



The Newsletter of Ryerson Faculty Association

Spring 2008 Vol. 22, No. 2

Message From the President

Work/Life Balance?

Since I last wrote, much has been happening. My partner had a child who was born at the end of last term and who many of you got to meet at the Seasonal Party. How long ago that seems! The Executive was great at covering things so I could take some parental time, but I'm definitely fully engaged again now.

This segues nicely into the picture, which shows one of the new RFA bags that we gave out at the mandate meeting, which reflects the other big time sink: negotiations. As you may have read in the Eyeopener, or gotten from the mandate meeting, I see us as having 3 key issues: workload, Chairs & Directors, and compensation; along with a rather significant number of important "clean-up" issues.

I don't know how to feel about negotiations. The Administration and the

RFA have expressed concern over, and fairly compatible goals for, a variety of issues. That could lead to relatively quick agreement, or the details and rather different perceptions of appropriate remedies could lead to protracted conflict. The other big unknown factor is that the President and Provost are both untried. I have considerable respect for their stated positions, and I will remain hopeful for that to translate into equally principled positions at the table. Our Negotiating Committee (with support from staff and other committees) has been doing a phenomenal job of researching, defending, and articulating exactly such principled positions.

In a union with strike-lockout as the end-game of failed negotiations, it is relatively easy to focus members on their concerns, and the

importance of negotiations to their future. In a union, such as ours, where binding arbitration is the outcome, it is easy to get lulled by the sense that the Negotiating team doesn't need support because an arbitrator will make a final determination. That sense may be easy, but it couldn't be more wrong. Your opinions and your support, matter! We haven't received all of the proposals from the Administration, but some of those we have received would curl your eyebrows! While I referred above to "clean-up" issues, many of them are fundamental to the structure of our university.

We had over 1/3 of our membership at the mandate meeting, and the mandate was unanimously approved. At the mandate meeting, we handed out some rather nice bags and another set of buttons. I encourage you to use the bags



Dave Mason, President

as a sign of solidarity. If you have a bag you're not going to use, please pass it on to a colleague who will! If you missed the mandate meeting but would carry a bag on campus, we have a few more available - contact the RFA office.

I have also been working at the national/provincial level, attending an OCUFA lobbying evening at Queen's Park to help MPPs understand the needs of universities. I'll be at CAUT council the first few days of May. CAUT also arranges lobbying days at the fall council, in which I have participated in the past and seem quite useful.

Contact Us:

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Important Dates

RFA General Meeting
 Wednesday, May 7, 2008, 12-2 p.m.
 Oakham Lounge, Oakham House

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RFA Awards/Retirees

Reception & Dinner

Thursday, May 15, 2008

Courtyard Marriott

* * *

RFA Season Party

Wednesday, December 3, 2008

Hilton Toronto Hotel

New Executive Member

Trina Grover - Chair, Professional Affairs

Trina Grover is a Catalogue Librarian and the Library Liaison for the Departments of Politics & Public Administration, and Criminal Justice & Criminology. She co-teaches the "Digital Applications for Collection Management" course in Ryerson's graduate Photographic Preservation and Collections Management program. She is the Canadian Library Association's (CLA) Representative to the Canadian Committee on Machine Readable Cataloguing (MARC), and the Convenor of CLA's Serials Interest Group.

Congratulations to faculty members on the occasion of their new arrivals

Kumaradas, Carl - (Physics) Baby Jacob

Mason, Dave - (Comp. Science) Baby Severn

Soutchanski, Mikhail - (Comp. Science) Baby Elizabeth

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

Faculty of Business

Banerjee, Rupa - Human Resources/Organizational Behaviour

Tiessen, James - Entrepreneurship/Strategy

Faculty of Communication and Design

Al-Solaylee, Kamal - Journalism

Faculty of Engineering

Venkatesh, Balasubramanian - Electrical Engineering

Disclaimer

Statements made and the views expressed in this publication do not necessarily represent the official position of the Ryerson Faculty Association (RFA). Please direct inquiries to the Executive Office.

In Memoriam

It is with deep regret that we note the passing of:

- Kling, Sidney (Geography)
 Professor Emeritus

This will be a regular column so please keep us informed by e-mail to rfa@ryerson.ca

From the President Dave Mason

As you will see in the report from the Grievance Chair, we have been very busy on that front, too. We continue to be extremely effective with grievances as we have been careful to pursue very winnable cases. Unfortunately, the Administration continues to provide us with lots of “very winnable cases!”

I look forward to seeing you all at the General Meeting on May 7th. If I don't see you, have a productive summer, but don't forget to keep life in balance: stop and smell the flowers from time to time!

For information on your dues at work, see: <http://rfa.ryerson.ca/data/grieve-issue-2008.pdf>

For your amusement:

http://www.youtube.com/watch?v=184NTV2CE_c

Report from the Chair, Negotiating - Ian Sakinofsky

I had cause to write eighteen months ago, in this same newsletter, that we should expect more from our senior administrators.

As we enter into this forthcoming round of bargaining, there is much preening by the Ryerson publicity apparatus and our senior administration about the growth and advancement of the institution, the popularity and prestige that Ryerson is developing, the accomplishments, the new buildings, the displays of sponsors' names, the new programs, the admiration and support of government.

But when you brush away the hype, where is the leadership?

We are entering this round of negotiations at a time of leadership neglect – we are an understaffed and over-enrolled organization, with an increasing number of high salaried administrators, while our existing facilities are not being attended to in favour of growth and public relations oriented initiatives; the extent of contract teaching is soaring, employment terms and conditions of faculty are drifting away from sector practices, sector comparable workloads have not been championed by our administration, the sham of decentralization, and the garotting of collegial decision making, has taken place in the context of a University that is fueled by its obsession with publicity and branding.

Morale is being pummeled, and with it goes the self-respect of faculty. Cynicism abounds. The Collective Agreement is constantly being disregarded, and the RFA's grievance workload is reaching disturbing levels at great cost to the RFA.

Hence, the RFA is approaching this round of bargaining as one where the needs of current faculty are to be addressed. In such a way, we would like to secure a respect for faculty and what they do that has not been demonstrated by Ryerson's administration of late.

Another theme, and related one, of this round, will be that of striving to introduce practices that reflect the wishes of our membership. In that way we would hope to craft an organization, and an organization culture, that reflects the motives and values of Ryerson faculty members.

If our faculty has a preference for submitting their annual reports in an electronic file rather than through an on-line version, then why can that not be the permissible medium?

Report from the Chair, Negotiating

If faculty prefer to have Faculty Course Surveys conducted in-class, rather than on-line, then let that be the chosen format - because that is what faculty have faith in.

If faculty prefer to have coverage of the duties of Chairs and Directors incorporated within the Collective Agreement, and wish to develop a more collegial role for Chairs and Directors, then why can that not be the culture that develops.

If we want overload practices and stipends to be standardized within the Collective Agreement, why can they not be?

With respect to workload, it is our hope that the Administration will agree to a University-wide standard that is comparable with other universities, and that fair and transparent processes are introduced for the assignment of individual teaching workloads.

With respect to the way in which faculty are hired, and subsequently assessed for purposes of tenure, again we are seeking a fair and transparent peer driven system that values our junior faculty and honours the Collective Agreement.

We are a faculty of thoughtful and committed individuals. We need leadership that works with us, not against us.

At the time of writing, only two negotiating sessions have taken place. It is too early to determine how the process will unfold, but it is hoped that this will be a round of bargaining where faculty interests are acknowledged, and advocated for, by both sides.

Committee members: *Adam Kolodziej, Peter Danziger, Diane Granfield, Andrew Hunter*

CAUT Report - Ian Sakinofsky

CAUT Report on Recent Bargaining Trends at Canadian Universities

At an April 2008 Forum for Chief Negotiators, convened by the Canadian Association of University Teachers (CAUT), two recent bargaining trends were identified.

These two trends were: 1) Salaries, and 2) Workload

- 1) Salaries: Average salaries for university professors have been declining in relation to inflation, with the exception of the last few years. Consumer prices rose an average of 2.2% across Canada in 2007. Average university salary increases crested 3%, if one includes individual advancement through the ranks.

However, despite exceeding the rise in the CPI, the 2007 university salary increases are still low in relation to University comparators. Major collective bargaining settlements in Canada in 2007 averaged 3.3%, with an average of 3.4% in the public sector (with provincial employees receiving the largest average increase at 3.8%), and 3.1% in the private sector. On an industry basis, within the Education, Health and Social Services Sector (which includes universities) wage settlements averaged a 3.5% increase.

Across Canada, university revenues increased by 9% in 2006 while expenditures only increased by 6.1%. Across Canada money was left on the table as university expenditures went somewhere other than faculty salaries. University expenditures on salaries, wages and benefits continued to shrink as a share of total expenditures, falling from a 1977 high of 74.2% to a 2006 low of 60.5% of non-capital expenditure, and 18.9% of total expenditures.

The Ryerson Position: When approaching salary negotiations at Ryerson, we should factor in the fact that salary increases at Ontario universities were somewhat higher in 2007 than those referenced above, but that, nonetheless,

CAUT Report

Ryerson salaries are currently an estimated 6% below the Ontario average, when adjusted for age and rank. This shortfall is considerably greater when we compare ourselves only with the other major universities in Toronto.

- 2) Workload: A teaching course load of 3 +2 is more or less the maximum at universities across the country and a significant proportion of universities have a maximum of 2 + 2. However, despite reductions in assigned teaching workload, total workloads have been increasing sharply due to increased enrolments relative to staff, and because there has been a ratcheting up of research expectations.

Across Canada faculty workloads have been increasing substantially, on both the teaching and research side, but Faculty Associations have been focusing their attention largely on scheduled teaching only. By focusing on teaching workload only, and leaving silent the other components of our workload, faculty may have been making concessions that are not in their long term interest. While there was a need to constrain assigned teaching in the way that they have done, teaching should always be viewed as only one part of a faculty member's workload, and there is also a need for faculty members to protect themselves from upward creep in the area of research. The maintenance of teaching workload at manageable levels should not be at the cost of greater research expectations.

This also raises the spectre of the other bogey that has accompanied the recent focus on scheduled teaching, and that is the penchant for all Administrations to advocate for teaching-stream, or teaching-only, appointments. Teaching-stream appointments have allowed teaching workloads of 3 +3 or more.

Canadian universities, have long had a culture of privileging research – for example, promotions are almost always based on research, and promotion based on teaching would be an exception, if it occurs at all. However, the opening of the door to heavier teaching loads, through the creation of teaching stream positions, compounds the problem. This is because, in such a context, teaching is seen as a punishment for inadequate fulfillment of research activities. This not only downgrades teaching, but also creates the situation of a two tiered faculty, where one tier is required to teach less, if at all.

Faculty need to emphasize what is important to the profession as they see it – and that is the integration of teaching and research. The academic profession entails both a contribution to knowledge as well as the dissemination of knowledge. The introduction of teaching-stream positions, along with the establishment of a tier of faculty that teaches less if at all, will actually lead to the replacement of the research professors by a teaching only stream. In other words, the development of a teaching-stream will lead to the elimination of the very job that academics are trained to do.

It may be the case that universities have to grandparent those faculty that have been denied opportunities to engage in research, but for the rest there is a need to avoid the further development of a teaching stream.

The Ryerson Position: When we approach the question of workload at Ryerson, the above analysis is quite germane. The RFA is looking for a maximum assigned teaching workload that is comparable with other universities in our sector, and we are clear that this teaching represents only a portion of the workload that faculty members perform. We have indicated that the establishment of reasonable research expectations is a matter that needs to be addressed

CAUT Report

too, and one that needs to be addressed in such a way that it is not linked to variable teaching obligations. We are attempting to negotiate functional processes for the hiring and assessment of new faculty that will provide more clarity in this regard than is currently the case. We have also been quite clear that the job of every faculty member includes each of: teaching, research and service. We are opposed to the development of a teaching stream amongst the ranks of our tenure track faculty members. Consistent with the view of the Canadian Association of University Teachers (CAUT), it is our view that such a development would be contrary to the interests of our university, our faculty members, and the academic profession at large.

From our mail bag

At the end of May, the RFA Executive and Standing Committees' group will be saying 'au revoir' to three long-serving members - David Checkland, Ian Baitz and Linda Cooper. The first two mentioned will be going on sabbatical, and Linda is moving on to champion other causes. In preparing this article, I reviewed the amount of time that these three members have given to the work of the RFA.

I first met Linda in 2001 when she was a member of the Political Action Committee; being a political 'junkie' myself, I was keenly interested in the work of this committee and so I naturally gravitated to talking with Linda. In 2002, she volunteered on the Services Committee and she continued to work on that committee until the present time, taking over the chairmanship in 2005.

The RFA staff works more closely with the Services Committee than any other committee and so I know first-hand Linda's dedication to the work of the RFA and, in particular, her commitment to provide the very best events for faculty members. Linda was the recipient of the RFA's Distinguished Service Award 1984 in appreciation of her contribution. She will be sorely missed on the committee and we wish her well in her future endeavours.

Ian Baitz represented his department, GCM, on the Reps' Council from 2003-2005; he served on the RFA Grievance Committee from 2005-2007, relinquishing that position to become the VP Internal on the Executive Committee in 2007/2008. Ian would have had one more year but he has been granted a one year's sabbatical. At his last Reps' Council meeting in April, a Motion was made to recognize Ian's contribution and this is indicative of the esteem in which he is held by his colleagues on Reps' Council. We extend best wishes to Ian and look forward to his re-connection to the RFA Executive in the future.

David Checkland, VP External, was an 'unknown' to us in the RFA office when he succeeded the popular and long-serving Michael Doucet as President of the RFA in 2002. David lost no time in demonstrating that the torch had been passed to a new generation of RFA Executives and many disciplines, which have contributed to improved communication with members, were put in place. He served in this capacity until 2005. David continued on the Executive as its VP, External for the 2005/06 and 2006/07 terms, representing the RFA at CAUT and OCUFA council meetings. It is hoped that David will find the time to serve the RFA yet again in some capacity upon his return; meanwhile, David, enjoy a well deserved "sabbatical" from the RFA.

Thank you Linda, Ian and David for your faithful service!

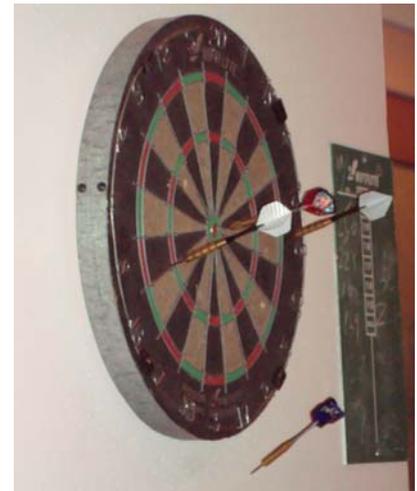
maureen sims

Executive Director, RFA

Season Party - December 2007



RFA Pub Night - 2008



“RFA 2008 Foosball Champions”

Diane Granfield and John Morgan

President's Appreciation Dinner - 2008



Report from the Chair, Grievance - Sophie Quigley

Since our last report, the Grievance Committee, the RFA Director of Labour Relations Andre Foucault, and your Grievance Officers Michelle Dionne, Donald McKay and I have been busily working on your behalf to enforce the collective agreement. The bulk of our recent work has involved helping and defending individual members in cases involving tenure denials and tenure extensions. Our increased workload on the latter issue is due to a change in procedure resulting from an intermediate ruling we obtained during one of last summer's arbitration: as explained in my last report, we obtained a ruling that extensions to the probationary period can be grieved. As a result, the RFA and the Ryerson administration have worked out a process for making the granting of tenure extensions generally less coercive and more accountable. DACs should be receiving training on this process in the next DAC training sessions. Generally speaking, we have been working with the administration on improving DAC training as it pertains to the assessment of our members. We have also been reviewing cases of improperly constituted DACs and in some cases reconstituting them jointly with the administration to ensure that proper process be followed.

As usual, we've also been defending individual members in cases involving wrongful discipline, inclusion of improper material in PCFs (Performance and Conduct files), apprehensions of bias in DAC assessments, and work refusal in response to threats. We also provide day to day advice on many employment-related issues including workload and accommodations.

We have also made some progress towards improving the working conditions of our members who are chairs and directors. As reported on rfa-announce, we have reached settlements on two chairs-related arbitrations: the contracts describing the duties of chairs and directors will now be released to the RFA; and chairs and directors will not lose all their accumulated sabbatical credit anymore when they start their appointment and will also be able to take sabbaticals during their appointments. We will also be proceeding to arbitration on a third grievance concerning the improper assignment of health and safety responsibility and liability to chairs and directors. In addition to these group grievances, we are also representing an individual chair whose offer of appointment was withdrawn by the administration when she asked the RFA's assistance to negotiate the terms of her contract.

Thanks to your feedback, we are continuing to make progress on a group grievance concerning the recruitment, assignment and compensation associated with the teaching of graduate courses. We thank all our members who participated in the survey we conducted on this matter.

We have also recently started investigating the legality of some of the administration's hiring practices concerning limited term faculty.

Finally, we are also making progress on the resolution of a long-standing grievance concerning the miscalculation of all of our pensions.

As always, please remember that the role of the Grievance Committee is not only to help you solve problems in your dealings with the university, but also to help you prevent these problems if possible. So please feel free to contact us if you have any questions concerning our collective agreement or specific questions about your own workplace situation.

Committee members: *Kunquan Lan, Jennifer Hubbard, Susanne Edwards, Michelle Dionne*

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 2007 "Season Party" was held at the Downtown Hilton Hotel, and continued to offer us a comfortable and welcoming environment. The GTA Swing Band provided wonderful music during our reception and dinner – they returned for a second year, and we would welcome your feedback as to the type of music you would like to have at the 2008 event.

This year we tried a new event on February 13 to help drive away the winter doldrums. 'Pub Night' was launched and transformed rooms in the ILC into a British pub. The food matched the theme along with darts, a "Foosball" championship and the traditional beer and wine. It provided an opportunity to mix and mingle with colleagues – watch for the date next year and try to 'dethrone' the first Foosball Champs!! The President's Appreciation Dinner at the Courtyard by Marriott brought together members who volunteer their time to the Association. A good time was had by all.

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 other features would be welcomed, along with all offers of volunteer help!

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 "Season Party". We continue to request that if you send 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 RSVPd 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 our award winner on Thursday, May 15, 2008. Complete your Annual Report by 4 pm, and come celebrate at our last event of the year!

Committee members: *Lucina Fraser, Rachel Jiang, Franklyn Prescod, Anne-Marie Singh*

Report from the Health & Safety Officer - Gloria Roberts-Fiati

RESULTS FROM THE HEALTH AND SAFETY SURVEY

A survey was sent to the membership in January eliciting information about concerns in the area of health and safety which members would like to see addressed. Responses fell into five broad categories: Office cleaning; Air Quality; Workstation/ergonomic issues; Safety Issues; and Environmental Pollutions that trigger allergic reactions. These issues were brought to the Joint Occupational Health and Safety Committee in February and were responded to by the director of Campus Planning and Facilities and the Environmental Health and Safety officer.

Office Cleaning

Three vehicles were identified for addressing concerns over office cleanliness. The procedure is to bring the need to the attention of your Chair/Director who would initiate the necessary process for getting the office cleaned. Alternatively, one could dial ext 5091 which would take you directly to the Campus Planning Facility where a request for office cleaning could be made. These requests could be also channeled through doit@ryerson.ca for custodial service or fixit@ryerson.ca for maintenance needs. I was also informed that offices are scheduled to be vacuumed every two weeks and there is an inspection audit process in place to ensure that this happens. Therefore, if you feel that your offices are not being cleaned according to the stated schedule, please activate one of the mechanisms outlined above.

Report from the Health & Safety Officer

The larger issue is one of environmental hygiene. On one hand, Faculty should not have to be constantly making requests for office cleaning. The cleaning should be done on schedule. We do have a right to a clean environment for working. On the other hand, if we utilize these avenues as soon we feel our offices are not being cleaned according to this 2- week schedule, our individual action will translate into mass action which would be more effective in forcing change. Members are advised to act accordingly: systematically call x 5091 or e-mail doit@ryerson.ca whenever you feel that your office has not been cleaned. As the Health and Safety officer I am exploring avenues through which the scheduled cleaning could be enforced.

Cleaning and workplace inspection schedules could be viewed on the Centre for Environmental Health and Safety Management website under their 'service' and 'programs' icons.

Air Quality

The second most frequently raised issue concerned air quality. Problems with the persistent smell of second hand smoke in offices; buildings with mould; and having to work in an environment where there are toxic fumes being emitted, were raised. This issue was responded to by the Environmental Health and Safety Officer. The matter ought to be first brought to the attention of your Chair/Director and secondly to the Environmental Health and Safety Officer, who would then communicate with the individual to determine the nature of the problem and make arrangements for testing of the air in the area affected. In situations where repeated testing yields no substantive results and the problem persists, the case can be treated as an accommodation issue and the individual could request to be relocated from that area.

The Image Arts building was identified as being chronically plagued by mould problems and the question was raised regarding the need to put in place systematic periodic testing of that environment to monitor the mould level, rather than responding to individual complaints only when the mould problem becomes obvious or intolerable.

One incident of contamination of the environment by toxic fumes was addressed on a departmental level and there was one query around the asbestos removal program. In response to this, the Director of Campus Planning indicated that if there is a concern in this area, asbestos records in the university environment could be obtained from his department via one's Chair/Director. The question was raised about the need for a process of keeping the public informed about our asbestos removal/control program at the University.

Environmental pollutants and allergies

The issue regarding environmental pollutants and allergies logically comes under 'Air Quality', but it was not addressed in any detail at the meeting. Questions regarding the responsibility of the employer to ensure an environment that is free from agents that could adversely affect ones' health still need to be addressed.

Workstations/Ergonomics

Health issues created by or aggravated by inadequate seats or desks or lighting conditions would be addressed by the Environmental Health and Safety Officer through your Chair/Director. There are processes in place through the Centre for Environmental Health and Safety for addressing the health impact of physical working environment.

Safety Issues

Issues around safety were raised by members teaching after hours in Kerr Hall and the old Business building. The Safety Walk Program, an emergency '80' button on phones in classrooms, and ext. 5001 were highlighted as means of securing protection if safety became an issue. Given that safety was raised as an issue in spite of the presence of these mechanisms, there might be a need to evaluate how effectively these provisions are working.

Report from the Chair, Equity Issues - Doreen Fumia

It is a wake-up call when we read, as we have in the past months, media reports about acts of racism, homophobia and ableism in the Ryerson community. Ryerson is faced with the challenge of how to respond to such acts, and, so too is the RFA. As Ryerson becomes more and more complexly diverse, understanding racism and discrimination is a more complex challenge. Nonetheless, the Equity Issues Committee must work with all members to ensure all have an inclusive and safe environment.

Often when we hear the word, "diversity" we forget how broad, and at the same time specific, this term is. It is clear that for RFA members, it covers a wide spectrum including, but not limited to, Aboriginality, race, ethnicity, religion, sex, gender, sexual identities, age and abilities. It would be naïve to think that the Ryerson Community would not experience similar acts of racism and discrimination experienced in the broader community. The question for us is: what do we do about it?

What we do about it is act. In the short term, we make sure we acknowledge harm, stand up to racism and discrimination when we see it, and remind ourselves and each other that this is a campus, or a department, or a faculty, or a school, or a library, or a classroom that will not tolerate such acts. We collectively and publicly state, again and again, that acts of discrimination, verbal or non-verbal, physical or non-physical will not be tolerated. The President of the university and of all the unions on campus have recently taken leadership in this area and signed letters that went out on *Infoline* and added their support to posters. This collective action is symbolically important; however, simply stating the obvious does not solve a problem, it only reminds us of one.

In the longer term, we investigate what creates the conditions of possibility for people to assume they can harm others with impunity. An example of this is the creation of an Anti-Racism Task Force (reported in the last newsletter). In response to a growing number of racist acts reported by students, faculty and staff, the Anti-Racism Coalition (ARC) and the Ryerson administration launched the Task Force on Anti-Racism on March 28, 2008. Through a broad consultative process, the Task Force will identify and examine systemic racism at Ryerson, and make recommendations to encourage a campus environment that provides everyone an equal opportunity to study, teach and work. The Task Force will use an analysis that takes into account the intersections with other forms of discrimination such as gender, sexual orientation and ability. The Task Force will study and make recommendations in areas including: policy; inclusive and emerging curriculum; access to services; hiring and retention of faculty and staff; research; diversity issues in the composition of the student body; evaluation of foreign credentials and experience; issues related to safety and security; and issues of voice and authority on campus and in Ryerson publications.

The Task Force will be co-chaired by Dr. Grace-Edward Galabuzi, Assistant Professor, Politics and Public Administration and Dr. Eileen Antone, Director of Aboriginal Studies and Associate Professor, Adult Education, OISE & TYP - University of Toronto. Ryerson's administrative representative on the Task Force is Rona Abramovitch, Ryerson's Advisor on Outreach and Access, Office of the Provost and Vice-President Academic. Membership in the Task Force will consist of two faculty members, two students, and two staff who will be selected through a nomination process.

Other equity initiatives that are ongoing include meeting with faculty, old and new, to understand what equity issues arise for different groups of members. Some of the equity issues that have emerged have been in relation to salaries, new hire contract negotiations, retirement issues, workload and the tenure and promotion process. We have passed on some of your concerns to the Executive and the Negotiating Committee as issues relevant to contract negotiations.

Others we are organizing into themes that will set the foundation for a series of public forums. We encourage you to continue to communicate with us in order to help us build a community committed to addressing equity issues and all forms of discrimination that exist at Ryerson. The Equity Issues Committee doesn't have all the answers, but we commit to asking a lot of questions.

We have had a small measure of success in the last year as a result of working with a significant number of committed RFA members. This has helped us to build a stronger community and establish our active work with ARC.

Report from the Chair, Equity Issues

Also, in the tradition of community building, we have supported public debates, meetings, and equity-themed conferences. We will continue to support public forums and are currently planning one to discuss issues of diversity in higher education for the Fall.

Thank you all for engaging in a collective conversation about issues of racism, discrimination and equity. Those of you who have a history working with such issues are more than familiar with the slow pace of developing a 'culture of equity.' The first important step is to collectively recognize that inequality exists on our campus and then to establish a willingness from all to be proactive AND to actively stand up to discrimination when it occurs. We are on our way...

On behalf of the Equity Issues Committee,

Committee members: *Tariq Amin-Khan, Corinne Hart, Galina Okouneva, Aparna Sundar*

Promotion to Tenure

- | | | |
|---|---|--|
| • Abhari, Abdolreza
<i>Computer Science</i> | • Galabuzi, Grace-Edward
<i>Politics and Public Administration</i> | • Rahman, Osmud
<i>Fashion</i> |
| • Antimirova, Tetyana
<i>Physics</i> | • Goodrum, Abby
<i>Journalism</i> | • Ripley, Colin
<i>Architectural Science</i> |
| • Bostan, Vadim
<i>Chemistry</i> | • Han, Mary
<i>Entrepreneurship & Strategy</i> | • Sapra, Rahul
<i>English</i> |
| • Brayton, Jennifer
<i>Sociology</i> | • Hehmeyer, Ingrid
<i>History</i> | • Sharma, Abhay
<i>Graphic Communications</i> |
| • Bruce, Jean
<i>Image Arts</i> | • Komisar, June
<i>Architectural Science</i> | • Simpson, Hyacinth
<i>English</i> |
| • Conford, Michal
<i>Image Arts</i> | • Marshall, John
<i>Chemistry & Biology</i> | • Varma, Kimberly
<i>Criminal Justice</i> |
| • Dolgoy, Sholem
<i>Theatre</i> | • Mohammadi, Farah
<i>Electrical Engineering</i> | • Xu, Dewei
<i>Electrical Engineering</i> |
| • Enright, John
<i>Aerospace Engineering</i> | • Nenych, Laura
<i>RTA</i> | • Yang, Cungang
<i>Electrical Engineering</i> |
| • Evans, Bryan
<i>Politics and Public Administration</i> | • Pauzer, Irene
<i>Theatre</i> | |
| • Fung, Alan
<i>Mechanical Engineering</i> | • Pedersen, Isabel
<i>Professional Communication</i> | |

THANK YOU

We would like to thank all contributors to this issue

Editor: David Naranjit ■ Assistant Editor: Maureen Sims ■ Produced by: Agnes Paje and Maureen Sims

Retirees 2007/08

- | | | |
|--------------------------------------|--|--|
| ● Argue, Robert
<i>Sociology</i> | ● Lewis, Linda
<i>Fashion</i> | ● Phelan, Daniel
<i>Library</i> |
| ● Duerden, Frank
<i>Geography</i> | ● Fine, Carol
<i>Nursing</i> | ● Zarnett, Gerald
<i>Computer Science</i> |
| ● Engel, Isaac
<i>Psychology</i> | ● Gates, Kathy
<i>Nursing</i> | |
| ● Freeman, John
<i>Fashion</i> | ● McKay, Donald
<i>ECE</i> | |
| ● Gibb, Don
<i>Journalism</i> | ● Spence-Sales, Jonas
<i>Architecture</i> | |

Promotion to Associate Professor

Faculty of Arts

Yildiz, Halis - Economics
Burke, Tara - Psychology
Muzzatti, Stephen - Sociology
Teelucksingh, Cheryl - Sociology

Faculty of Community Services

Berman, Rachel - ECE
Chumak-Horbatsch, Roma - ECE
Yeudall, Fiona - Nutrition

Faculty of Business

Farrell, Carlyle - Marketing
Levin, Avner - Law
Norrie, James - ITM

Faculty of Engineering, Architecture and Science

Polo, Marco - Architectural Science
Zhao, Lian - Electrical Engineering
Delic, Dejan - Mathematics
Ha, Dzung Minh - Mathematics
Pascal, Jean-Paul - Mathematics
Lan, Kunquan - Mathematics

Faculty of Communication & Design

Anderson, Alexandra - Image Arts
Rauhala, Ann - Journalism
Smith, Joyce - Journalism

Promotion to Professor

Faculty of Arts

Hamilton, Susan - English
Inwood, Greg - Politics

Faculty of Business

Hunt, Gerald - HR & Org. Behaviour
Lin, Howard - Mgmt, Entr. & Strategy

Faculty of Engineering, Architecture and Science

Behdinin, Kamran - Aerospace Eng.
Lachemi, Mohamed - Civil Engineering
Sennah, Khaled - Civil Engineering
Woit, Denise - Computer Science

RFA Representatives' Council 2008 - 2009

<u>Dept/School</u>	<u>Name</u>	<u>Dept/School</u>	<u>Name</u>
Accounting	<i>Vacant</i>	Interior Design	<i>Vacant</i>
Aerospace Eng.	<i>Vacant</i>	Journalism	Marsha Barber
Architectural Science	June Komisar	Law	<i>Vacant</i>
	Miljana Horvat	Library	Jane Schmidt
Chemical Eng.	Mehrab Mehrvar		Cecile Farnum
Chemistry & Bio.	John Marshall	Mgmt, ENT & Strat.	<i>Vacant</i>
Child & Youth Care	<i>Vacant</i>	Marketing	Anthony Francescucci
Civil Engineering	Bhagwant Persaud	Mathematics	Bozena Todorow
Computer Science	<i>Vacant</i>	Mech. Eng.	Patrick Neumann
Counselling	Sahri Woods-Baum		Habiba Bougherara
Criminal Justice	Anne-Marie Singh	Midwifery	Mary Sharpe
Disability Studies	Kathryn Church	Nursing	Diane Pirner
ECE	Aurelia Di Santo		<i>Vacant</i>
	Patricia Corson		<i>Vacant</i>
Economics	Liaila Tajibaeva	Nutrition	Rena Mendelson
Electrical Engineering	Reza Sedaghat	Occ. & Pub. Health	<i>Vacant</i>
	Lev Kirischian	Philosophy	Kym Maclaren
	Vadim Geurkov	Physics	Yuan Xu
English	Jennifer Burwell	Politics	Tariq Amin-Khan
	Jonathan Rollins		Mitu Sengupta
Fashion	Osmud Rahman	Prof. Communication	Gregory Levey
Finance	Coleen Clark	Psychology	<i>Vacant</i>
French/Spanish	Marco Fiola		<i>Vacant</i>
Geography	Larry Fullerton	Retail	Hong Yu
Graphic Comm.	Art Seto	RTA	Charles Zamaria
History	Jenny Carson	Social Work	<i>Vacant</i>
Hospitality & Tourism	Richard Wade		<i>Vacant</i>
Human Resources	Robin Church	Sociology	Alan Sears
Image Arts	Alexandra Bal		<i>Vacant</i>
	Blake Fitzpatrick	Theatre	Cynthia Ashperger
ITM	Linying Dong	Urban & Reg. Plan.	<i>Vacant</i>
	Aziz Guergachi		