



Message from the President

This past summer was an incredibly busy one as the Government of Ontario used the 'July lull' to open consultations on compensation for public and para-public sector workers in the Province. It is clear that the consultations have all but collapsed. They were never genuine consultations rather they were an attempt by the Provincial Government to bargain centrally and to have us agree to recommend to our members 0% compensation increases for 2 years. This would be tantamount to recommending a wage cut to our members and we refused to bow to the political pressure. And we took a principled stand against bogus consultations in favour of our right to bargain with the employer.

From the onset we opposed any attempt at centralized bargaining and the RFA's position was that we only negotiate with our employer and that while the provincial government along with students and their families, funds post secondary education, we negotiate a collective agreement with the university administration (who acts on behalf of the Board of Governors).

In the Spring of 2010 the On-

tario Provincial Budget called for no compensation increases for non-unionized employees in the public sector. It was ambiguous on whether merit increases were permissible and it asked for voluntary restraint in all negotiations in the public and broader public sector.

On July 20, Ontario Minister of Finance Dwight Duncan announced the Ontario Government was setting up a series of "consultations", in his words, "to seek agreements of at least two years' duration that provide no net increase in compensation." The impact of the statement was to "pause negotiations" that were underway. The Government targeted the university sector first for a number of reasons including an expectation that an arbitration award for University of Toronto was fairly imminent. In addition, negotiations at a number of universities were well underway and not least because politically we were viewed as "soft targets" who would cave in and set the precedent for others to follow.

The Ontario government's policy statement on public sector compensation called for renewal collective agreements to contain no net compensation.



Anver Saloojee, President

It was imperative therefore for Presidents of University Faculty Associations and Unions to meet as soon as possible to map out a collective approach to the Province. On July 22 all Presidents of Faculty Associations and Unions held a conference call and we called on OCUFA to convene an emergency meeting to discuss whether we ought to participate in the consultations, and if we agree to participate, to develop a common strategy that we can take forward to the consultations.

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Important Dates

RFA General Meeting

December 7, 2010

Student Campus Centre

Room SCC-115

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RFA Holiday Party

December 7, 2010

Student Campus Centre

Room SCC-115

* * *

President's Appreciation Cocktail Reception

March 10, 2011

Courtyard Marriott

* * *

Year End Celebration Dinner

(formerly Retirees' & Awards' Dinner)

April 26, 2011

Courtyard Marriott

* * *

RFA General Meeting

May 2, 2011



IN MEMORIAM

It was with deep regret and much sadness that we learned of the sudden passing of our beloved faculty member, Slobodan Drakulic, Associate Professor, Sociology, on September 27, 2010.

A memorial service for family and friends was held on October 3. His RFA colleagues held a memorial on October 19 in Heaslip House, 297 Victoria Street. This gave Ryersonians the opportunity to commemorate the life and achievements of Dr. Drakulic and to mark his passing.

The Slobodan Drakulic Scholarship fund has been established and those wishing to donate to this fund can do so by contacting Jill Witherspoon, Director of Development, Faculty of Arts, at 416-979-5000, ext. 4796 or jwithers@ryerson.ca

Promotion to Tenure

- | | |
|---|---------------------------------------|
| ◆ Winston Isaac
<i>Health Services</i> | ◆ Cathy Ning
<i>Economics</i> |
| ◆ Robert Teigrob
<i>History</i> | ◆ Claustre Bajona
<i>Economics</i> |

Retirees

- ◆ George Bielmeier
Social Work
- ◆ Michael Doucet
Geography
- ◆ Suzette Giles
Library

From the President...

Precisely why the Provincial Government was undertaking "consultation" remains unclear. Was this being driven by politicians or by senior bureaucrats? Were there "doves" and "hawks" and were they split along political and administrative lines? Were different Ministries reacting differently and sending conflicting messages?

One line of thought was that the consultations were prelude to bringing in legislation in the event the consultations failed. Another argument advanced to me by an RFA member who works closely with senior Provincials is that the government was routinely asking all Ministries to engage in public consultations prior to implementing policy initiatives.

With respect to the former argument, it was the Provincial Government of British Columbia that brought in Bill 29, the Health and Social Services Delivery Improvement Act, which sought to reorganize the health care sector in British Columbia. The government sought passage of the Bill with virtually no consultation with workers and their representatives. The imposition was challenged all the way to the Supreme Court of Canada (SCC) which interpreted s. 2(d) of the Charter of Rights and Freedoms as including a right to collective bargaining is consistent with, and indeed, promotes, other Charter rights, freedoms and values. The right to bargain collectively with an employer the SCC held, enhances the human dignity, liberty and autonomy of workers by giving them the opportunity to influence the establishment of workplace rules and thereby gain some control over their work, which is a major aspect of their lives.

The duty to negotiate in good faith, the Court stated, is central to the determination of whether a state action constitutes "substantial interference", however, the bottom line is that such actions must preserve the process of good faith consultation fundamental to collective bargaining. The Provincial Government we argued was holding the "consultations" as a way of complying with this ruling by holding the sector consultations in the event they wanted to bring in legislation on no net compensation increases.

As details became public it was apparent that the Provincial Government wanted a "Framework Agreement" that would contain:

- No net increases in compensation;
- 0% and 0% increases for the first 2 years of any new contract;
- Somewhere between 0.7% and 1.9% per year over three years; and
- Compliance with the Framework Agreement by both universities and faculty associations and unions.

The Provincial Government wanted the Framework Agreement to be ratified locally.

On Friday July 30, 2010 Presidents and Chief Negotiators of Faculty Associations and Unions across Ontario met in Toronto to discuss our response to the Ontario Government's policy statement on public sector compensation. Our meeting was convened to discuss whether we ought to participate in the consultations, and if we agree to participate, to develop a common strategy that we can take forward to the consultations. The consultations were to begin on August 9th, so our meeting was conducted with a real sense of urgency.

On behalf of our Faculty Association, I indicated that I had no mandate from our membership to engage in any form of consultation that could implicitly or explicitly be read/understood as bargaining. Further, I noted that our By-laws require that the RFA Negotiating Team undertake university-wide consultations with our membership in advance of negotiations actually starting. And lastly, I pointed out that the situation at each university was very different so a one size fits all approach would not work for

From the President...

us (we had endured three successive years of budget cuts, unlike at other universities our pension plan was healthy and we were in a huge growth phase).

As a group we agreed on the following:

1. We reject any attempt by the government to have us voluntarily agree to a wage freeze of 0% over two years. After taking inflation into account this is a wage rollback.
2. We reject any attempt by the government to "negotiate a framework agreement" that is then to be ratified locally.
3. We reaffirmed our constitutional right to collective bargaining and each union and association reaffirmed its right to bargain with the employer.
4. We reject any attempt by the government to impose "centralized bargaining" on our sector.
5. The financial circumstances at each university are very different and a "one size fits all" approach to collective bargaining is not acceptable.
6. We do not accept these consultations as bargaining sessions.
7. We do not accept the informal proposal by the government to have a "facilitator" present at the consultations.
8. We will send a representative group including OCUFA and CAUT to the consultations to listen to the government's proposals.
9. The representative group will make a brief statement but will not engage the government and employer representatives on any matters pertaining to bargaining - their mandate is very clear: they are there only to listen to the government's proposals and not to make any counter proposals as that is tantamount to engaging in bargaining. The representative group will not engage in any form of negotiations around the policy framework.
10. The representative group will report back to us and we will then determine if they remain at the consultation table or if they formally and publicly withdraw from the table.

We also unanimously passed the following resolution:

THEREFORE BE IT RESOLVED that faculty associations will conduct contract negotiations in the letter and spirit of free collective bargaining, in the interests of their members and the profession, and in accordance with their tradition of responsible labour relations.

BE IT FURTHER RESOLVED that faculty associations will strenuously oppose any infringement on free collective bargaining; and BE IT FINALLY RESOLVED that Ontario academic staff, through their representative organizations and working with other public sector unions, will take such action as is necessary to preserve free collective bargaining in the Province of Ontario and to protect the interests of public sector workers, the people they serve, and their communities.

The representative group made a brief statement at the consultation. They did not engage the government and employer representatives on any matters pertaining to bargaining. They reported back to us and indicated that the government remained steadfast on the issue of no net compensation increases and further that government officials made a series of other proposals that would form part of a "Framework Agreement". Upon hearing what else the government was willing to put on the table it was clear that there was really nothing in it for us here at Ryerson.

From the President...

On Tuesday August 17, 2010 we had a conference call to discuss what transpired at the consultations and we took the decision to withdraw from the consultations and to reaffirm our right to free collective bargaining at the local level. The decision was communicated to government on August 19, 2010. A couple of Faculty Associations were of the view that we needed to remain at the consultation table but the overwhelming majority of Presidents of Faculty Associations and Unions agreed on the following:

"The Ontario faculty associations and other groups representing academic staff have received reports from their delegation about the issues discussed the week of August 9, 2010 with COU and government officials. We are confident that these issues can better be addressed at the local level by free collective bargaining. This would acknowledge the diversity of Ontario's universities and their respective financial situations. We also do not accept the government's premise that compensation is the cause of the current financial situation, nor its determination, made even before commencing its consultation process that a two year wage freeze singling out public sector employees is the only way to deal with the province's fiscal situation".

The Council of Ontario Universities was present in the consultations. There was an attempt to bring our group and COU together to issue a joint statement – it failed and no agreement was reached and no joint statement was issued.

The RFA was very vigorous in expressing the view that we had no mandate to engage in any discussions with the Provincial Government and that we negotiate with the employer.

It is abundantly clear that the position we took collectively as Faculty Associations and Unions in Ontario was the correct one. The Provincial consultations have been a monumental failure. The Provincial Government was unable to get a single union to sign on to a Framework Agreement.

In September, the Waterloo Faculty Association agreed to a 5-year salary settlement with scale increases of 0, 0, 3, 3, and 3 per cent for the period 1 May 2010 to 30 April 2015. The annual merit increases would be processed as usual in all five years.

On Tuesday October 12, 2010, Martin Teplitsky the arbitrator in the University of Toronto wage arbitration said he refused to give U of T faculty a raise of 0 per cent simply because Premier Dalton McGuinty has asked for it through his new Compensation Restraint Act or because the university says it can't afford it because of the Provincial deficit. He made it clear that taking either of these factors into consideration would "compromise my independence," and he went on to say "I would appear a minion of government." Rather, he awarded a settlement for 2009-10 and 2010-11 of approximately 4.5% over the two years. This he noted is consistent with the average private sector wage hike this year in Ontario of approximately 2.3 per cent. UTFA was asking for 3.5% per year for two years.

What the government chooses to do next remains a source of conjecture. Would they legislate 0% and 0% in light of their drop in the polls and with an election looming within a year? Would they make it a central part of their election platform? These questions are important for us to consider as we develop our approach to bargaining. What is clear is that the RFA is committed to negotiate even if the government legislates.

In conclusion, let me say this is going to be a difficult year for negotiation. We need your support. Please set up Department meetings with our Chief Negotiator so that he and the Bargaining Team can hear directly from you.

Faculty Drop In - April 2010, ILC



Retirees' and Awards' Dinner - May 2010, Courtyard Marriott



2010 Distinguished Service Award Winner - Eric Harley, FEAS



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

I would like to welcome new members, Kouroush Jenab and Yunxiang Gao and returning members, Anne-Marie Singh and Aparna Sundar to the Equity Issues Committee (EIC). The EIC has been working on a number of fronts, and this report outlines the work in progress as well as our plans for the current academic year.

I have worked since the previous academic year in a coalition of students, staff and faculty unions against budget cuts which have a bearing on class size, workload and the curriculum. This coalition had a consultation during this past summer with student and faculty unions from other universities in the GTA on how to address the issue of budget cuts. The meeting, which was spearheaded by students, was quite productive. Alongside, the coalition has been also meeting senior administration members in a bid to have the budget preparation process become more open. I am pleased to report that the administration has been quite receptive to our suggestions, and we expect to have the first discussion on the university's proposed budget in the not too distant future.

The EIC has supported the RSU's weeklong (October 1- 7) events: *Xpressions against Oppression*. On behalf of the EIC, I participated in the opening event, which was a panel discussion followed by a workshop on anti-racism: *Who's In Who's Out: Challenging Racism in the Canadian Education System*.

Our plans to hold an event on disability issues has been delayed because of unforeseen circumstances. However, we are hoping to hold this event early in the winter semester. The EIC will be soon discussing plans for another public event in the Winter semester; information on this event will be provided in the next newsletter.

Report from the VP External - Joanne Di Nova

This is my first entry in the RFA Bulletin as Vice President, External, having been Chair of Professional Affairs last year. I would like to begin by introducing myself as an Assistant Professor in the School of Professional Communication and a member of the RFA Aboriginal Caucus. I would also like, at the outset, to remember our late colleague Slobodan Drakulic (Sociology), who passed away suddenly late last month. I knew Slobodan only briefly, in his capacity as a member of the Professional Affairs Committee. During that time, however, I came to know him as a person of recognizable integrity and someone who never hesitated to help out with the heavy lifting of committee work. I know Slobodan will be sorely missed by his family and friends, many of whom are RFA members, and I would like to offer my sincere condolences to those of you who are feeling this loss.

The Ontario Council of University Faculty Associations (OCUFA) held its 130th Board meeting in early June at the Royal York Hotel. In addition to directors' reports, the Board also discussed a perceived shift towards a more private system for Ontario universities with such trends as increasing tuition fees, an increased emphasis on the recruitment of international students, and an increasing number of on-line and hybrid courses. Each of these trends is intended to generate additional revenue while lowering expenditures, but they simultaneously erode the educational experience of students and working conditions for faculty.

The move towards satellite campuses in the GTA (e.g., Laurentian at Georgian and Laurier Milton) was also discussed at the June Board meeting. Such campuses, often marked by an extensive use of junior faculty and violations of collective agreements, can be expected to grow in size and number in coming years.

Over the summer, OCUFA was preoccupied with the provincial government's request for consultations on the proposed multi-year sectoral wage freeze. Emergency meetings were held in Toronto with Ryerson being represented by Anver Saloojee, Peter Danzinger, and André Foucault. Details of those meetings will be covered in their respective reports. The proposed net-zero increase and the potential for provincial legislation to impose such a freeze will be likely to figure prominently at the next OCUFA board meeting to be held in Toronto on October 22-24.

Report from the Chair, Grievance - Sophie Quigley

The last 6 months have been as busy as usual on the grievance front. We had our annual turnover of the Grievance Committee as Linying Dong and Lev Kirischian, who served the committee very well for the last two years were replaced by one of our new RFA members, counselor Jesmen Mendoza, and by Sue Edwards who had served a previous term on the committee before going on sabbatical last year. We welcome them both to the committee. And of course, the two returning members of the committee, Camille Hernandez-Ramdwar and Lixia Yang still continue to provide valuable grievance work for the RFA, as will alternate Grievance Officer Kileen Tucker Scott who was reappointed by the RFA Executive this year to handle grievance cases which cannot be handled by members of the Grievance Committee.

In the last 6 months we have resolved a few grievances pertaining to an intermediate tenure review report, a tenure extension, and a sabbatical denial, but we unfortunately had to file additional grievances related to more tenure denials, annual assessments, a bullying complaint that was not addressed by the university administration, and the delay in processing last year's promotion applications in FCAD.

As a result of the many grievance denials we received last year, we have many arbitrations scheduled for this upcoming year, including:

- our oldest active grievance about the university's use of limited-term faculty contracts for tenure-stream work,
- two of our tenure denial grievances,
- and a breach of settlement

However, with the arrival of the new Vice-Provost Faculty Affairs, John Isbister, we have been able to restart settlement talks concerning two of our policy grievances which were referred to arbitration, the grievance related to teaching loads for people who take half-sabbaticals, and the grievance on the use of Faculty Course Survey averages in annual assessments and tenure reviews. These talks are only starting so it is too early to speculate on their outcomes, but the mere fact that settlement talks have restarted is very encouraging news!

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.

Report from the Chair, Negotiating Committee – Peter Danziger

Our contract expires next June and we will be entering bargaining early next year. At this time, representatives of the Negotiating Committee are visiting every department and school as part of our preparation to develop a mandate going into the next round of bargaining. I look forward to meeting you. Next January, we will be sending around a survey and sometime next term we will be holding a Mandate meeting; I encourage you to come to this meeting, your support is important.

Undoubtedly, the biggest issue going into this round of bargaining is the government's last budget and the so-called 0/0 wage restraint package in which the government asked for two years of 0% increases. The government legislated wage freezes for those employees in the larger public sector who do not bargain their salaries, but did not legislate any such provision for those that do. Nonetheless, they have been putting pressure on employers to hold the line and at bargaining tables across the province stalemate seems to be the order of the day. It is perhaps telling that in the period from April to September 2010, 300 broader contracts would normally be signed, this year there were only 36; of those 36 only ¼ contained a 0/0 provision.

Over the summer, the government called for "consultations" with union groups from the public sector. The Presidents of all the Faculty Associations in Ontario met on July 31 and agreed to send a delegation to these talks, simply to state that we believe in local bargaining. The talks took place August 9 -14, and our delegation delivered its message and left. It is worth noting that at the end of the day, these talks have not yielded any tangible result for any labor group and have broken down. The government is not our employer, the university is. Though the government does provide significant funding for the university, it is with the university administration that we negotiate and as far as the RFA is concerned, it is business as usual.

As you may know, we have a no strike/no lockout clause in our contract which states that any outstanding issues go to binding arbitration. Arbitrators have been clear in their rulings that unless or until the government legislates, they are not to be bound by the 0/0 policy. This month the University of Toronto finally received their long awaited Arbitrator's award. The Arbitrator, Mr. Teplitsky, was clear in his statement that arbitrators are mandated to look at the situation and are not instruments of government policy. The settlement itself gives about 5% over two years. As I write this, both Carleton and Western universities have taken strike votes, both 'yes' in the high 80% range, and they are headed into conciliation talks, the first stop on the way to a strike.

As I have reported before, the Article 4/MOU 16 Joint Committee is expected to report this term. This committee is reviewing procedures around hiring, tenure and promotion. The report will go to the President of the Association and the Vice Provost, Faculty Affairs who will decide if there are any changes they wish to make and suggest language. If there are suggested changes, they would go to a ratification vote, probably sometime next term.

Many departments continue to develop teaching standards and we would encourage you to continue in this endeavour. I reiterate that the RFA is here to help with this and please do not hesitate to contact us, on this or any other issue, either through the RFA office, André Foucault or myself.

New Executive Members

Franklyn Prescod, Member at Large

Franklyn teaches in the areas of Network Technology, Business Information Systems, Telecommunications Technologies & Applications and eBusiness. His research interests include technology-enabled pedagogy and the impact of technology on undergraduate students' learning styles and academic performance. He also conducts research in eCommerce with a focus on the comfort level of senior citizens in the digital economy. Prior to becoming a member of the Executive Committee, Franklyn served as the ITM representative on RFA Reps' Council.

Bozena Todorow, Treasurer

Bozena has been the department Representative for Mathematics to Reps' Council since 2005. She resigned to become the RFA's Treasurer effective September 2010. Her term as Treasurer will run to August 2012.

Jennifer Clarke, Chair, Professional Affairs

Jennifer is an Assistant Professor in the School of Social Work. Her present term on the RFA Executive will run to 2011.

Report from the Chair, Services Committee - Wayne Forsythe

The latest edition of the Services Committee commenced their duties in May 2010. We hope to organize events that are in keeping with the results from the Member Survey of Events that was emailed to all RFA members in July 2010 and feedback that we receive throughout the year.

Our first event was the "Season Opener" on Tuesday, September 14 which was held at the International Living and Learning Centre (ILC). The Committee would like to thank the ~130 members who attended and we were very pleased with the positive response to this event. We have scheduled a series of "Drop-In" events throughout the Fall 2010 and Winter 2011 semesters, based on the results of the two trial events that were held in the Winter 2010 semester. Please mark the following dates on your calendars:

Wednesday, November 17, 2010; Thursday, January 20, 2011; Tuesday, March 22, 2011; and Tuesday April 12, 2011. All events will take place at ILC from 5 p.m. to 8 p.m. Email reminders will be sent out before each event. These are informal events where you can enjoy some light snacks and refreshments.

The Season/Holiday Party will be held on December 7, 2010 at the Student Campus Centre (SCC-115) so please mark your calendar and RSVP once we get this set up on the RFA website (an email notice will be sent out). The change in venue also involves a change in format. We are trying to make this event less formal than in previous years. There will be no extended speeches and a buffet supper rather than a sit-down dinner. The Committee is already working on the planning and more details will follow.

A Pub Night (including the Annual RFA Foosball Championship) at the 'Library' will be scheduled for February or early March, 2011. We are working on the details.

On behalf of the Committee, I would like to thank Franklyn Prescod (ITM) and Tracey Raney (Politics and Public Administration) for their service on the committee and welcome Catherine Beauchemin (Physics) to the committee. I would also like to encourage other faculty members, especially new members, to consider serving on this committee.

Committee Members: *Catherine Beauchemin (Physics), Anne-Marie Singh (Criminal Justice and Criminology), Stephen Swales (Geography), Weina Wang (Library).*

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

Faculty of Communication and Design

David Bouchard – Image Arts

Charles Falzon – Radio & Television Arts

Chris Smyth – Graphic Communications

Faculty of Arts

Richard Chisik – Economics

Steven Farber – Geography

Graham Hudson – Criminal Justice

Melanie Knight – Sociology

Janice Kuo – Psychology

Lili Ma – Psychology

Markus Sharaput – Politics

Haomiao Yu – Economics

Faculty of Ted Rogers School of Management

Pnina Alon-Shenker – Law

Anwar Amar Iqbal – Global Management

Vikraman Baskaran – ITM

Ayse Bener – ITM

Kathryn Bewley – Accounting

Isabelle Giroux – Entrepreneurship

Cynthia Holmes – Finance

Joanne McNeish – Marketing

Asif Salam – Marketing

Kristyn Scott – HR and Organizational Behaviour

Bharat Sud – Retail Management

Sui Sui – Global Management

Junlian Xiang – ITM

Counselling

Ruth Frolic – Counselling

Faculty of Community Services

Jennifer Martin – Child & Youth Care

Richard Meldrum – Occupation & Public Health

Kathleen Peets – Early Childhood Education

Eleanor Ravenscroft – Nursing

Faculty of Engineering

Lesley Campbell – Chemistry and Biology

Igor Poliakov – Mathematics

Leyla Soleymani – Electrical Engineering

Changping Wang – Mathematics

Disclaimer

Statements made and the views expressed in this publication are those of the authors and do not represent the position of the RFA, unless so specified.

THANK YOU

We would like to thank all contributors to this issue.

Editors: David Naranjit and Maureen Sims

RFA

General Meeting

Tuesday, December 7, 2010

12:00-2:00 p.m.

Student Campus Centre (SCC-115)

The RFA Executive for 2010/11 is composed of the following members:

President	Anver Saloojee
Vice President Internal	Doreen Fumia
Vice President External	Joanne DiNova
Treasurer	Bozena Todorow
Secretary	David Naranjit
Chair, Grievance	Sophie Quigley
Chair, Negotiating	Peter Danziger
Chair, Professional Affairs	Jennifer Clarke
Chair, Equity Issues	Tariq Amin-Khan
Health & Safety Officer	Ginette Turcotte
Member At Large (2)	Anthony Francescucci
	Franklyn Prescod

RFA Representatives' Council - 2010 – 2011

Dept/School	Name	Dept/School	Name
Accounting	Shadi Farshadfar	ITM	Jim Tam
Aerospace Engineering	Seyed Hashemi		Farid Shirazi
Architectural Science	Cheryl Atkinson	Interior Design	Adam Kolodziej
	Vincent Hui	Journalism	Marsha Barber
Chemical Engineering	Yaser Dahman	Law	Vacant
Chemistry & Biology	John Marshall	Library	Ursula Trescases
Child & Youth Care	Vacant		Kelly Dermody
Civil Engineering	Arnold Yuan	Marketing	Fernando Pardo
Computer Science	Marcus Santos	Mathematics	Changping Wang
Counselling	Jesmen Mendoza	Mechanical Engineering	Vincent Chan
Criminal Justice	Jane Sprott		Mohamed Ismail
Disability Studies	Esther Ignagni	Midwifery	Nadya Burton
ECE	Rachel Berman	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	Jennifer Burwell	Philosophy	Vacant
	Rahul Sapra	Physics	Catherine Beauchemin
Entrepreneurship & Strategy	Vacant	Politics	Tuna Baskoy
Fashion	Grahame Lynch		Mitu Sengupta
Finance	Vacant	Professional	
French/Spanish	Malek Atay	Communication	Gregory Levey
Geography	Wayne Forsythe	Psychology	Tae Hart
Global Management			Naomi Koerner
Studies	Vacant	Retail	Vacant
Graphic Communications	Jason Lisi	RTA	Charles Zamaria
History	John Morgan	Social Work	Gordon Pon
Hospitality & Tourism	Richard Wade	Sociology	Amina Jamal
Human Resources	Rupa Banerjee		Nicole Neverson
Image Arts	Gerda Cammaer	Theatre	Cynthia Ashperger
	Vacant	Urban & Regional Planning	Vacant

