

The Newsletter of Ryerson Faculty Association

Fall 2009 Vol. 24, No. 1

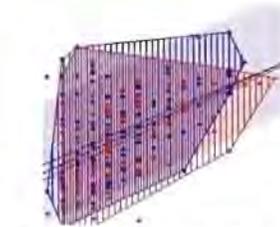
Message From the President

It's been a very busy semester for me!

A huge time sink has been the Departmental Teaching Standards process. Because the Administration had not been moving forward on this, the RFA ran elections to get members for Faculty Teaching Standards Committees and convened the committees to get them to elect Chairs of those committees. At this point the RFA has backed off and is expecting these committees to move themselves forward. Some members of the Administration got bent out of shape and that has delayed the FTSCs (hopefully resolved by the time you read this). However, this does not mean that departments can't move forward with the process, including creating committees, inviting the Chair/Director and Dean to address them and developing a proposed DTS.

The salary anomaly process has also been consuming large amounts of time. Partly because the data does not arrive in an error-free, computer-friendly format, and partly because this data is complex and is very challenging to present in a useful form, it has taken time to make it available. The big change in presentation this year is to show applicants least-squares fitted lines showing salary differentials based on gender. I've shown here clouds that incorporate all the salary points for men (blue) and women (red) across the university by rank. The graph for full-professor has age for the x-axis, the others have years of service.

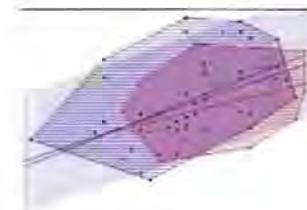
The gender-based salary differential varies from almost non-existent in some units to very significant for others. Across the university



Assistant Professors



Associate Professors



Professors

things are most equitable at the assistant level (\$1-3k), worse at associate (\$1-5k) and worst at the full-professor level.



Dave Mason, President

This is amazingly complex to analyze and compare, but overall there does seem to be a pattern in the last decade of hiring men at higher starting salaries than women. I'll have more to say at the December GM!

Contact Us:

www.ryerson.ca/rfa



87 Gerrard St. East
Main Floor
Room EPH-232



416-979-5186



416-979-5317



rfa@ryerson.ca

Important Dates

RFA General Meeting

December 3, 2009
Student Campus Centre
Room SCC-115

* * *

RFA Holiday Party

December 10, 2009
Hilton Toronto Hotel

* * *

RFA Pub Night

February 11, 2010
Imperial Pub

* * *

President's Appreciation Cocktail Reception

March 10, 2010
Courtyard Marriott

* * *

RFA General Meeting

May 5, 2010
Student Campus Centre
Room SCC-115

* * *

Year End Celebration Dinner

(formerly Retirees' & Awards' Dinner)

May 12, 2010
Courtyard Marriott



We invite submissions from RFA members for inclusion in "Faculty News Link" as follows:

A "guest column" for the back page (about 300 words) on some larger issue at Ryerson, or at least for RFA attention - whatever you like! The purpose is to start discussion, reflection, debate - and not necessarily in that order. Be stimulating.

(Reprint from an original message)

Editors

Congratulations

The RFA extends congratulations to Maureen Sims of the RFA Office, who travelled to Barbados to receive the prestigious *Fertur Lux Award for Outstanding Contribution*, in recognition of her significant contribution to the African and Caribbean community in Canada and Canadian society in general, by her alma mater, Queen's College, Barbados. Maureen was nominated by Senator Anne C. Cools (Senate of Canada).

Disclaimer

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

THANK YOU

We would like to thank all contributors to this issue. Editors: David Naranjit and Maureen Sims

Produced by: Agnes Paje and Maureen Sims

Retirees' and Awards' Dinner - May 2009 (Courtyard Marriott)



2009 Career Achievement Award Winner
John Miller
Journalism



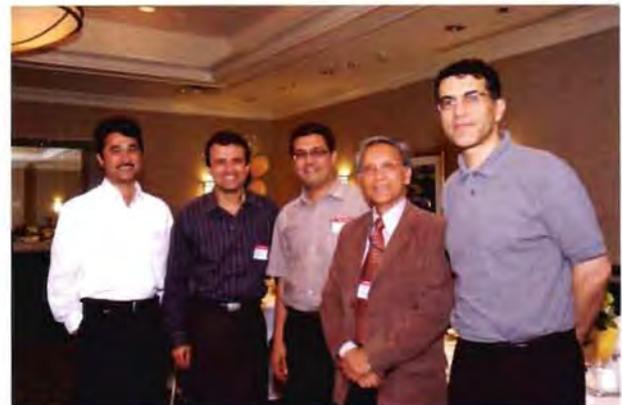
Retirees' and Awards' Dinner - May 2009 (Courtyard Marriott)



RFA Part-Time Student Award
Mercy Uwabor



RFA Full-Time Student Award
Katherine McKay
RFA Aboriginal Student Award
Jules Koostachin



New Faculty Orientation Forum - September 2009



Report from the Chair, Services - Franklyn Prescod

During the 2008/2009 academic year, the Services Committee played a significant role in providing events that allow RFA members to celebrate all special occasions. The new academic year's Season Opener was held on Thursday, October 29 at the new Hilton Garden Inn with a Halloween theme that was enjoyed by all.

The annual Holiday Party will be held on December 10, 2009 at the Toronto Hilton so please mark your calendar and RSVP in a timely manner. Invitations have been mailed out with this bulletin. This year, retirees will be asked to pay for themselves and their guests at the Holiday Party. However, they will be invited on a complimentary basis to the Year End Celebration Dinner (formerly the Retirees' and Awards' Dinner), as this event is considered more meaningful to retirees.

The Services Committee is in dire need of additional members, one to be appointed and one on a temporary basis to fill in for a member on sabbatical. I would like to encourage faculty members to consider serving on this committee; we are appealing especially to new members, since this will count as part of your SRC.

Please stay posted for 2010 upcoming events such as the Pub Night, the President's Appreciation Cocktail Reception and the Year End Celebration. The information about these events will be available in due course on the RFA Website (www.ryerson.ca/rfa).

In closing, I would like to express my sincere thanks to the Committee Members and the RFA office staff for making these events possible.

Committee members are: Wayne Forsythe (sabbatical), Tracey Raney, Anne-Marie Singh

Report from the Health & Safety Officer - Ginette Turcotte

In July 2009, I replaced Gloria Roberts-Fiati, who went on sabbatical. Since then, my work concentrated mainly on learning the ropes quickly enough to serve you. In particular, the following items are of interest:

Concerning the safety of Ryerson members in the face of workplace violence, the government plans to incorporate the issue in the Occupational Health and Safety Act. This is now at Second Reading but does not contain a clause on refusal to work. The Ryerson Joint Occupational Health and Safety Committee (JOHSC), on which I am the RFA's representative, is working on a Response to Threatening or Disturbing Behavior document in order to condense all statements already existing in many Ryerson policies, and to add training and education programs for all types of workers at Ryerson. Please communicate any issue you have on these, and I will make sure to represent your views to the committee.

A couple of incidents in labs should remind all of us to train all of our students on the specific safety and security issues in our individual labs. Please be vigilant!

On October 27, there was an informative session on Asbestos for the Executive members of all Ryerson Unions/Associations of Workers (OPSEU, CUPE and RFA). With a lively presentation, Dr. Don Pinchin, of Pinchin Environmental, dispelled many myths on the safety of asbestos and on its removal by illustrating the Ontario Regulations 278/05. Be ready to come to follow-up sessions for the whole Ryerson community, set up by Ryerson Campus Planning, in the upcoming months.

Health & Safety Officer....

Another point of concern is the way Safety Inspections of our workplace are done. JOHSC members agreed to use delegated, properly-trained, inspectors from Ryerson Workers (often times, Departmental Safety Officers), accompanied by students from the School of Occupational and Public Health, who do the paperwork. The Administration is often represented by Chairs of inspected departments, some without proper training. With this scheme, part of Ryerson workplaces is inspected each month. Although this procedure has flaws, it has ensured that the whole of Ryerson is inspected every year, as requested by law. I will work closely with other Workers to make sure that all persons on the inspection teams are properly trained and that the Workers' Executive Committees select delegate inspectors from their rank, every year. Let me know of your interest to be involved; your help would be greatly appreciated.

For any concern about your safety and security in your workplace environment, you should contact the proper authorities (Campus Planning, or Centre for Environmental Health, Safety and Security Management). Please also copy me on your requests so that I can follow-up on your behalf.

Have a safe academic year.

Ginette Turcotte, RFA Health and Safety Officer

Tel: ext. 7312

Email: gturcott@ryerson.ca

Report from the Chair, Equity Issues - Tariq Amin-Khan

As Chair of the EIC, I attended the 9th Annual R.A.C.E. (Researchers and Academics of Colour for Equity) Conference in Montreal in June 2009. This two day conference was a time to reflect and strategize to meet the challenges ahead for racialized and Aboriginal peoples. After returning from the conference and in consultation with EIC members, we decided to work towards holding a forum on academic freedom at Ryerson. There are emerging challenges in this area of academic freedom, and the EIC in collaboration with the Professional Affairs Committee of the RFA and the Aboriginal Caucus will organize a forum in the Winter semester. Details of the event will be announced in due course.

This fall semester, the EIC organized a focus group meeting of the Anti-Racism Coalition (ARC) – a coalition of students, staff and faculty at Ryerson – with the Ryerson's Taskforce on Anti-Racism. This was a productive meeting in which ARC members provided some thoughtful input to the Taskforce.

EIC members also met with two members of the able community at Ryerson to discuss how the EIC could play a role in highlighting the barriers to access (broadly conceived) for people with disabilities. This meeting was timely in the sense that Ryerson now has to also examine how it will comply with the Accessibility for Ontarians with Disability Act (AODA). The suggestions offered at the meeting will be discussed with others in the able community to finalize the direction of EIC's involvement in the task/event.

Committee members are: Abdolreza Abhari, Anne-Marie Singh, Aparna Sundar

Report from the Chair, Negotiating - Peter Danziger

I am happy to have this opportunity to introduce myself as the new Chair of the RFA Negotiating Committee. Last May, I was elected to take over from Ian Sakinofsky and I would like to take this opportunity to salute his stalwart work over the years. Ian has kindly agreed to make himself available for consultation and guidance in the future.

Though this is not a bargaining year, we must gear up for the next round and there are many issues to resolve from the last Agreement.

Chairs and Directors

One of the major advancements in the last round was the inclusion of Article 26 into our Collective Agreement which firmly places Chairs and Directors in the RFA fold. They are now placed as academic leaders, as they are at other universities. The administration has made repeated attempts over the years to divide Chairs and Directors from the membership; hopefully, this is now at an end.

Faculty Course Surveys

In the last round we actually reached impasse on the issue of Faculty Course Surveys; we had agreed to disagree and were set to take this single issue to arbitration. While the online version does give more flexibility in the questions and allows for anonymous written responses, we have serious concerns about the lower response rates in the online version (roughly 40% online vs. 60% in class overall) as well as sampling and security issues. For example, in large classes students may end up evaluating the wrong instructor, or students who rarely attend may give spurious evaluations based on their own performance in the course rather than that of the Instructor teaching it. In small classes, low response rates can mean that the results are based on responses from a handful of students. These concerns are particularly relevant in cases where these instruments are being used in extremely important and delicate situations such as tenure decisions.

After the ratification meeting a deal was reached to avoid arbitration. This deal said that all faculty members would do the online version, but that probationers would also do the paper version. Non probationers would be given the option of doing the paper based version as well. (This is despite the fact that throughout bargaining the administration had maintained that such a dual system was unworkable.) Where the paper based version is done, it alone becomes the statement of record and will be included in the annual report, though in this case members have the option of including the results from the online version as well, at their discretion. This means that for probationary members the paper version is the version of record and thus all assessments and reviews should be based on that one.

In September we sent a call out asking for those with a choice to request the paper versions. This will give us more of a basis to do comparisons of the aggregate data. The decision has been made for this term, but please keep this in mind and choose paper next term.

Article 4 / MOU 16

In the last round of bargaining we went in with a number of proposals to do with Article 4 (Staffing). While we made some progress at the table with these issues the administration introduced their own variations and we were ultimately unable to reach agreement. To resolve these issues (both the administrations and our own) MOU 16 set up a joint committee to discuss issues around Article 4. This committee started to meet this fall, not last winter as originally envisaged. This means that its report will not be forthcoming by the end of December as originally planned. It is early days yet, but so far these discussions have proceeded well, and we have not encountered the same intransigent attitudes as we did in bargaining. For your information, the mandated issues for discussion by this committee are:

Report from the Chair, Negotiating....

- Composition and roles of Committees to deal with hiring, tenure evaluation and promotion of faculty members; including the role of the Chair/Director on the various committees; the establishment of a departmental, Faculty-based and University-wide promotion Committee, external referees in the promotion process;
- The notion of developing a protocol associated with short-listed candidates both for internal and external searches for faculty members;
- The notion of developing an SRC plan for probationary faculty members including the application and use of such a plan;
- The notion of establishing a teaching stream;
- The use of Limited Term Faculty members; and
- The nature and role of intermediate tenure review.

Departmental Teaching Standards

Probably the most important change in the Collective Agreement, at least at the moment as we struggle with its implementation, is the change in mode II faculty workload and in particular the introduction of departmental teaching standards. I would strongly encourage every department to start the process of drafting and passing a standard. The process is outlined in Section 10.18 of the Agreement.

Unlike the local norms of the old Appendix G, these are Departmental rather than Faculty level standards. The discussions are now between the Dean and the Departments rather than between the Faculties and the Provost. The criteria 10.18.D (a-n) are the same criteria as in the old Appendix G and the idea is still to create a sector normative workload. As a result, the Faculty workloads worked out under Appendix G in the 05-08 Agreement should be a good place to start. In particular the Deans in each Faculty had backed these proposals and so should find it hard to justify denying teaching standards based on them now.

The process does involve a Faculty level committee consisting of RFA colleagues, the Chair and one elected member from each Department in the Faculty. Initially, the role of these committees is advisory, though they may play a larger role if the Dean and Department are unable to agree on a standard.

One of the steps of the process calls for the Dean to be invited to address the Departmental committees. In theory this can be a useful opportunity for frank discussions around the formulation of the teaching standards between the parties who will have to live with them. However, there is a worry that the Deans will try to shut down the process by citing budgetary constraints. Remember that you are the experts. If you are asking for a workload that is sector norm, ask the Dean why Ryerson is unable to support its faculty in the same way as other institutions, or if you are arguing from an old Appendix G based standard, ask what has changed or why the Dean can no longer support what he/she had supported earlier. Ultimately, Departments should put forward proposals that are reasonable by the criteria as he/she see them and are able to judge them. Try not to be intimidated and, if necessary, force the Dean to respond in writing as he/she must in the next step.

The RFA is there to help and if you require advice or input from us, do not hesitate to ask.

My main concern at this point is that we ratified our Agreement over a year ago and the administration has made no effort to get this process moving. The RFA has set up the Faculty standards committees and is encouraging the process as much as possible. The administration's initial response was to stall the process further. Hopefully the initial hiccups in getting started were just that and not an indication of disengagement from the process on the part of the administration. The administration did agree to this process and it can be expected that they will now support its implementation.

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

Faculty of Communication and Design

Jeffrey Dvorkin - Journalism
 Bruno Lessard - Image Arts
 Tasha Lewis - Fashion
 Catherine Schryer - Professional Communication

Faculty of Business

Alan Carsrud - Entrepreneurship & Strategy

Faculty of Community Services

Nadya Burton - Midwifery
 Manavi Handa - Midwifery
 Josephine Wong - Nursing
 Z. Cecilia Zhuang - Urban and Regional Planning

Faculty of Engineering

Taymoore Balbaa - Architectural Science
 Jeffrey Fillingham - Chemistry & Biology
 Li He - Civil Engineering
 Yifeng He - Computer Networks
 Vincent Hui - Architectural Science
 Jelena Mišić - Computer Science
 Vojislav Mišić - Computer Science
 Karthikeyan Umapathy - Electrical Engineering

Library

Ursula Trescases - Library
 Jay Wolofsky - Library

Faculty of Arts

Morton Beiser - Psychology
 Alasdair Goodwill - Psychology
 Candice Monson - Psychology
 Margaret Moulson - Psychology
 Pamela Palmater - Politics
 Sophie Thomas - English

Counselling

Colleen Conroy-Amato - Counselling
 Jastej Gill - Counselling
 Jesmen Mendoza - Counselling
 Sarah Thompson - Counselling

Promotion to Tenure

- | | | | | |
|---|--|--|----------------------------------|------------------------------------|
| • Randy Boyagoda
<i>English</i> | • Rachel Dodds
<i>Hospitality & Tourism</i> | • Chris Gore
<i>Politics</i> | • Tim McLaren
<i>ITM</i> | • Stuart Murray
<i>English</i> |
| • Olivia Das
<i>Electrical Engineering</i> | • Elizabeth Evans
<i>Retail</i> | • Andrew Laursen
<i>Chemistry & Biology</i> | • Paul Moore
<i>Sociology</i> | • Frank Russo
<i>Psychology</i> |

New Executive Members

Jane Schmidt - VP, External

Jane is currently the Manager of the Collection Services Team as well as the Liaison Librarian for Global Management and Marketing. She has been at Ryerson since 2003. She served on the RFA Reps' Council from 2004-2008 as the Representative for Library.

Kileen Tucker Scott - Treasurer

Kileen is an Associate Professor who has, recently completed two consecutive terms as Director of the Daphne Cockwell School of Nursing at Ryerson University and Director of the Ryerson, Centennial, George Brown Collaborative Nursing Degree Program. For the past four years, she was also Chair of the Council of University Programs in Nursing, Chair of the Council of University Programs in Nursing Primary Health Care Nurse Practitioner provincial consortium. She has accumulated significant experience at Ryerson by serving on a variety of university level academic, administrative and governance committees.

New Executive Members

Her extensive nursing experience includes years in adult critical care, administration, and nursing and health care affiliated education. Kileen has served in a variety of consultative capacities for numerous nursing management, nursing practice and allied health care professional academic programs. During the 2008-2009 academic year, in addition to being nominated for the TVOntario Best Lecturer Award and Ryerson's Errol Aspevig Award for Outstanding Academic Leadership, Kileen received several awards including a provincial Excellence in Teaching Award from the Council of Ontario University Schools in Nursing.

She has spoken on several topics that concern nursing practice, administration and education issues, Kileen's scholarship focus of interest is teaching and nursing leadership.

Joanne DiNova - Chair, Professional Affairs

Joanne DiNova is an Assistant Professor in the Department of Professional Communication. She joined Ryerson in 2007 after a career in health and environmental risk communication planning and is the new Chair of the RFA's Professional Affairs Committee. In addition to her departmental service work, Joanne is also a member of the Provost's Aboriginal Advisory Committee. Along with other Aboriginal RFA members, she recently helped establish an Aboriginal Caucus to support the research, teaching and service activities of Aboriginal faculty at Ryerson.

Joanne's scholarly interests include indigenous theory and literatures, discourse analysis and intercultural communication. She is currently working on the discourses of negotiation with Aboriginal communities in Canada.

Peter Danziger - Chair, Negotiating

Peter Danziger is an Associate Professor in the Department of Mathematics. He joined Ryerson in 1994, one of the first Mode II hires. Peter was originally with the Department of Mathematics, Physics and Computer Science and went to the Department of Mathematics when that department split.

Peter was a member of the RFA Negotiating Committee during negotiations of the latest contract. He became very involved in the process and took up the challenge of chairing this very important committee.

Anthony Francescucci - Member At Large

Anthony Francescucci has earned a Bachelor of Business Management (BBM) from the Ted Rogers School of Business Management at Ryerson University and an MBA from the Richard Ivey School of Business at the University of Western Ontario. Both degrees had specializations in Marketing.

Anthony brings a wealth of industry experience in marketing, in high tech and services industries in both consumer and Business to Business (B2B) settings into the classroom and to his research activities. His experience includes work with Rogers Wireless, Bell Canada, Ontario Lottery and Gaming Corporation and Ingram Micro (the world's largest IT products distribution company).

His research interests include B2B Marketing, Social Media Technologies, Virtual Worlds (such as Second Life) and Marketing Education.

As Member at Large, Anthony attends Board of Governors' meetings and provides reports to the RFA Executive.

New Executive Members

Ginette Turcotte - Health & Safety Officer

Ginette joined Ryerson in July 1999 as the Chair of the then Chemistry, Biology and Chemical Engineering department. When the department split, she stepped down and is now content to be a professor of Chemical Engineering. She has always been a stickler for prevention, in both her personal and professional life.

Ginette has served on a number of departmental committees (DAC, Curriculum, Graduate Studies, Health and Safety) and on GREAC (Graduate Research Ethics Advisory Committee). Her research in Pretreatment of Lignocellulosic Plants for Biofuel Ethanol Production helped her train many undergraduate students, always emphasizing safety in the lab.

Report from the Chair, Grievance - Sophie Quigley

The last 6 months have been as busy as usual on the grievance front. We have had a nearly complete turnover of the Grievance Committee as Maria Kjerulf and Kym MacLaren left on maternity leave and Sue Edwards on a well-deserved sabbatical. We hope that the RFA's loss of their talents is only temporary and that they will join our committees again when they return from their leaves. Lev Kirischian is still working hard on grievances even though he too is on sabbatical, and he has been joined on the committee by Linying Dong, Camille Hernandez-Ramdwar and Lixia Yang. Even though they have only joined recently, all three have already started performing grievance work for the RFA, as those of you who have already interacted with them will have noticed. The RFA Executive has also appointed Kileen Tucker-Scott as alternate Grievance Officer to handle grievance cases which cannot be handled by members of the Grievance Committee.

One emerging theme in our recent grievance work is the "casualisation" of the Ryerson work force:

- As described in my previous reports, we have been working on a long and arduous grievance about the university's use of limited-term faculty contracts for tenure-stream work. This grievance has been presented to the administration faculty by faculty with only FEAS remaining to be discussed. As a result of this grievance, the university now seems to be adhering to the Collective Agreement when hiring LTFs. We also hope that this grievance will eventually result in the conversion of some of our existing limited-term faculty members to probationary status.
- This summer we settled a grievance concerning the university's use of contract Counsellors and Librarians. As a result of this settlement, 4 contract Counsellors and 2 contract Librarians joined our RFA ranks and a few more may follow. This settlement doubled the number of Counsellors now represented by the RFA. The RFA welcomes our 6 new members!
- We have also grieved the replacement of 4 (out of 8) RFA faculty positions in the Department of French and Spanish by limited (sessional) contracts, and the ongoing use of limited contract instructors (sessionals) in that department. These two grievances are proceeding to arbitration.
- Other similar grievances may follow.

Other active grievances of interest to the entire membership include:

- the teaching loads of faculty members taking half-sabbaticals,
- the loss of summer technical support in the Department of Graphics Communications Management,
- the discrepancy between the cost of course releases (\$10K) and teaching overloads (about \$5K),
- the use of faculty course survey averages in annual assessments and tenure reviews,
- the delays in the FCAD merit process.

Report from the Chair, Grievance.....

In addition, we are continuing to support individual members, both formally through grievances and informally by providing advice and representation on a variety of issues such as hiring, tenure, compensation, discipline, leaves, accommodation requests and workload.

As always, I'd like to remind you 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 are: Linying Dong, Camille Hernandez-Ramdwar, Lev Kirischian, Lixia Yang

In Memoriam



BLIN, Jacques Fredric - Professor Emeritus, Politics. Born February 7, 1928 in Paris, France, passed away peacefully on August 29, 2009 in Quebec City. Jacques spent his final months in the loving care of his family.

Jacques spent his long retirement with his wife, Andrea Coulombe, travelling around the world and pursuing his love of jazz music and books in his Florida home.

Jacques was much loved and highly regarded, as witnessed in the following quote from his former colleague Myer Siemiatycki, Politics.

"In immigrating to Canada, Jacques brought a piece of France to the Politics Department. He was enthralled by political leaders and events of the day, conveying to students a sense of the drama and purpose of politics. His 'joie de vivre' was perhaps best expressed through the trumpet he played in his Dixieland Jazz Band. Jacques was a fine colleague, attentive to and supportive of younger colleagues."

ADAMSON, Fred - Professor Emeritus, Mechanical Engineering. Peacefully, on Saturday, October 31, 2009 at Joseph Brant Memorial Hospital in Burlington at age 77. Fondly remembered by family and friends in Canada, England, Scotland and New Zealand. According to Fred's wishes, cremation has taken place.

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

RFA Representatives' Council 2009 - 2010

<u>Dept/School</u>	<u>Name</u>	<u>Dept/School</u>	<u>Name</u>
Accounting	Guoping Liu	ITM	Linying Dong
Aerospace Engineering	Seyed Hashemi		Franklyn Prescod
Architectural Science	John Cirka	Interior Design	Adam Kolodziej
	Vincent Hui	Journalism	Marsha Barber
Chemical Engineering	Mehrab Mehrvar	Law	Vacant
Chemistry & Biology	John Marshall	Library	Zita Murphy
Child & Youth Care	Vacant		Kelly Dermody
Civil Engineering	Jinyuan Liu	Marketing	Fernando Pardo
Computer Science	Marcus Santos	Mathematics	Bozena Todorow
Counselling	Sahri Woods Baum	Mechanical Engineering	Kouroush Jenab
Criminal Justice	Jane Sprott		Mohamed Ismail
Disability Studies	Kathryn Church	Midwifery	Vacant
ECE	Patricia Corson	Nursing	Margareth Zanchetta
Economics	Liala Tajibaeva		Diane Pirner
Electrical Engineering	Lev Kirischian		Josephine Wong
	Reza Sedaghat	Nutrition	Yvonne Yuan
	Vadim Geurkov	Occupation & Public Health	Vacant
English	Stuart Murray	Philosophy	Andrew Hunter
	Anne-Marie Lee-Loy	Physics	Catherine Beauchemin
Entrepreneurship & Strategy	Vacant	Politics	Tuna Baskoy
Fashion	Grahame Lynch		Mitu Sengupta
Finance	Vacant	Professional Communication	Gregory Levey
French/Spanish	Marianella Collette	Psychology	Tae Hart
Geography	Larry Fullerton		Naomi Koerner
Global Management Studies	Vacant	Retail	Vacant
Graphic Communications	Jason Lisi	RTA	Charles Zamaria
History	John Morgan	Social Work (Alternate)	Carol-Anne O'Brien
Hospitality & Tourism	Richard Wade	Sociology	Lisa Barnoff
Human Resources	Robin Church		Amina Jamal
Image Arts	Gerda Cammaer	Theatre	Nicole Neverson
	Vacant	Urban & Regional Planning	Cynthia Ashperger
			Vacant