to reduce the number of anomalous employment situations that we are observing.

Perspective on University Bargaining in Ontario 2006

University operating grants rose 11.9% last year and will rise 7% this year. Tuition revenues have risen on average 5%. Faculty expectations are therefore justifiably high at those universities that are currently in the midst of negotiations.

Surprisingly, however, the vista surrounding faculty bargaining in Ontario is quite bleak right now, as employers are working quite hard to soften those faculty expectations. Algoma has reached a settlement, as has Queen's, on behalf of their part-time faculty.

However, Brock and Carleton have conducted convincing strike votes. Carleton has set a strike deadline of November 15, 2006. Brock has yet to set a deadline.

Negotiations at York, Western and Nipissing have each extended beyond the expiry of their current collective agreements, and at none of those institutions is the faculty encouraged by their experiences at the bargaining table, and they are weighing their options.

The dispiriting nature of collective bargaining at Ontario universities seems quite pervasive. One wonders why?

C. Kumaradas - VP Internal

Carl Kumaradas is currently a tenure track faculty member in the Department of Physics, working on targeted cancer detection and treatment using nanoparticles. Like many Ryerson faculty, Carl Kumaradas is a first-generation immigrant to Canada. He came from Sri Lanka when he was 14 years old, with his parents and six sisters.

Carl completed his Bachelor's degree in Electrical Engineering at University of Toronto in 1993, and completed his Master's and Doctoral studies in Medical Biophysics the University of Toronto, in 1996 and 2002, respectively. It was during his graduate studies that he met his wife, Catherine.

Before joining Ryerson in January 2004, Carl was a postdoctoral associate with the Biophysics group at the Los Alamos National Laboratory in New Mexico, USA, where he worked on a novel cancer treatment based on magnetic nanoparticle heating. His research interests are in the development of improved cancer detection and targeted treatments through the use of computational modeling.

D. Naranjit - Secretary

David Naranjit has been with Ryerson since 1985. He is a professor and former Chair of the Department of Chemistry and Biology. David has served on departmental, RFA, and university committees, including the RFA's Negotiating Committee and the Joint Committee on Tenure and Promotions.

In past years, David has been a member of the executive of the Canadian Institute of Canada (Toronto Section), where he also served as Chair. He has also held several positions on the executive of the Association of the Chemical Profession of Ontario (ACPO), including those of Treasurer and President. He is currently serving another term of office as the President of the ACPO.

David hopes that he will be able to use the experience he has gained over the years to serve the members of the RFA and the university.

We welcome David to the executive of the RFA.

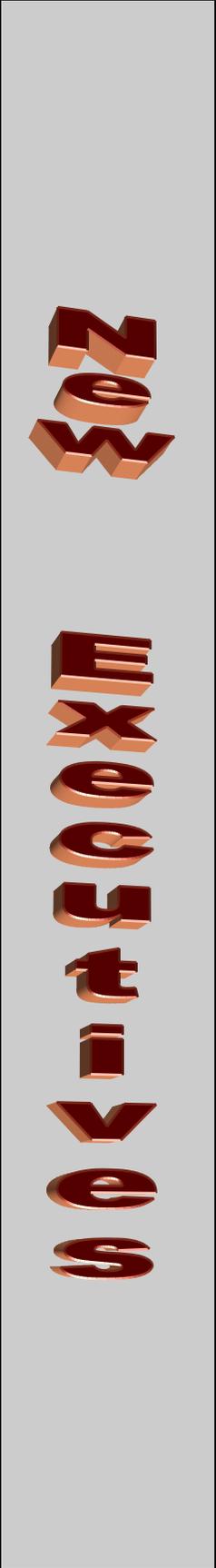
E. Harley - Treasurer

Eric Harley is an Assistant Chair/Director in the School of Computer Science. Eric served as a member of the RFA Services Committee from 2005 - 2006, and oversees the committee's *e-RegisterNow* system for RSVP's to its events.

Eric was acclaimed as RFA Treasurer effective July 1, 2006.

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RFA FORUM

D. Phelan - Chair, Professional Affairs

Daniel Phelan is the Manager, Collection Services Team at Ryerson University Library. Since joining Ryerson in 1985, he has had a variety of positions including AV Librarian, Science and Technology Librarian, and Head of Interlibrary Loans and Access Services. Prior to coming to Ryerson, Daniel held positions at North Bay Public Library, the University of Manitoba, and McGill University where he obtained his Masters of Library Science degree. His publications include an article on the Canadian National Site Licensing Project in *AGAINST THE GRAIN* and as co-editor of the 2002 issue of *LIBRARY TRENDS* on Midlife Career Choices for librarians.

Daniel is a member of the Ontario College and University Libraries Association Board. He served on Ryerson's Academic Standards Committee from 2002 to 2006. His professional interests include distance education, document delivery, leadership and information literacy.

D. Fumia - Chair, Equity Issues

Doreen Fumia joined the Department of Sociology at Ryerson in 2005. She has a long history serving on equity committees at OISE/UT (hiring, disability), at York University (hiring, employment equity) and in the community (Anti-Homophobia Equity Coalition, Equity Policy Advisory Committee and the Triangle Program - all work with the TDSB). She was part of the ad hoc Ryerson contingent that opposed granting Margaret Somerville an honorary degree at the Spring Convocation, 2006. The combination of research and community activism - and a bit of fun - is imperative in order to make sense of what she does in this life.

G. Roberts-Fiati - Health & Safety Officer

Gloria Roberts-Fiati has taken over the position of Health and Safety Officer from Bob Argue, who served in that capacity for several terms. Gloria is no stranger to the RFA, having served as Chair, Equity Issues from 1996 - 2001.

She is a Professor in the School of Early Childhood Education.

T. Dewan - Member At Large

Tarun Dewan is an Associate Professor in the Department of Marketing, Faculty of Business. Tarun was a Department Representative on the RFA Reps' Council from 2005 - 2006. He has now joined the RFA Executive as Member At Large.

Introducing André Foucault - Executive Director, Labour Relations

André Foucault took on the position of Executive Director, Labour Relations with the Association in July of this year. Prior to that, he spent over 25 years in full-time capacities with the Communications, Energy and Paperworkers Union of Canada, the last six as the organization's Secretary-Treasurer. André has served on Ministerial committees and has, as well, held a number of Order-In-Council appointments with the Ontario Labour Relations Board. He is currently a member of the Canada Public Service Relations Board. André has a history of political activism at both the federal and provincial levels.

André is a dedicated individual who truly enjoys representing people and ensuring the protection of their rights.

RFA Scholarships

The Ryerson Faculty Association awards yearly scholarships to acknowledge the efforts of students who demonstrate a commitment to social justice and/or labour relations both on and off campus while maintaining consistent academic proficiency.

There are three awards:

- 2 awards valued at \$2500 each – These are available to full-time students in full-time degree programs
- 1 award valued at \$1500 – This is available to part-time students in part-time degree programs

The following is the criteria for eligibility:

- Registered in a full or part-time degree program
- Must have a minimum 3.00 cumulative grade point average
- Must have clear academic standing
- Must have completed at least 50% of the curriculum
- Submission of a one page letter outlining current commitment to social justice and/or labour relations

A resume which demonstrates this commitment

Application forms are available at

<http://www.ryerson.ca/financialaid/>

Deadline is November 15, 2006



We would like to thank all contributors to this issue.

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