

## The Newsletter of Ryerson Faculty Association

Fall 2016 Vol. 31 No. 1

Dear Colleagues,

I would like to begin by welcoming Shiraz Vally, our new labour relations officer, who joined the RFA last July. Shiraz will be working with Andre in a wide range of roles. He brings a huge amount of labour relations experience and a social justice outlook to the position. Please see his profile in this Bulletin. I hope you will join me in welcoming Shiraz to our ranks.

At long last, we have finalized the language of the new Collective Agreement and you should have a paper copy of the new contract by the end of term. An electronic copy will be available on the RFA website. This has been a particularly grueling round that has dragged on and I would like to once again thank the members of the (now former) bargaining team for their dedication and hard work.

There are a number of things that flow from the contract. In particular, the anomalies process, including gender

anomalies (gender salary redress) will now be moving forward. Awards from the Anomaly process go to base salaries and the awards will be backdated to July 1, 2016. While we continue to ask for submissions by members, the committee is now able to award anomalies adjustments even without a submission. It is worth pointing out that this is not a merit application, and the most useful information that can be provided to the committee is information about length of service, particularly time spent at another relevant institution.

As you may know, a faculty member at Concordia University, Homa Hoodfar, was unjustly arrested in Iran last June, and detained for 112 days. The Concordia Faculty Association organised a media campaign to argue for her release, including writing to the Iranian embassy. Over the summer, the Concordia Faculty Association reached out to us for support for their campaign for her release and we



*Peter Danziger, President*


responded by donating \$1,000 to their campaign. The RFA was also involved in a letter writing campaign and organising a letter writing campaign from OCUFA. I am happy to report that Homa was released on September 26, 2016.


Ryerson's Senate has set up an Academic Policy Review Committee (APRC) to consider various senate policies. In particular, they will be looking at course management and examination policies (141, 151 and 135), and academic appeals policies (134 and 152). So far, the only definitive suggestion is to amalgamate the undergraduate and graduate versions of the policies, so that there is one policy for all students. These are


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### Important Dates

#### RFA General Meeting

December 8, 2016  
International Room, ILC

\* \* \*

#### RFA Season/Holiday Party

December 8, 2016  
Oakham House

\* \* \*

#### RFA General Meeting

May 3, 2017  
ILC, International Room

\* \* \*

#### President's Appreciation Reception

March 23, 2017  
Courtyard Marriott

### Shiraz Vally, Labour Relations Officer

My name is Shiraz Vally and I am the newly hired Labour Relations Officer for the Ryerson Faculty Association. This is a homecoming of sorts for me as I am a Ryerson Alumni, having graduated from the School of Public Administration (now called Politics and Public Administration) in the late 1990's. Upon returning to Ryerson, I am impressed by how the institution has changed since my graduation. Ryerson has grown. Not only in sheer numbers, but also in diversity, infrastructure, scope, and reputation. It is an innovative and exciting place in which to be. This is the result of the people who work here and you should be proud. It is my pleasure to help ensure that your rights and interests are protected and advanced as you continue to contribute to this institution and the broader community.

I have been asked to provide a brief background on myself. After Ryerson, I went on to earn an LLB from Osgoode Hall Law School and articulated in the Workers Rights Division at Parkdale Community Legal Services. I was called to the Bar by the Law Society of Upper Canada. Following that, I worked for Legal Aid Ontario where I assisted in resource gathering for the Legal Aid clinic system and helped relaunch the Journal for Law and Social Policy. Prior to joining the RFA, I worked as a union representative for CUPE 3902 representing TAs, postdocs, writing instructors and sessional lecturers at the University of Toronto, St. Michael's College and Victoria College. I was also active in my own union CUPE 1281 where I served in various roles including Chief Steward and President.

Outside of legal/union work I have worked as a Paramedic for the City of Hamilton. An experience that left me with some interesting stories and, despite not being a football fan, a dislike of the Toronto Argonauts (I even know the Ti-Cats Oskee yell). I am the proud father of two young boys. I enjoy writing but not sharing fiction.

Now that you know a little about me, I look forward to learning about you. Please drop by the RFA office and say hello. If you are experiencing any workplace issues or have any questions about your workplace rights or responsibilities do not hesitate to contact me at ext. 3738 or via email [shiraz.vally@ryerson.ca](mailto:shiraz.vally@ryerson.ca)

### RFA List Serves

If you are not receiving information sent out on rfa-announce, please advise the RFA Office at ext. 5186 or by e-mail: [rfa@ryerson.ca](mailto:rfa@ryerson.ca)

We wish to keep you informed!

Thank you.

## Message from the President...

important policies and if you have comments on these policies I encourage you to email them to [policyreview@ryerson.ca](mailto:policyreview@ryerson.ca). Also, the Associate Dean students for each Faculty is on this committee and can receive feedback.

Recently, everyone received an email from HR advising us that our pension plan has recently entered into a small solvency deficit (of about \$18M on \$1.1B). By law, Ontario pension plans are assessed in two different ways:

**Solvency** is an evaluation of the pension plan as if it were to be wound up today and annuities were bought to cover the liabilities of the plan. This is what would happen in the case where a company goes bust.

**Going concern** is an evaluation of the plan considering that the plan continues into the future. It considers whether the plan will be able to meet its expectations on an ongoing basis.

The Ryerson plan remains in good shape relative to the going concern evaluation, which is the most important measure. Many have argued that Solvency is not really a relevant measure for public institutions like Hospitals and Universities. We have a defined benefit plan, which means that the administration is responsible for any deficits. The administration has committed to making excess payments (\$4.1M/yr) to address this imbalance. Solvency evaluations are particularly susceptible to changes to interest rates and the recent long period of low interest rates has had an effect.

While we are on the subject of pensions, I would like to take this opportunity to remind members that they can collect their Pension at age 65, whether or not they retire. You should consult a financial advisor to see if this option makes sense in your particular case.

As I reported in my last Link piece, we continue to await the announcement of the Government's new University funding formula. Indications from the province are that the new funding formula will go back to some sort of "corridor" funding. More worrying are indications that it will include some form of "performance based" funding, though it is not clear what will be measured or how it will be done. Nonetheless, things like retention and graduation rates as well as student employment rates, including what types of jobs students are getting have been mentioned. These things are often hard to measure, particularly over time and there is a worry that the things that can be measured become those that are considered important. We have also had detailed discussions about the funding-formula at the RFA Reps. Council and will continue to do so in the future.

As I have mentioned before, the province is signaling that it wants the new funding formula to support their differentiation agenda for Universities. One of the central planks of this agenda is the "Strategic Mandate Agreements" (SMAs) that Universities are required to sign with the government. These agreements outline the priorities that the University undertakes and includes metrics for measuring compliance. These SMAs are very important documents, setting the future direction of our institution. In the last couple of SMAs the timelines imposed by the province were very tight and there was little opportunity for consultation. This time, the Province is indicating that the submission of SMAs will be required by next Spring. It is important that we start consultations immediately, otherwise this may once again not allow time for proper consultation with faculty. The administration has started a consultation process with a presentation at Senate. I would encourage people to get involved. Hopefully, a systematic consultation process will be formulated.

The Ontario government continues to support Ontario's new e-Campus. This is an online portal that lists courses offered online by Ontario Universities. This should be seen in conjunction with the introduction of ONCAT, which allows course credits to be transferred between Universities. It is important to remember that the academic content of our programs remains with the departments and departmental councils. This includes decisions about which courses can be accepted for credit and this is a place where oversight can be provided. Many of the online courses offered by Ryerson are offered by CE. We continue to advise caution when creating courses for CE. The standard CE contract requires members to sign over ownership of the course. In the case of an online course, this can mean giving up a significant amount of material.

In closing, I would like to take this opportunity to thank all those who have given of their time and energy to make the RFA a better organisation. It is our organisation and we all benefit through your participation.

## Report from the Chair, Negotiating - Ian Sakinofsky

The text of the 2015-2018 Collective Agreement has been finalised and an electronic copy has been posted on the RFA website ([www.rfanet.ca](http://www.rfanet.ca)) and on the University's website. Printed copies will follow as soon as they have been produced.

Negotiations for the current Collective Agreement commenced in April, 2015, in advance of the June 30, 2015 expiry date of the predecessor Collective Agreement, and a settlement was reached in May, 2016. The RFA has expressed its concern to the Administration at the length of time following the settlement of the contract that it has taken to finalise the text of this contract.

The date of expiry of this Collective Agreement is June 30, 2018. In accordance with the RFA bylaw, the Negotiating Committee for the negotiation of the next Agreement will be assembled in early 2017 and the negotiations will presumably commence in Winter 2018..

As you are all aware, the salary adjustments contained in the new Collective Agreement have already been implemented, as have various other changes that were negotiated. These include changes to certain benefits including the introduction of a drug card. It appears that the violations of the terms upon which we agreed to accept the drug card have now ceased, and the drug card appears to be satisfying most members' needs in the fashion that it was intended to. Some vigilance will have to be maintained to ensure that the current level of benefit provided by the drug card is maintained.

During the course of the negotiations some items were agreed to, while others were withdrawn with a view to carrying them forward to the next round of bargaining. Certain of these agreed to items required explicit action in the wake of the signing of the new Agreement.

Outlined below are:

- Initiatives that have been precipitated by the terms of the new agreement

- Unresolved items to be carried forward to the next round of bargaining

## **1. ITEMS PRECIPITATING ACTION IN THE WAKE OF THE NEW AGREEMENT**

### **WORKLOAD**

A teaching workload standard of 4 courses per year has been introduced into Article 10. However, the thirteen schools/departments that are not yet at 4 courses per year, are required to go through an agreed upon workload transition process in order to be able to implement the 4 course cap. These 13 departments have all embarked on the steps required to initiate this process, and some are in position to submit draft plans, and some have done so already.

### **FACULTY COURSE SURVEYS**

As part of the settlement reached in May, 2016, it was agreed that the RFA's long standing Faculty Course Survey grievance and the Faculty Course Survey issues discussed during this round of negotiating would be placed before Arbitrator Kaplan for an interest mediation- arbitration to be held at a later date. This interest mediation- arbitration is now scheduled to take place on December 5 and December 19, 2016.

In the following paragraphs I will provide the context of this forthcoming Faculty Course Survey interest mediation-arbitration.

The revision of the Faculty Course Survey has been a contentious subject at the bargaining table since 2008. It was a major item of discussion during the 2015 negotiations. In addition, in 2009 the RFA filed a grievance on the misuse of faculty course surveys. This grievance has not yet been resolved.

An arbitration to hear the 2009 grievance was held in October, 2015. As it happens, this was during the time that the 2015 Contract negotiations had broken down and the parties were waiting for the scheduled May, 2016 Contract mediation/arbitration dates.

## Report from the Chair, Negotiating...

During the course of the October 2015 arbitration hearing on the FCS, the grievance arbitrator, who was also the same individual who was to conduct the Contract mediation/arbitration, proposed that the FCS grievance matter be folded into the items to be addressed during the May, 2016 Contract mediation/arbitration. The parties agreed, and the FCS grievance arbitration hearing was adjourned subject to the May, 2016 Contract mediation/arbitration.

As part of the May, 2016 negotiation settlement, certain issues were resolved, and others were taken off the table. Faculty Course Surveys fell into neither category. There had been no opportunity during the mediation/arbitration process to properly address the Faculty Course Survey question, and therefore part of the settlement was to defer the Faculty Course Survey matter to a separate free-standing interest arbitration at a later date. As stated above, this interest arbitration is scheduled to take place on the evening of December 5, 2016, and on December 19, 2016.

The more common name for Faculty Course Surveys is 'Student Evaluations of Teaching (SET)'. An increasing amount of published research is appearing in North America and Europe questioning the validity of SETs and the uses to which they can be put, particularly questioning their role in employment decisions, as well as their negative impact on instructional behaviour.

The RFA grievance, and the associated proposals at the bargaining table, relate to how the survey is administered, the manner in which survey responses are summarised, distributed and interpreted, and the use that is made of this data.

In preparation for the arbitration, the RFA has secured expert witness reports from prominent publishers in this area from UCLA. The RFA legal counsel is considerably immersed in the material after years of advancing this grievance. The Ontario Confederation of Faculty Associations (OCUFA) is supporting the RFA in this regard, and several other faculty associations are looking on with interest.

### JOINT COMMITTEE ON TEACHING STREAM FACULTY

The parties agreed to establish a committee to discuss the concept of a Teaching Stream Faculty (TSF) within the University. They also agreed on a list of variables relating to the use of Teaching Stream Faculty that the Committee will consider.

This committee will provide recommendations to the VPFA and the President of the Association by no later than April 1, 2018 unless the parties agree to extend the timeline.

The RFA is currently assembling its representatives on this Committee.

### REVISIONS TO ARTICLE 4 (HIRING) AND ARTICLE 5 (EVALUATION)

The major revisions here are the extension of the normal probation period from five years to six years, the inclusion of external referees at the time of tenure review, and changes to the normal tenure review timelines and process, including the replacement of 'intermediate tenure review' with intermediate review'.

These revisions do not require any immediate action in their own right, but they do need to be phased-in, and as such a transition process has been established.

Note that the lengths of probation of all faculty members who were already hired at the time that the Agreement was reached have not changed, and with the exception of those faculty members who were hired on July 1, 2015 or later, they will continue to undergo an Intermediate Tenure Review (if they have not already done so) and will not be required to submit the SRC portion of their dossier to external referees.

Notwithstanding the above, faculty members hired prior to July 1, 2015, who have not yet undergone an intermediate tenure review can elect to have their tenure review conducted under the newly negotiated system, i.e., intermediate review, six year probation, and review by external referees.



## Report from the Chair, Negotiating...

Those faculty hired during July 1, 2015-2016, will retain their five year probation, but will undergo an 'intermediate review' (i.e., not an 'intermediate tenure review') and will be required to follow the new Normal Tenure Review timelines which include the requirement to submit the SRC portion of their dossier to external referees. These faculty members do have the option to elect a six year probation.

Those faculty members hired after July 1, 2016 will simply be covered by the newly negotiated provisions.

The above arrangement does create a situation where two tenure review process will be running in parallel for a time - one for those faculty members in the midst of their probationary period and who are covered by the existing language; and another for the incoming cohort of faculty members who are and will be covered by the newly negotiated language.

This dual situation is not only of relevance to pre-tenure faculty members who are still in their probation period, but is also of relevance to members of DEC's and FTC's who will have to follow slightly different procedures during the same academic year for different tenure candidates, depending on which cohort that pre-tenure faculty member is in. However, this overlap will really only occur during the 2018-2019 academic year. No such overlap will occur at all during the 2016-2017 academic year, and it is not likely to occur during the 2017-2018 academic year.

To facilitate the co-ordination of these dual procedures the 2015-2018 Collective Agreement contains Article 5A (Evaluation) and Article 5B (Evaluation). Article 5A provides the newly negotiated tenure review process, and Article 5B provides the old (existing) tenure review process.

In order to avoid confusion, each page of both Article 5A and 5B, respectively, will have a header at the top of the page reminding readers which article they are reading (i.e., whether it is 5A or 5B) and to which cohort of pre-tenure faculty member it applies.

Further, the 2015-2018 Collective Agreement contains a new Memorandum of Understanding (MOU 24). The purpose of this MOU is to provide the timelines for the phasing-in of the new provisions, and where there is an option for existing faculty members to elect certain of the new provisions, this MOU indicates what those options are.

It is also worth pointing out that where and when the new process is followed, it does allow for more and fuller communication between the DEC and the FTC, as well as, between both these Committees and the tenure candidate and the VPFA, respectively. If these communication opportunities are availed upon by any of the parties, it will imply a more sustained involvement, i.e., over a longer interval, of these Committees in a pre-tenured faculty member's tenure review than was required in the past.

Throughout the Collective Agreement the words 'probationary member' have been replaced with 'pre-tenure faculty member'.

## **2. UNRESOLVED ITEMS TO BE CARRIED FORWARD TO THE NEXT ROUND OF BARGAINING**

### **ROLE OF CHAIRS AND DIRECTORS**

The RFA was seeking clearer articulation of the role of Chair/Directors as collaborative academic leaders, clarity on Chair/Directors' role in supervising administrative staff, and the revision of the Chair/Director appointment process to allow for greater faculty involvement.

The final settlement did not address any of these proposals, and they are thus matters which the RFA may well choose to take up again during the next round of bargaining.

### **INTEGRATION OF LIBRARIANS AND COUNSELLORS WITHIN THE COLLECTIVE AGREEMENT**

The RFA negotiating mandate included expanding the coverage of Articles 22, 23 and 24 (Financial Exigency, Redundancy and Layoffs) as well as Article 20 (Discipline and Discharge) to include Librarians and Counsellors, as is the case at most other Universities where Librarians and/or Counsellors are members of the faculty association. RFA Librarians and Counsellors currently have their own language for these,

## Report from the Chair, Negotiating...

within their specific articles. Unlike the case of other Universities the provisions in regard to these, are less favourable for Librarians and Counsellors than for the other members of the RFA.

The RFA mandate also included expanding librarian sabbatical provisions to be more in line with faculty sabbatical provisions.

The Administration was not willing to entertain discussion of the integration of any of these items, with the exception of a regressive proposal relating to Librarian sabbaticals. The RFA advised the Administration that in the interests of advancing the negotiations they would withdraw the proposals for integration, but were putting them on notice that they would become a central issue in future rounds of bargaining.

### BURGEONING DISCIPLINE ALLOWANCE

The RFA has been unsuccessfully attempting for several negotiating rounds to engage the Administration in clarifying the language relating to the awarding of burgeoning discipline allowances to individual faculty members, by the Administration. As negotiations commenced, in April 2015, the RFA also filed a grievance relating to the manner in which the Administration has been implementing the Burgeoning Allowance provision.

The final settlement did not address this proposal. However, in recent weeks a settlement was reached in this grievance. This settlement makes provision for dealing with current burgeoning discipline allowances, and includes an undertaking by both parties that Burgeoning Discipline Allowances will be a subject of negotiation during the next round of bargaining.

The RFA membership is to be thanked for their support throughout the negotiation of this agreement and its subsequent implementation. It is particularly gratifying to see how the members of the thirteen schools/ departments who are not yet at four courses per year have been willing to engage in the agreed transition process, and have embarked on the necessary steps. We thank them for their cooperation and patience in this regard.

Negotiating Committee Members: Rachel Berman - *ECS*, Doreen Fumia - *Sociology*, Diane Pirner - *Nursing* and Jane Sprott - *Criminology*

## Report from the Chair, Grievance - Ron Babin

We have had a productive few months in reducing our backlog of grievances. Two long-standing cases were resolved in September.

In 2009, the RFA filed a grievance about the use (and misuse) of Faculty Course Surveys (FCS). After numerous delays and false starts this grievance came before an arbitrator, who happened to be the same arbitrator (William Kaplan) who was about to arbitrate our contract. He suggested that we put it into the negotiation arbitration as a "interest arbitration". This means that the language can change as a result of his decision. We have consistently challenged the University for many years regarding the use of FCS. In our research we have learned that student evaluation of teaching (SET as they are referred to in the literature) is a common problem at many institutions, both in Canada and internationally. We have sought guidance from experts who have studied this problem at other universities around the world. Our position is that the current FCS is flawed, is discriminatory and should be dramatically re-structured. Ian Sakinofsky has provided more detail about the related interest arbitration in his report.

As always, we are aware that tenure time is just around the corner. The required training for DEC and FTC committee members is important, so we encourage all committee members to attend training, and to understand and objectively apply the processes. To those members who may be impacted by the tenure process, our door is always open. The time for problems with tenure is in the January to June period. Please feel free to ask for guidance and support if you feel that you need it.

## Report from the Chair, Grievance...

I would like to take this opportunity to say thank you to all who support the grievance process, especially to members of the RFA Grievance Committee, Jesmen Mendoza, Susan Cody and Tammy Landau. They really make an impact in the professional lives of our Ryerson colleagues.

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

At the start of the fall term, the Equity Issues Committee (EIC) members decided to hold a forum on the gender wage gap. This decision was welcomed by Winnie Ng, the Sam Gindin Chair of Social Justice, and she offered to collaborate by having EIC hold the event during the annual Social Justice Week. Laurie Petrou spearheaded the work on the event, and other members – Lamya Amleh, Jenny Carson, Kathryn Underwood and I – supported her in organizing the **Gender Wage Gap and Equity Forum**, which was held on November 1.

The Forum had an excellent lineup of speakers from diverse backgrounds, and Laurie Petrou moderated the panel. The keynote was delivered by Charlotte Yates who is currently the Provost at the University of Guelph. She is very well respected in the field of feminist and labour studies research. Yates was upfront in recognizing the tension between working as a senior administrator and her work as an activist in her previous academic life. She examined how much progress women have made in addressing inequality and concluded that women still receive 73.5 cents to a dollar earned by men (Statistics Canada). However, in terms of her attitude to change, Yates seems to have moved away from her earlier grassroots approach to her present view that gender inequality is better addressed by having women in leadership positions.

Next to speak at the Forum was Elizabeth Brandies. She is the President, Board of Directors of Association of Ontario Midwives. Brandies pointed out that since 1994, when midwifery began to be publicly funded, midwives, who are almost all women, have experienced a serious wage gap in comparison to family physicians. Brandies seemed happy to disclose that the Ontario Human Rights Commission delivered a precedent-setting ruling on a pay equity case filed by her Association – although she did not provide details.

Deena Ladd from the Workers Action Centre followed Brandies. Ladd is involved with mostly immigrant women who undertake precarious work. Not surprisingly, therefore, Ladd had a more grassroots approach to the gender wage gap issue. She pointed out that the 0.73:1 ratio between women and men's wages goes down to 0.56:1 for racialized women, and this goes down even further to an incredible 48 cents earned by immigrant women for every one dollar earned by men doing similar work (Statistics Canada). Ladd said that the vulnerability of immigrant women is magnified because most of them are hired as contract workers: for instance, in businesses with 50 or less contract workers there is no job-protected right to take an emergency day off – even as a day's unpaid leave. Ladd acknowledged that the gender wage gap is a concern, but what is also troubling is the impact of low wage work on bodies, health and minds of workers involved in precarious work. She concluded by urging colleagues to join the mobilizing effort against precarious and low-waged work.

The final speaker of the panel was Kelly Train. She is the Chief Steward of CUPE 3904, which is the union of contract faculty at Ryerson University. Train was brief, but she expressed an urgency by underlining that contract work by CUPE faculty is really precarious work. Of concern to her was the fact that contract faculty has to re-apply for work every four months, while those CUPE members who teach 1 to 2 courses per semester do not even qualify for benefits. The complement of contract faculty in various departments at Ryerson has been on the rise since the past few years, which is also a concern to the RFA.

The Equity Committee continues to be involved in the work of terminology change in order to substitute outdated identifiers of racialized, Indigenous and other equity-seeking groups with more appropriate identification in institutional documents and communications. More details will be forthcoming in the next bulletin.



## Report from the Health and Safety Officer - Habiba Bougherara

I would like to take this opportunity to welcome all faculty members to this new academic year, and to share some updates/information on matters related to occupational health and safety.

### Integrated Risk Managements Updates

Over the last few months, Ryerson's Integrated Risk Management (IRM) department provided updates on some key safety initiatives including: eLearning Modules on D2L, Lab Safety Initiatives, and Office Ergonomics Program. Some of these updates will address the recent Bill passed by Ontario government to broaden the definition of worker (Bill 18). For more information, consult IRM website at <http://www.ryerson.ca/irm/>

### Bill 132 Sexual Harassment – Amendments to the Ontario Health and Safety Act

The Ontario Government passed Bill 132 to amend various statutes related to sexual violence, sexual harassment, domestic violence and related matters. The Bill includes amendments to the provisions of the Occupational Health & Safety Act (OHSA) pertaining to Workplace Harassment. The amendments to the OHSA came into effect on **September 8, 2016**. To respond to this Bill, Ryerson is amending the Workplace Civility and Respect Policy and Guide to Civility. These amendments will be going to the Board for approval in November, 2016.

## *OCUFA Teaching Award Recipient of 2016*



Dana Lee, Associate Professor in the RTA School of Media at Ryerson University, has been named one of Ontario's most outstanding university teachers by the Ontario Confederation of University Faculty Associations (OCUFA). Prof. Lee will receive a 2015-2016 OCUFA Teaching Award at an October 29, 2016 ceremony in Toronto, hosted by CBC personality Bob McDonald.

"As his nominators note, Prof. Lee is an extraordinary professor who consistently goes above and beyond the call of duty," said Prof. Judy Bornais, Chair of OCUFA's Award Committee. "He is loved by students and colleagues alike for his commitment to accessible and engaging learning."

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

### Faculty of Communication and Design

Michael Bergmann - *School of Performance*  
 Louis-Etienne Dubois - *Creative Industries*  
 Marty Fink - *Professional Communication*  
 Katherine Alexandra Griffith Winton - *Interior Design*

### Faculty of Arts

Mathew Adams - *Geography & Environmental Science*  
 Emilia Barbu - *Economics*  
 Tammy George - *Sociology*  
 Zohra Jamasi - *Economics*  
 Seyun Maria Jung - *Criminology*  
 Benjamin Lefebvre - *English*  
 Michael McGregor - *Politics & Public Administration*  
 Hudson Moura - *Politics & Public Administration*  
 Ann Marie Murnaghan - *Geography & Environmental Studies*  
 Bolor Narankhuu - *Economics*  
 Tor Oiamo - *Geography & Environmental Studies*  
 Salewa Olawoye - *Economics*  
 Dana Osborne - *Languages, Literatures & Cultures*  
 Ricardo Pique - *Economics*  
 Sasa Stankovic - *Philosophy*  
 Laura Thrasher - *Sociology*  
 Hakan Toksoy - *Economics*  
 Yu Wang - *Economics*

### Faculty of Science

Jonah Horowitz - *Mathematics*  
 Rajeshwari Iyer - *Chemistry & Biology*  
 Todd Springer - *Physics*  
 Kathleen Wilkie - *Mathematics*

### Faculty of Engineering & Architecture

Saman Hassanzadeh Amin - *Mechanical & Industrial Engineering*  
 Naimul Mefraz Khan - *Electrical & Industrial Engineering*

### Faculty of Community Services

Eliza Chandler - *Disability Studies*  
 Julian Hasford - *Child & Youth Care*  
 Julie James - *Child & Youth Care*  
 Charlene Ryan - *ECS*

### Faculty of Ted Rogers School of Management

Behrouz Bakhtiari - *ITM*  
 Clara Chapdelaine-Feliciati - *Law & Business*  
 John Girardo - *RTA*  
 Daniel Guttentag - *Hospitality & Tourism Management*  
 Katie Label - *Marketing*  
 Steven Levitan - *RTA*  
 David Lewis - *Retail*  
 Atefeh Mashatan - *ITM*  
 Hamed Mehrabi - *Marketing*  
 Agostino Menna - *Entrepreneurship & Strategy*  
 Mohammad Nikoofal - *Global Management Studies*  
 Janice Rudkowski - *Retail*  
 Hesham Saadawi - *ITM*  
 Hasko Von Kriegstein - *Law & Business*  
 Laurel Walzak - *RTA*  
 Jia Xie - *Real Estate Management*  
 Ting Ting Zhang - *Human Resources & Organizational Behaviour*

### Library

Alison Skyrme - *Librarian*

**The RFA Executive for 2015/16 is composed of the following members:**

President	Peter Danziger
Vice President Internal	Kileen Tucker Scott
Vice President External	Rahul Sapra
Treasurer	Carmen Schifellite
Secretary	David Naranjit
Chair, Grievance	Ron Babin
Chair, Negotiating	Ian Sakinofsky
Chair, Professional Affairs	Lin Dong
Chair, Equity Issues	Tariq Amin-Khan
Health & Safety Officer	Habiba Bougherara
Members At Large (2)	Amina Jamal
	Anthony Francescucci

**RFA General Meeting**

Thursday, December 8, 2016, 12 (noon) - 2:00 p.m.  
International Room, ILC

**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 Agnes Paje  
Produced by: Stacy Stanley and Agnes Paje

## RFA DEPT/SCHOOL REPS - 2016/2017

Accounting	Vanessa Magness	Journalism	Marsha Barber
Aerospace Engineering	Seyed M. Hashemi	Languages, Literature & Culture	Jamin Pelkey
Architectural Science	1. Umberto Berardi	Law & Business	<i>Vacant</i>
	2. June Komisar	Library	1. M.J. Suhonos
Chemical Engineering	Chil-Hung Cheng		2. Alison Skyrme
Chemistry & Biology	1. Bryan Koivisto		<i>Vacant</i>
	2. Joe McPhee	Marketing Mathematics	1. Chris Grandison
Child & Youth Care	<i>Vacant</i>		2. Bozena Todorow
Civil Engineering	1. Elsayed Elbeshbishy	Mechanical & Industrial Engineering	1. Saman Amin
	2. <i>Vacant</i>		2. <i>Vacant</i>
Computer Science	Joshua Panar		3. <i>Vacant</i>
Counselling	Joanna Holt	Midwifery Nursing	Manavi Handa
Criminology	Dan Horner		1. Corrine Hart
Disability Studies	Eliza Chandler		2. Diane Pirner
ECS	1. Angela Valeo	Nutrition	3. Beth Swart
	2. <i>Vacant</i>	Occupational & Public Health	Yvonne Yuan
Economics	1. Tsobadral Galaabatar	Philosophy	<i>Vacant</i>
	2. Cathy Ning		1. Meredith Schwartz
Electrical Engineering	1. Vadim Geurkov	Physics	2. Alex Wellington
	2. Lev Kirischian	Politics	Alexander Douplik
	3. Kaamran Raahemfar		1. Miriam Anderson
English	1. Jonathan Rollins	Professional Communication	2. Mitu Sengupta
	2. Colleen Derkatch	Psychology	Carolyn Meyer
Entrepreneurship & Strategy	<i>Vacant</i>		1. Paul Brunet
Fashion	Henry Delgado		2. Maria Gurevich
Finance	<i>Vacant</i>		3. Eric Hehman
Geography & Environmental Studies	1. Stephen Swales	Real Estate	Murtaza Haider
	2. Richard Shaker	Retail	David Lewis
	<i>Vacant</i>	RTA	1. David Bouchard
Global Management Studies	Richard Adams		2. Charles Zamaria
Graphic Communications	John Morgan	Social Work	1. Susan Preston
History	Bernard McEvoy		2. Dawn Onishenko
Hospitality & Tourism	Rupa Banerjee	Sociology	1. Doreen Fumia
Human Resources			2. Heather Rollwagen
Image Arts	1. Dave Kemp	Theatre	Pavlo Bosyy
	2. <i>Vacant</i>	Urban & Regional Planning	<i>Vacant</i>
ITM	1. Jim Tam		
	2. Franklyn Prescod		
Interior Design	<i>Vacant</i>		