

Faculty Association Newsletter

Spring 2007 Vol. 21, No. 2

Message From the President

As I start writing this column, it is International Women's Day, and I'm attending the Professional Affairs Committee's seminar on Bullying and Mobbing. These highlight two of my primary foci these days: equity and respect.

One of the decisions I made this year was to attend all RFA committee meetings, when possible, to make sure that the RFA was facilitating the work of the committees and that the members were getting as much value as possible from their committees. A very active committee is the Equity Committee, where Doreen Fumia has been building on the work that Marg Malone and her committee were doing the previous year. There are several interesting ideas coming out that will likely make it into the Collective Agreement in 2008 which should ensure more effective structures to support equity across the university, and particularly in hiring.

Both Doreen and I attended the CAUT Women's Conference: "*Doing Academia Differently*", during Study Week.

My conclusion, after hearing some of the stories from other associations, is that Ryerson and the RFA are doing fairly well on the equity front, but that there is still much more that we can do. The area where we perhaps have the most work ahead of us is in terms of salary structure.

As you are probably aware, starting salaries are highly variable, and except for Assistant rank, not capped. This means that years-of-service is a huge factor in people's salary. Further, as pension is also based on years-of-service, the impact on life earnings is very dramatic. The equity implication of this arises from the fact that women typically have shorter careers. The other equity implication is that starting salaries for women and minority groups are typically somewhat lower. If you assume that women start \$1,000 lower than their male colleagues, there is a lifetime earning differential of almost \$80,000. If you further assume they have a 5-year shorter career, you get a lifetime earning differential of over \$2,250,000. (And the fact that women

are assumed to live longer and therefore would receive more pension does not compensate unless they live 20 years longer!). Anything that we can do that reduces that starting salary differential will help the equity situation. The other cost-neutral thing that would help with equity would be higher starting salaries and lower increments.

Our salary increases come in 4 forms: across-the-board (ATB - a percentage increase), sector-adjustment (SA - for faculty), career-development-increment (CDI - a virtually automatic step), and merit-increments. From an equity standpoint, SA and CDI are good, because they reduce percentage differences across a range of salaries. ATB is neutral. Unfortunately, merit is potentially bad news from an equity standpoint. This is because, in general, where value judgments are in play, such as in merit rankings, white males tend to be attributed disproportionate credit. Fortunately, the merit increments are relatively small (relative to the CDI).



Dave Mason
President

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RFA Web Site: www.ryerson.ca/rfa

Continued on page 3

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

Tarun Dewan

Member At Large

Vacant

Member At Large

Important Dates

RFA General Meeting

Thursday, May 3, 2007

12-2 p.m.

POD-250 (The Commons)



RFA Awards/Retirees'

Reception & Dinner

Wednesday, May 9, 2007

4:30-9:30 p.m.

Courtyard Marriott Hotel



RFA Season Party

Tuesday, December 11, 2007

6-11 p.m.

Hilton Toronto Hotel

PLEASE NOTE

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

I have not yet examined the data to determine the size of the problem at Ryerson, but the best thing to do from an equity standpoint is to get rid of merit increments.

Speaking of Merit, by the time you receive this, all of the Faculty Merit criteria will have been published and you can start applying for the 2005/2006 academic year. I would encourage you to look at the process decided upon by the Faculty of Community Services. Like most other Faculties, they saw the process as very arbitrary, but acknowledged that explicitly by dealing with the arbitrary ranking of people with a rather creative solution.

The other salary-related issue is the Anomalies process. In the last round, the Committee was able to bring people up to the grey curve (approximately 83 percentile). However, there were several challenges the Committee found in the analysis, so although the basic process will remain the same, the graphs will likely look quite different this time around, particularly for Associate and full Professor scales.

In the Negotiating Chair's report, Ian Sakinofsky will address the progress (or lack thereof) on the Local Norms process. I'll just comment that things are still moving, but far more slowly than any of us had hoped.

The other point I mentioned in my opening paragraph was about bullying and mobbing, and more generally, respect. Based on grievance work and anecdotal information, the Executive created a committee for the Promotion of Respect and Dignity (PoRaD)

which is running a survey (described elsewhere in this issue) and hiring a lawyer to analyze some of the procedures to which our members have been subjected. This is a major initiative, and has taken up a lot of our time. We have also committed over \$20,000 to this committee's initiatives, which is a sign of how seriously we take this issue.

In the last Collective Agreement there was a huge increase in the committee load for RFA appointees. As an example, I'm on 8 merit committees and 3 local-norms committees.

Of course, that's all part of my job for you, the members, but it has reduced my ability to make progress on all the other fronts I'm addressing - particularly on the computerization and web presence of the RFA. I'll let you know when I have progress to report.

Best wishes for the rest of the semester and a productive and relaxing summer!

RFA on the move ...

Last summer, the RFA offices moved to new digs in Eric Palin Hall on the main floor, Room 232. We had long regarded BUS-838 as "home", and so it was with much apprehension and some sadness that we packed up several years' accumulation of things, said our goodbyes to dear friends on the 8th floor, and set out on the truck for the unknown territory of Gerrard Street East. Fortunately, we remained in the same time zone!

Dajana Sofic, Campus Planning & Facilities, turned the proposed office space from an ugly duckling into a beautiful swan, and except for radical temperature fluctuation, we are quite pleased with our new office. We have been forewarned that this location is "temporary" (Ryerson speak) but, in any event, EPH-232 is where the action is, if you are looking for RFA staff.

Our telephone and fax numbers remain unchanged, as well as our e-mail address, so members will have no difficulty in reaching us. As always, we are here willing and able to serve you.

Agnes, André, Gloria, Maureen



Season Party - December 2006



Ryersonian of The Year Award 2006 Winner
Jean-Paul Boudreau, Psychology







Photographs by:
Melanie Loiselle
Image Arts

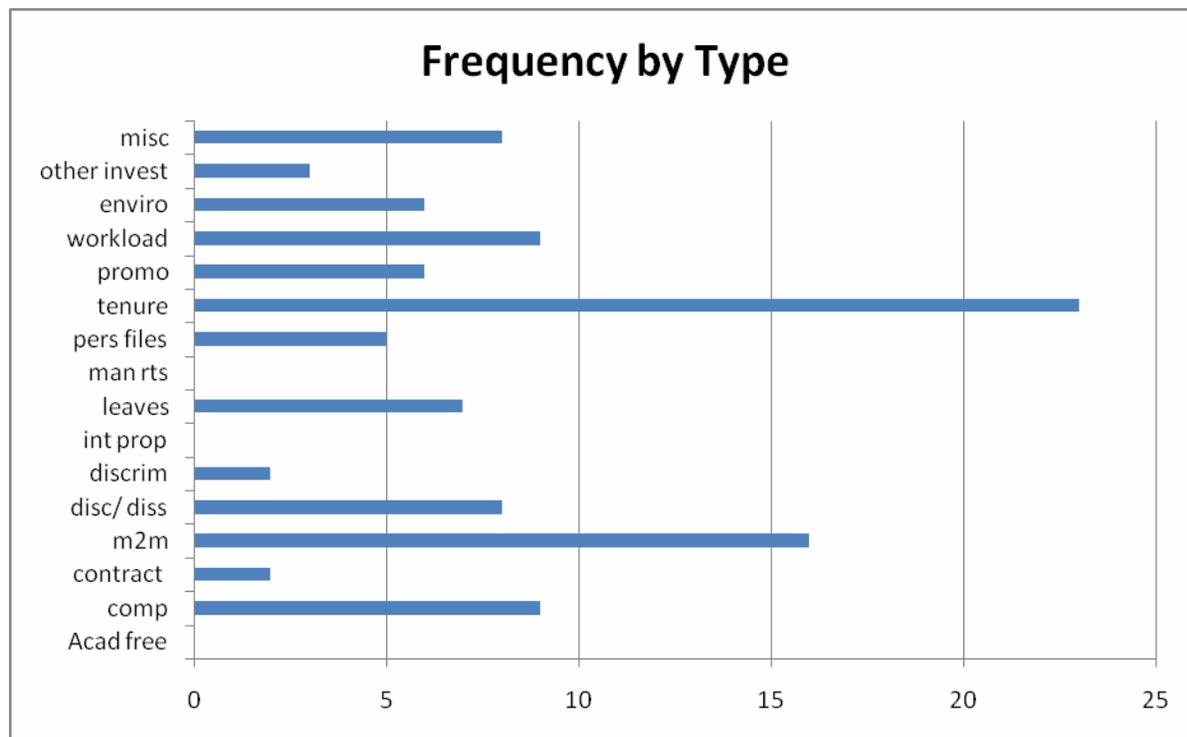
Report from the Chair, Grievance - Michelle Dionne

Overview of grievance cases opened or active during the calendar year 2006: your Association at work for you

Number of cases handled: 105

The action required on these cases ranges from the simple e-mail/phone inquiries up to a referral to arbitration (for more information see section C). These do not represent 105 members as, occasionally, one member contacts us more than once for independent issues which typically require independent action, and some grievances are 'policy' rather than 'individual' claims.

A. The frequency and types of grievances (see below for legend):



Legend: Grievance Types

Misc: miscellaneous/other

Other invest: Other investigations (e.g., where RFA members are involved as third parties in other disputes)

Enviro: Working environment, including health and safety

Workload: Workload Assignment

Promo: Promotion

Tenure

Pers files: Personnel Files and assessments (including PCF, teaching assessments, workload sheets)

Man rights: management rights

Leaves: Leaves including sabbaticals, unpaid, sick and LTD

Int prop: intellectual property (note that most of these inquiries go to the RFA President)

Discrim: discrimination and harassment

Disc/diss: discipline and dismissal, includes letters of counsel

M2M: member to member disputes

Contract: Contract renewal (LTF)

Comp: Compensation (including salary, benefits and pension)

Acad free: Academic Freedom

Report from the Chair, Grievance ...

Commentary on Types of Grievances: From the above table, you can see that the most commonly occurring inquiry that we field had to do with **tenure** issues. This is not surprising given the proportion of our faculty who are 'new' to Ryerson, and the level of anxiety that the tenure process provokes.

The second most commonly occurring inquiry is "**member to member**" disputes. Some degree of conflict is expected from time to time in any workplace (or any relationship for that matter). Sometimes members request that the Association 'step-in' to resolve disputes with their peers. While some unions have provisions in their collective agreement for such intervention and action, ours clearly does not. If you have a dispute with a colleague that you're having trouble resolving informally, you might wish to speak with your Chair, or Dean. In serious (and rare) cases, some formal mediation might be required. However, the RFA has no authority to resolve member to member conflict. It is clearly a management responsibility.

The next most frequently occurring categories are **compensation** and **workload**. Many of these inquiries require little more than a clarification of what the contract says. In other cases, we need to engage in some advocacy for our members to sort out workload conflicts with Deans, or we need to nudge HR a bit on benefits or other compensation inquiries. If you have exhausted all attempts to clear up a workload or compensation issue on your own, contact us and we may be able to help.

Finally, one might be interested to note that **Academic Freedom** issues promoted absolutely no inquiries or grievances over the past year, contrary to what you might expect from the press that Ryerson received last summer.

More information on action required on all of these inquiries is found in the next section.

B. Action taken on Potential Grievance Issues: Note that a 'cumulative' column is included, since each increasing 'step' on the action category ladder would have included the previous rung(s). That is, one can't file for arbitration without going through the previous steps first, including the filing of a grievance and advice.

<u>Cumulative</u> # & % of cases	% in each 'action category'	Highest Action Taken
9 (8.6%)	8.6%	arbitration booked
11 (10.5%)	1.9%	formal grievance filed
51 (48.6%)	38.1%	intervention/ advocacy / investigation attendance
68 (64.8%)	16.2%	advice/ referral
105 (100%)	35.2%	clarification / opinion / monitoring

C. Arbitrations: I maintain that in most cases the best way to resolve issues is informally, between colleagues, in good faith. Sometimes a difference of opinion remains between the parties and when we exhaust all avenues to resolve an issue informally, we file a grievance. If the grievance is rejected after a hearing before the Vice-Provost, Faculty Affairs, or in other cases when they fail to respond within their allotted time (20 working days) as defined in the Collective Agreement (sometimes we wait several months for a response) then we have the right to go to the next stage of the grievance resolution process. While an Ad Hoc Board is provided as a means of resolution in the contract, we typically prefer to waive this step and have the grievance heard before an outside arbitrator. Note: We did have one case heard before an Ad Hoc Board (constituted of three volunteer RFA members) this year and with their help, the parties managed to resolve the issue at hand.

Outcomes and Status of Cases at Arbitration

Of 9 arbitrations booked, or pending during 2006, 5 are still pending and 14 days of hearings are scheduled with arbitrators over the coming spring and summer. These cases include the following issues: two disciplines: (one for alleged work refusal, another for alleged course management issues); two tenure denials; and a policy grievance on how the best 60 months of salary are calculated for pension purposes.

Of the 4 cases settled, one case was a pension policy grievance that was conceded by the administration after the arbitration hearing but before the arbitrator ruled. This is a long-standing pension issue arising out of the 2003 Collective Agreement that affects members who were on reduced workload or certain leaves of absence during the time we were without a contract.

Report from the Chair, Grievance ...

More information will be distributed very soon to those affected. The three other (individual) grievances (including a tenure denial; a discipline for alleged course management issues; and a dismissal) were settled to the satisfaction of all parties without going to arbitration. Note: four of the seven individual grievances that we pursued to arbitration came from a single Faculty (FEAS).

D. Summary and Conclusions: This is, to my knowledge, the first attempt at keeping statistics on type and number of grievances, so I consider this endeavor to be a work in progress. (There may be more useful ways of categorizing the information and I am always open to suggestions). The fact that this is a new endeavor also means that there is no way of comparing current grievance activity with the past, except anecdotally.

We believe that sharing this information is extremely important for our association for accountability purposes, as a substantial budget is devoted to grievances and 'defense' of our members and of the contract. After all, our membership should know how their dues are being spent. But, beyond financial concerns, members should be aware of the types of difficulties to which their fellow members have been subjected and what their association is doing to protect their rights. We know that 'knowledge is power'. Keeping potentially useful information secret makes it easier for the administration to divide and conquer. Naturally, we are sensitive to the confidential nature of many grievance issues. We will continue to discuss ways to balance the need for information that might benefit the collective with the rights of individuals to protect their privacy.

Post-Script: As my term as Grievance Officer comes to an end, I can report that it has been a challenging two years - and sometimes it was frustrating and maddening when dealing with those in the rarified air of the upper floors of Jorgenson Hall - but I can say it has never been dull. It was hard work indeed, but I believe we represented our members well, and I hope you agree. I have been extremely well supported in my work, in the way every Grievance Chair hopes, by various individuals and groups. These include the members of the Grievance Committee (Abdolreza Abhari, Ian Baitz, Jennifer Hubbard and Kunquan Lan), the hard working Executive of the RFA, our legal counsel Cathy Lace and the RFA office staff (Maureen Sims, Agnes Paje and Gloria Castillo). Special thanks goes to Dave Mason, and Ian Sakinofsky, and, of course, André Foucault from whom I've learned a great deal about this job and about being a good trade unionist. Finally, I also want to thank the many Chairs and Deans with whom I've interacted over the last couple of years who did more than just pay lip service to the notion of collegial governance. Without their integrity and sincere efforts to make Ryerson a better place to work, this job would be impossible.

As I take my leave, I encourage you to get involved in your union and make a difference. I will be handing over my responsibilities as the Chair of the Grievance Committee to Sophie Quigley at the May General Meeting. I wish her all the best as she takes on this important duty for all of us.

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

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

Faculty of Business

Philip Walsh - Business Management

Kernaghan Webb - Business Management

Mei-Ling Wei - Business Management

Faculty of Engineering

Roshni Dutton - Chemical Engineering

Russell Viirre - Chemistry & Biology

Faculty of Arts

Aparna Sundar - Politics

Lisa Vettese - Psychology

Library

Kelly Dermody - Library

Dana Thomas - Library

Faculty of Community Services

Souraya Sidani - Nursing

Faculty of Communication and Design

Richard Lachman - RTA

Bullying and Mobbing in the Workplace

**A presentation by Professor Kenneth Westhues,
Dept. of Sociology, University of Waterloo
Thursday, March 8, 2007 - Oakham House**

An RFA sponsored presentation on bullying and mobbing in the workplace was held on March 8 in Oakham House. Professor Kenneth Westhues of the Department of Sociology, University of Waterloo, an expert researcher in this field, spoke to a crowd of over fifty about the differences between mobbing and bullying, how it has had an impact on the lives of victims of these activities and what some views on dealing with it may be. Using case studies of real people, allusions to movies and recent and past events, Prof. Westhues presented a lively and informative talk on these important issues. An engaged audience also asked a number of questions and were left, at the end of the event, with a better understanding of the nature of mobbing and bullying and how it can be recognized.

RFA Survey on Workplace Respect

As provided for in its By-laws, the Ryerson Faculty Association is mandated by its members to represent, protect, maintain and advance their interests in their employment at the University as well as to promote an effective environment for teaching, learning and scholarly, research and creative activity.

Faithful to its mandate, the RFA normally provides representation on an issue by issue basis as they arise at the policy level or as they are raised by individual faculty members.

Your Association is seeking to understand better the day-to-day challenges faced by our members, as well as their perception of their working conditions and their workplace satisfaction.

To this end, a number of initiatives, including the commissioning of a professionally conducted, confidential, telephone survey of Ryerson Faculty members, are being undertaken. The purpose of this note is to advise you that this study will be underway very soon and to thank you in advance for your cooperation.

The survey, which is entirely voluntary and confidential, will take place over the next couple of weeks and will be conducted for the RFA by Vector Research Ltd. The project requires a significant number of faculty (more than 1 in 5) who will be randomly selected for this purpose, thus providing us with a statistically sound sample upon which to guide our actions. We will also ensure that there is age, seniority, Faculty and gender balance among respondents.

The interviews will require about 15 minutes of your time. If you are unable to respond at the time you are called, a later, more convenient time and phone number can be set to accommodate your schedule. Vector Research Ltd. will hold all answers provided to the interviewers in the strictest of confidence, releasing to the RFA only the aggregate results.

Once again, I want to thank you in advance for your cooperation and participation in this important study.

Dave Mason,
President

Report from the Chair, Professional Affairs - Daniel Phelan

The Professional Affairs Committee has three major tasks: soliciting nominations and making recommendations for awards, adjudicating submissions for RFA scholarships, and planning speaking events and seminars on topics of interest to the RFA membership.

The Ryersonian of the Year award for 2006 was presented to Jean-Paul Boudreau, Chair of the Psychology Department, at the annual RFA holiday party in December.

Three scholarships were awarded; two in the amount of \$2500 were awarded to full-time students and one in the amount of \$1500 to a part-time student.

Two seminars/talks were presented in 2006-07. On November 15, 2006 a seminar entitled "Green Community, Green Campus: Environmental Issues at Ryerson University" featured Adrian Williams on campus recycling and other green programmes, Hitesh Doshi and James Li on green roof technology, Vera Straka and Mark Gorgolewski on sustainability issues, and architecture student Jordan Edmonds on the student perspective.

Professor Kenneth Westhues of the Department of Sociology at the University of Waterloo presented a talk on March 8, 2007 on "Bullying and Mobbing in the Workplace".

Calls for nominations for the Distinguished Service and the Career Achievement awards were issued in early March, 2007. The awards are scheduled to be presented at the Awards and Retirees Dinner to be held on May 9, 2007.

A new scholarship to assist aboriginal students has been established. This scholarship, for \$2500, will be awarded in the fall semester.

Committee members: *Slobodan Drakulic, Bob Rinkoff, Abdul Naeem Shaikh, Isaac Woungang,*

Retirees 2007

- | | | |
|--|---|--|
| • Aspevig, Errol
Provost and Vice
President Academic | • Duck, Peter
Fashion | • Mars, James
Urban & Regional Planning |
| • Bergerson, Phil
Image Arts | • Ho, David
Information Technology
Management | • Shipley, Carol Dale
Early Childhood Education |
| • Booth, Marilyn
Dean/CE and CS: Nursing | • Keeble, Jon
Radio & Television Arts | • Walden, David
Theatre |
| • Dickinson, Donald
Image Arts | • Krumins, Anita
Professional Communication | • Williams, Sue
Office of the Dean |

Report from the Chair, Services - Linda Cooper

The Services Committee has continued to work on your behalf to provide events that celebrate special occasions, acknowledge the volunteer work of its members, and honour its retirees and award winners.

Our "Holiday Party" was held on December 12, 2006 at the Downtown Hilton Hotel and provided us with much needed space, as well as a comfortable and welcoming environment. The GTA Swing Band provided wonderful music during our reception and dinner – it was an exciting new addition to the event. A good time was had by all. The President's Appreciation Dinner at the Courtyard by Marriott, brought members together who volunteer their time to the Association.

Our sister union, CUPE, invited all RFA and OPSEU members to a celebratory event on February 12, that took the place of the RFA's 'Winter Warm Up' event that is usually held in February. This provided an opportunity to mix and mingle with colleagues, as well as to celebrate a 'heart-felt theme'.

We continue to learn from each of these events and appreciate both the feedback you have given us and the constructive manner in which you have provided that feedback.

Suggestions for future menus, locations and themes, along with all offers of volunteer help, would be welcomed!

Our electronic RSVP system continues to facilitate registration for each of our events and provides us with an accurate record of registrants. It has simplified the paperwork significantly and assists us greatly with registration at such large events as the Holiday Party. **We continue to request that if you sent an RSVP and your plans change, please let us know, as several thousand dollars were wasted on food over the past few events when members who had RSVP'd for an event did not show up.** Numbers are guaranteed with catering, three business days before an event date.

We look forward to honouring our retirees and award winners on Wednesday, May 9, 2007.

Committee members: *Lucina Fraser; Rachel Jiang; Franklyn Prescod; Anne-Marie Singh*
Ex-Officio members: *Gloria Castillo; Agnes Paje; Maureen Sims*



RFA Scholarships**RFA Scholarship Winners**

The recipients of the 2006-07 RFA Scholarships have been chosen. One part-time and two full-time students were selected based upon their excellent academic record, their history of involvement in the areas of social justice and the labour movement and an essay tying these together. There were over forty applications in total and all were very worthy. The recipients will be awarded their scholarships at a special dinner held on March 22. The Professional Affairs Committee and President Dave Mason reviewed the many submissions and finally decided on the following:

Part -Time Student

Kamau Ngugi is a part-time student in the Masters Program of Immigration and Settlement Studies and is currently a Program Coordinator at Amnesty International in Toronto. As a refugee from Kenya, Kamau moved to Canada in 2002. In Kenya, he had been a political activist campaigning against human rights violations including torture. In Canada, he volunteered at the Canadian Centre for Victims of Torture as well as the Refugee Sponsorship Program of the Catholic Archdiocese of Toronto. He still volunteers with these organizations today, though he later became a paid worker with the Refugee Sponsorship Program and a Coordinator for Amnesty International. His continuing commitment to human rights advocacy in the areas of racialized groups and indigenous women continues today through various forms of media, including television and public speaking events.

Kamau has been awarded a \$1,500.00 scholarship.

Full -Time Students

Shahrzad Nakhai, an international journalism student from Nigeria, is the President and Co-founder of the Ryerson Chapter of Students Taking Action Now: Darfur. This organization works to put an end to atrocities currently occurring in the Darfur Region of Sudan. In addition to her current membership in Journalists for Human Rights at Ryerson, she has previously volunteered to teach English to Ugandan refugees in Nigeria and to work as an Assistant Teacher at a daycare for underprivileged children in the Philippines. In addition, the multi-lingual Shahrzad has done work with ecological organizations.

Shahrzad has been awarded a \$2,500.00 scholarship.

Shawna Teper is a fourth year Social Work student who has spent a lot of time working in children's services. She has worked with the North York Women's Shelter (NYWS) and, since 1999, as an opponent of violence against women. She has been involved with the Toronto Women's Call to Action which is a coalition of women advocating political commitment, anti-racism, and gender equality. She sits on the NYWS Anti-Racism Anti-Oppression, Public Relations and Policy Committees. Since 1983, Shawna has been an active member of OPSEU local 518 in many capacities, including Steward. Her other volunteer work includes involvement with the Toronto Women Abuse Council's Court Watch and the Davenport Perth Neighbourhood Centre which aids adults who are marginalized because of mental illness or poverty. Shawna hopes to continue her studies by pursuing a Master's of Social Work degree.

Shawna has been awarded a \$2,500.00 scholarship.

Congratulations to all our very deserving recipients.

Report from the Chair, Negotiating - Ian Sakinofsky

The new Negotiating Committee has been constituted and officially takes office in May, 2007. We will start preparing for bargaining in Fall 2007, with the intention of commencing bargaining in late March or early April 2008. Our current Collective Agreement expires on June 30, 2008.

The members of the Negotiating Committee are:

Peter Danziger (Mathematics); Diane Granfield (Library); Adam Kolodziej (Interior Design); Ian Sakinofsky, Chair; (Business), Carmen Schifellite (Sociology)

This committee seems to be representative of a good cross section of Ryerson, and I trust that we will work well together in the interests of our members, and will enjoy working as a team. Members of the Association will be hearing more from us in the Fall semester, as we engage in a process of consultation with, and surveying of, the membership.

As might be evident from other contributions to this newsletter, the industrial relations culture at Ryerson is not one that inspires a sense of well-being. With respect to the negotiations process, the Administration does not appear to relish the process of collective bargaining and does not appear to appreciate the spirit of the Collective Agreement. RFA negotiating teams in the past have found the Administration, although consisting of a relatively small group of people, to be condescending and patronising, while at the same time not being particularly resourceful or progressive.

This simply means that the RFA has to make the running. We will raise new issues, as appropriate, and will continue to press some of the ongoing issues on which we are striving to make headway.

WORKLOAD

Without unduly anticipating the priorities of the new Negotiating Committee, one of the issues that is certain to be a priority in this round of negotiations is that of workload.

I have said before that it is inevitable that Ryerson faculty will eventually achieve a sector comparable workload. I still believe that to be the case.

We are going to have to achieve that sector comparable workload in the face of an Administration that is simply unable to step up and share the lead role in this regard.

Workload at Ryerson versus the rest of Ontario

The Ryerson contract makes provision for a Mode II teaching workload of 12 hours per week, with a maximum of three different preparations. This equates to a course load of 4 + 4 (with at least one duplicate course each term). Note that the Mode I workload is even larger, but our initiatives, to date, in terms of achieving a sector comparable workload have been directed at the Mode II Terms and Conditions.

Report from the Chair, Negotiating...

It is true that in the Faculties of Arts, Engineering and (for the most part) Community Services, Mode II faculty are assigned smaller teaching loads, as a matter of policy, than provided for in the contract. However, these practices are not enshrined in any agreement, they are not necessarily fairly allocated, and they are not usually at sector comparable levels.

In the Faculty of Business and in the Faculty of Communication and Design, there are Mode II faculty that are teaching 4 + 4 as per the Collective Agreement and there are many more that would also be, if they had not secured release to perform other duties and responsibilities, in lieu of the required teaching.

In terms of sector comparable teaching loads, it is edifying to take note of the four most recent contracts negotiated within the Ontario university system. The four most recently negotiated contracts (all negotiated in late 2006/early 2007) are Brock, Nipissing, York and Carleton. Brock retained their 2 + 2 teaching workload; York agreed to bring the maximum down to 2 + 3 (from a maximum of 3 + 3); Nipissing agreed to bring the maximum down to 2 + 3 (from a maximum of 3 + 3); Carleton introduced language providing for a process to bring the workload down to 2 + 3.

This is the trend in Ontario. More and more universities, while allowing for departmental variation, are actually including teaching workload maxima within their Collective Agreements. The trend is clearly towards university-wide contract maximum of 2 + 3 with the expectation that many departments within these respective universities will implement a lower maximum. There are no universities in Ontario reporting a teaching workload higher than 3 + 3, and this is usually the exception, or outlier, within the universities where it is found.

So, it is evident that the Ryerson 4 + 4 teaching workload and the derivatives thereof are by no means on a par with the rest of the Province.

Ryerson's local norms workload process

What follows is a summary of the state of Ryerson's local norms workload process:

The current Collective Agreement requires that each Faculty set up a Faculty Local Norms Workload Committee with the Dean of each Faculty serving as Chair of each of these respective committees. As faculty members may recall, in the period following the August 2005 ratification of the Collective Agreement, there was a fair amount of spoiling and stalling surrounding this process, as our Administration attempted to attach a number of conditions to its progress.

In the period that has ensued, the various Faculty Committees have met periodically.

In June 2006, the Faculty of Community Services submitted a local norms workload proposal to the Provost as per the terms of the Collective Agreement. Also, as per the terms of the Collective Agreement, the Provost was required to make every reasonable effort to respond within 30 working days (six weeks). It was only at the end of January, nearly seven months later, after the RFA had grieved the lack of response, that a response was forthcoming from the Provost's office. This response was somewhat cryptic, and nothing near proactive, but it does provide the first response to a submission from faculty, and hence provides the basis for continued dialogue. The Faculty of Community Services is scheduled to meet in the third week of March 2008, to discuss and plan their response to the Provost's document.

At the time of writing, the various departments within the Faculty of Arts are also reportedly close to completing their submission to the Provost, and the Faculty of Communication and Design is also finalizing the gathering of proposals from its

Report from the Chair, Negotiating...

constituent schools.

The Faculty of Business, partly because of some organizational uncertainty, is lagging somewhat, and still has to develop a final strategy for dealing with workload.

The Faculty of Engineering local norms workload committee met once on February 2, 2006 and has to meet again. At that meeting, it was agreed that the representatives from each School would gather workload data from other universities for comparison purposes, but it is uncertain how much progress has been made in the thirteen months since. It appears that this faculty is the least advanced in the process of preparing a local norms workload proposal.

The next twelve months will inform the strategy of the Negotiating Committee with respect to the question of workload. Whatever strategic imperatives emerge during this time, it is abundantly clear that taking this matter to the next level, and achieving a sector comparable teaching workload, will be central to the resolve of the Negotiating Committee and of the membership at large.

CHAIRS AND DIRECTORS

At the time of writing, the RFA Advisory Committee on Chairs and Directors is about to have its first meeting. The purpose of this ten person committee, which includes six current Chairs of departments, is to advise the RFA in developing its platform for the negotiation of language in the Collective Agreement that governs the duties, responsibilities, rights and terms and conditions of the appointment of our members who are Chairs/Directors. Ryerson is unlike most other Ontario universities in the nature and scant extent of coverage of Chairs/Directors within our Collective Agreement.

It is felt that the inclusion of language with regards to Chairs/Directors, within the Collective Agreement, will provide some sense of structure to the Chairs/Directors. Also, it is felt that such language, in its inclusiveness, may contribute to reversing the sense of declining collegiality that seems to be pervading the University.

SPRING AND SUMMER GRADUATE TEACHING

The RFA is still seeking clarity from the University on how it intends to offer graduate programs in the Spring and Summer and, in fact, how it is currently managing to do so. This question arises because the Collective Agreement states that faculty are only required to teach in two terms of the year and that the non-teaching term will normally be the Spring/Summer term.

Voluntary overloads in the Spring/Summer are not precluded by the Collective Agreement and, in the past, the Administration has said that it will rely on such voluntary overloads to run these graduate programs. The RFA has treated such claims with a certain degree of cynicism, as dependence on such a tenuous source of instructors is not viable for the maintenance of such programs.

The RFA is concerned that junior faculty (and senior faculty, too) are being offered incentives to teach in the Spring/Summer, either on the basis of a voluntary overload, or on the basis of an unbalanced load straddling three semesters. This is seen as having the possibility of pressurizing junior faculty to do so, as well as contravening the Collective Agreement. It is also seen as drawing faculty away from research activities that would otherwise be receiving their attention during their non-teaching semester. In the case of probationary faculty, this is seen as acting in conflict with the terms and intent of their probation and, in the case of tenured faculty, it is seen as interfering with the workload balance that the university is seeking to achieve.

Report from the Chair, Negotiating...

The questions of what incentives and compensation are being offered to people who teach graduate courses in the Spring/Summer, on whatever basis, and what policies govern these incentives and compensation, have been raised. The questions of equity of treatment and compliance with the Collective Agreement have also been raised and have to be addressed. As yet, no response has been received from the Administration.

Voluntary unbalanced workloads that straddle three terms may be possible in specific circumstances but cannot be the norm, least of all the default, as that would violate the principle of the non-teaching term. In the past, the RFA has proposed to the University the inclusion in the Collective Agreement of the provision that should a faculty member accept the assignment of a graduate course in the Spring/Summer semester, that Spring/Summer semester would count as one of the faculty member's two teaching terms. However, the University rejected this proposal.

What is disconcerting about this matter is that, in the absence of any language or policy offsetting the above practices, the RFA's own members are complicit in the enticement and assignment of instructors in this fashion.

RFA legal counsel has advised that in the "non-normal" event that a faculty member is called upon to teach in the Spring/Summer as part of their regular load, it appears that that faculty member, in accordance with Article 5E of the Collective Agreement, as a condition of agreeing, has to insist on either the Fall or Winter semester of that year being a non-teaching semester. The faculty member is entitled to claim such a non-teaching semester regardless of the number of course hours taught per week in each of his/her two teaching semesters, and should, in a similar "non-normal" event, an unbalanced teaching load be proposed, this would require the consent of the faculty member.

EXAM INVIGILATION

Members are reminded that invigilation of exams for courses that they do not teach, is voluntary and an act of goodwill.

END OF MANDATORY RETIREMENT

The year 2008 is the first year in which RFA members are not compelled to retire on August 31 following their 65th birthday. All members who remain active employees are entitled to receive full extended benefits for the duration of their employment. The only exceptions are with the provision for Long Term Disability coverage which terminates upon attaining the age of 65, which has always been the case, and the provision of a particular business travel insurance provision which expires at the age of 72.

RFA members have the choice of continuing to contribute to the Ryerson Pension Plan after reaching the age of 65. However, upon attaining the age of 69, all members are required, under current federal legislation, to stop making further contributions and to draw their pensions. (This may change to age 71 if the proposed federal budget is approved). RFA members may still continue working beyond the age of 69, while receiving both their salaries and their pensions.

The Ryerson Pension Plan also allows members to draw their pension (and hence cease making contributions) in their 65th year while still employed at Ryerson, should they choose. In such a case, members aged 65 or greater will receive both their pension and their Ryerson salary.

THANK YOU

We would like to thank all contributors to this issue.

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